



Government of Karnataka

THE KARNATAKA CIVIL SERVICES
(REVISED PAY)
RULES 2007
AND
RELATED ORDERS

Finance Department
May 2007

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PROCEEDINGS OF THE GOVERNMENT OF KARNATAKA

Sub:- Revision of scales of pay and other related orders.

GOVERNMENT ORDER NO.FD 8 SRP 2007 BANGALORE, DATED 16th MAY 2007

1.1 In Government Order No.FD 8 SRP 2007 dated 9th April 2007, Government have issued orders accepting the Master Scale and 25 standard scales of pay recommended by the Fifth State Pay Commission.

1.2 Government are now pleased to issue the following orders:-

2. REVISED SCALES OF PAY:

2.1 The existing scales of pay are revised as specified below:-

Sl. No.	Existing scales of pay Rs.	Revised scales of pay Rs.
1	2	3
1	2500-50-2700-75-3450-100-3850	4800-100-6000-125-6500-150-7100-175-7275
2	2600-50-2700-75-3450-100-4350	5200-100-6000-125-6500-150-7100-175-7800-200-8200
3	2775-75-3450-100-4450-125-4950	5500-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500
4	3000-75-3450-100-4450-125-5450	5800-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500
5	3300-75-3450-100-4450-125-5700-150-6300	6250-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500-300-12000
6	3850-100-4450-125-5700-150-7050	7275-175-7800-200-8600-225-9500-250-10500-300-12300-350-13350
7	4150-100-4450-125-5700-150-7200-200-7800	8000-200-8600-225-9500-250-10500-300-12300-350-14400-400-14800

8	4575-125-5700-150-7200-200-8400	8825-225-9500-250-10500-300-12300-350-14400-400-16000
9	5200-125-5700-150-7200-200-8800-260-9580	10000-250-10500-300-12300-350-14400-400-16800-450-18150
10	5575-125-5700-150-7200-200-8800-260-10620	10800-300-12300-350-14400-400-16800-450-19500-525-20025
11	6000-150-7200-200-8800-260-10880-320-11200	11400-300-12300-350-14400-400-16800-450-19500-525-21600
12	6300-150-7200-200-8800-260-10880-320-11840	12000-300-12300-350-14400-400-16800-450-19500-525-22650
13	7400-200-8800-260-10880-320-13120	14050-350-14400-400-16800-450-19500-525-22650-600-25050
14	8000-200-8800-260-10880-320-13440	15200-400-16800-450-19500-525-22650-600-25650
15	9580-260-10880-320-13440-380-14200	18150-450-19500-525-22650-600-26250-675-26925
16	10620-260-10880-320-13440-380-14960	20025-525-22650-600-26250-675-28275
17	11520-320-13440-380-14960-440-15840	22125-525-22650-600-26250-675-30300
18	12800-320-13440-380-14960-440-16720	24450-600-26250-675-30300-750-31800
19	13820-380-14960-440-16720-500-17220	26250-675-30300-750-34800-850-36500
20	14960-440-16720-500-20720	28275-675-30300-750-34800-850-39900

2.2. Accepting the recommendations of the Pay Commission, the following five new pay scales are introduced with effect from 1st July 2005.

1.	Rs.6800-150-7100-175-7800-200-8600-225-9500-250-10500-300-12300-350-13000
2.	Rs.9500-250-10500-300-12300-350-14400-400-16800-450-17250
3.	Rs.13000-350-14400-400-16800-450-19500-525-22650-600-23850
4.	Rs.16400-400-16800-450-19500-525-22650-600-26250
5.	Rs.19050-450-19500-525-22650-600-26250-675-27600

2.3 The revised scales of pay are linked to the cost of living situation represented by the index average of 524 points in the All India Average Consumer Price Index Numbers for Industrial Workers (General) (Base: 1982=100).

2.4 The revised scales are specific segments of master scale of pay of Rs.4800-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500-300-12300-350-14400-400-16800-450-19500-525-22650-600-26250-675-30300-750-34800-850-39900.

2.5 The scale of pay applicable to any post, as from 1st July 2005, shall be the revised scale of pay specified in column (3) of paragraph 2.1 above as shown against the existing scale of pay applicable thereto as specified in column (2). Orders on allocation of new scales of pay to posts will be issued separately after examination of the recommendations that may be made by the Commission in this behalf in its report (second volume).

2.6 The special allowance of Rs.200/- p.m. sanctioned to certain categories of teachers as interim relief shall be continued until further orders.

3. **DATE OF EFFECT:**

3.1 The revised scales of pay shall be deemed to have come into force with effect from 1st July 2005. The monetary benefit of the revised scales of pay shall, however, be admissible from 1st April 2006.

3.2 The increase in pay and allowances and pension on account of the revision of scales of pay shall be payable in cash with effect from 1st April 2007. The arrears of pay and allowances and pension for the period from 1st April 2006 to 31st March 2007 will be disbursed in the financial year 2008-09. Orders contained

in paragraph 4 of G.O. No.FD 8 SRP 2007 dated 9th April 2007 shall stand modified to this extent.

4. FIXATION OF PAY IN THE REVISED SCALES OF PAY:

4.1 The initial pay of a Government servant shall be fixed in the corresponding revised scale of pay in the following manner:-

- (i) An amount representing 17.5 percent of the basic pay shall be added to the 'existing emoluments' of the Government servant (The amount of Interim Relief of 10% sanctioned in G.O. No. FD 8 SRP 2006 dated 29-3-2006 shall stand absorbed in this increase of 17.5 percent);
- (ii) After the 'existing emoluments' have been so added and increased, the pay shall be fixed in the corresponding revised scale as under:-
 - (a) Where the amount computed as above is less than the minimum of the revised scale, it shall be fixed at the minimum,
 - (b) Where the amount computed as above is not less than the minimum but less than the maximum of the revised scale, the pay shall be fixed in the revised scale at the stage next above the amount, and
 - (c) Where the amount computed as above is equal to or more than the maximum of the revised scale, the pay shall be fixed at the maximum and the amount equal to the difference between the maximum and the stage of pay in the master scale (mentioned in paragraph 2.4) next above the amount shall be allowed as 'personal pay'.

For this purpose, '**existing emoluments**' shall include-

- (a) the basic pay as defined in clause (a) of rule 3 of the Karnataka Civil Services (Revised Pay) Rules, 2007.
- (b) dearness allowance admissible on the basic pay at the rate specified in G.O. No. FD 48 SRP 2005 dated 28th October 2005.

4.2 A 'Fitment Table' showing the stages in the existing scale of pay and the pay to be fixed in the revised scale of pay is annexed as Fourth Schedule to the Karnataka Civil Services (Revised Pay) Rules, 2007.

4.3 To draw pay in the revised scale applicable to him under the aforesaid rules, no option is required to be exercised by a Government servant. The initial pay of every such Government servant who was in service on 1st July 2005 shall be fixed at the stage specified in column (2) of the Fourth Schedule of the said rules corresponding to his/her basic pay in the existing scale appearing in column 1 thereof.

4.4 If an increment (including stagnation increment) would have accrued to a Government servant in the existing scale of pay in the usual course during the period from 2nd July 2005 to 30th June 2006, his pay in the revised scale of pay shall, if advantageous to him, be re-fixed from the date of accrual of such increment in accordance with the proviso to sub-rule (1) of rule 8 of the Karnataka Civil Services (Revised Pay) Rules, 2007.

4.5 The pay of a Government servant who either enters service or is promoted or appointed on or after 1st July 2005 to any post other than that held by him prior to 1st July 2005 shall be fixed in accordance with the provisions of the Karnataka

Civil Services Rules. No 'fitment benefit' under the Karnataka Civil Services (Revised Pay) Rules, 2007 is admissible in such cases.

4.6 A few illustrations of fixation of pay in the revised scales of pay are given in the **Annexure-I** to this order.

5. **AUTHORISATION FOR DRAWAL OF PAY IN THE REVISED SCALES:**

5.1 The Heads of Offices shall be competent to fix the pay of the Government servants under their control in accordance with the fitment table read with the Karnataka Civil Services (Revised Pay) Rules, 2007.

5.2 In the case of Government servants whose pay is authorized by the Accountant General, their pay shall be fixed by the Accountant General.

5.3 The fixation of pay in the revised scales should be done in the form given in the **Annexure-II** to this order. One copy of this form should be pasted in the Service Register, one copy should be enclosed to the pay bill in which the Government servant's pay in the revised scale is drawn for the first time and one copy should be sent to the concerned Head of the Department.

5.4 The Heads of Offices may ensure that the pay of the Government servants is fixed in the revised scales of pay very promptly and before 30th June 2007.

6. **DEARNESS ALLOWANCE:**

6.1 Dearness Allowance payable to Government servants shall be regulated with reference to the Dearness Allowance formula evolved by the Government of India.

6.2 It shall be paid twice a year from 1st January and from 1st July. The Dearness Allowance payable to Government servants in the revised scales of pay with effect from 1st April 2006 shall be calculated with a multiplication factor of 0.875 for every 1% DA sanctioned by Government of India.

6.3 The inflation neutralization shall be uniform at 100% at all levels.

6.4 Dearness Allowance will continue to be shown as a distinct element of remuneration.

7. TIME BOUND ADVANCEMENT/AUTOMATIC GRANT OF SPECIAL PROMOTION TO SENIOR SCALE OF PAY:

7.1 The existing schemes of Time Bound Advancement and Automatic Grant of Special Promotion to Senior Scale of Pay will continue to be in force until further orders, with modifications indicated in succeeding paragraphs.

7.2 With the introduction of five new pay scales, Government servants holding posts in the first 14 scales of pay are entitled for the benefit of selection time scale of pay under the Karnataka Civil Services (TBA) Rules, 1983 and senior scale of pay under the Karnataka Civil Services (Automatic grant of special promotion to senior scale of pay) Rules, 1991 with effect from 1st July 2005.

7.3 With effect from 1st July 2005, the 'selection time scale of pay' admissible to a Government servant holding a post, in accordance with the Karnataka Civil Services (Time Bound Advancement) Rules, 1983 shall be the 'revised selection time scale of pay', specified in column (3) below, against the revised scale of pay applicable thereto as specified in column (2) provided that on account of introduction of five new scales of pay, if a Government servant holding a post carrying the scale of pay under the Karnataka Civil Services (Revised Pay) Rules,

1999 has been allowed the selection time scale of pay, prior to 1st July 2005, which is higher than the revised selection time scale of pay specified in column (3) below, under the Karnataka Civil Services (Time Bound Advancement) Rules, 1983, the revised scale of pay corresponding to such existing selection time scale of pay shall be allowed to him as personal to him.

Sl. No.	Scales of pay Rs.	Selection time scale of pay Rs.
1	2	3
1	4800-7275	5200-8200
2	5200-8200	5500-9500
3	5500-9500	5800-10500
4	5800-10500	6250-12000
5	6250-12000	6800-13000
6	6800-13000	7275-13350
7	7275-13350	8000-14800
8	8000-14800	8825-16000
9	8825-16000	9500-17250
10	9500-17250	10000-18150
11	10000-18150	10800-20025
12	10800-20025	11400-21600
13	11400-21600	12000-22650
14	12000-22650	13000-23850

7.4 With effect from 1st July 2005, the 'senior scale of pay' admissible to a Government servant holding a post in accordance with Karnataka Civil Services (Automatic Grant of Special Promotion to Senior Scale of Pay) Rules, 1991, shall be the revised scale next above the 'revised selection time scale of pay' granted under the Karnataka Civil Services (Time Bound Advancement) Rules, 1983 in respect of the post held by a Government servant or where the 'revised selection time scale of pay' granted under the Karnataka Civil Services (Time Bound Advancement) Rules, 1983 in respect of the post held by the Government servant and the revised scale of the promotional post is identical or the same, the 'revised scale' of such promotional post.

7.5 The initial pay of a Government servant who has been granted the selection time scale of pay or senior scale of pay, as the case may be, prior to 1st July 2005 in accordance with the Karnataka Civil Services (Time Bound Advancement) Rules, 1983 and the Karnataka Civil Services (Automatic Grant of Special Promotion to Senior Scale of Pay) Rules, 1991 and related orders shall be fixed in the corresponding revised scale of pay as mentioned in paragraphs 4.1 to 4.3.

7.6 The pay of a Government servant, who becomes eligible for the selection time scale of pay or senior scale of pay, as the case may be, in accordance with the Karnataka Civil Services (Time Bound Advancement) Rules, 1983 and the Karnataka Civil Services (Automatic Grant of Special Promotion to Senior Scale of Pay) Rules, 1991 and related orders on or after 1st July 2005, shall be fixed in the revised selection time scale of pay or senior scale of pay as laid down under the respective rules.

8. PENSIONARY BENEFIT:

In the case of a Government servant who ceases to be in service due to retirement or death while in service after 1st July 2005, but before 1st April 2006, his pay fixed notionally in the revised scale of pay shall be taken into account for the purpose of calculation of pension/family pension. The monetary benefit shall, however, accrue to the retired Government servant or the beneficiary of the deceased Government servant with effect from 1st April 2006, but the arrears thereon is payable in the financial year 2008-09.

9. HOUSE RENT ALLOWANCE/CITY COMPENSATORY ALLOWANCE/RURAL ALLOWANCE:

9.1 The classification of cities and other places for the purpose of HRA and CCA as per the existing orders shall continue to be in force until further orders.

The payment of HRA shall continue to be regulated in accordance with the existing orders subject to, however, that the said allowance shall be admissible to employees working in the jurisdiction of 'Brahat Bangalore Mahanagar Palike' at the rate of 15% of the basic pay instead of the existing rate of 13% with effect from 1st April 2006.

9.2 The City Compensatory Allowance shall be admissible to Government employees at the following rates with effect from 1st April 2006:-

Pay range (basic pay) in the revised scales of pay	Amount of CCA in class of cities (Rupees per month)		
	A	B1	B2
Basic pay Rs.4800 to 7799 p.m.	150	100	80
Basic pay Rs.7800 p.m. and above	300	200	80

9.3 Government employees working in rural areas having population of 25,000 and below and classified as 'E' class for the purpose of HRA/CCA in accordance with the existing orders shall be entitled for Rural Allowance of Rs.100/- per month with effect from 1st April 2006.

10. OTHER MATTERS:

10.1 The minimum rates of insurance premia under the Karnataka Government Servants (Compulsory Life Insurance) Rules, 1958 are revised to six and a quarter percent (6 ¼ %) of the mean between the minimum and maximum of the revised scales of pay with effect from 1st April 2007.

10.2 Orders on revision of Travelling Allowance, entitlement etc. will be issued separately.

10.3 If there are any difficulties in implementing these orders or if there are any doubts that need clarification, the same may be referred to Government in the Finance Department.

11. EXTENSION OF THE BENEFIT OF THE REVISED SCALES OF PAY TO THE EMPLOYEES OF THE AIDED EDUCATIONAL INSTITUTIONS AND NON-TEACHING STAFF OF THE UNIVERSITIES:

11.1 The benefit of the revised scales of pay will be extended to the employees of aided educational institutions and non-teaching staff of the Universities who are on the State scales of pay. Orders in this behalf will be issued separately by the concerned administrative department.

11.2 As regards the extension of the benefit of the revised scales of pay to the employees of local bodies (Town Panchayats/Town Municipalities/City Municipal Corporations/City Corporations), the Urban Development Department shall take a decision having regard to the finances of the local bodies.

**By Order and in the name of the
Governor of Karnataka**

**(M.R.KAMBLE)
Secretary to Government (Exp.)
Finance Department**

Annexure-1 to G. O. No.FD 8 SRP 2007 dated 16th May, 2007

ILLUSTRATION – 1

Facts

1. Designation of the post held on 1 st July 2005.	: Junior Assistant
2. Existing scale of pay.	: Rs.3000-75-3450-100-4450-125-5450
3. Basic pay in the existing scale as on 1 st July 2005.	: Rs.3,450
4. Date of next increment in the existing scale.	: 1 st January 2006

Fixation of pay in the revised scale

1. Revised scale of pay applicable to the post.	: Rs.5800-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500
2. Basic pay to be fixed in the revised scale notionally with effect from 1 st July 2005.	: Rs.6,650
3. Date of next increment in the revised scale, as per sub-rule (1) of rule 8 of KCS (RP) Rules, 2007	: 1 st January 2006

ILLUSTRATION – 2**Facts**

1. Designation of the post held on 1 st July 2005.	: Forest Guard
2. Existing scale of pay.	: Rs.3000-75-3450-100-4450-125-5450
3. Basic pay in the existing scale as on 1 st July 2005.	: Rs.3,375
4. Date of next increment in the existing scale.	: 1 st December 2005

Fixation of pay in the revised scale

1. Revised scale of pay applicable to the post.	: Rs.5800-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500
2. Basic pay to be fixed in the revised scale notionally with effect from 1 st July 2005.	: Rs.6,375
3. Re-fixation of pay in the revised scale to be done notionally with reference to the increment due in the existing scale on 1 st December 2005 (Rs.3450) as per proviso to sub- rule (1) of rule 8 of KCS (RP) Rules, 2007.	: Rs.6,650
4. Date of next increment in the revised scale of pay as per sub-rule (2) of rule 8 of KCS (RP) Rules, 2007.	: 1 st December 2006.

ILLUSTRATION – 3**Facts**

1. Designation of the post held on 1 st July 2005.	: First Division Assistant
2. Existing scale of pay.	: Rs.3850-100-4450-125-5700-150-7050
3. Basic pay in the existing scale as on 1 st July 2005.	: Rs.4,825
4. Date of next increment in the existing scale.	: 1 st July 2006

Fixation of pay in the revised scale

1. Revised scale of pay applicable to the post.	: Rs.7275-175-7800-200-8600-225-9500-250-10500-300-12300-350-13350
2. Basic pay to be fixed in the revised scale notionally with effect from 1 st July 2005.	: Rs.9,275
3. Date of next increment in the revised scale of pay, as per sub-rule (1) of rule 8 of KCS (RP) Rules, 2007.	: 1 st July 2006

ILLUSTRATION – 4**Facts**

1. Designation of the post held on 1 st July 2005.	: Junior Engineer (PWD)
2. Existing scale of pay.	: Rs.4575-125-5700-150-7200-200-8400
3. Existing selection time scale of pay allowed under the scheme of Time Bound Advancement w.e.f. 1-5-2004.	: Rs.5200-125-5700-150-7200-200-8800-260-9580
4. Basic pay drawn in the existing selection time scale of pay as on 1 st July 2005.	: Rs.6,000
5. Date of next increment in the existing scale.	: 1 st January 2006

Fixation of pay in the revised scale

1. Revised scale of pay applicable to the post.	: Rs.8825-225-9500-250-10500-300-12300-350-14400-400-16000
2. Selection time scale of pay in the revised pay scales	: Rs.10000-250-10500-300-12300-350-14400-400-16800-450-18150
3. Pay to be fixed in the revised selection time scale of pay notionally with effect from 1 st July 2005.	: Rs.11,400
4. Date of next increment in the revised scale, as per sub-rule (1) rule 8 of KCS (RP) Rules 2007.	: 1 st January 2006

ILLUSTRATION – 5**Facts**

1. Designation of the post held on 1 st July 2005.	: Assistant Engineer (PWD)
2. Existing scale of pay.	: Rs.6000-150-7200-200-8800-260-10880-320-11200
3. Basic pay in the existing scale as on 1 st July 2005.	: Rs.10,100
4. Date of next increment in the existing scale.	: 1 st April 2006

Fixation of pay in the revised scale

1. Revised scale of pay applicable to the post.	: Rs.11400-300-12300-350-14400-400-16800-450-19500-525-21600
2. Basic pay to be fixed in the revised scale notionally with effect from 1 st July 2005.	: Rs.19,050
3. Re-fixation of pay in the revised scale with reference to the increment due in the existing scale on 1 st April 2006 (Rs.10,360) as per proviso to sub-rule (1) of rule 8 of KCS (RP) Rules, 2007.	: Rs.20,025
4. Date of next increment in the revised scale, as per sub-rule (2) of rule 8 of KCS (RP) Rules, 2007).	: 1 st April 2007

ILLUSTRATION – 6**Facts**

1. Designation of the post held on 1 st July 2005.	: Veterinary Officer
2. Existing scale of pay.	: Rs.6300-150-7200-200-8800-260-10880-320-11840
3. Basic pay in the existing scale as on 1 st July 2005.	: Rs.11,840 + 320 PP (first stagnation increment)
4. Date of next increment in the existing scale.	: No normal increment is due in the existing scale, but eligible for second stagnation increment on 1 st January 2006.

Fixation of pay in the revised scale

1. Revised scale of pay applicable to the post.	: Rs.12000-300-12300-350-14400-400-16800-450-19500-525-22650
2. Basic pay to be fixed in the revised scale notionally with effect from 1 st July 2005.	: Rs.22,650 + 600 PP
3. Re-fixation of pay in the revised scale to be done notionally with reference to the second stagnation increment due in the existing scale on 1 st January 2006, as per proviso to sub-rule (1) of rule 8 of KCS (RP) Rules 2007.	: Rs.22,650 + 1200 PP
4. Date of next increment in the revised scale.	: No normal increment is due in the revised scale but eligible for third stagnation increment on 1 st January 2007.

ILLUSTRATION – 7**Facts**

1. Designation of the post held on 1 st July 2005.	: Jamedar
2. Existing scale of pay.	: Rs.2775-75-3450-100-4450-125-4950
3. Basic pay drawn in the existing scale as on 1 st July 2005.	: Rs.4,950 (reached the maximum of the scale on 1-4-2005)
4. Date of next increment in the existing scale.	: No normal increment is due in the existing scale. First stagnation increment is due on 1-4-2006.

Fixation of pay in the revised scale

1. Revised scale of pay applicable to the post.	: Rs.5500-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500
2. Basic pay to be fixed in the revised scale notionally with effect from 1 st July 2005.	: Rs.9,500
3. Re-fixation of pay in the revised scale with reference to the first stagnation increment due in the existing scale on 1-4-2006 (Rs.4950+125), as per proviso to sub-rule (1) of rule 8 of KCS (RP) Rules 2007.	: Rs.9,500 + 250 PP
4. Date of next increment in the revised scale.	: No normal increment is due in the revised scale, but eligible for second stagnation increment on 1-4-2007.

ILLUSTRATION – 8**Facts**

1. Designation of the existing post held on 1 st July 2005.	: First Division Assistant.
2. Existing scale of pay.	: Appointed with effect from 1-7-2005 on the 1999 scale of pay of Rs.3850-100-4450-125-5700-150-7050
3. Basic pay in the existing scale as on 1 st July 2005.	: Rs.3,850.
4. Date of next increment in the existing scale.	: 1 st July 2006.

Fixation of pay in the revised scale

1. Revised scale of pay applicable to the post.	: Rs.7275-175-7800-200-8600-225-9500-250-10500-300-12300-350-13350
2. Basic pay to be allowed in the revised scale notionally with effect from 1 st July 2005.	: Rs.7275.
3. Date of next increment in the revised scale.	: 1 st July 2006.

ILLUSTRATION – 9**Facts**

1. Designation of the post held on 1 st July 2005.	: Additional Secretary.
2. Existing scale of pay.	: Rs.13820-380-14960-440-16720-500-17220.
3. Basic pay drawn in the existing scale as on 1 st July 2005.	: Rs.17,220.
4. Date of next increment in the existing scale.	: No normal increment is due in the existing scale of pay. First stagnation increment is due on 1-1-2006.

Fixation of pay in the revised scale

1. Revised scale of pay applicable to the post.	: Rs.26250-675-30300-750-34800-850-36500.
2. Basic pay to be fixed in the revised scale notionally with effect from 1 st July 2005.	: Rs.32,550.
3. Re-fixation of pay in the revised scale to be done notionally with reference to the first stagnation increment due in the existing scale on 1 st January 2006 (Rs.17,220+500), as per proviso to sub-rule (1) of rule 8 of KCS (RP) Rules, 2007.	: Rs.34,050.
4. Next increment due in the revised scale, as per sub-rule (2) of rule 8 of KCS (RP) Rules, 2007.	: 1 st January 2007.

ILLUSTRATION – 10**Facts**

1. Designation of the post held on 1 st July 2005.	: Director of Agriculture
2. Existing scale of pay.	: Rs.13820-380-14960-440-16720-500-17220
3. Basic pay in the existing scale as on 1 st July 2005.	: Rs.17,220 + 500 PP (first stagnation increment)
4. Date of next increment in the existing scale.	: No normal increment is due in the existing scale of pay. Second stagnation increment is due on 1 st July 2006.

Fixation of pay in the revised scale

1. Revised scale of pay applicable to the post.	: Rs.26250-675-30300-750-34800-850-36500
2. Basic pay to be fixed in the revised scale notionally with effect from 1 st July 2005.	: Rs.34,050
3. Date of next increment in the revised scale of pay.	: 1 st July 2006 (Annual increment raising pay to Rs.34,800 is due on 1 st July 2006.)

ILLUSTRATION – 11

Facts

Smt. 'A', **Section Officer**, drawing basic pay of **Rs.10100/-** in the 1999 pay scale of Rs.6000-150-7200-200-8800-260-10880-320-11200 was promoted as **Under Secretary** on the 1999 pay scale of Rs.7400-200-8800-260-10880-320-13120 with effect from 1st June 2005. Her pay on promotion was fixed at **Rs.10360/-** from 1st June 2005. Her next increment in the lower post of Section Officer was due on 1st April 2006.

1. Designation of the post held on 1 st July 2005.	: Under Secretary
2. Existing scale of pay applicable to the post held on 1 st July 2005.	: Rs.7400-200-8800-260-10880-320-13120
3. Basic pay in the existing scale of the Under Secretary as on 1 st July 2005.	: Rs.10,360
4. Revised scale of pay applicable to the post of Under Secretary held on 1 st July 2005.	: Rs.14050-350-14400-400-16800-450-19500-525-22650-600-25050
5. Basic pay to be fixed in the revised scale of pay applicable to the post of Under Secretary notionally with effect from 1 st July 2005.	: Rs.20,025
6. Basic pay to be fixed notionally in the revised scale of pay of Rs.11400-300-12300-350-14400-400-16800-450-19500-525-21600 applicable to the lower post of Section Officer with reference to the basic pay of Rs.10,100 with effect from 1 st July 2005.	: Rs.19,050
7. Re-fixation of pay in the revised scale of pay of the lower post of Section Officer with reference to the increment due in the existing scale with effect from 1 st April 2006 (Rs.10360), as per proviso to sub-rule (1) of rule 8 of the KCS (RP) Rules, 2007.	: Rs.20,025
8. Re-fixation of pay in the revised scale of the Under Secretary with reference to the increment in the lower post of Section Officer as on 1 st April 2006 under rule 42B (2) of KCSRs.	: Rs.20,550
9. Next increment in the revised scale of pay.	: 1 st April 2007

ILLUSTRATION – 12**Facts**

Shri 'B', **Jamedar**, drawing basic pay of Rs.3550/- in the 1999 pay scale of Rs.2775-75-3450-100-4450-125-4950 was granted the **selection time scale** of Rs.3000-75-3450-100-4450-125-5450 with effect from 1st November 2005. His pay in the selection time scale of Rs.3000 - 5450 was fixed at Rs.3650/- with effect from 1st November 2005. His next annual increment in the pay scale of Rs.2775 - 4950 was due on 1st February 2006.

1. Existing scale of pay of the post held on 1 st July 2005	: Rs.2775-75-3450-100-4450-125-4950
2. Basic pay in the existing scale as on 1 st July 2005	: Rs.3,550
3. Pay fixed in the selection time scale of pay of Rs.3000 - 5450 with effect from 1 st November 2005.	: Rs.3,650
4. Date of next increment in the existing scale	: 1 st February 2006.

Fixation of pay in the revised scale

1. Revised scale of pay applicable to the post	: Rs.5500-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500
2. Basic pay to be fixed in the revised scale notionally with effect from 1 st July 2005.	: Rs.6,800
3. Selection time scale of pay applicable in the revised pay scales.	: Rs.5800-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500
4. Pay to be fixed in the revised selection time scale of pay of Rs.5800–10500 notionally with effect from 1 st November 2005 under rule 42B (1) of KCSRs..	: Rs.6,950
5. Pay to be re-fixed in the revised selection time scale of pay of Rs.5800 – 10500 notionally with effect from 1 st February 2006 under rule 42B (2) of KCSRs.	: Rs.7,100
6. Date of next increment in the revised scale	1 st February 2007

Annexure-II to G. O. No.FD 8 SRP 2007 dated 16th May 2007.

F O R M

Name of the Government Servant and the post held on 1-7-2005	Existing scale of the post held on 1-7-2005	Basic pay drawn in the existing scale on 1-7-2005	Date of next increment in the existing scale	Revised scale applicable to the post	Pay fixed in the revised scale corresponding to the basic pay in the existing scale	Whether refixation is advantageous under proviso to rule 8 (1) and if so, the pay re-fixed and the date of such refixation	Date of next increment in the revised scale
1	2	3	4	5	6	7	8

Note: The initial pay of the Government servant should be fixed separately -

- (a) in respect of the post held by him as on 1st July 2005; and
- (b) in respect of the lower post, if any, which he would have held on that date but for holding the higher post on officiating basis.

Signature of the Authority mentioned
in para 5 of the Government Order.

Designation
Dated:

GOVERNMENT OF KARNATAKA

No. FD 17 SRP 2007.

Karnataka Government Secretariat.
Vidhana Soudha,
Bangalore, dated: 16th May 2007.**NOTIFICATION**

In exercise of the powers conferred by sub-section (1) of section 3, read with the proviso to sub-section (2) of the said section of the Karnataka State Civil Services Act, 1978 (Karnataka Act No.14 of 1990), the Government of Karnataka hereby makes the following rules, namely;

1. **Short title and commencement:-** (1) These rules may be called the Karnataka Civil Services (Revised Pay) Rules, 2007.

(2) They shall be deemed to have come into force from the first day of July, 2005.

2. **Application:-** (1) Save as otherwise provided by or under these rules, these rules shall apply to persons appointed to civil services and posts in connection with the affairs of the State of Karnataka.

(2) These rules shall not apply to:-

(a) persons borne on work charged establishments, with no lien on any post in regular establishments of civil services, unless otherwise provided by an order issued by the Government;

- (b) persons paid out of contingencies, unless otherwise provided by an order issued by the Government;
- (c) persons paid on hourly, daily, weekly or monthly rates wages;
- (d) persons not in whole-time employment;
- (e) persons paid only on a piece rate basis;
- (f) persons employed on contract, except where the contract provides otherwise;
- (g) persons appointed on consolidated pay or salary;
- (h) persons reemployed in Government service after retirement.
- (i) persons whose conditions of service are regulated by the rules made under clause (3) of Article 187, clause (2) of Article 229 or sub-clause (b) of Article 318 of the Constitution of India;
- (j) persons drawing pay in the UGC/AICTE/ICAR scales of pay;
- (k) persons borne on All India Services working under the Government;
- (l) the State Judicial Officers drawing First National Judicial Pay Commission scales of pay; and
- (m) any other class or category of persons whom the Government may, by order, specifically exclude from the operation of all or any of the provisions of these rules.

3. **Definitions:-** In these rules, unless the context otherwise requires, _

- (a) 'basic pay' means pay of a Government servant in the 'existing scale' as on 1st July 2005 or any subsequent date with effect from which his pay is re-fixed in the 'revised scale' and includes the following, namely:-

- (i) annual increment;
- (ii) stagnation increment granted above the maximum of the 'existing scale';
- (iii) personal pay granted under sub-rule (3) of rule 7 of the Karnataka Civil Services (Revised Pay) Rules, 1999; and
- (iv) additional increment granted beyond the maximum of the time scale of pay in terms of G.O. No.FD 13 SRP 2002 dated 9th May 2002.

Provided that it shall not include the following namely:-

- (i) special allowance;
 - (ii) personal pay other than that mentioned at (iii) above;
 - (iii) technical pay; and
 - (iv) any other emoluments specially classed as pay by the Government under rule 8(32) of the Karnataka Civil Services Rules.
- (b) 'existing scale' in relation to a Government servant means the '1999 scale' applicable to the post held by him as on 1st July 2005, whether in a substantive or officiating or temporary capacity and includes the personal scale, if any, applicable to him in respect of the said post and the 'existing selection time scale' or 'existing senior scale of pay' as the case may be, if any, granted to him in respect of the said post;
- (c) 'existing selection time scale of pay' in relation to a Government servant holding a post means the selection time scale of pay granted to him prior to 1st July 2005, in respect of the said post, in accordance

with the provisions of the Karnataka Civil Services (Time Bound Advancement) Rules, 1983, as amended from time to time;

- (d) 'existing senior scale of pay' in relation to a Government servant holding a post means senior scale of pay granted to him prior to 1st July 2005 in respect of the said post in accordance with the provisions of the Karnataka Civil Services (Automatic Grant of Special Promotion to Senior Scale of Pay) Rules, 1991, as amended from time to time;
- (e) 'Government' means the Government of Karnataka;
- (f) '1999 scale' in relation to a post means the scale of pay prescribed by or under the Karnataka Civil Services (Revised Pay) Rules, 1999;
- (g) 'revised scale' in relation to a post means the scale of pay specified in column (3) of Part-A of the First Schedule against the 'existing scale' applicable thereto, as specified in column 2 thereof, unless a different 'revised scale' is notified separately for that post under sub-rule (2) of rule 4 and includes 'revised selection time scale' and 'revised senior scale of pay', if any, prescribed for the post;
- (h) 'revised selection time scale of pay' in relation to a Government servant holding a post means the selection time scale of pay prescribed by sub-rule (3) of rule 4;
- (i) 'revised senior scale of pay' in relation to a Government servant holding a post means the senior scale of pay prescribed by sub-rule (4) of rule 4;
- (j) 'Schedule' means a Schedule annexed to these rules;
- (k) 'Table' means a Table annexed to these rules.

4. Scale of pay of posts:- (1) Subject to the provisions of sub-rules (2), (3) and (4), the scale of pay applicable to any post, as from the date of commencement of these rules, shall be the 'revised scale' specified in column (3) of Part-A of the First Schedule against the 'existing scale' specified in column (2) applicable thereto. There shall be five new pay scales as specified in Part-B of the First Schedule with effect from 1st July 2005.

(2) The Government may, by notification in the official gazette, sanction to any post a 'revised scale' other than that specified in the corresponding entry in column (3) of Part-A of the First Schedule with effect from 1st July 2005 or such subsequent date, as may be considered appropriate.

(3) As from the date of commencement of these rules, the selection time scale of pay in relation to a Government servant holding a post, as admissible in accordance with the provisions of the Karnataka Civil Services (Time Bound Advancement) Rules, 1983, as modified from time to time, shall be the 'revised selection time scale of pay' specified in column (3) of the Second Schedule against the 'revised scale' applicable to the post as specified in column (2) thereof:

Provided that on account of introduction of five new pay scales, if a Government servant holding a post carrying the scale of pay under the Karnataka Civil Services (Revised Pay) Rules, 1999 has been allowed the selection time scale of pay, prior to 1st July 2005, which is higher than the corresponding revised selection time scale of pay applicable to him under

the Karnataka Civil Services (Time Bound Advancement) Rules, 1983, such revised scale of pay shall be allowed to him as personal to him.

(4) As from the date of commencement of these rules, the senior scale of pay in relation to a Government servant holding a post, as admissible in accordance with the provisions of the Karnataka Civil Services (Automatic Grant of Special Promotion to Senior scale of pay) Rules, 1991, as amended from time to time, shall be the 'revised scale' next above the 'revised selection time scale of pay' granted under the Karnataka Civil Services (Time Bound Advancement) Rules, 1983 in respect of the post held by a Government servant or where the 'revised selection time scale of pay' granted under the Karnataka Civil Services (Time Bound Advancement) Rules, 1983 in respect of the post held by the Government servant and the 'revised scale' of promotional post is identical or the same, the 'revised scale' of such promotional post.

5. Drawal of pay in the 'revised scale':- Save as otherwise provided in these rules, a Government servant shall draw pay in the 'revised scale' applicable to the post to which he is appointed.

6. Application of 'revised scale':- Subject to the other provisions of these rules, 'revised scale' shall apply to -

- (a) a Government servant who entered service prior to 1st July 2005 and was in service on that date;
- (b) a Government servant who has been granted an 'existing selection time scale' prior to 1st July 2005;

- (c) a Government servant who has been granted an 'existing senior scale' prior to 1st July 2005;
- (d) a Government servant who has either entered service or is promoted or appointed to any post other than that held by him prior to 1st July 2005 on or after 1st July 2005;
- (e) a Government servant who may be granted 'revised selection time scale' on or after 1st July 2005; and
- (f) a Government servant who may be granted 'revised senior scale' on or after 1st July 2005.

7. Fixation of initial pay in the 'revised scale':- (1) The initial pay of a Government servant referred to in clauses (a), (b) and (c) of rule 6 shall, unless the Government by a special order otherwise direct, be fixed in the 'revised scale' applicable to him separately:-

- (a) in respect of the post held by him as on 1st July 2005; and
- (b) in respect of the lower post, if any, which he would have held on that date but for his holding the higher post on officiating basis.

(2) The initial pay shall be fixed at the stage specified in column (2) of the Fourth Schedule corresponding to his 'basic pay' in the 'existing scale' appearing in column (1) thereof.

(3) The personal pay specified in column (2) of the Fourth Schedule shall count as pay for all purposes including fixation of pay on promotion.

(4) If the 'basic pay' of a Government servant does not appear in column (1) of the Fourth Schedule, such a case shall be referred to the Government for orders.

(5) (a) Where a Government servant has entered service on or after 1st July 2005, his pay shall be fixed in the 'revised scale' applicable to the post to which he is appointed in accordance with the provisions of the Karnataka Civil Services Rules.

(b) Where a Government servant has been promoted or appointed on or after 1st July 2005 to any post other than that held by him prior to that date, his pay shall be fixed in the 'revised scale' applicable to the post held by him prior to 1st July 2005 in accordance with the provisions of sub-rules (1) to (4) of this rule and thereafter, on the basis of the pay so fixed, his pay shall be fixed in the scale of pay applicable to the post to which he has been promoted or appointed, in accordance with the provisions of the Karnataka Civil Services Rules.

(6) Where a Government servant has been granted 'selection time scale of pay' or the 'senior scale of pay' on or after 1st July 2005, his pay in the 'revised scale' applicable to the post held by him shall be fixed in accordance with the provisions of sub-rules (1) to (4) of this rule and thereafter, on the basis of the pay so fixed, his pay shall be fixed in the selection time scale of pay or senior scale of pay, as the case may be, in accordance with Rule 4 of the Karnataka Civil Services (Time Bound Advancement) Rules, 1983 or Rule 7 of the Karnataka Civil Services

(Automatic Grant of Special Promotion to Senior Scale of Pay) Rules, 1991 respectively.

(7) Where in the fixation of pay under sub-rule (2) or sub-rule (4) of this rule, the pay of a Government servant, who in the 'existing scale' was drawing immediately before 1st July 2005 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the 'revised scale' as that of the junior.

(8) Where a senior Government servant promoted to a higher post before 1st July 2005 draws less pay in the 'revised scale' than his junior who is promoted to the higher post on or after 1st July 2005, the pay of the senior Government servant shall be stepped up to an amount equal to the pay fixed for his junior in the higher post. This stepping up of pay shall be done with effect from the date of promotion of the junior Government servant, subject to fulfillment of the following conditions, namely:-

- (a) both the senior and the junior Government servants should, before their promotion, belong to the same cadre and the posts to which they have been promoted belong to the same cadre;
- (b) the 'existing scale' and the 'revised scale' of the lower and higher posts in which they are entitled to draw pay are identical;
- (c) the junior Government servant was not drawing more pay in the 'existing scale' than the senior Government servant in the lower post; and

- (d) the anomaly is the direct result of the application of the Karnataka Civil Services Rules or any other rules or orders regulating pay fixation on such promotion in the 'revised scale'.

8. Date of next increment in the 'revised scale':- (1) After the initial pay of a Government servant in the 'revised scale' is fixed with effect from 1st July 2005, in accordance with the provisions of sub-rules (1) to (4) of rule 7, the next increment therein shall accrue on the date on which it would have accrued to him in the 'existing scale' had he continued in the 'existing scale' and any stagnation increment due and admissible to him under the rules or by general or special orders issued by the Government shall be granted in the 'revised scale' in accordance with the said rules or orders.

Provided that where an increment/stagnation increment would have accrued to a Government servant in the 'existing scale' in the usual course subsequent to 1st July 2005 but before 1st July 2006, his pay in the 'revised scale' shall, if advantageous to him, be re-fixed from the date of accrual of such increment in accordance with the provisions of sub-rules (1) to (3) or sub-rule (4) of rule 7 of these rules.

(2) Where the pay of a Government servant is re-fixed under the proviso to sub-rule (1) of this rule or is stepped up in accordance with the provisions of sub-rule (7) or sub-rule (8) of rule 7 of these rules, the next increment shall accrue to him on completion of one full incremental period from the date of the re-fixation or stepping up of the pay. The incremental

period for this purpose shall be determined in accordance with the provisions of Rules 51 and 53 of the Karnataka Civil Services Rules.

9. Entitlement to monetary benefits due to fixation of pay in the 'revised scale':- (1) No Government servant shall be entitled to any increase in pay and allowances and pension as a result of fixation or re-fixation of his pay in the 'revised scale' for the period commencing from 1st July 2005 and ending with 31st March 2006.

(2) The arrears of pay and allowances and pension to which a Government servant is entitled, for the period commencing from 1st April 2006 and ending with 31st March 2007, as a result of fixation or re-fixation of his pay in the 'revised scale' shall be payable in the financial year 2008-09.

(3) If, on account of retirement or death, a Government servant ceases to be in service after 1st July 2005, but before 1st April 2006, his pay in the 'revised scale' on the date preceding the date of his cessation from the service shall count for computing his emoluments for –

- (a) pension, and
- (b) family pension.

The monetary benefit shall, however, accrue to the retired Government servant or the beneficiary of the deceased Government servant with effect from 1st April 2006, but the arrears for the period from 1st April 2006 to 31st March 2007 shall be paid in cash in the financial year 2008-09.

10. **Amalgamation of cadres:-** Where the 'revised scale' of pay applicable to posts in two different cadres in the hierarchical line of promotion is the same, notwithstanding anything contained in the rules regulating recruitment thereto, the cadre shall be deemed to have been amalgamated and no promotion shall be permissible from one such cadre to the other as from the date of publication of these rules in the official gazette.

11. **Power to remove difficulties:-** If any difficulty arises in giving effect to the provisions of these rules, the Government may, by order, make such provisions or give such directions as appear to them to be necessary for removing the difficulty.

12. **Over-riding effect of the rules:-** No rule made or deemed to have been made under the Karnataka Civil Services Act, 1978 or a rule made under any other law shall, in so far as it is inconsistent with any of the provisions of these rules, have any effect.

13. **Power to relax:-** Where the Government are satisfied that the operation of any of the provisions of these rules causes undue hardship in any particular case, it may, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as may be considered necessary for dealing with the case in a just and equitable manner.

14. **Interpretation:-** If any question arises relating to the interpretation of these rules, it shall be referred to the Government whose decision thereon shall be final.

15. **Amendment to the Karnataka Civil Services (Time Bound Advancement) Rules, 1983:-** For the Schedule to the Karnataka Civil Services (Time Bound Advancement) Rules, 1983, the **Second Schedule** to these rules shall be substituted.

16. **Amendment to the Karnataka Civil Services (Automatic Grant of Special Promotion to Senior Scale of Pay) Rules, 1991:-** For the Table below sub-rule (3) of rule 1 of the Karnataka Civil Services (Automatic Grant of Special Promotion to Senior Scale of Pay) Rules, 1991, the Table specified in the **Third Schedule** to these rules shall be substituted.

By Order and in the name of the
Governor of Karnataka

(M.R.KAMBLE)
Secretary to Government (Exp.)
Finance Department

FIRST SCHEDULE

[See Rule 4(1)]

PART-A

Sl. No.	Existing scales of pay Rs.	Revised scales of pay Rs.
(1)	(2)	(3)
1	2500-50-2700-75-3450-100-3850	4800-100-6000-125-6500-150-7100-175-7275
2	2600-50-2700-75-3450-100-4350	5200-100-6000-125-6500-150-7100-175-7800-200-8200
3	2775-75-3450-100-4450-125-4950	5500-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500
4	3000-75-3450-100-4450-125-5450	5800-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500
5	3300-75-3450-100-4450-125-5700-150-6300	6250-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500-300-12000
6	3850-100-4450-125-5700-150-7050	7275-175-7800-200-8600-225-9500-250-10500-300-12300-350-13350
7	4150-100-4450-125-5700-150-7200-200-7800	8000-200-8600-225-9500-250-10500-300-12300-350-14400-400-14800
8	4575-125-5700-150-7200-200-8400	8825-225-9500-250-10500-300-12300-350-14400-400-16000
9	5200-125-5700-150-7200-200-8800-260-9580	10000-250-10500-300-12300-350-14400-400-16800-450-18150
10	5575-125-5700-150-7200-200-8800-260-10620	10800-300-12300-350-14400-400-16800-450-19500-525-20025
11	6000-150-7200-200-8800-260-10880-320-11200	11400-300-12300-350-14400-400-16800-450-19500-525-21600
12	6300-150-7200-200-8800-260-10880-320-11840	12000-300-12300-350-14400-400-16800-450-19500-525-22650
13	7400-200-8800-260-10880-320-13120	14050-350-14400-400-16800-450-19500-525-22650-600-25050
14	8000-200-8800-260-10880-320-13440	15200-400-16800-450-19500-525-22650-600-25650
15	9580-260-10880-320-13440-380-14200	18150-450-19500-525-22650-600-26250-675-26925
16	10620-260-10880-320-13440-380-14960	20025-525-22650-600-26250-675-28275
17	11520-320-13440-380-14960-440-15840	22125-525-22650-600-26250-675-30300
18	12800-320-13440-380-14960-440-16720	24450-600-26250-675-30300-750-31800
19	13820-380-14960-440-16720-500-17220	26250-675-30300-750-34800-850-36500
20	14960-440-16720-500-20720	28275-675-30300-750-34800-850-39900

PART – B**New scales of pay introduced with effect from 1-7-2005**

1	Rs.6800-150-7100-175-7800-200-8600-225-9500-250-10500-300-12300-350-13000
2	Rs.9500-250-10500-300-12300-350-14400-400-16800-450-17250
3	Rs.13000-350-14400-400-16800-450-19500-525-22650-600-23850
4	Rs.16400-400-16800-450-19500-525-22650-600-26250
5	Rs.19050-450-19500-525-22650-600-26250-675-27600

SECOND SCHEDULE

[See Rule 4(3) and 15]

Sl. No.	Scale of pay	Selection time scale of pay
	Rs.	Rs.
(1)	(2)	(3)
1	4800-100-6000-125-6500-150-7100-175-7275	5200-100-6000-125-6500-150-7100-175-7800-200-8200
2	5200-100-6000-125-6500-150-7100-175-7800-200-8200	5500-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500
3	5500-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500	5800-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500
4	5800-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500	6250-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500-300-12000
5	6250-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500-300-12000	6800-150-7100-175-7800-200-8600-225-9500-250-10500-300-12300-13000
6	6800-150-7100-175-7800-200-8600-225-9500-250-10500-300-12300-13000	7275-175-7800-200-8600-225-9500-250-10500-300-12300-350-13350
7	7275-175-7800-200-8600-225-9500-250-10500-300-12300-350-13350	8000-200-8600-225-9500-250-10500-300-12300-350-14400-400-14800
8	8000-200-8600-225-9500-250-10500-300-12300-350-14400-400-14800	8825-225-9500-250-10500-300-12300-350-14400-400-16000
9	8825-225-9500-250-10500-300-12300-350-14400-400-16000	9500-250-10500-300-12300-350-14400-400-16800-450-17250
10	9500-250-10500-300-12300-350-14400-400-16800-450-17250	10000-250-10500-300-12300-350-14400-400-16800-450-18150
11	10000-250-10500-300-12300-350-14400-400-16800-450-18150	10800-300-12300-350-14400-400-16800-450-19500-525-20025
12	10800-300-12300-350-14400-400-16800-450-19500-525-20025	11400-300-12300-350-14400-400-16800-450-19500-525-21600
13	11400-300-12300-350-14400-400-16800-450-19500-525-21600	12000-300-12300-350-14400-400-16800-450-19500-525-22650
14	12000-300-12300-350-14400-400-16800-450-19500-525-22650	13000-350-14400-400-16800-450-19500-525-22650-600-23850

THIRD SCHEDULE

[See Rule 16]

TABLE

Sl. No.	Scale of pay	Selection time scale of pay
	Rs.	Rs.
(1)	(2)	(3)
1	4800-7275	5200-8200
2	5200-8200	5500-9500
3	5500-9500	5800-10500
4	5800-10500	6250-12000
5	6250-12000	6800-13000
6	6800-13000	7275-13350
7	7275-13350	8000-14800
8	8000-14800	8825-16000
9	8825-16000	9500-17250
10	9500-17250	10000-18150
11	10000-18150	10800-20025
12	10800-20025	11400-21600
13	11400-21600	12000-22650
14	12000-22650	13000-23850

Fourth Schedule

[See Rule 7(2)]

Existing Scale: Rs.2500-50-2700-75-3450-100-3850		Existing Scale: Rs.2600-50-2700-75-3450-100-4350	
Revised Scale: Rs.4800-100-6000-125-6500-150-7100-175-7275		Revised Scale: Rs.5200-100-6000-125-6500-150-7100-175-7800-200-8200	
Basic pay in the Existing Scale	Basic pay in the Revised Scale	Basic pay in the Existing Scale	Basic pay in the Revised Scale
1	2	1	2
2500	4800	2600	5200
2550	4900	2650	5200
2600	5000	2700	5200
2650	5000	2775	5300
2700	5100	2850	5400
2775	5300	2925	5600
2850	5400	3000	5700
2925	5600	3075	5800
3000	5700	3150	6000
3075	5800	3225	6125
3150	6000	3300	6250
3225	6125	3375	6375
3300	6250	3450	6650
3375	6375	3550	6800
3450	6650	3650	6950
3550	6800	3750	7100
3650	6950	3850	7275
3750	7100	3950	7450
3850	7275	4050	7800
3950	7275+175 pp	4150	8000
4050	7275+525 pp	4250	8200
4150	7275+725 pp	4350	8200+200 pp
4250	7275+925 pp	4450	8200+200 pp
4350	7275+1125 pp	4550	8200+400 pp
		4650	8200+625 pp
		4750	8200+850 pp
		4850	8200+1075 pp

Existing Scale: Rs.2775-75-3450-100-4450-125-4950		Existing Scale: Rs.3000-75-3450-100-4450-125-5450	
Revised Scale: Rs.5500-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500		Revised Scale: Rs.5800-100-6000-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500	
Basic pay in the Existing Scale	Basic pay in the Revised Scale	Basic pay in the Existing Scale	Basic pay in the Revised Scale
1	2	1	2
2775	5500	3000	5800
2850	5500	3075	5800
2925	5600	3150	6000
3000	5700	3225	6125
3075	5800	3300	6250
3150	6000	3375	6375
3225	6125	3450	6650
3300	6250	3550	6800
3375	6375	3650	6950
3450	6650	3750	7100
3550	6800	3850	7275
3650	6950	3950	7450
3750	7100	4050	7800
3850	7275	4150	8000
3950	7450	4250	8200
4050	7800	4350	8400
4150	8000	4450	8400
4250	8200	4575	8825
4350	8400	4700	9050
4450	8400	4825	9275
4575	8825	4950	9500
4700	9050	5075	9750
4825	9275	5200	10000
4950	9500	5325	10250
5075	9500+250 pp	5450	10500
5200	9500+500 pp	5575	10500+300 pp
5325	9500+750 pp	5700	10500+300 pp
5450	9500+1000 pp	5825	10500+600 pp
5575	9500+1300 pp	5950	10500+900 pp
		6075	10500+1200 pp

Existing Scale: Rs.3300-75-3450-100-4450-125-5700-150-6300		Existing Scale: Rs.3850-100-4450-125-5700-150-7050	
Revised Scale: Rs.6250-125-6500-150-7100-175-7800-200-8600-225-9500-250-10500-300-12000		Revised Scale: Rs.7275-175-7800-200-8600-225-9500-250-10500-300-12300-350-13350	
Basic pay in the Existing Scale	Basic pay in the Revised Scale	Basic pay in the Existing Scale	Basic pay in the Revised Scale
1	2	1	2
3300	6250	3850	7275
3375	6375	3950	7450
3450	6650	4050	7800
3550	6800	4150	8000
3650	6950	4250	8200
3750	7100	4350	8400
3850	7275	4450	8400
3950	7450	4575	8825
4050	7800	4700	9050
4150	8000	4825	9275
4250	8200	4950	9500
4350	8400	5075	9750
4450	8400	5200	10000
4575	8825	5325	10250
4700	9050	5450	10500
4825	9275	5575	10800
4950	9500	5700	10800
5075	9750	5850	11100
5200	10000	6000	11400
5325	10250	6150	11700
5450	10500	6300	12000
5575	10800	6450	12300
5700	10800	6600	12650
5850	11100	6750	13000
6000	11400	6900	13350
6150	11700	7050	13350
6300	12000	7200	13350+350 pp
6450	12000+300 pp	7350	13350+700 pp
6600	12000+650 pp	7500	13350+1050 pp
6750	12000+1000 pp	7650	13350+1450 pp
6900	12000+1350 pp	7800	13350+1450 pp
7050	12000+1350 pp		

Existing Scale: Rs.4150-100-4450-125-5700-150-7200-200-7800		Existing Scale: Rs.4575-125-5700-150-7200-200-8400	
Revised Scale: Rs.8000-200-8600-225-9500-250-10500-300-12300-350-14400-400-14800		Revised Scale: Rs.8825-225-9500-250-10500-300-12300-350-14400-400-16000	
Basic pay in the Existing Scale	Basic pay in the Revised Scale	Basic pay in the Existing Scale	Basic pay in the Revised Scale
1	2	1	2
4150	8000	4575	8825
4250	8200	4700	9050
4350	8400	4825	9275
4450	8400	4950	9500
4575	8825	5075	9750
4700	9050	5200	10000
4825	9275	5325	10250
4950	9500	5450	10500
5075	9750	5575	10800
5200	10000	5700	10800
5325	10250	5850	11100
5450	10500	6000	11400
5575	10800	6150	11700
5700	10800	6300	12000
5850	11100	6450	12300
6000	11400	6600	12650
6150	11700	6750	13000
6300	12000	6900	13350
6450	12300	7050	13350
6600	12650	7200	13700
6750	13000	7400	14050
6900	13350	7600	14400
7050	13350	7800	14800
7200	13700	8000	15200
7400	14050	8200	15600
7600	14400	8400	16000
7800	14800	8600	16000+400 pp
8000	14800+400 pp	8800	16000+800 pp
8200	14800+800 pp	9000	16000+1250 pp
8400	14800+1200 pp	9200	16000+1700 pp
8600	14800+1600 pp	9400	16000+2150 pp
8800	14800+2000 pp		

Existing Scale: Rs.5200-125-5700-150-7200-200-8800-260-9580		Existing Scale: Rs.5575-125-5700-150-7200-200-8800-260-10620	
Revised Scale: Rs.10000-250-10500-300-12300-350-14400-400-16800-450-18150		Revised Scale: Rs.10800-300-12300-350-14400-400-16800-450-19500-525-20025	
Basic pay in the Existing Scale	Basic pay in the Revised Scale	Basic pay in the Existing Scale	Basic pay in the Revised Scale
5200	10000	5575	10800
5325	10250	5700	10800
5450	10500	5850	11100
5575	10800	6000	11400
5700	10800	6150	11700
5850	11100	6300	12000
6000	11400	6450	12300
6150	11700	6600	12650
6300	12000	6750	13000
6450	12300	6900	13350
6600	12650	7050	13350
6750	13000	7200	13700
6900	13350	7400	14050
7050	13350	7600	14400
7200	13700	7800	14800
7400	14050	8000	15200
7600	14400	8200	15600
7800	14800	8400	16000
8000	15200	8600	16400
8200	15600	8800	16800
8400	16000	9060	17250
8600	16400	9320	17700
8800	16800	9580	18150
9060	17250	9840	18600
9320	17700	10100	19050
9580	18150	10360	20025
9840	18150+450 pp	10620	20025
10100	18150+900 pp	10880	20025+525 pp
10360	18150+1875 pp	11140	20025+1050 pp
10620	18150+1875 pp	11400	20025+1575 pp
10880	18150+2400 pp	11660	20025+2100 pp
		11920	20025+2625 pp

Existing Scale: Rs.6000-150-7200-200-8800-260-10880-320-11200		Existing Scale: Rs.6300-150-7200-200-8800-260-10880-320-11840	
Revised Scale: Rs.11400-300-12300-350-14400-400-16800-450-19500-525-21600		Revised Scale: Rs.12000-300-12300-350-14400-400-16800-450-19500-525-22650	
Basic pay in the Existing Scale	Basic pay in the Revised Scale	Basic pay in the Existing Scale	Basic pay in the Revised Scale
1	2	1	2
6000	11400	6300	12000
6150	11700	6450	12300
6300	12000	6600	12650
6450	12300	6750	13000
6600	12650	6900	13350
6750	13000	7050	13350
6900	13350	7200	13700
7050	13350	7400	14050
7200	13700	7600	14400
7400	14050	7800	14800
7600	14400	8000	15200
7800	14800	8200	15600
8000	15200	8400	16000
8200	15600	8600	16400
8400	16000	8800	16800
8600	16400	9060	17250
8800	16800	9320	17700
9060	17250	9580	18150
9320	17700	9840	18600
9580	18150	10100	19050
9840	18600	10360	20025
10100	19050	10620	20025
10360	20025	10880	20550
10620	20025	11200	21600
10880	20550	11520	22125
11200	21600	11840	22650
11520	21600+525 pp	12160	22650+600 pp
11840	21600+1050 pp	12480	22650+1200 pp
12160	21600+1650 pp	12800	22650+1800 pp
12480	21600+2250 pp	13120	22650+2400 pp
12800	21600+2850 pp	13440	22650+3000 pp

Existing Scale: Rs.7400-200-8800-260-10880-320-13120		Existing Scale: Rs.8000-200-8800-260-10880-320-13440	
Revised Scale: Rs.14050-350-14400-400-16800-450-19500-525-22650-600-25050		Revised Scale: Rs.15200-400-16800-450-19500-525-22650-600-25650	
Basic pay in the Existing Scale	Basic pay in the Revised Scale	Basic pay in the Existing Scale	Basic pay in the Revised Scale
1	2	1	2
7400	14050	8000	15200
7600	14400	8200	15600
7800	14800	8400	16000
8000	15200	8600	16400
8200	15600	8800	16800
8400	16000	9060	17250
8600	16400	9320	17700
8800	16800	9580	18150
9060	17250	9840	18600
9320	17700	10100	19050
9580	18150	10360	20025
9840	18600	10620	20025
10100	19050	10880	20550
10360	20025	11200	21600
10620	20025	11520	22125
10880	20550	11840	22650
11200	21600	12160	23250
11520	22125	12480	23850
11840	22650	12800	24450
12160	23250	13120	25050
12480	23850	13440	25650
12800	24450	13760	25650+600 pp
13120	25050	14080	25650+1275 pp
13440	25050+600 pp	14400	25650+1950 pp
13760	25050+1200 pp	14720	25650+2625 pp
14080	25050+1875 pp	15040	25650+3300 pp
14400	25050+2550 pp		
14720	25050+3225 pp		

Existing Scale: Rs.9580-260-10880-320-13440-380-14200		Existing Scale: Rs.10620-260-10880-320-13440-380-14960	
Revised Scale: Rs.18150-450-19500-525-22650-600-26250-675-26925		Revised Scale: Rs.20025-525-22650-600-26250-675-28275	
Basic pay in the Existing Scale	Basic pay in the Revised Scale	Basic pay in the Existing Scale	Basic pay in the Revised Scale
1	2	1	2
9580	18150	10620	20025
9840	18600	10880	20550
10100	19050	11200	21600
10360	20025	11520	22125
10620	20025	11840	22650
10880	20550	12160	23250
11200	21600	12480	23850
11520	22125	12800	24450
11840	22650	13120	25050
12160	23250	13440	25650
12480	23850	13820	26250
12800	24450	14200	26925
13120	25050	14580	27600
13440	25650	14960	28275
13820	26250	15340	28275+675 pp
14200	26925	15720	28275+2025 pp
14580	26925+675pp	16100	28275+2775 pp
14960	26925+1350 pp	16480	28275+3525 pp
15340	26925+2025 pp	16860	28275+3525 pp
15720	26925+3375 pp		
16100	26925+4125 pp		

Existing Scale: Rs.11520-320-13440-380-14960-440-15840		Existing Scale: Rs.12800-320-13440-380-14960-440-16720	
Revised Scale: Rs.22125-525-22650-600-26250-675-30300		Revised Scale: Rs.24450-600-26250-675-30300-750-31800	
Basic pay in the Existing Scale	Basic pay in the Revised Scale	Basic pay in the Existing Scale	Basic pay in the Revised Scale
1	2	1	2
11520	22125	12800	24450
11840	22650	13120	25050
12160	23250	13440	25650
12480	23850	13820	26250
12800	24450	14200	26925
13120	25050	14580	27600
13440	25650	14960	28275
13820	26250	15400	29625
14200	26925	15840	30300
14580	27600	16280	31050
14960	28275	16720	31800
15400	29625	17160	31800+750 pp
15840	30300	17600	31800+1500 pp
16280	30300+750 pp	18040	31800+2250 pp
16720	30300+1500 pp	18480	31800+3850 pp
17160	30300+2250 pp	18920	31800+4700 pp
17600	30300+3000 pp		
18040	30300+3750 pp		

Existing Scale: Rs.13820-380-14960-440-16720-500-17220		Existing Scale: Rs.14960-440-16720-500-20720	
Revised Scale: Rs.26250-675-30300-750-34800-850-36500		Revised Scale: Rs.28275-675-30300-750-34800-850-39900	
Basic pay in the Existing Scale	Basic pay in the Revised Scale	Basic pay in the Existing Scale	Basic pay in the Revised Scale
1	2	1	2
13820	26250	14960	28275
14200	26925	15400	29625
14580	27600	15840	30300
14960	28275	16280	31050
15400	29625	16720	31800
15840	30300	17220	32550
16280	31050	17720	34050
16720	31800	18220	34800
17220	32550	18720	35650
17720	34050	19220	36500
18220	34800	19720	37350
18720	35650	20220	38200
19220	36500	20720	39900
19720	36500+850 pp	21220	39900+850 pp
		21720	39900+1700 pp
		22220	39900+2550 pp
		22720	39900+3400 pp
		23220	39900+4250 pp

PROCEEDINGS OF THE GOVERNMENT OF KARNATAKA

Subject: Revision of scales of pay - Revision in the consolidated rates of Dearness Allowance.

Read: 1. G. O. No.FD 15 SRP 2006 dated 27-4-2006
2. G. O. No.FD 25 SRP 2006 dated 22-9-2006
3. Notification No.FD 17 SRP 2007 dated 16th May 2007.

GOVERNMENT ORDER NO. FD 19 SRP 2007 BANGALORE, DATED 16th MAY 2007

1. On the basis of the recommendations of the 5th State Pay Commission, the State Government have revised the scales of pay of its employees with effect from 1st July 2005 with monetary benefits from 1st April 2006 vide Notification dated 16th May 2007 read at 3 above. The 5th Pay Commission has, inter alia, recommended to continue to adopt the Central DA formula. In view of the merger of 50% DA with basic pay by the Central Government and also in view of the revision of the State pay scales by merging 71% DA with basic pay with effect from 1-7-2005, the 5th Pay Commission has recommended sanction of DA to the State Government employees by calculating the same with multiplication factor of 0.875 for every 1% DA sanctioned by the Central Government with effect from 1-1-2006 onwards. Accordingly, it is considered necessary to consolidate the rates of DA admissible to the employees of the State Government with effect from 1st April 2006 and 1st July 2006 as follows:

Date from which payable	Rate of D.A.
1.4.2006	2.625% of the basic pay
1.7.2006	7% of the basic pay

2. The consolidated rates of Dearness Allowance admissible under this order from the dates indicated above shall be in lieu of the rates admissible as per G.O. No. FD 15 SRP 2006 dated 27-4-2006 and G.O. No. FD 25 SRP 2006 dated 22-9-2006.
3. The increase in Dearness Allowance admissible, if any, under this order is payable in cash with effect from 1st April 2007 and onwards until further orders.
4. The increase in Dearness Allowance admissible, if any, under this order for the period from 1-4-2006 to 31-3-2007 shall be payable in the financial year 2008-09.
5. These orders will apply to the full time Government employees, employees of Zill Panchayats, work charged employees on regular time scales of pay, full time employees of aided educational Institutions and Universities who are on regular time scales of pay. These orders will also apply to the Judicial Officers on FNJPC scales of pay and to the Teachers, Librarians and Physical Education Personnel on UGC/AICTE/ICAR scales of pay.
6. For the purpose of these orders, the term 'Basic Pay' means, pay drawn by a Government servant in the scale of pay applicable to the post held by him and includes:-
 - (a) Stagnation increment, if any, granted to him above the maximum of the scales of pay.
 - (b) Personal pay, if any, granted to him under sub-rule (3) of Rule 7 of the Karnataka Civil Services (Revised Pay) Rules 2007.
7. Basic Pay shall not include any emoluments other than those specified above.

8. In respect of Teachers, Librarians and Physical Education Personnel on UGC, AICTE and ICAR scales of pay and Judicial Officers on FNJPC scales of pay, basic pay includes Dearness Allowance sanctioned upto 1st July 2005 vide G.O. No. FD 48 SRP 2005 dated 28th October 2005.

9. The payment on account of Dearness Allowance involving fractions of 50 paise and above shall be rounded off to the next rupee and fractions of less than 50 paise shall be ignored.

10. The Dearness Allowance will be shown as a distinct element of remuneration and will not be treated as pay for any purpose.

By Order and in the name of the
Governor of Karnataka

(M.R.KAMBLE)
Secretary to Government (Exp.)
Finance Department

GOVERNMENT OF KARNATAKA

No.FD 30 KGID 2007

Karnataka Government Secretariat,
Vidhana Soudha,
Bangalore, dated:16.05.2007**NOTIFICATION**

In exercise of the powers conferred by sub-section (1) of Section-3 read with the proviso to sub-section (2) of Section 3 of the Karnataka State Civil Services Act, 1978 (Karnataka Act 14 of 1990), the Government of Karnataka hereby makes the following rules further to amend the Karnataka Government Servants' (Compulsory Life Insurance) Rules, 1958, namely:-

1. Title and commencement :- (1)These rules may be called the Karnataka Government Servants' (Compulsory Life Insurance) (Amendment) Rules, 2007.

(2) They shall be deemed to have come into force with effect from the first day of April, 2007.

2. Substitution of rule 8:- For rule 8 of the Karnataka Government Servants' (Compulsory Life Insurance) Rules, 1958, the following shall be substituted, namely:-

"8(1) The minimum rate of monthly premium payable by a Government servant who has assured or who assures his life in the Karnataka Government Insurance Department shall be fixed, as indicated in the table below, with reference to the scale of pay of the post held by him.

Table

Sl.No.	Scale of Pay	Amount of minimum monthly premium (in Rs.)
1.	4800-7275	375
2.	5200-8200	420
3.	5500-9500	470
4.	5800-10500	510
5.	6250-12000	570
6.	6800-13000	620
7.	7275-13350	645
8.	8000-14800	715

9.	8825-16000	775
10.	9500-17250	835
11.	10000-18150	880
12.	10800-20025	965
13.	11400-21600	1030
14.	12000-22650	1085
15.	13000-23850	1150
16.	14050-25050	1220
17.	15200-25650	1275
18.	16400-26250	1335
19.	18150-26925	1410
20.	19050-27600	1460
21.	20025-28275	1510
22.	22125-30300	1640
23.	24450-31800	1760
24.	26250-36500	1960
25.	28275-39900	2130

(2) A Government servant may, at his option propose insurance on a premium higher than the minimum prescribed for the scale of pay of the post held by him.

(3) Where a Government servant is promoted or appointed to a post carrying a scale of pay higher than that held by him and there is no likelihood of his reversion to his original post, he shall so effect further insurance as will make the total premium equal to an amount which shall not be less than the minimum, amount of monthly premium prescribed for the scale of pay applicable to the post to which he is promoted or appointed.

Provided that the Government Servant shall not be allowed to increase the rate of his monthly premium unless the appointing authority certifies that the Government Servant is not likely to be reverted.

(4) A Government servant who is granted selection time scale of pay or senior scale of pay assigned to the post held by him, in accordance with the provisions of the Karnataka Civil Services (Time Bound Advancement) Rules, 1983 or the Karnataka Civil Services (Automatic Grant of Special Promotion to Senior Scale of Pay) Rules, 1991 shall so effect such further insurance as will make the total premium equal to an amount which shall not

be less than the minimum amount of monthly premium prescribed for the said selection time scale of pay or the senior scale of pay, as the case may be".

3. Notwithstanding the general revision of scales of pay applicable to the State Government servants with effect from 1st July, 2005, there shall be no change, on account of the revision, in the minimum rates of monthly premia payable by them for the period commencing from 1st July 2005 and ending with 31st March, 2007.

By order and in the name of the
Governor of Karnataka,

(N.SRINIVASA MURTHY)
Under Secretary to Government
Finance Department (Admn. and Advances)

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