

CHAPTER-X

The Monthly Remuneration received by each of its Officer and employee, including the System of Compensation as provided in its Regulation

The monthly remuneration of all officers and employees is as per the Pay scale applicable. The pay scales and other allowances prevalent on 1-9-2005 are given below :-

The Directorate of Rural Development and Panchayats has two wings (A and B), having following establishment structure

PAY SCALES

SSRDP	Rs. 14300-18600
ADP	Rs. 12000-16350
DDP	Rs. 10025-15100
ADO	Rs. 7880-11660
PREO	Rs. 7880-11660
Sup. Gr.-I	Rs. 7880-11660
Sup. Gr.-II	Rs. 6400-10640
OSD	Rs. 6400-10640
L. O.	Rs. 6400-10640
L. A.	Rs. 6400-10640
Sr. Asst.	Rs. 5800-9200
Jr. Sc. Steno G.	Rs. 4020-6200/5000-8100
Steno Typist	Rs. 3330-6200+50 (Spl. Pay)
Clerk/Jr. Asst.	Rs. 3120-5160 (standing 3200)/4400-7000
Driver	Rs. 3330-6200+Spl. Pay 300
Restorer	Rs. 3120-5160
Machine Man	Rs. 3120-5160
Daftri	Rs. 2820-4400
Chowkidar	Rs. 2620-4140+250 Spl. Pay
Peon	Rs. 2520-4140 (Starting 2620)
Sweeper	Rs. 2550-4140 (Starting 2620)

All categories of State Govt. employees, except those who have been allowed three or more graded structure of pay scales are covered under 'Assured Career Progression Scheme.' Employees who are not promoted to the next higher level on account of non-availability of vacancy or non-existence of the promotional level avenues in the cadre, is granted the pay scale, which is next higher in the hierarchy of pay scales putting in after service of 8 years 1st Proficiency Step up is available after 16 years, 2nd after 24 years and next higher pay scale after 32 years of service in the same cadre post, subject to fulfillment of certain conditions laid down in the Government policy.

In addition all employees get dearness pay and dearness allowance as approved/granted by the Govt. from time to time. At present they draw as per following tabulation :-

Dearness Pay = @ 50% of basic pay (As on 1-4-04)

Dearness Allowance = @ 21% of BP & DP w.e.f. 1-7-2005

Details of Pensionary Benefits available on the Family/Legal Heirs of Personnal in the event of Death During Service

Sr. No.	Nature of Benefits	State Govt. Officers/Employees
		Admissibility
	Rules/Authority	
1.	Family pension Punjab Volume-II wrt Pb. 1/7/98- 16-7-98 FPI/4035	(I) During first 7 years of till Govt. employee would have attained the age of superannuation whichever period is less :- (a) Pay upto 4500/- : @ 60% of Last Basic Pay + DP subject to minimum of Rs. 1310 P. M.+DP @ 50% of B. pay. (b) Pay above 4500/- : @ 50% of Last Basic Pay + DP subject to minimum of Rs. 2700 P. M.+ DP @ 50% of B. Pay. (II) After 7 years of till Govt. employee would have attained the age of superannuation, whichever period is less :- (a) Pay upto 4500/- : @ 40% of Last Basic Pay + DP subject to minimum of Rs. 1310 P.M. + DP @ 50% B. Pay (b) Pay above 4500/- : @ 30% of Last Basic Pay + DP subject to minimum of Rs. 1800 P. M.+ DP @ 50% of B. Pay.
2.	Death-cum-Retirement Punjab	(last BP+D. P) + D.A. as on retirement Rule 6.16-AA of

<p>Gratuity w.n. Pb. 1/7/98- and No. 3/2/97-FPI/ 4035 dated 1-6-2004</p>	<p>X No. of half yearly qualifying service period max. 66 half yearly divided by 4 Maximum limited to Rs. 3,50,000/-</p>	<p>CSR, Volume-II Govt. letter No. IFP3</p>
<p>3. Leave Encashment CSR,</p>	<p>(Last B.P +D.P.) +D.A. at time of retirement x quantum of Earned leave at the credit of retiree. (Subject to Max. 300 days.)</p>	<p>Rule 8.116 of Pb. Volume-II</p>
<p>4. General Provident Fund CSR,</p>	<p>As per balance at the credit of the subscriber at the time of retirement</p>	<p>Rule 13.28 of Pb. Volume-II</p>
<p>5. Deposit Linked Insurance Pb. CSR, Scheme</p>	<p>Last 36 months average monthly subscription or Rs. 10,000/- whichever is less.</p>	<p>Rule 13.28A of Volume-II In case of Govt.</p>

Employees only.

Sr. No. Nature of Benefits

State Govt. Officers/Employees

Admissibility

Rules/Authority

<p>6. Group Insurance Scheme Appendix Fund rule 15.1(b) Volume-II</p>	<p>a) Group A = Rs. 1,20,000/- Group B = Rs. 60,000/- Group C = Rs. 30,000/- Group D = Rs. 15,000/-</p>	<p>Rule ii (I) of vii referred to of Pb. CSR,</p>
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(b) In case of death in
harness, otherwise
the normal
contribution along
with interest as
per table made out
by the Govt. at the
time of retirement.

The sharing pattern
is 70:30 to the
subscriber &
Insurance Company,
respectively.

7. Ex-gratia Annexure Volume-II read with Pb. Govt. letter No. 1/7/98-IFP3/8709	Rs. 50,000/- lump sum	Rule 2.7 and its of Pb. CSR, Dated 16-7-98
8. Special Ex-gratia No. 2/19/ dated	24 times of basic pay subject to minimum of Rs. 1 lakh and maximum of Rs. 3 lakh.	Pb. Govt. letter 2000-3FPPC/641 24-1-2001.
