

PROPOSED PAY MATRIX FOR 8-CPC

C				B		B-GZ		A					
1	2	3	4	5	6	7	8	9	10	11	12	13	14
CL-4	LDC		UDC		ASO	SO							
				PRT	TGT	PGT	VP	PRIN					
45000	52200	60400	69900	81000	103500	114100	145600	160500	237100	288300	350400	420000	450000
47300	54800	63400	73400	85100	108700	119800	152900	168500	249000	302700	367900		
49700	57500	66600	77100	89400	114100	125800	160500	176900	261500	317800	386300		
52200	60400	69900	81000	93900	119800	132100	168500	185700	274600	333700	405600		
54800	63400	73400	85100	98600	125800	138700	176900	195000	288300	350400	425900		
57500	66600	77100	89400	103500	132100	145600	185700	204800	302700	367900	447200		
60400	69900	81000	93900	108700	138700	152900	195000	215000	317800	386300	469600		
63400	73400	85100	98600	114100	145600	160500	204800	225800	333700	405600	493100		
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73400	85100	98600	114100	132100	168500	185700	237100	261500	386300	469600	570900		
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195000	225800	261500	302700	350400	447200	493100	629400	693900					

PAY LEVELS	EXISTING	PROPOSED
TOTAL	19	14

BASIC PAY	EXISTING	PROPOSED
MINIMUM BASIC PAY	18000	45000
MAXIMUM BASIC PAY	250000	450000
MIN : MAX	1 : 13.89	1 : 10

FEATURES
* Uniformity in Cell Values.
* Cell values of higher Level exist in preceding Level.
* 5% Annual Increment.

LEAVES	NON-VACATION		VACATION	
	EXISTING	PROPOSED	EXISTING	PROPOSED
EL	30	30	10	20
HPL	20	20	0	20
	Non - PwBD		PwBD	
	EXISTING	PROPOSED	> 40%	> 80%
MATERNITY	180	240	SAME	1.5 Times
PATERNITY	15	60	SAME	1.5 Times
CCL	730	730	SAME	1.5 Times
ABORTION	45	60	SAME	1.5 Times
SPL MATERNITY	60	90	SAME	1.5 Times
CASUAL LEAVE	8	12	1.5 Times	2.0 Times
FAMILY CARE LEAVE	30 DAYS PER YEAR			
WOMEN'S PRIDE LEAVE	03 DAYS PER MONTH FOR FEMALE EMPLOYEES			

ADDITIONAL DUTIES

For BLO, Election, Census, etc. miscellaneous mandatory duties performed in addition.

* Per Day remuneration should be **equal to Leave Salary** of employee concerned.

MEDICAL FACILITY**CASHLESS TREATMENT IN ANY HOSPITAL**

GROUP INSURANCE	EXISTING	PROPOSED
A	1,20,000	1,00,00,000
B	60,000	50,00,000
C	30,000	20,00,000

PENSIONARY BENEFITS	EXISTING	PROPOSED
GRATUITY	25 LAKHS	50 LAKHS
COMMUTATION PERIOD	15 YEARS	10 YEARS

GUEST TEACHERS

* Single Contract up 60 Years of Age

* Minimum Basic of the Post + DA

* 1 Paid Leave per Month

* Fixed Monthly Payment **not on Daily Wages**

* Maternity Leave, Paternity Leave, Child Care Leave, etc. **same as Regular Employees**

* Coverage under Medical Facility

* Death-cum-Retirement Gratuity (DCRG)

* Enrollment in Pension Scheme (NPS or UPS)

* Enrollment in Group Insurance Scheme