

**ILLUSTRATION - 14****(Punishment of temporary reduction of pay)**

(If an employee is punished with a temporary reduction of pay for one year w.e.f 1-6-2013)

1	Name					
2	Designation as on 31-07-2013		Senior Office attendant			
3	Date of entry in Board Service		11.2.2005			
4	Service in KSEB Ltd as on 31-7-13		Year	Month	Days	
			8	5	20	
5	Add: Other eligible service					
6	Deduct : Non-qualifying Service for weightage					
7	Total Qualifying Service (4+5-6)		8	5	20	
8	Total Qualifying Service rounded in completed months (maximum weightage for 300 months 15%)		101 months			
9	Pay as on 1-2-2013 (Date of increment)		15210			
10	Reduced pay:	For a period of one year with effect from 1-6-13.	14470			
11	Pre-revised scale of pay		8860-315-9490-410-10310-490-11780-605-12990-740-17430			
12	i	Pre-revised Basic Pay as on 31-7-13	14470			
	ii	Stagnation increments				
	iii	Personal Pay				
13	Total of 12 (i+ii+iii)		14470			
14	Protected amount					
15	DA admissible of Basic Pay(column13) as on 31-7-13 @ 84.253%		12191			
16	Fitment Benefit: 12% of the pay in column 13 (Minimum Rs. 2250/-)		2250			
17	Weightage admissible @ 0.05% of pay in column 13 for each completed months of service subject to a minimum of Rs 175/- and maximum of 15% (0.6% per year)		731			
18	Total (13,15,16 &17)		29642			
19	Revised scale of pay		18500-580-19660-760-21180-905-23895-1115-26125-1365-32950-1605-39370			
20	Pay fixed in the next stage in the revised scale of pay (If the amount in column16 exceeds maximum of scale of pay, balance is to be adjusted in the next stage of five stagnation increments)		30220			
21	Personal Pay: If the amount arrived in column 16 is more than maximum of the scale + five stagnation increments,the balance is treated as personal pay					
22	Protected amount as on 31-7-2013					

23	Pay as on 1-8-2013		BP	SI 4	PP	PA
			30220			
24	Pay up to 31-5-2014		30220			
To find pay for 1-6-2014						
25	i	Pre-revised Basic Pay as on 31-7-13	15210			
	ii	Stagnation increments				
	iii	Personal Pay				
26	Total of 25 (i+ii+iii)		15210			
27	DA admissible of Basic Pay(column 26) as on 31-7-13 @ 84.253%		12815			
28	Fitment Benefit: 12% of the pay in column 26 (Minimum Rs. 2250/-)		2250			
29	Weightage admissible @ 0.05% of pay in column 26 for each completed months of service subject to a minimum of Rs 175/- and maximum of 15% (0.6% per year)		769			
30	Total (26,27,28 & 29)		31044			
31	Pay fixed in the next stage in the revised scale of pay (If the amount in column 30 exceeds maximum of scale of pay, balance is to be adjusted in the next stage of five stagnation increments)		31585		Notional	
32	Pay as on 1-2-14		32950			
33	Pay eligible from 1-6-14 (Date of completion of punishment)		32950			
34	Pay as on 1-2-15		34555			
35	Pay as on 1-2-16		36160			