



PROCEEDINGS OF THE GOVERNMENT OF KARNATAKA

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

READ: 1. G.O. No. FD 21 SRP 2024 dated 22.07.2024
2. Notification No.FD 21 SRP 2024 dated 17.08.2024

PREAMBLE:

As a matter of policy, the Government have accepted certain recommendations of the 7th State Pay Commission contained in Volume I of its Report as indicated in G.O. dated 22.07.2024 read at (1) above. Accordingly, in the said G.O. orders were issued implementing the revised master scale and 25 revised standard pay scales, allowances attached to the pay and revision of pension as recommended by the 7th State Pay Commission.

In Government Notification dated 17.08.2024 read at (2) above, the Karnataka Civil Services (Revised Pay) Rules, 2024 have been notified. Therefore, it is considered necessary to issue detailed orders regarding fixation of pay in revised pay scales, revision of pension and allowances attached to pay. Accordingly, Government are pleased to issue the following orders:-

GOVERNMENT ORDER NO.FD 21 SRP 2024 BENGALURU, DATED 23rd AUGUST 2024

1. REVISED SCALES OF PAY:

1.1 The existing scales of pay applicable to different cadre posts in the departments shall be revised as specified below:-

Sl. No.	Existing Pay Scale (Rs.)	Revised Pay Scale (Rs.)
(1)	(2)	(3)
1	17000-400-18600-450-20400-500-22400-550-24600-600-27000-650-28950	27000-650-29600-725-32500-800-35700-900-39300-1000-43300-1125-46675

2	18600-450-20400-500-22400-550-24600-600-27000-650-29600-750-32600	29600-725-32500-800-35700-900-39300-1000-43300-1125-47800-1250-52800
3	19950-450-20400-500-22400-550-24600-600-27000-650-29600-750-32600-850-36000-950-37900	31775-725-32500-800-35700-900-39300-1000-43300-1125-47800-1250-52800-1375-58300-1500-61300
4	21400-500-22400-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-42000	34100-800-35700-900-39300-1000-43300-1125-47800-1250-52800-1375-58300-1500-64300-1650-67600
5	23500-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-47650	37500-900-39300-1000-43300-1125-47800-1250-52800-1375-58300-1500-64300-1650-74200-1900-76100
6	25800-600-27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-51400	41300-1000-43300-1125-47800-1250-52800-1375-58300-1500-64300-1650-74200-1900-81800
7	27650-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-52650	44425-1125-47800-1250-52800-1375-58300-1500-64300-1650-74200-1900-83700
8	30350-750-32600-850-36000-950-39800-1100-46400-1250-53900-1450-58250	49050-1250-52800-1375-58300-1500-64300-1650-74200-1900-85600-2300-92500
9	33450-850-36000-950-39800-1100-46400-1250-53900-1450-62600	54175-1375-58300-1500-64300-1650-74200-1900-85600-2300-99400
10	36000-950-39800-1100-46400-1250-53900-1450-62600-1650-67550	58300-1500-64300-1650-74200-1900-85600-2300-99400-2700-107500
11	37900-950-39800-1100-46400-1250-53900-1450-62600-1650-70850	61300-1500-64300-1650-74200-1900-85600-2300-99400-2700-112900
12	40900-1100-46400-1250-53900-1450-62600-1650-72500-1900-78200	65950-1650-74200-1900-85600-2300-99400-2700-115600-3100-124900
13	43100-1100-46400-1250-53900-1450-62600-1650-72500-1900-83900	69250-1650-74200-1900-85600-2300-99400-2700-115600-3100-134200

14	45300-1100-46400-1250-53900-1450-62600-1650-72500-1900-83900-2200-88300	72550-1650-74200-1900-85600-2300-99400-2700-115600-3100-134200-3500-141200
15	48900-1250-53900-1450-62600-1650-72500-1900-83900-2200-92700	78000-1900-85600-2300-99400-2700-115600-3100-134200-3500-148200
16	52650-1250-53900-1450-62600-1650-72500-1900-83900-2200-97100	83700-1900-85600-2300-99400-2700-115600-3100-134200-3500-155200
17	56800-1450-62600-1650-72500-1900-83900-2200-97100-2500-99600	90200-2300-99400-2700-115600-3100-134200-3500-155200-4000-159200
18	61150-1450-62600-1650-72500-1900-83900-2200-97100-2500-102100	97100-2300-99400-2700-115600-3100-134200-3500-155200-4000-163200
19	67550-1650-72500-1900-83900-2200-97100-2500-104600	107500-2700-115600-3100-134200-3500-155200-4000-167200
20	70850-1650-72500-1900-83900-2200-97100-2500-107100	112900-2700-115600-3100-134200-3500-155200-4000-171200
21	74400-1900-83900-2200-97100-2500-109600	118700-3100-134200-3500-155200-4000-175200
22	82000-1900-83900-2200-97100-2500-112100-2800-117700	131100-3100-134200-3500-155200-4000-179200-4500-188200
23	90500-2200-97100-2500-112100-2800-123300	144700-3500-155200-4000-179200-4500-197200
24	97100-2500-112100-2800-128900-3100-141300	155200-4000-179200-4500-206200-5000-226200
25	104600-2500-112100-2800-128900-3100-150600	167200-4000-179200-4500-206200-5000-241200

1.2 The revised scales of pay are linked to the cost of living situation represented by the index average of 361.704 points as on 1st July 2022 in the All India Average Consumer Price Index Numbers for Industrial Workers (General) (Base: 2001=100).

1.3 The revised pay scales are specific segments of the revised Master scale of pay Rs.27000-650-29600-725-32500-800-35700-900-39300-1000-43300-1125-47800-1250-52800-1375-58300-1500-64300-1650-74200-1900-85600-

2300-99400-2700-115600-3100-134200-3500-155200-4000-179200-4500-206200-5000-241200.

1.4 The existing scale of pay applicable to the posts and the corresponding equivalent revised scale of pay as from 1st July 2022, shall be as specified in column (2) and (3) of the table indicated in para 1.1 above.

2. DATE OF EFFECT:

2.1 The 2024 Revised Pay scales are effective from 1st July 2022. The monetary benefit of pay and pension on account of implementing the revised pay scales is admissible from 1st August 2024.

2.2 The increase in pay and allowances and pension on account of the revision of scales of pay and revision of pension shall be payable in cash with effect from 1st August 2024.

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

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

- i. Basic pay in the existing pay scale as on 01.07.2022.
- ii. Dearness Allowance of 31% admissible at index level of 361.704 points i.e. DA as on 01.07.2022.
- iii. Fitment benefit of 27.50% of basic pay as on 01.07.2022.
- iv. After computing the existing total emoluments as indicated in (i), (ii) and (iii) above, the pay shall be fixed in the corresponding revised pay scale as provided below:

OR

In the alternative, the pay of the Government servant can also be fixed at the corresponding equivalent stage in the revised pay scale by multiplying the existing basic pay as on 01.07.2022 by factor of 1.585; the figure so arrived at shall be rounded up to the rupee ignoring the decimals if any. The amount so arrived shall be the revised pay of the employee and the same is regulated as provided below:

- (a) Where the amount computed as above is less than the minimum of the revised pay scale, it shall be fixed at the minimum;

(b) Where the amount computed as above is equal to the minimum stage or any stage above the minimum in the revised pay scale it shall be fixed at that identical stage.

(c) Where the amount computed as above is more than the minimum but less than the maximum of the revised pay scale, the pay shall be fixed in the revised pay scale at the stage next above that amount;

(d) Where the amount computed as above is equal to maximum in the revised pay scale then the pay shall be fixed at the maximum.

And

(e) Where the amount computed as above is more than the maximum in the revised pay scale but less than the next stage specified in that pay scale then the pay shall be fixed at that stage.

Note:

(a) For this purpose, **‘existing emoluments’** shall include the basic pay as defined in clause (c) of rule 3 of the Karnataka Civil Services (Revised Pay) Rules, 2024; and also the Dearness Allowance mentioned in para 3.1 above.

(b) For the purpose of fixation of pay as indicated above, the **‘stage’** in the pay scale means the stage as specified in the appropriate revised pay scale in the Fourth Schedule to the Karnataka Civil Services (Revised Pay) Rules, 2024. And the difference of pay above the maximum of the revised pay scale shall be allowed as **‘personal pay’**.

3.2 A ‘Fitment Table’ showing the stages in the existing scale of pay and the revised pay to be fixed in the corresponding revised scale of pay is as indicated in the Fourth Schedule annexed to the Karnataka Civil Services (Revised Pay) Rules, 2024.

3.3 To draw pay in the revised scale applicable to the Government servant under the aforesaid rules, no option is required to be exercised by him. The existing pay of every such Government servant who was in service as on 1st July 2022 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.

3.4 If an increment (including stagnation) would have accrued to a Government servant in the existing scale of pay in the usual course during the period from 2nd July 2022 to 30th June 2023, 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, 2024.

3.5 The pay of a Government servant who either enters service or is promoted or appointed on or after 1st July 2022 to any post other than that held by him prior to 1st July 2022 shall be fixed in accordance with the provisions of the Karnataka Civil Services Rules. The provisions of fixation of pay under the Karnataka Civil Services (Revised Pay) Rules, 2024 and this order are not applicable in such cases.

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

4. AUTHORISATION FOR DRAWAL OF PAY IN THE REVISED SCALES:

4.1 The Heads of Offices shall be competent to fix the pay of the Government servants under their control in the corresponding equivalent stage in the fitment table of the revised pay scale as specified in Fourth Schedule as provided in the Karnataka Civil Services (Revised Pay) Rules, 2024 read with the applicable provisions of this order.

4.2 In the case of Government servants whose pay is authorized by the Accountant General, their pay shall be fixed by the Accountant General as provided in para 4.1 above.

4.3 Appropriate entries should be made regarding fixation of pay in the revised pay scale, in the Service Register and Electronic Service Register (ESR) of the concerned employee. The fixation of pay in the revised pay scale should be done as indicated in the Form appended in **Annexure-II** to this order. A copy of this Form should be pasted in the Service Register and appended to the ESR of the employee. 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 Heads of the Department.

4.4 The Heads of Offices should ensure that the pay of the Government servants under their control is fixed in the revised scales of pay very promptly and before 30th November 2024.

5. DEARNESS ALLOWANCE:

5.1 The revised pay scales are structured by merging the Dearness Allowance upto the index level of 361.704 of All India Average Consumer Price Index (base 2001=100) with the basic pay admissible to Government servants as on 1st July 2022. Hence, the first installment of DA in the revised scales of pay shall be calculated from 1st January 2023.

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

5.3 The Dearness Allowance payable to Government employees in the revised scales of pay shall be calculated with a multiplication factor of 0.722 for every 1% DA to be sanctioned by the Government of India with effect from 01.01.2023. Accordingly, the Dearness Allowance in the revised pay scale shall be regulated notionally as provided below:

01.07.2022	-	Nil
01.01.2023	-	2.75% of revised basic pay
01.07.2023	-	5.5% of revised basic pay
01.01.2024	-	8.5% of revised basic pay

5.4 The future grant of Dearness Allowance shall be regulated as provided in the orders to be issued by the State Government in this regard.

5.5 Dearness Allowance shall be paid twice in a year from 1st January and 1st July.

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

5.7 Dearness Allowance will continue to be shown as a distinct element of remuneration and is not considered as pay for any purpose.

6. TIME BOUND ADVANCEMENT / AUTOMATIC GRANT OF SPECIAL PROMOTION TO SENIOR SCALE OF PAY / SELECTION GRADE PAY SCALE:

6.1 The existing schemes of Time Bound Advancement and Automatic Grant of Special Promotion to Senior Scale of Pay/Selection Grade Pay Scale will continue to be in force until further orders.

6.2 With effect from 1st July 2022, the 'selection time scale of pay' and the 'senior scale of pay' admissible to a Government servant holding a post, in accordance with the Karnataka Civil Services (Time Bound Advancement) Rules, 1983 and Karnataka Civil Services (Automatic Grant of Special Promotion to Senior Scale of Pay) Rules, 1991, shall be the 'revised selection time scale of pay' and 'revised senior time scale of pay' respectively.

6.3 The revised senior scale of pay 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 posts is identical or the same, the 'revised scale' of such promotional post.

6.4 The revised 'selection time scale of pay/senior scale of pay' as the case may be is as specified in column (3) of the table below, against the existing revised scale of pay applicable thereto as specified in column (2):-

Sl. No.	Scales of pay Rs.	Selection time scale of pay Rs.
1	2	3
1	27000-650-29600-725-32500-800-35700-900-39300-1000-43300-1125-46675	29600-725-32500-800-35700-900-39300-1000-43300-1125-47800-1250-52800
2	29600-725-32500-800-35700-900-39300-1000-43300-1125-47800-1250-52800	31775-725-32500-800-35700-900-39300-1000-43300-1125-47800-1250-52800-1375-58300-1500-61300
3	31775-725-32500-800-35700-900-39300-1000-43300-1125-47800-1250-52800-1375-58300-1500-61300	34100-800-35700-900-39300-1000-43300-1125-47800-1250-52800-1375-58300-1500-64300-1650-67600
4	34100-800-35700-900-39300-1000-43300-1125-47800-1250-52800-1375-58300-1500-64300-1650-67600	37500-900-39300-1000-43300-1125-47800-1250-52800-1375-58300-1500-64300-1650-74200-1900-76100

5	37500-900-39300-1000-43300-1125-47800-1250-52800-1375-58300-1500-64300-1650-74200-1900-76100	41300-1000-43300-1125-47800-1250-52800-1375-58300-1500-64300-1650-74200-1900-81800
6	41300-1000-43300-1125-47800-1250-52800-1375-58300-1500-64300-1650-74200-1900-81800	44425-1125-47800-1250-52800-1375-58300-1500-64300-1650-74200-1900-83700
7	44425-1125-47800-1250-52800-1375-58300-1500-64300-1650-74200-1900-83700	49050-1250-52800-1375-58300-1500-64300-1650-74200-1900-85600-2300-92500
8	49050-1250-52800-1375-58300-1500-64300-1650-74200-1900-85600-2300-92500	54175-1375-58300-1500-64300-1650-74200-1900-85600-2300-99400
9	54175-1375-58300-1500-64300-1650-74200-1900-85600-2300-99400	58300-1500-64300-1650-74200-1900-85600-2300-99400-2700-107500
10	58300-1500-64300-1650-74200-1900-85600-2300-99400-2700-107500	61300-1500-64300-1650-74200-1900-85600-2300-99400-2700-112900
11	61300-1500-64300-1650-74200-1900-85600-2300-99400-2700-112900	65950-1650-74200-1900-85600-2300-99400-2700-115600-3100-124900
12	65950-1650-74200-1900-85600-2300-99400-2700-115600-3100-124900	69250-1650-74200-1900-85600-2300-99400-2700-115600-3100-134200
13	69250-1650-74200-1900-85600-2300-99400-2700-115600-3100-134200	72550-1650-74200-1900-85600-2300-99400-2700-115600-3100-134200-3500-141200
14	72550-1650-74200-1900-85600-2300-99400-2700-115600-3100-134200-3500-141200	78000-1900-85600-2300-99400-2700-115600-3100-134200-3500-148200
15	78000-1900-85600-2300-99400-2700-115600-3100-134200-3500-148200	83700-1900-85600-2300-99400-2700-115600-3100-134200-3500-155200
16	83700-1900-85600-2300-99400-2700-115600-3100-134200-3500-155200	90200-2300-99400-2700-115600-3100-134200-3500-155200-4000-159200
17	90200-2300-99400-2700-115600-3100-134200-3500-155200-4000-159200	97100-2300-99400-2700-115600-3100-134200-3500-155200-4000-163200

18	97100-2300-99400-2700-115600-3100-134200-3500-155200-4000-163200	107500-2700-115600-3100-134200-3500-155200-4000-167200
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6.5 The existing scheme of 'selection grade scales of pay' granted to certain Group-A posts in the State Government under appropriate orders shall continue to apply until further orders.

6.6 With effect from 1st July 2022, the existing 'selection grade scale of pay' admissible to a Government servant holding a post shall be the 'revised selection grade scale of pay' specified in column (3) below, against the revised scale of pay applicable thereto as specified in column (2) :-

Sl. No.	Scales of pay Rs.	Selection Grade scale of pay Rs.
(1)	(2)	(3)
1	107500-2700-115600-3100-134200-3500-155200-4000-167200	112900-2700-115600-3100-134200-3500-155200-4000-171200
2	112900-2700-115600-3100-134200-3500-155200-4000-171200	118700-3100-134200-3500-155200-4000-175200
3	118700-3100-134200-3500-155200-4000-175200	131100-3100-134200-3500-155200-4000-179200-4500-188200
4	131100-3100-134200-3500-155200-4000-179200-4500-188200	144700-3500-155200-4000-179200-4500-197200
5	144700-3500-155200-4000-179200-4500-197200	155200-4000-179200-4500-206200-5000-226200
6	155200-4000-179200-4500-206200-5000-226200	167200-4000-179200-4500-206200-5000-241200

6.7 The pay of a Government servant who has been granted the selection time scale of pay or senior scale of pay or selection grade scale of pay, as the case may be, prior to 1st July 2022 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 3.1 to 3.4.

6.8 The pay of a Government servant, who becomes eligible for the selection time scale of pay or senior scale of pay or selection grade scale of pay; 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 2022, shall be fixed in the revised selection time scale of pay or senior scale of pay or revised selection grade scale of pay as laid down under the respective rules as the case may be.

7. HOUSE RENT ALLOWANCE:

7.1 The classification of cities and other places for the purpose of House Rent Allowance as per the existing orders shall continue to be in force until further orders. The rates of HRA admissible to the different classes of places in the revised pay scale with effect from 1st August 2024 are as indicated in column (3) of the table below:-

Population	Classification	Rate of HRA
(1)	(2)	(3)
25 lakh and above	A	20% of basic pay
5 lakh and above but less than 25 lakh	B	15% of basic pay
Less than 5 lakh	C	7.5% of basic pay

7.2 Orders issued prior to 01.07.2022 regulating the rates of HRA admissible to different places in the State shall stand modified to the extent as indicated in para 7.1 above.

7.3 All other conditions stipulated in Government Order No.FD 18 SRP 2012 dated: 19.10.2012 regulating the grant of House Rent Allowance shall continue to apply with applicable changes.

8. CITY COMPENSATORY ALLOWANCE:

8.1 The City Compensatory Allowance admissible to different categories of Government employees working in the cities/towns mentioned in column (1) of the table below shall be at the rates mentioned against them in column (3) :-

Cities / Towns	Group to which Government servant belongs	Rate of CCA (in Rs.)
(1)	(2)	(3)

Bruhat Bangalore Mahanagara Palike	A & B C & D	Rs.900 Rs.750
Belgaum (U.A.) Hubli-Dharwad Mangalore (U.A.) Mysore (U.A.) Kalaburagi	A & B C & D	Rs.700 Rs.600

8.2 The revised rates of City Compensatory Allowance shall be payable in cash with effect from 1st August 2024.

9. PENSIONERY 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 2022, but before 1st August 2024, 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 August 2024.

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. Appropriate orders in this regard will be issued separately.

10.2 The Government employees contribution towards the Employees Group Insurance Scheme shall be enhanced from the existing amount mentioned in column (1) to the revised amount mentioned in column (2) of the following table. Appropriate orders in this regard will be issued separately.

Existing contribution towards EGIS (in Rs.)	Revised contribution (in Rs.)
(1)	(2)
120	240
240	480
360	540
480	720

10.3 Orders on revision of Travelling Allowance entitlement and other allowances, benefits etc. will be issued separately.

10.4 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 AND EMPLOYEES OF LOCAL BODIES:

11.1 The benefits of the revised pay scales are also extended to the employees of the aided educational institutions, local bodies and non-teaching staff of the Universities. Appropriate orders in this behalf will be issued separately by the concerned administrative departments.

By Order and in the name of the
Governor of Karnataka



DR. REJU M.T.

Secretary to Government (Expenditure)
Finance Department

23/8/2024

Web site: www.finance.karnataka.gov.in

Annexure-1 to G. O. No.FD 21 SRP 2024 dated 23rd August 2024

ILLUSTRATION – 1

An illustrative example of pay of an employee working in the post of Second Division Assistant in the 2018 RPS is as below:

1. Designation of the post held on 1 st July 2022.	Second Division Assistant
2. Existing scale of pay.	Rs.21400-500-22400-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-42000
3. Basic pay in the existing scale as on 1 st July 2022.	Rs.25,200/-
4. Date of next increment in the existing scale.	1 st January 2023

The pay of the employee is re-fixed in the 2024 Revised pay scale as below:

1. Revised scale of pay applicable to the post.	Rs.34100-800-35700-900-39300-1000-43300-1125-47800-1250-52800-1375-58300-1500-64300-1650-67600
2. Basic pay to be fixed in the revised scale notionally with effect from 1 st July 2022.	Rs.40,300/-
3. Notional fixation of pay on grant of annual increment due on 01-01-2023 – re-fixation of pay as per sub-rule (1) of rule 8 of KCS (RP) Rules, 2024.	Rs.41,300/-
4. Notional fixation of pay after grant of increment due on 01.01.2024.	Rs.42,300/- Monetary benefit w.e.f. 01.08.2024
5. Date of next increment	1 st January 2024

ILLUSTRATION – 2

An illustrative example of pay of an employee working in the post of First Division Assistant in the 2018 RPS is as below:

1. Designation of the post held on 1 st July 2022.	First Division Assistant
2. Existing scale of pay.	Rs.27650-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-52650
3. Basic pay in the existing scale as on 1 st July 2022.	Rs.35,150/-
4. Pay after grant of annual increment on 01.07.2022.	Rs.36,000/-
5. Date of next increment in the existing scale.	1 st July 2023

The pay of the employee is re-fixed in the 2024 Revised pay scale as below:

1. Revised scale of pay applicable to the post.	Rs.44425-1125-47800-1250-52800-1375-58300-1500-64300-1650-74200-1900-83700
2. Basic pay to be fixed in the revised scale notionally with effect from 1 st July 2022 (by considering the annual increment accrued in pre-revised scale).	Rs.58,300/-
3. Notional pay fixation on grant of Annual increment due on 01.07.2023	Rs.59,800/-
4. Notional pay fixation on grant of Annual increment due on 01.07.2024	Rs.61,300/- Monetary benefit w.e.f. 01.08.2024
5. Date of next increment	1 st July 2025

ILLUSTRATION – 3

An illustrative example of pay of an employee working in the post of Forest Guard in the 2018 RPS is as below:

1. Designation of the post held on 1 st July 2022.	Forest Guard
2. 2018 RPS as on 01.07.2022	Rs.21400-500-22400-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-42000
3. Basic pay in the existing scale as on 01.07.2022	Rs.25,800/-
4. Upgraded existing scale of pay w.e.f. 01.08.2022	Rs.23500-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-47650
5. Refixation of pay in the revised scale as on 1 st August 2022 as per Rule 43 of KCSRs.	Rs.25,800/-
6. Date of next increment in the existing scale.	1 st July 2023

The pay of the employee is re-fixed in the 2024 Revised pay scale as below:

1. Revised scale of pay applicable to the post as on 01.07.2022	Rs.34100-800-35700-900-39300-1000-43300-1125-47800-1250-52800-1375-58300-1500-64300-1650-67600
2. Notional refixation of pay as on 01.07.2022	Rs.41,300/-
3. Revised scale of pay applicable to the post as on 01.08.2022	Rs.37500-900-39300-1000-43300-1125-47800-1250-52800-1375-58300-1500-64300-1650-74200-1900-76100
4. Notional refixation of pay as on 01.08.2022- as per Rule 43 of KCSRs.	Rs.41,300/-
5. Refixation of pay notionally after grant of increment on 01.07.2023	Rs.42,300/-
6. Notional refixation of pay on grant of increment on 01.07.2024	Rs.43,300/- Monetary benefit w.e.f. 01.08.2024
7. Date of next increment.	1 st July 2025

ILLUSTRATION – 4

An illustrative example of pay of an employee working in the post of Office Superintendent in the 2018 RPS is as below:

1. Designation of the post held on 1 st July 2022.	Office Superintendent
2. Existing scale of pay.	Rs.40900-11100-46400-1250-53900-1450-62600-1650-72500-1900-78200
3. Basic pay in the existing scale as on 1 st July 2022.	Rs.65,900/-
4. Date of next increment in the existing scale.	1 st January 2023

The pay of the employee is re-fixed in the 2024 Revised pay scale as below:

1. Revised scale of pay applicable to the post.	Rs.65950-1650-74200-1900-85600-2300-99400-2700-115600-3100-124900
2. Basic pay to be fixed in the revised scale notionally with effect from 1 st July 2022.	Rs.1,04,800/-
3. Notional fixation of pay on grant of annual increment due on 01-01-2023 – re-fixation of pay as per sub-rule (1) of rule 8 of KCS (RP) Rules, 2024.	Rs.1,07,500/-
4. Notional re-fixation of pay on grant of increment on 01.01.2024	Rs.1,10,200/- Monetary benefit w.e.f. 01.08.2024
5. Date of next increment	1 st January 2025

ILLUSTRATION – 5

A Junior Engineer working in the Public Works Department was granted Senior Scale of pay w.e.f. 23.02.2020 in 2018 Revised pay scale. The illustrative example of pay particulars of the said employee is as below:

1. Designation of the post held on 1 st July 2022.	Junior Engineer (PWD)
2. Existing scale of pay.	Rs.33450-850-36000-950-39800-1100-46400-1250-53900-1450-62600
3. Existing selection time scale of pay allowed under the scheme of Senior Scale of pay with effect from 23 rd February 2020.	Rs.37900-950-39800-1100-46400-1250-53900-1450-62600-1650-70850
4. Basic pay drawn in the existing selection time scale of pay as on 1 st July 2022 after accrual of annual increment.	Rs.62,600/-
5. Date of next increment in the existing scale.	1 st July 2023

The pay of the employee is re-fixed in the 2024 Revised pay scale as below:

1. Revised scale of pay applicable to the post.	Rs.54175-1375-58300-1500-64300-1650-74200-1900-85600-2300-99400
2. Selection time scale of pay under senior scale scheme in the revised pay scales.	Rs.61300-1500-64300-1650-74200-1900-85600-2300-99400-2700-112900
3. Pay to be fixed in the revised selection time scale of pay notionally with effect from 1 st July 2022.	Rs.99,400/-
4. Notional fixation of pay after grant of annual increment on 01.07.2023.	Rs.1,02,100/-
5. Notional fixation of pay after grant of annual increment on 01.07.2024	Rs.1,04,800/- Monetary benefit w.e.f. 01.08.2024
6. Date of next increment	1 st July 2025

ILLUSTRATION – 6

An Assistant Engineer working in the Public Works Department was granted Selection Time Scale of pay w.e.f. 15.05.2021 in 2018 Revised pay scale. The illustrative example of pay particulars of the said employee is as below:

1. Designation of the post held on 1 st July 2022.	Assistant Engineer (PWD)
2. Existing scale of pay.	Rs.43100-1100-46400-1250-53900-1450-62600-1650-72500-1900-83900
3. Existing selection time scale of pay allowed under the Time Bound Advancement Scheme with effect from 15 th May 2021.	Rs.45300-1100-46400-1250-53900-1450-62600-1650-72500-1900-83900-2200-88300
4. Basic pay in the existing selection time scale as on 1 st July 2022.	Rs.53,900/-
5. Date of next increment in the existing scale.	1 st January 2023

The pay of the employee is re-fixed in the 2024 Revised pay scale as below:

1. Revised scale of pay applicable to the post.	Rs. 69250-1650-74200-1900-85600-2300-99400-2700-115600-3100-134200
2. Selection time scale of pay under Time Bound Advancement scheme in the revised pay scales.	Rs.72550-1650-74200-1900-85600-2300-99400-2700-115600-3100-134200-3500-141200
3. Basic pay to be fixed in the revised scale notionally with effect from 1 st July 2022.	Rs.85,600/-
4. Notional fixation of pay on grant of annual increment due on 01-01-2023 – re-fixation of pay as per sub-rule (1) of rule 8 of KCS (RP) Rules, 2024.	Rs.87,900/-
5. Notional fixation of pay after grant of annual increment on 01.01.2024.	Rs.90,200/- Monetary benefit w.e.f. 01.08.2024
6. Date of next increment	1 st January 2025

ILLUSTRATION – 7

Mr.'B' working as Revenue Inspector in Taluk Office drawing pay in the Selection Time scale of pay Rs.30350-58250 in 2018 RPS applicable to that post is promoted to the post of Deputy Tahasildar carrying pay scale Rs.37900-70850 in 2018 RPS on 18th November 2022. The pay particulars of the employee is given below:

1. Designation of the post held on 1 st July 2022 and date of annual increment.	Revenue Inspector 1 st January
2. Existing selection time scale of pay applicable to the post.	Rs.30350-750-32600-850-36000-950-39800-1100-46400-1250-53900-1450-58250
3. Basic pay in the existing selection time scale as on 1 st July 2022.	Rs.36,000/-
4. Existing pay scale of the post of Deputy Tahasildar.	Rs.37900-950-39800-1100-46400-1250-53900-1450-62600-1650-70850
5. Pay fixed on promotion to the post of Deputy Tahasildar - w.e.f. 18.11.2022.	Rs.37,900/-
6. Date of next increment in the existing scale.	1 st July 2023

The pay of the employee is re-fixed in the 2024 Revised pay scale as below:

1. Revised selection time scale of pay applicable to the post.	Rs.49050-1250-52800-1375-58300-1500-64300-1650-74200-1900-85600-2300-92500
2. Basic pay to be fixed in the revised selection time scale notionally with effect from 1 st July 2022.	Rs.58,300/-
3. Revised pay scale of the post of Deputy Tahsildar.	Rs.61300-1500-64300-1650-74200-1900-85600-2300-99400-2700-112900
4. Pay fixed notionally in the promotional cadre post of Deputy Tahasildar - w.e.f. 18.11.2022	Rs.61,300/-
5. Notional fixation of pay after grant of annual increment w.e.f. 01.07.2023	Rs.62,800/-
6. Notional fixation of pay after release of AI on 01.07.2024.	Rs.64,300/- Monetary benefit w.e.f. 01.08.2024
7. Date of next increment	1 st July 2025

ILLUSTRATION – 8

An illustrative example of pay of an employee working in the post of Jamedar in the 2018 RPS is as below:

1. Designation of the post held on 1 st July 2022.	Jamedar
2. Existing scale of pay.	Rs.19950-450-20400-500-22400-550-24600-600-27000-650-29600-750-32600-850-36000-950-37900
3. Basic pay fixed after grant of annual increment in the existing scale w.e.f. 1 st July 2022.	Rs.37,900/- (Max.)
4. Date of next increment in the existing scale.	First stagnation increment is due on 01.07.2023.

The pay of the employee is re-fixed in the 2024 Revised pay scale as below:

1. Revised scale of pay applicable to the post.	Rs.31775-725-32500-800-35700-900-39300-1000-43300-1125-47800-1250-52800-1375-58300-1500-61300
2. Notional refixation of pay in the revised pay scale w.e.f. 01.07.2022	Rs.61,300/- (Max.)
3. Notional refixation of pay after grant of 1 st Stagnation increment w.e.f. 01.07.2023.	Rs.61,300+1500 pp
4. Notional refixation of pay after grant of 2 nd Stagnation increment w.e.f. 01.07.2024.	Rs.61,300+1500pp+1500 pp Monetary benefit w.e.f. 01.08.2024
5. Date of next increment	1 st July 2025

ILLUSTRATION – 9

Mrs. 'A' is appointed as Assistant Director in the Kannada and Culture Department on 10th February 2023. The pay particulars in the existing 2018 RPS is as below:

1. Designation of the existing post held on 10 th February 2023	Assistant Director
2. Existing scale of pay of the post	Rs.43100-1100-46400-1250-53900-1450-62600-1650-72500-1900-83900
3. Basic pay in the existing scale as on 10 th February 2023.	Rs.43,100/-
4. Date of next increment in the existing scale.	1 st January 2024

The pay of the employee is re-fixed in the 2024 Revised pay scale as per the applicable rules as provided below but no fitment benefit under KCS (RP) Rules 2024 below:

1. Revised scale of pay applicable to the post.	Rs.69250-1650-74200-1900-85600-2300-99400-2700-115600-3100-134200
2. Revised basic pay fixed notionally with effect from 10 th February 2023.	Rs.69,250/-
3. Notional fixation of pay after releasing annual increment w.e.f. 01.01.2024	Rs.70,900/- Monetary benefit w.e.f. 01.08.2024
4. Date of next increment in the revised scale.	1 st January 2025

ILLUSTRATION – 10

An officer Mr. 'G' holding the post of Under Secretary in the existing 2018 pay scale of Rs.52650-97100 is promoted to the post of Deputy Secretary carrying existing pay scale of Rs.74400-109600 on 21st July 2023. His pay particulars is as below:

1. Designation of the post held on 1 st July 2022	Under Secretary
2. Existing pay scale of the post	Rs.52650-1250-53900-1450-62600-1650-72500-1900-83900-2200-97100
3. Basic pay in the existing scale as on 1 st July 2022	Rs.67,550/-
4. Pay on grant of AI w.e.f. 01.07.2023.	Rs.69,200/-
5. Existing pay scale of the post of Deputy Secretary	Rs.74400-1900-83900-2200-97100-2500-109600
6. Pay fixation on promotion to the post of Deputy Secretary w.e.f. 21.07.2023	Rs.74,400/-
7. Date of next increment in the existing scale	01.07.2024

The pay of the officer is re-fixed in the 2024 Revised pay scale as below:

1. Revised scale of pay applicable to the post of Under Secretary	Rs.83700-1900-85600-2300-99400-2700-115600-3100-134200-3500-155200
2. Basic pay to be fixed in the revised scale notionally with effect from 1 st July 2022	Rs.1,07,500/-
3. Notional pay fixation on grant of annual increment due on 01.07.2023	Rs.1,10,200/-
4. Revised pay scale applicable to the post of Deputy Secretary	Rs.118700-3100-134200-3500-155200-4000-175200
5. Notional re-fixation of pay in the promotional cadre post on 21.07.2023	Rs.1,18,700/-
6. Notional re-fixation of pay on grant of annual increment due on 01.07.2024	Rs.1,21,800/- Monetary benefit w.e.f. 01.08.2024
7. Date of next increment	1 st July 2025

ILLUSTRATION – 11

Mr. 'M' holding the post of Director of Agriculture has retired from Service on superannuation on 31.12.2022. His pay particulars is as below.

1. Designation of the post held on 1 st July 2022.	Director of Agriculture
2. Existing scale of pay.	Rs.97100-2500-112100-2800-128900-3100-141300
3. Basic pay in the existing scale as on 1 st July 2022	Rs.1,38,200/-
4. Date of retirement	31.12.2022 (The pensionary benefit shall be calculated based on the emoluments in the existing scale)

The pay of the officer is re-fixed in the 2024 Revised pay scale as below:

1. Revised scale of pay applicable to the post.	Rs.155200-4000-179200-4500-206200-5000-226200
2. Basic pay to be fixed in the revised scale notionally with effect from 1 st July 2022.	Rs.2,21,200/-
3. Date of retirement	31.12.2022. The last pay fixed notionally in the revised pay scale is considered only for the purpose of fixation of basic pension. The monetary benefit of revised pension is admissible from 01.08.2024.
4. Date of entitlement of revised pension	1 st August 2024

ILLUSTRATION – 12

Mrs. 'S', a Government Primary School Teacher is drawing pay in the existing senior scale of pay Rs.30350-58250 in 2018 RPS applicable to that post. Mrs. 'S' was granted 4th Stagnation increment in the existing selection time scale on 1st January 2023. The pay particulars of the employee is given below:

1. Designation of the post held on 1 st July 2022	Primary School Teacher
2. Existing selection time scale of pay applicable to the post.	Rs.30350-750-32600-850-36000-950-39800-1100-46400-1250-53900-1450-58250
3. Basic pay in the existing selection time scale of pay as on 1 st July 2022 (after earning 3 rd stagnation increment)	Rs.58,250+4350 pp
4. Date of next increment in the existing scale	1 st January 2023

The pay of the employee is re-fixed in the 2024 Revised pay scale as below:

1. Revised selection time scale of pay applicable to the post.	Rs.49050-1250-52800-1375-58300-1500-64300-1650-74200-1900-85600-2300-92500
2. Basic pay to be fixed in the revised selection time scale of pay notionally w.e.f. 01.07.2022	Rs.92,500+6900 pp
3. Re-fixation of pay notionally in the revised selection time scale of pay on grant of 4 th stagnation increment due on 1 st January 2023 as per proviso to sub-rule (1) of rule 8 of KCS (RP) Rules, 2024.	Rs.92,500+ 6900 pp + 2300 pp
4. Notional re-fixation of pay on grant of 5 th stagnation increment w.e.f. 01.01.2024.	Rs.92,500+ 6900 pp +2300 pp + 2300 pp Monetary benefit w.e.f. 01.08.2024.
5. Date of next increment	7 th stagnation increment on 01.01.2025.

ILLUSTRATION – 13

Mrs. 'P', an Assistant Teacher in Government High School is drawing pay in the existing senior scale of pay Rs.37900-70850 in 2018 RPS applicable to the post. Mrs. 'P' was granted 3rd Additional Increment for 30 years of service on 16th August 2023. Mrs. 'P' retired from service on superannuation on 31.07.2024. The pay particulars of the employee is given below:

1. Designation of the post held on 1 st July 2022.	Assistant Teacher Govt. High School
2. Existing selection time scale of pay.	Rs.37900-950-39800-1100-46400-1250-53900-1450-62600-1650-70850
3. Basic pay in the existing scale as on 1 st July 2022 (after earning 4 th stagnation increment).	Rs.70850+1650 pp +1650 pp
4. Fixation of pay after grant of 5 th stagnation increment w.e.f. 01.07.2023	Rs.70850+1650 pp +1650 pp +1650 pp
5. Fixation of pay on grant of 3 rd additional increment for 30 years of service w.e.f. 16.08.2023	Rs.70850+1650 pp +1650 pp +1650 pp +1650 pp
6. Fixation of pay on grant of 6 th stagnation increment w.e.f. 01.07.2024	Rs.70850+1650 pp +1650 pp +1650 pp +1650 pp +1650 pp
7. Date of retirement	31.07.2024 (The pensionary benefit shall be calculated based on the emoluments in the existing scale)

The pay of the employee is re-fixed in the 2024 Revised pay scale as below:

1. Revised scale of pay applicable to the post.	Rs.61300-1500-64300-1650-74200-1900-85600-2300-99400-2700-112900
2. Re-fixation of pay notionally in the revised selection time scale of pay w.e.f. 01.07.2022	Rs.1,12,900 + 5,400 pp
3. Notional re-fixation of pay in the revised pay scale after grant of 5 th stagnation increment w.e.f. 01.07.2023	Rs.1,12,900 + 5,400 pp + 2,700 pp
4. Notional re-fixation of pay in the revised pay scale after grant of 3 rd	Rs.1,12,900 + 5,400 pp + 2,700 pp + 2700 pp

additional increment for 30 years of service w.e.f. 16.08.2023	
5. Notional re-fixation of pay in the revised pay scale after grant of 6 th stagnation increment w.e.f. 01.07.2024	Rs.1,12,900 + 5,400 pp + 2,700 pp + 2,700 pp + 2,700pp The notional pay fixed in the revised pay scale is considered only for the purpose of fixation of revised pension. The monetary benefit of revised pension is admissible from 01.08.2024.
6. Date of retirement	31.07.2024

ILLUSTRATION – 14

Mr. 'Z', working as Assistant Sub-Inspector of Police and drawing pay in the existing selection time scale of pay of Rs.33450-62600 in 2018 RPS is promoted to the post of Sub-Inspector of Police on 17th March 2024. The pay particulars of the employee is given below:

1. Designation of the post held on 1 st July 2022.	Assistant Sub-Inspector of Police
2. Existing selection time scale of pay applicable to the post.	Rs.33450-850-36000-950-39800-1100-46400-1250-53900-1450-62600
3. Basic pay in the existing scale as on 1 st July 2022.	Rs.45,300/-
4. Date of next increment in the existing scale.	1 st January 2023

The pay of the employee is re-fixed in the 2024 Revised pay scale as below:

1. Revised selection time scale of pay applicable to the post.	Rs.54175-1375-58300-1500-64300-1650-74200-1900-85600-2300-99400
2. Re-fixation of pay notionally in the revised selection time scale of pay w.e.f. 01.07.2022	Rs.72,550/-
3. Notional re-fixation of pay in the revised selection time scale of pay on grant of annual increment due on 1 st January 2023 as per proviso to sub-rule (1) of rule 8 of KCS (RP) Rules, 2024.	Rs.74,200/-
4. Notional re-fixation of pay on grant of annual increment w.e.f. 01.01.2024	Rs.76,100/-
5. Notional re-fixation of pay in the promotional post revised pay scale Rs.61,300-1,12,900 w.e.f. 17.03.2024 as per Rule 42B of KCSRs.	Rs.78,000/- (Monetary benefit from 01.08.2024)
6. Date of annual increment	1 st January 2025

ILLUSTRATION – 15

Smt. 'R', **Section Officer**, drawing basic pay of **Rs.52650** /- in the 2018 revised pay scale of Rs.43100-83900 was promoted to the post of **Under Secretary** carrying pay scale of Rs. 52650-97100 on 14th June 2022. Her pay on promotion was fixed at **Rs.53900/-** w.e.f. 14th June 2022. Pay particulars of the officer is given below:

1. Designation of the post held on 1 st July 2022.	Under Secretary
2. Existing scale of pay applicable to the post held on 1 st July 2022.	Rs.52650-1250-53900-1450-62600-1650-72500-1900-83900-2200-97100
3. Basic pay in the existing post of Under Secretary as on 1 st July 2022.	Rs.53,900/-
4. Revised scale of pay applicable to the post of Under Secretary w.e.f. 1 st July 2022.	Rs.83700-1900-85600-2300-99400-2700-115600-3100-134200-3500-155200
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 2022.	Rs.85,600/-
6. Basic pay to be fixed notionally in the revised scale of pay of Rs.69,250-1,34,200 applicable to the lower post of Section Officer with reference to the basic pay of Rs.52650 with effect from 14 th June 2022.	Rs.83,700/-
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 January 2023, as per proviso to sub-rule (1) of rule 8 of the KCS (RP) Rules, 2018.	Rs.85,600/-
8. Re-fixation of pay in the revised scale of pay of the Under Secretary with reference to the increment in the lower post of Section Officer as on 1 st January 2024 under rule 42B (2) of KCSRs.	Rs.87,900/- (Monetary benefit from 01.08.2024)
9. Date of next increment.	1 st January 2025

FORM

Name of the Government Servant and the post held on 1.7.2022	Existing scale of pay / selection time scale of pay applicable to the post as on 1.7.2022	Basic pay drawn in the existing scale of pay on 1.7.2022	Date of next increment/ SI in the existing scale of pay	Revised pay scale applicable to the post	Pay fixed in the revised pay scale corresponding to the basic pay in the existing pay scale w.e.f. 01.07.2022	Whether refixation of pay is advantageous w.e.f. 01.01.2023 under proviso to Rule 8 (1) of KCS (RP) Rules, 2024; if so, the re-fixed pay and the date of such refixation	Refixation of pay in the revised pay scale subsequent to fixation of pay on 01.07.2022	Date of next increment in the revised pay scale
1	2	3	4	5	6	7	8	9
							1. AI / SI ... July 2023 2. AI / SI ... Jan/July 2024 MB w.e.f. 01.08.2024 Note: Refixation on account of promotion / upgradation b/w 01.07.2022 to 31.07.2024 shall be indicated clearly.	

Foot Note: AI = Annual Increment, SI = Stagnation Increment, MB = Monetary Benefit

Signature of the Authority mentioned in para 4 of the Government Order.

Designation

Dated:

DR. REJUM.T.

Secretary to Government (Expenditure)

Finance Department.

23/8/2024

