



**KERALA STATE FINANCIAL ENTERPRISES
STAFF ASSOCIATION**

Reg. No. 180/71, Kottappuram Road, Thrissur - 4
(Affiliated to C.I.T.U.R.No.K.1128)

E-mail : ksfesacitusc@gmail.com Web : www.ksfesa.com

President
Elamaram Kareem
Mob : 9400307786

General Secretary
S.Muraleekrishnapillai
Mob : 9446538432

**EXERCISING OPTION OF DATE FOR THE REVISION OF PAY
SUGGESTIONS**

IMPORTANT POINTS AND PRECAUTIONS TO BE TAKEN

1. Employees who did not complete 4 years of service as on 1.8.2017 can opt a later date by which they complete 4 years of service so that they can enjoy one increment as weight age.
2. Employees who did not complete 8 years of service as on 1.8.2017 can opt a later date by which they complete 8 years of service so that they can enjoy two increments as service weightage.
3. Those who joined service before 1.8.2009 need not exercise option as they completed 8 years of service as on 1.8.2017.
4. Period of Leave Without Allowance (Without Medical Certificate), Dies non, absent will not be reckoned for calculation of period for weight age.
5. Employees in Office Attendant cadre who were promoted from the post of PTS should cautiously take decision after considering the fact that full service period in OA carder and half of their service period in the post of PTS will be reckoned for calculation of period of weight age.
6. Part Time Sweepers who were not promoted to the post of Office attendant, their entire service period shall be reckoned for calculation of period of weight age. Office Attendants who joined in 2014 & 2015 who were promoted to Jr.Asst/to be promoted soon & those who later recruited as Jr. Asst. via general recruitment should exercise option with precaution.
7. **Option once exercised can not be altered**
For the purpose of analysis, pay fixation of employees under various categories who joined service at different dates are furnished below

I (a) PTS who joined service on 16.01.2006 and later promoted as Office Attendant on 9.5.2012

Date of Joining	:	16.1.2006
PTS Service Period as on 1.8.2017	:	16.1.2006 To 8.5.2012 6 Years 3Months 22 Days
Half of PTS Service Period	:	3 Years 1.5 Months 11 Days
OA Service Period as on 1.8.2017	:	9.5.2012 To 31.7.2017 5 Years 2 Months 22 Days
Total Service Period reckoning for service Weightage as on 1.8.2017	:	8 Years 3.5 Months 33 Days

They completed 8 years of service as on 1.8.2017, Hence they can opt 1.8.2017 and avail two increments as weightage

Pay Fixation

Basic Pay as on 1.8.2017	:	20040
Basic Pay + DA(39%) as on 1.8.2017	:	27856 (20040 x1.39)
Add Fitment Benefit@12.5%	:	31338 (27856 x 1.125)
Next Stage in the Revised Scale	:	32000
Add Weightage (2 increments)	:	34200
Pay as on 1.5.2018(Increment Date)	:	35300
Pay as on 1.5.2019	:	36400
Pay as on 1.5.2020(Promoted as OA (S.G.) Increment) +1300(Notional Increment)+1300(For fixing next higher stage in the promoted post)	:	40300 (36400 +1300(Normal Increment)+1300(Notional Increment)+1300(For fixing next higher stage in the promoted post))
Pay as on 1.5.2021	:	41600
Pay as on 1.8.2021	:	41600
Next increment on 1.5.2022	:	

I (b) PTS who joined service on 16.01.2006 and later promoted as Office Attendant on 6.11..2012

Date of Joining	:	16.1.2006
PTS Service Period as on 1.8.2017	:	16.1.2006 To 6.11.2012 6 Years 9 Months 21 Days
Half of PTS Service Period	:	3 Years 4.5 Months 10 Days
OA Service Period as on 1.8.2017	:	6.11.2012 To 31.7.2017 4 Years 8 Months 25 Days
Total Service Period reckoning for service Weightage as on 1.8.2017	:	7 Years 12.5 Months 35 Days

They completed 8 years of service as on 1.8.2017, Hence they can opt 1.8.2017 and avail two increments as weightage

Pay Fixation

Basic Pay as on 1.8.2017	: 19365
Basic Pay + DA(39%) as on 1.8.2017	: 26917 (19365 x1.39)
Add Fitment Benefit@12.5%	: 30282 (26917 x 1.125)
Next Stage in the Revised Scale	: 30900
Add Weightage (2 increments)	: 33100
Pay as on 1.11.2017(Increment Date)	: 34200
Pay as on 1.11.2018	: 35300
Pay as on 1.11.2019	: 36400
Pay as on 1.11.2020(Promoted as OA (S.G.) Increment) +1300(Notional Increment)+1300(For fixing next higher stage in the promoted post)	: 40300 (36400 +1300(Normal Increment) +1300(Notional Increment)+1300(For fixing next higher stage in the promoted post))
Pay as on 1.8.2021	: 40300

Next increment on 1.11.2021

II Assistants joined service on 13.5.2015

(a) Option as on 1.8.2017

Date of entry into service	: 13.5.2015
No of years completed as on 1.8.2017	: 2 Years 2 Months
Pay as on 1.8.2017(Pre-revised)	: 25170
BP +DA(39%) as on 1.8.2017	: 34986
Adding Fitment Benefit(12.5%)	: 39539
Next Stage	: 40300
Add Weightage	: 0
Net Benefit as on 01.08.2017	: 5314
Pay as on 01.05.2018	: 41600
Pay as on 01.05.2019	: 42900
Pay as on 01.05.2020 (promoted to SGA)	: 47700 (44500 + 1600 + 1600)
Pay as on 01.05.2021	: 49300
Pay as on 01.08.2021	: 49300
Next Increment on 01.05.2022	:

(b) Option as on 13.05.2019

The employee has to forego pay revision benefits including Interim Relief (IR) from August 2017 upto date of option

No of years completed as on 13.05.2019	: 4 years
BP as on 13.05.2019	: 26790
BP + DA (48%) as on 13.5.2019	: <u>39649</u>
BP+ DA(merging 39%)	: 37238
Adding Fitment Benefit @12.5%	: 41893
Next Stage in the revised scale	: 42900
Add 1 increment as Weightage	: 44500
BP as on 13.05.2019	: 44500
BP +DA(6%)	: <u>47170</u>
Net Benefit	: 7521
Pay as on 1.5.2020	: 49300 (44500 +1600+1600 + 1600)
Pay as on 1.5.2021	: 50900
Pay as on 1.8.2021	: 50900
Next increment on 1.5.2022	:

III Assistant joined on 11.1.2016

(a) Option as on 1.8.2017

Date of entry into service	: 11.01.2016
No of years completed as on 1.8.2017	: 1 Years 6 Months
Pay as on 1.8.2017(Pre-revised)	: 22740
BP +DA(39%) as on 1.8.2017	: 31609
Adding Fitment Benefit(12.5%)	: 35560
Next Stage	: 36400
Add Weightage	: 0
Net Benefit as on 01.08.2017	: 4791
Pay as on 01.08.2017	: 36400
Pay as on 01.01.2018 (Promoted to SA)	: 40300 (36400 + 1300+1300+ 1300)
Pay as on 01.01.2019	: 41600
Pay as on 01.01.2020	: 42900
Pay as on 01.01.2021 (Promoted to SGA)	: 47700 (42900 + 1600 + 1600 + 1600)

Next Increment on 01.01.2022

(b) Option as on 11.01.2021

The employee has to forego pay revision benefits including Interim Relief (IR) from August 2017 upto date of option

No of years completed as on 11.01.2020	: 4 years
BP as on 11.01.2020	: 26790
BP + DA (59%) as on 11.01.2020	: <u>42596</u>
BP+ DA(merging 39%)	: 37238
Adding Fitment Benefit @12.5%	: 41893
Next Stage in the revised scale	: 42900
Add 1 increment as Weightage	: 44500
BP as on 11.01.2020	: 44500
BP +DA(15%)	: <u>51175</u>
Net Benefit	: 8579

Pay as on 01.01.2021 : 49300 (44500 +1600+1600 +
1600)

Pay as on 01.08.2021 : 49300

Next increment on 01.01.2022

IV Assistant joined on 26.08.2011

(Those who were opted 1.8.2012 in the previous pay revision)

1.(a) Option as on 1.8.2017

Date of entry into service	: 26.08.2011
No of years completed as on 1.8.2017	: 5 Years 11 Months
Pay as on 1.8.2017(Pre-revised)	: 31615
BP +DA(39%) as on 1.8.2017	: <u>43945</u>
Adding Fitment Benefit(12.5%)	: 49438
Next Stage in the revised scale	: 50900
Add Weightage(1 increment)	: <u>52700</u>
Net Benefit as on 01.08.2017	: 8755
Pay as on 01.08.2017	: 52700
Pay as on 01.08.2018	: 54500
Pay as on 01.08.2019	: 56300
Pay as on 01.08.2020	: 58100
Promotion To AM(NC) on 01.08.2021	: 58100 +1800+2000 =61900
Next higher stage in the promoted post	: 63700
: Pay as on 1.8.2021	: 63700
Next Increment on 01.08.2022	

1.(b) Option as on 26.08.2019

The employee has to forego pay revision benefits including Interim Relief (IR) from August 2017 upto date of option

No of years completed as on 26.08.2019	: 8 years
BP as on 26.08.2019	: 33815
BP + DA (53%)	: <u>51737</u>
BP+ DA(merging 39%)	: 47003
Adding Fitment Benefit @12.5%	: 52878
Next Stage in the revised scale	: 54500
Add 2 increments as Weightage	: 58100
BP as on 1.08.2019	: 58100
BP +DA(11%)	: <u>64491</u>
Net Benefit	: 12754
Pay as on 01.08.2020	: 59900
Promotion as AM(NC) as on 01.08.2021	:59900 +2000 +2000 =63900
Next Stage in the promoted post	:66000
Pay as on 1.8.2021	: 66000
Next increment on 01.08.2022	

Assistant joined on 26.08.2011 (Opted 26.08.2015 in the previous Pay Revision

2. (a) Option as on 1.8.2011

Date of entry into service	: 26.08.2011
No of years completed as on 1.8.2017	: 5 Years 11 Months
Pay as on 1.8.2017(Pre-revised)	: 32715
BP +DA(39%) as on 1.8.2017	: <u>45474</u>
Adding Fitment Benefit(12.5%)	: 51158
Next Stage in the revised scale	: 52700
Add Weightage(1 increment)	: <u>54500</u>
Net Benefit as on 01.08.2017	: 9026
Pay as on 01.08.2017	: 54500
Pay as on 01.08.2018	: 56300
Pay as on 01.08.2019	: 58100
Pay as on 01.08.2020	: 59900
Promotion To AM(NC) on 01.08.2021	: 59900 +2000 +2000=65900
Next higher stage in the promoted post	: 66000
: Pay as on 1.8.2021	: 66000
Next Increment on 01.08.2022	

2.(b) Option as on 26.08.2019

The employee has to forego pay revision benefits including Interim Relief (IR) from August 2017 upto date of option

No of years completed as on 26.08.2019	: 8 years
BP as on 26.08.2019	: 34915
BP + DA (53%)	: <u>53769</u>
BP+ DA(merging 39%)	: 48532
Adding Fitment Benefit @12.5%	: 54599
Next Stage in the revised scale	: 56300
Add 2 increments as Weightage	: 59900
BP as on 1.08.2019	: 59900
BP +DA(11%)	: <u>66489</u>
Net Benefit	: 12720
Pay as on 01.08.2020	: 61900
Promotion as AM(NC) as on 01.08.2021	: 61900 +2000 +2000 =65900
Next Stage in the promoted post	:66000
Pay as on 1.8.2021	: 66000
Next increment on 01.08.2022	

V Assistant who joined on 26.12.2011
(Who opted 1.8.2012 in the previous pay revision)

(a) Option as on 1.8.2017

Date of entry into service	: 26.12.2011
No of years completed as on 1.8.2017	: 5 Years 7 Months
Pay as on 1.8.2017(Pre-revised)	: 30650
BP +DA(39%) as on 1.8.2017	: <u>42604</u>
Adding Fitment Benefit(12.5%)	: 47930
Next Stage in the revised scale	: 49300
Add Weightage(1 increment)	: <u>50900</u>
Net Benefit as on 01.08.2017	: 8296
Pay as on 01.08.2017	: 50900
Pay as on 01.12.2017	: 52700
Pay as on 01.12.2018	: 54500
Pay as on 01.12.2019	: 56300
Pay as on 01.12.2020	: 58100
Promotion To AM(NC) on 01.12.2021	: 58100 +1800+2000 =61900
Next higher stage in the promoted post	: 63700
: Pay as on 1.12.2021	: 63700
Next Increment on 01.12.2022	

(b) Option as on 26.12.2019

The employee has to forego pay revision benefits including Interim Relief (IR) from August 2017 upto date of option

No of years completed as on 26.12.2019	: 8 years
BP as on 26.12.2019	: 33815
BP + DA (53%)	: <u>51737</u>
BP+ DA(merging 39%)	: 47003
Adding Fitment Benefit @12.5%	: 52878
Next Stage in the revised scale	: 54500
Weightage (2 increments)	: 58100
BP as on 1.12.2019	: 58100
BP +DA(11%)	: <u>64491</u>
Net Benefit	: 12754
Pay as on 01.12.2020	: 59900
Promotion as AM(NC) as on 01.12.2021	:59900 +2000 +2000 =63900
Next Stage in the promoted post	:66000
Pay as on 1.12.2021	: 66000
Next increment on 01.12.2022	

VI Assistant joined on 24.02.2010
(Those who were opted 24.02.2014 in the previous pay revision)

(a) Option as on 1.8.2017

Date of entry into service	: 24.02.2010
No of years completed as on 1.8.2017	: 7 Years 5 Months
Pay as on 1.8.2017(Pre-revised)	: 33815
BP +DA(39%) as on 1.8.2017	: <u>47003</u>
Adding Fitment Benefit(12.5%)	: 52878
Next Stage in the revised scale	: 54500
Add Weightage(1 increment)	: <u>56300</u>
Net Benefit as on 01.08.2017	: 9297
Pay as on 01.08.2017	: 56300
Pay as on 01.02.2018	: 58100
Pay as on 01.02.2019	: 59900
Promotion To AM(NC) on 01.02.2020	: 59900 +2000+2000 =63900
Next higher stage in the promoted post	: 66000
: <i>Pay as on 1.2.2021</i>	: <i>68300</i>
Next Increment on 01.02.2022	

(b) Option as on 24.02.2018

The employee has to forego pay revision benefits including Interim Relief (IR) from August 2017 upto date of option

No of years completed as on 24.02.2018	: 8 years
BP as on 24.02.2018	: 34915
BP + DA (41%)	: <u>49230</u>
BP+ DA(merging 39%)	: 48532
Adding Fitment Benefit @12.5%	: 54599
Next Stage in the revised scale	: 56300
Add 2 increment as Weightage	: 59900
<i>BP as on 1.02.2018</i>	: <i>59900</i>
BP +DA(2%)	: <i>61098</i>
Net Benefit	: <i>11868</i>
Pay as on 01.02.2019	: 61900
Promotion as AM(NC) as on 01.02.2020	:61900 +2000 +2000 =65900
Next Stage in the promoted post	: 66000
<i>Pay as on 1.2.2021</i>	: <i>68300</i>
Next increment on 01.02.2022	

VII Assistant joined on 15.12.2010
(Who opted 1.8.2012 @ previous pay revision)

1. (a) Option as on 1.8.2017

Date of entry into service	: 15.12.2010
No of years completed as on 1.8.2017	: 6 Years 7 Months
Pay as on 1.8.2017(Pre-revised)	: 31615
BP +DA(39%) as on 1.8.2017	: <u>43945</u>
Adding Fitment Benefit(12.5%)	: 49438
Next Stage in the revised scale	: 50900
Add Weightage(1 increment)	: <u>52700</u>
Net Benefit as on 01.08.2017	: 8755
Pay as on 01.08.2017	: 52700
Pay as on 01.12.2017	: 54500
Pay as on 01.12.2018	: 56300
Pay as on 01.12.2019	: 58100
Promotion To AM(NC) on 01.12.2020	: 58100 +1800+2000 =61900
Next higher stage in the promoted post	: 63700
: Pay as on 1.12.2020	: 63700
Next Increment on 01.12.2021	

1. (b) Option as on 15.12.2018

The employee has to forego pay revision benefits including Interim Relief (IR) from August 2017 upto date of option

No of years completed as on 15.12.2018	: 8 years
BP as on 15.12.2018	: 33815
BP + DA (44%)	: <u>48694</u>
BP+ DA(merging 39%)	: 47003
Adding Fitment Benefit @12.5%	: 52878
Next Stage in the revised scale	: 54500
Weightage (2 increments)	: 58100
BP as on 1.12.2018	: 58100
BP +DA(4%)	: <u>60424</u>
Net Benefit	: 11730
Pay as on 01.12.2019	: 59900
Promotion as AM(NC) as on 01.12.2020	: 59900 +2000 +2000 =63900
Next Stage in the promoted post	: 66000
Pay as on 1.12.2020	: 66000
Next increment on 01.12.2021	

2. Who opted 15.12.2014 in the previous Pay Revision

(a) Option as on 1.8.2017

Date of entry into service	: 15.12.2010
No of years completed as on 1.8.2017	: 6 Years 7 Months
Pay as on 1.8.2017(Pre-revised)	: 32715
BP +DA(39%) as on 1.8.2017	: <u>45474</u>
Adding Fitment Benefit(12.5%)	: 51158
Next Stage in the revised scale	: 52700
Add Weightage(1 increment)	: <u>54500</u>
Net Benefit as on 01.08.2017	: 9026
Pay as on 01.08.2017	: 54500
Pay as on 01.12.2017	: 56300
Pay as on 01.12.2018	: 58100
Pay as on 01.12.2019	: 59900
Promotion To AM(NC) on 01.12.2020	: 59900 +2000+2000 =63900
Next higher stage in the promoted post	: 66000
: Pay as on 1.12.2020	: 66000
Next Increment on 01.12.2021	

2. (b) Option as on 15.12.2018

The employee has to forego pay revision benefits including Interim Relief (IR) from August 2017 upto date of option

No of years completed as on 15.12.2018	: 8 years
BP as on 15.12.2018	: 34915
BP + DA (44%)	: <u>50278</u>
BP+ DA(merging 39%)	: 48531
Adding Fitment Benefit @12.5%	: 54597
Next Stage in the revised scale	: 56300
Weightage (2 increments)	: 59900
BP as on 1.12.2018	: 59900
BP +DA(4%)	: <u>62296</u>
Net Benefit	: 12018
Pay as on 01.12.2019	: 61900
Promotion as AM(NC) as on 01.12.2020	: 61900 +2000 +2000 =65900
Next Stage in the promoted post	: 66000
Pay as on 1.12.2020	: 66000
Next increment on 01.12.2021	

VIII Office Attendant joined service on 18.12.2014

(Who Promoted to Jr. Asst in January 2021)

(a) Option as on 1.8.2017

Date of entry into service	: 18.12.2014
No of years completed as on 1.8.2017	: 2 Years 7 Months
Pay as on 1.8.2017(Pre-revised)	: 16455
BP +DA(39%) as on 1.8.2017	: 22872
Adding Fitment Benefit(12.5%)	: 25731
Next Stage	: 25900
Add Weightage	: 0
Pay as on 01.08.2017	: 25900
Net Benefit as on 01.08.2017	: 3028
Pay as on 01.12.2017	: 26600
Promoted to OA(HG)01.12.2018	: 29100(26600+700+900+900)
Pay as on 01.12.2018	: 29100
Pay as on 01.12.2019	: 30000
Pay as on 01.12.2020	: 30900
Pay as on 01.01.2021	: 35300
(Promoted to Jr. Asst)	:
Next Increment on 01.01.2022	:

(b) Option as on 18.12.2018

The employee has to forego pay revision benefits including Interim Relief (IR) from August 2017 upto date of option

No of years completed as on 18.12.2018	: 4 years
BP as on 18.12.2018	: 18305
BP + DA (44%) as on 18.12.2018	: <u>26359</u>
BP+ DA(merging 39%)	: 25444
Adding Fitment Benefit @12.5%	: 28625
Next Stage in the revised scale	: 29100
Add 1 increment as Weightage	: 30000
BP as on 01.12.2018	: 30000
BP +DA(4%)	: <u>31200</u>
Net Benefit	: 4841
Pay as on 1.12.2019	: 30900
Pay as on 01.12.2020	: 32000
Pay as on 1.1.2021	: 35300
(Promoted to Jr.Asst)	:
Next increment on 1.1.2022	:

IX Office Attendant joined service on 18.12.2014

(Still Continues as OA)

(a) Option as on 1.8.2017

Date of entry into service	: 18.12.2014
No of years completed as on 1.8.2017	: 2 Years 7 Months
Pay as on 1.8.2017(Pre-revised)	: 16455
BP +DA(39%) as on 1.8.2017	: 22872
Adding Fitment Benefit(12.5%)	: 25731
Next Stage	: 25900
Add Weightage	: 0
Pay as on 01.08.2017	: 25900
Net Benefit as on 01.08.2017	: 3028
Pay as on 01.12.2017	: 26600
Promoted to OA(HG) 01.12.2018	: 29100(26600+700+900+900)
Pay as on 01.12.2018	: 29100
Pay as on 01.12.2019	: 30000
Pay as on 01.12.2020	: 30900
Next Increment on 01.12.2021	:

(b) Option as on 18.12.2018

The employee has to forego pay revision benefits including Interim Relief (IR) from August 2017 upto date of option

No of years completed as on 18.12.2018	: 4 years
BP as on 18.12.2018	: 18305
BP + DA (44%) as on 18.12.2018	: <u>26359</u>
BP+ DA(merging 39%)	: 25444
Adding Fitment Benefit @12.5%	: 28625
Next Stage in the revised scale	: 29100
Add 1 increment as Weightage	: 30000
BP as on 01.12.2018	: 30000
BP +DA(4%)	: <u>31200</u>
Net Benefit	: 4841
Pay as on 1.12.2019	: 30900
Pay as on 01.12.2020	: 32000
Next increment on 1.12.2021	:

X Driver joined service on 20.2.2014

(a) Option as on 1.8.2017

Date of entry into service	: 20.02.2014
No of years completed as on 1.8.2017	: 3 Years 5 Months
Pay as on 1.8.2017(Pre-revised)	: 18835
BP +DA(39%) as on 1.8.2017	: <u>26181</u>
Adding Fitment Benefit(12.5%)	: 29454
Next Stage	: 30000
Add Weightage	: 0
Pay as on 01.08.2017	: <u>30000</u>
Net Benefit as on 01.08.2017	: 3819
Promoted to Driver(HG) 01.02.2018	: (30000+900+1100+1100)
Pay as on 01.02.2018	: 33100
Pay as on 01.02.2019	: 34200
Pay as on 01.02.2020	: 35300
Pay as on 1.2.2021	: <u>36400</u>
Next Increment on 01.02.2022 & will be promoted to Driver(SG)	:

(b) Option as on 20.02.2018

The employee has to forego pay revision benefits including Interim Relief (IR) from August 2017 upto date of option

No of years completed as on 20.02.2018	: 4 years
BP as on 20.02.2018	: 20715
BP + DA (41%) as on 20.02.2018	: <u>29208</u>
BP+ DA(merging 39%)	: 28794
Adding Fitment Benefit @12.5%	: 32393
Next Stage in the revised scale	: 33100
Add 1 increment as Weightage	: 34200
BP as on 01.02.2018	: <u>34200</u>
BP +DA(2%)	: <u>34884</u>
Net Benefit	: <u>5676</u>
Pay as on 1.02.2019	: 35300
Pay as on 01.02.2020	: <u>36400</u>
Pay as on 01.02.2021	: <u>37700</u>

Next increment on 1.02.2022& will be promoted to Driver(SG)

XI PTS joined service on 14.07.2009
(who opted 1.8.2012 in previous pay revision)

(a) Option as on 1.8.2017

Date of entry into service	: 14.07.2009
No of years completed as on 1.8.2017	: 8 Years 16 Days
Pay as on 1.8.2017(Pre-revised)	: 10860
BP +DA(39%) as on 1.8.2017	: <u>15095</u>
Adding Fitment Benefit12.5%	: 16981
Next Stage	: 17300
Add Weightage (2 Increments)	: 18100
Pay as on 01.08.2017	: <u>18100</u>
Net Benefit as on 01.08.2017	: 3005
Pay as on 01.07.2018	: 18500
Pay as on 01.07.2019	: 18900
Pay as on 01.07.2020	: 19300
Pay as on 01.07.2021	: 19700
<u>Next Increment on 01.07.2022</u>	

XII Office Attendants joined service on 18.12.2014
(Who were appointed as Jr Assistants on 13.05.2015 via General recruitment)

(a) Option as on 1.8.2017

Date of entry into service	: 18.12.2014
No of years completed as on 1.8.2017	: 2 Years 7 Months
Pay as on 1.8.2017(Pre-revised)	: 25170
BP +DA(39%) as on 1.8.2017	: 34986
Adding Fitment Benefit(12.5%)	: 39359
Next Stage	: 40300
Add Weightage	: 0
Pay as on 01.08.2017	: 40300
Net Benefit as on 01.08.2017	: 5314
Pay as on 01.05.2018	: 41600
Pay as on 01.05.2019	: 42900
Promoted as SGA on 1.5.2020	:(42900+1600+1600+1600)
Pay as on 01.05.2020	: 47700
Pay as on 01.05.2021	: 49300
Pay as on 01.08.2021	: 49300
<u>Next Increment on 01.05.2022</u>	

(b) Option as on 18.12.2018

The employee has to forego pay revision benefits including Interim Relief (IR) from August 2017 upto date of option

No of years completed as on 18.12.2018	: 4 years
BP as on 18.12.2018	: 25980
BP + DA (44%) as on 18.12.2018	: <u>37411</u>
BP+ DA(merging 39%)	: 36112
Adding Fitment Benefit @12.5%	: 40626
Next Stage in the revised scale	: 41600
Add 1 increment as Weightage	: 42900
BP as on 01.12.2018	: 42900
BP +DA(4%)	: <u>44616</u>
Net Benefit	: 7205
Pay as on 1.12.2019	: 44500
Promoted to SGA on 1.5.2020	: 47700(44500+1600+1600)
Pay fixation on 1.12.2020	: 49300

Next increment on 1.12.2021

(c) Option as on 1.05.2019

The employee has to forego pay revision benefits including Interim Relief (IR) from August 2017 upto date of option

No of years completed as on 1.05.2019	: 4 years 4 months
BP as on 13.05.2019	: 26790
BP + DA (48%) as on 1.5.2019	: <u>39649</u>
BP+ DA(merging 39%)	: 37238
Adding Fitment Benefit @12.5%	: 41893
Next Stage in the revised scale	: 42900
Add 1 increment as Weightage	: 44500
BP as on 1.05.2019	: 44500
BP +DA(6%)	: <u>47170</u>
Net Benefit	: 7521
* Pay as on 1.5.2020	: 49300 (44500 +1600+1600 + 1600)
Pay as on 1.5.2021	: 50900
Pay as on 1.8.2021	: 50900
<i>Next increment on 1.5.2022</i>	

- **1.5.2019 is the best date for option**

XIII Office Attendant joined service on 01.09.2015

(Still Continues as OA)

(a) Option as on 1.8.2017

Date of entry into service	: 01.09.2015
No of years completed as on 1.8.2017	: 1 Year 11 Months
Pay as on 1.8.2017(Pre-revised)	: 16060
BP +DA(39%) as on 1.8.2017	: 22323
Adding Fitment Benefit(12.5%)	: 25113
Next Stage	: 25200
Add Weightage	: 0
Pay as on 01.08.2017	: 25200
Net Benefit as on 01.08.2017	: 2877
Pay as on 01.09.2017	: 25900
Pay as on 01.09.2018	: 26600
Promoted to OA(HG)01.09.2019	: 29100(26600+700+900+900)
Pay as on 01.09.2020	: 30000
Pay as on 01.09.2021	: 30900

Next Increment on 01.09.2022

:

(b) Option as on 01.09.2019

The employee has to forego pay revision benefits including Interim Relief (IR) from August 2017 upto date of option

No of years completed as on 01.09.2019	: 4 years
BP as on 01.09.2019	: 18305
BP + DA (53 %) as on 01.09.2019	: <u>28007</u>
BP+ DA(merging 39%)	: 25444
Adding Fitment Benefit @12.5%	: 28625
Next Stage in the revised scale	: 29100
Add 1 increment as Weightage	: 30000
BP as on 01.09.2019	: 30000
BP +DA(11%)	: <u>33300</u>
Net Benefit	: 5293
Pay as on 1.09.2020	: 30900
Pay as on 01.09.2021	: 32000

Next increment on 1.09.2022

PTS Joined service 5th November 2014

(a) Option as on 1.8.2017

Date of entry into service	: 05.11.2014
No of years completed as on 1.8.2017	: 2Years 8 Months
Pay as on 1.8.2017(Pre-revised)	: 9050
BP +DA(39%) as on 1.8.2017	: <u>12580</u>
Adding Fitment Benefit(12.5%)	: 14153
Next Stage in the revised scale	: 14400
Weightage	: 0
Add Weightage(1 increment)	: <u>14400</u>
Net Benefit as on 01.08.2017	: 1820
Pay as on 01.11.2017	: 14700
Pay as on 01.11.2018	: 15000
Pay as on 01.11.2019	: 15300
Pay as on 01.11.2020	: 15700
Pay as on 1.8.2021	: 15700
Next Increment on 01.11.2021	

(b) Option as on 1.11.2018

The employee has to forego pay revision benefits including Interim Relief (IR) from August 2017 upto date of option

No of years completed as on 1.11.2018	: 4 years
BP as on 1.11.2018	: 9390
BP + DA(44%) as on 1.11.2018	: <u>13522</u>
BP+ DA(merging 39%)	: 13052
Adding Fitment Benefit @12.5%	: 14684
Next Stage in the revised scale	: 14700
Add 1 increment as Weightage	: 15000
BP as on 01.11.2018	: 15000
BP +DA(4%)	: <u>15600</u>
Net Benefit	: 2078
Pay as on 01.11.2019	: 15300
Pay as on 01.11.2020	: 15700
Pay as on 1.8.2021	: 15700
Next increment on 01.11.2021	

By opting 1.11.2018,they will lose Pay revision Arrear around Rs. 29200/, But there will be no change in BP. Hence they are advised to opt 1.8.2017

Comradely Yours,

Muraleekrishna Pillai S

General Secretary

KSFE SA STAFF ASSOCIATION (CITU)

Phone Number : 94465 38432

Whatsapp Number: 94959 38432