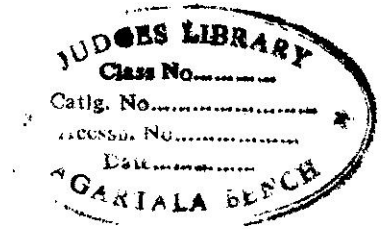


Tripura Jute Mills Employees (Revised Pay) Rules, 1999.







GOVERNMENT OF TRIPURA
FINANCE DEPARTMENT

NO.F.6(6)-FIN(PC)/99

DATED, AGARTALA, THE 5TH JULY, 1999

NOTIFICATION

The Governor is pleased to revoke the Tripura Jute Mills Employees (Revised Pay) Rules, 1999 with effect from the date of its issue and direct that the Board of Directors shall consider revision of pay scales of the officers and workers of the Company on the lines of proposals and instructions issued separately.

W. C.
Joint Secretary

Government of Tripura

Received - 062.4985



ANNEXURE - A

REVISED SCALES OF PAY FOR THE OFFICERS OF TRIPURA JUTE MILLS LTD. FROM 01.04.1999

SL NO.	EXISTING SCALES OF PAY	MODIFIED SCALES OF PAY	REVISED SCALES OF PAY
1	2	3	4
1	Rs 650 - 40 - 850 - 50 - 1250	1700-65-2220-70-2780-75-3980	Rs 5500 - 150 - 7750 - 175 - 9500 - 200 - 10700
2	Rs 800 - 50 - 1050 - 60 - 1530	2000-75-2750-80-3390-85-4410	Rs 6500 - 200 - 10500 - 225 - 12300
3	Rs 1000 - 60 - 1300 - 70 - 1860	2100-75-2700-80-3340-85-4530	Rs 7450 - 225 - 11500 - 250 - 13000
4	Rs 1400 - 70 - 1750 - 75 - 2350	2100-75-2250-80-2490-85-3000(SL)- 90-3720-95-4100-100-5000	Rs 7800 - 275 - 10000 - 300 - 15100
5	Rs 1800 - 75 - 2175 - 100 - 2475	3000-90-3720-95-4100-100-5000	Rs 10000 - 300 - 15100
6	Rs 2500 - 100 - 3000	3200-95-3960-100-4760-105-5600 3000-90-3720-95-4100-100-5000	Rs 10650-325-15850 Rs 10000 - 300 - 15100
7	Rs 3000 - 125 - 4000	3200-95-3960-100-4760-105-5600	Rs 10650 - 325 - 15850

REVISED SCALES OF PAY FOR THE WORKERS OF TRIPURA JUTE MILLS LTD.

1	Rs 610 - 12 -	775-15-790-16-950-20-1130	Rs 2600 - 55 - 2985 - 60 - 3285 - 65 - 3545
2	Rs 640 - 15 -	850-30-1090-35-1370-40-2130	Rs 2750 - 70 - 3800 - 75 - 4925
3	Rs 670 - 18 -	1020-40-1260-45-1620-50-2620 1300-50-1700-55-2140-60-3220	Rs 3300 - 100 - 4800 - 110 - 5900 - 120 - 7100 Rs 4200-120-6000-130-7300-150-8650
4	Rs 700 - 21 -	1300-50-1700-55-2140-60-3220 1020-40-1260-45-1620-50-2620	Rs 4200 - 120 - 6000 - 130 - 7300 - 150 - 8650 Rs 3300-100-4800-110-5900-120-7100
5	Rs 730 - 25 -	1450-60-1930-65-2450-70-3710	Rs 5000 - 130 - 6690 - 150 - 8940 - 170 - 10300

ANNEXURE-B

**RATES OF DEARNESS/ADDITIONAL DEARNESS ALLOWANCE AT AICPI AVERAGE
2044 FOR INDUSTRIAL WORKERS TO BE NEUTRALISED WHILE FIXING PAY IN THE
REVISED PAY**

SL NO.	CATEGORY OF EMPLOYEES	RATE OF DA TO BE NEUTRALISED	RATE OF ADA TO BE NEUTRALISED	TOTAL OF DA/ADA TO BE NEUTRALISED
1	Sr Production Officer	Rs 60.00	Rs 2534.00	Rs 2594.00
2	Other Officers	Rs 300.00	Rs 2194.00	Rs 2494.00
3	Other Non-Supervisory employees and workers	0.00	Rs 2107.00	Rs 2107.00

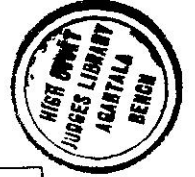
ANNEXURE - C

EXISTING & REVISED SCALES OF PAY OF VARIOUS POSTS

SL NO	DESIGNATION	EXISTING SCALE OF PAY	MODIFIED SCALES OF PAY	REVISED SCALE
1	2	3	4	5
1	FINANCIAL CONTROLLER-CUM-COMPANY SECRETARY	3000 - 125 - 4000	3200-95-3960-100-4760-135-5600	10650 - 325 - 15850
2	MILL MANAGER	3000 - 125 - 4000	3200-95-3960-100-4760-135-5600	10650 - 325 - 15850
3	COMMERCIAL MANAGER	2500 - 100 - 3000	3200-95-3960-100-4760-135-5600	10650 - 325 - 15850
4	PRODUCTION MANAGER	2500 - 100 - 3000	3200-95-3960-100-4760-135-5600	10650 - 325 - 15850
5	CHIEF ENGINEER	2500 - 100 - 3000	3000-90-3720-95-4100-100-5000	10000 - 300 - 15100
1	SR PRODUCTION OFFICER	1800-75-2175-100-2475	3000-90-3720-95-4100-100-5000	10000 - 300 - 15100
2	PRODUCTION OFFICER - SPL GR	1400-70-1750-75-2350	2100-75-2250-80-2490-85-3000(SL)-90-3720-95-4100-100-5000	7800 - 275 - 10000 - 300 - 15100
3	MEDICAL OFFICER	1400-70-1750-75-2350	2100-75-2250-80-2490-85-3000(SL)-90-3720-95-4100-100-5000	7800 - 275 - 10000 - 300 - 15100
4	PRODUCTION OFFICER - GR-I	1000-60-1300-70-1860	2100-75-2700-80-3340-85-4530	7450 - 225 - 11500 - 250 - 13000
5	PRODUCTION OFFICER GR-II	800-50-1050-60-1530	2000-75-2750-80-3390-85-4410	6500 - 200 - 10500 - 225 - 12300
6	COMMERCIAL OFFICER GR-II	800-50-1050-60-1530	2000-75-2750-80-3390-85-4410	6500 - 200 - 10500 - 225 - 12300
7	WELFARE OFFICER	800-50-1050-60-1530	2000-75-2750-80-3390-85-4410	6500 - 200 - 10500 - 225 - 12300
8	MILL MANAGEMENT OFFICER	800-50-1050-60-1530	2000-75-2750-80-3390-85-4410	6500 - 200 - 10500 - 225 - 12300
9	OVERSEER	800-50-1050-60-1530	2000-75-2750-80-3390-85-4410	6500 - 200 - 10500 - 225 - 12300
10	PRODUCTION SUPERVISOR	660-40-860-50-1250	1700-65-2220-70-2780-75-3980	5500 - 150 - 7750 - 175 - 9500 - 200 - 10700

EXISTING & REVISED SCALES OF PAY OF VARIOUS POSTS OF
TRIPURA JUTE MILLS LTD.

SL NO	DESIGNATION	EXISTING SCALE OF PAY	MODIFIED SCALES OF PAY	REVISED SCALE OF PAY
1	2	3	4	5
1	SOFTNER FEEDER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
2	BREAKER FEEDER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
3	JUTE CARRIER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
4	BREAKER/FEED RECEIVER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
5	2ND/3RD DRG FEEDER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
6	DRG RECEIVER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
7	MAJDOOR	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
8	HARD WASTE FEEDER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
9	FNG RECEIVER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
10	EMULSION MAN	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
11	ROPE CUTTER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
12	TRI HIGH FEEDER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
13	PILE MAN	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
14	THREAD WASTE	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
15	JUTE CUTTER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
16	JUTE SELECTOR	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
17	FIREMAN	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
18	4-1/4 BOBBIN SHIFTER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
19	5-1/2 BOBBIN SHIFTER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545



SL NO.	DESIGNATION	EXISTING SCALE OF PAY	MODIFIED SCALES OF PAY	REVISED SCALE OF PAY
1	2	3	4	5
20	4-14 SILVER FEEDER	610-12-	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
21	5-12 SILVER FEEDER	610-12-	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
22	TWISTER	610-12-	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
23	MAZDOOR	610-12-	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
24	CAN CARRIER	610-12-	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
25	SPOOL CENTRE CLEANER	610-12-	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
26	FELT BOB CLEANER	610-12-	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
27	BEAM TIER	610-12-	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
28	COMBMAN	610-12-	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
29	CLOTH CARRIER	610-12-	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
30	BEAMING MAJDOOR	610-12-	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
31	DEPARTMENTAL MAJDOOR	610-12-	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
32	MARKMAN	610-12-	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
33	LEATHERMAN	610-12-	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
34	MAZDOOR	610-12-	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
35	PICKERMAN	610-12-	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
36	OH/MC HELPER	610-12-	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
37	HEMING/MC HELPER	610-12-	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
38	HYDRAULIC PRESSMAN	610-12-	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
39	FOLDER	610-12-	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
40	CALENDER FEEDER	610-12-	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545



SL NO	DESIGNATION	EXISTING SCALE OF PAY	MODIFIED SCALES OF PAY	REVISED SCALE OF PAY
1	2	3	4	5
41	CAMPING M/C FEEDER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
42	HAND SEWER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
43	CARRING MAZDOOR	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
44	CUTTING M/C FEEDER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
45	VALVE CUTTER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
46	CLOTH EXAMINER(REPAIRS)	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
47	TWINE CUTTER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
48	MEASURING M/C FEEDER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
49	SCDOWN MAZDOOR	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
50	DEPARTMENTAL MAJDOOR	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
51	HOOP CUTTER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
52	MASAN MAZDOOR	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
53	MAZDOOR	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
54	PEON	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
55	TRANS MAZDOOR	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
56	STORE MAZDOOR	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
57	DRESSER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
58	COOK	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
59	SCHOOL MOTHER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
60	HAND SEWER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
61	WATER CLEANER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545

SL NO	DESIGNATION	EXISTING SCALE OF PAY	MODIFIED SCALES OF PAY	REVISED SCALE OF PAY
1	2	3	4	5
62	S Q C HELPER	610-12 -	775-15-790-16-950-20-1130	2600 - 55-2985-60-3285-65- 3545
63	SECURITY GUARD	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
64	STORE HELPER	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
65	MOLDER HELPER	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
66	WELDER HELPER	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
67	ELECTRIC HELPER	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
68	HEMING M/C OPERATOR	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
69	O/H M/C OPERATOR	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
70	CRANE MAN	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
71	HELPER	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
72	OILER	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
73	CARPENTER HELPER	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
74	PIN BOY CARDING	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
75	LISTING MAN	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
76	BOBBIN REPAIR	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
77	WEAVER	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
78	PAIR LOOM HELPER	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
79	BEAMER	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
80	4-1/4 SPINNER	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
81	5-1/2 SPINNER	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
82	4-1/4 PIECER	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925

SL NO	DESIGNATION	EXISTING SCALE OF PAY	MODIFIED SCALES OF PAY	REVISED SCALE OF PAY
1	2	3	4	5
83	5-1/2 PIECER	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
84	SPOOL WINDING OPERATOR	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
85	COP WINDING OPERATOR	640-15 -	850-30-1090-35-1370-40-2130	2750 - 70 - 3800 - 75 - 4925
86	PLUMBER	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
87	PUMP OPERATOR	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
88	MASAN	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
89	ELECTRICIAN	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
90	D/G SET OPERATOR	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
91	CARPENTOR	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
92	SIGN PAINTER CUM STENCIL CUTTER	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
93	TURNER	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
94	GENERAL FITTER	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
95	TIN SMITH	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
96	WELDER	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
97	MOLDER	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
98	BLACK SMITH	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
99	SHOPER	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
100	PATTER MAKER	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
101	L.D.C	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
102	DRIVER	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
103	TRANSPORT MECHANIC	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100

SL NO	DESIGNATION	EXISTING SCALE OF PAY	MODIFIED SCALES OF PAY	REVISED SCALE OF PAY
1	2	3	4	5
104	HEAD S/G	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
105	PHARMACIST	670-18 -	1300-50-1700-55-2140-60-3220	4200 - 120 - 6000 - 130 - 7300 - 150 - 8650
106	S Q C INVESTIGATOR	670-18 -	1300-50-1700-55-2140-60-3220	4200 - 120 - 6000 - 130 - 7300 - 150 - 8650
107	4-14 LINE SARDAR	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
108	5-12 LINE SARDAR	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
109	ROLZ WINDING SARDAR	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
110	COP WINDING SARDAR	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
111	BEAMING SARDAR	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
112	LINE SARDAR	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
113	MAZDOOR SARDAR	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
114	LOADER MISTRY	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
115	CARPENTER	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
116	LOOM MISTRY	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
117	WINDING MISTRY	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
118	LATHEMAN	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
119	FINSHING MISTRY	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
120	OH MISTRY	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
121	PINBOY SARDAR	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
122	BTG MISTRY	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
123	DRG MISTRY	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
124	SPG MISTRY	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100



SL NO	DESIGNATION	EXISTING SCALE OF PAY	MODIFIED SCALES OF PAY	REVISED SCALE OF PAY
1	2	3	4	5
125	CARRIAGE MISTRY	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
126	VICE MAN	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
127	SEWING SARDAR	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
128	HEMING SARDAR	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
129	DRG SARDAR	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
130	BREATHER SARDAR	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
131	JUTE ISSUE SARDAR	670-18 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
132	U D CLERK	700-21 -	1300-50-1700-55-2140-60-3220	4200 - 120 - 6000 - 130 - 7300 - 150 - 8650
133	STENOGRAPHER	700-21 -	1300-50-1700-55-2140-60-3220	4200 - 120 - 6000 - 130 - 7300 - 150 - 8650
134	WORK ASSISTANT	700-21 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
135	CHARGE HAND	700-21 -	1020-40-1260-45-1620-50-2620	3300 - 100 - 4800 - 110 - 5900 - 120 - 7100
136	HEAD SARDAR	700-21 -	1300-50-1700-55-2140-60-3220	4200 - 120 - 6000 - 130 - 7300 - 150 - 8650
137	MEDICAL ASSISTANT	730-25 -	1450-60-1930-65-2450-70-3710	5000 - 130 - 6690 - 150 - 8940 - 170 - 10300
138	HEAD MISTRY	730-25 -	1450-60-1930-65-2450-70-3710	5000 - 130 - 6690 - 150 - 8940 - 170 - 10300

**TERMS AND CONDITIONS OF PAY REVISION OF THE OFFICERS
AND WORKERS OF THE TRIPURA JUTE MILLS LTD.**

1. The pay revision shall come into force from 01.04.1999 and apply to persons appointed in the regular scale of pay, but shall not apply to -

- (a) Persons not in whole-time employment;
- (b) Persons in contingent employment;
- (c) Persons paid otherwise than on a monthly basis including those paid on only on piece-rate basis;
- (d) Persons employed on contract basis except where the terms of contract provide otherwise;
- (e) Persons re-employed in the service after retirement;
- (f) Any other class or category of persons whom the Tripura Jute Mills Ltd. with the approval of the State Government in Finance Department may, by order, specifically exclude from the operation of all or any of the provisions herein contained.

2. **Definition** For the purpose of the provisions herein contained -

- (a) 'BASIC PAY' means the pay as defined in Fundamental Rule 9(21)(a)(i).
- (b) 'EXISTING SCALE' means scale shown in column 2 of Annexure-A as applicable to the post held by the employee of Tripura Jute Mills Ltd. as on the First Day of April, 1999.
- (c) 'EXISTING EMOLUMENTS' means the aggregate of :
 - (i) The Basic Pay in the Existing Scale;
 - (ii) Dearness allowance/Addl Dearness Allowance appropriate to the Basic Pay admissible at the All India Consumer Price Index (AICPI) for Industrial Worker average 2044 as per Annexure-B;
 - (iii) The Interim Relief released upto 31.03.1999.

Note : If there is any fraction of a rupee in the aggregate, fraction below 50 (fifty) paise shall be ignored, while fraction of 50 (fifty) paise and above shall be rounded off to the next higher rupee.

- (d) 'REVISED SCALE' means the corresponding revised scale of pay in relation to the existing scale of pay, introduced from the First Day of April, 1999 as indicated in column No.5 of Annexure-C.

- (e) 'PRE-REVISED SCALE' means a scale shown in column-2 of Annexure-A.
- (f) 'PRE-REVISED SCALE CORRESPONDING TO A REVISED SCALE' means a pre-revised scale shown in column-2 of Annexure-A against a revised scale in column-4 of the same Annexure.
- (g) 'REVISED SCALE CORRESPONDING TO A PRE-REVISED SCALE' means a revised scale shown in column-4 of Annexure-A against a pre-revised scale in column-2 of the same Annexure.
- (h) 'MODIFIED SCALE' means a scale shown in column 4 of Annexure-C
- (i) 'SCHEDULE' means a schedule annexed herewith.
- (j) 'EMPLOYEE' means persons appointed by the Tripura Jute Mills Ltd in the regular scale of pay from time to time in Tripura Jute Mills Ltd.

3. *Scale of Pay of Posts*

From the date of commencement of the pay revision, the scale of pay of every post whose existing scale is specified in column-3 of Annexure-C shall be as specified in column-4 thereof w.e.f. 01.04.1999.

Provided that where a post and its promotion post carry the same revised scale of pay, the Tripura Jute Mills Ltd. with prior approval of the State Government in the Finance Department may, having regard to the recruitment rules for the promotion post, distinguish it from its feeder post in such a manner as may be deemed necessary.

4. *Drawal of pay in the Revised Scales*

Save as otherwise provided herein, an employee of the Tripura Jute Mills Ltd. shall draw pay in the revised scale applicable to the post to which he is appointed.

Provided further that when an employee holds the charge of a post otherwise than by regular appointment/promotion to that post as on 01.04.1999 his pay shall be fixed in the revised scale of pay corresponding to the pre-revised scale of pay of his substantive post.

5. *Exercise of Option*

(a) An employee may exercise option to come over to the revised scale of pay either on 01.04.1999 or on the next date of increment between First Day of April, 1999 and 31st Day of March, 2000, both days inclusive. The employee concerned shall exercise and submit option electing to draw revised pay in writing in the form provided in Schedule-I annexed herewith so as to reach the Managing Director of Tripura Jute Mills Ltd. within 90 (ninety) days of the date of issue of pay revision order.

Provided further that :

- (i) In the case of an employee, who was, on the date of such publication or, as the case may be, on the date of such order, out of India on leave or deputation or active service, the said option shall be exercised in writing so as to reach the said authority within 90 (ninety) days of the date of his taking over the charge of his post in India; and
- (ii) Where an employee was under suspension on the First Day of April, 1999, the option may be exercised within 90 (ninety) days of the date of his return to his duty if that date is later than the date prescribed.

Also provided that :

- (i) an employee may elect to continue to draw pay in the existing scale until the date on which he earns his next increment in the existing scale between the First Day of April, 1999 and 31st Day of March, 2000, both days inclusive.
 - (ii) the option to retain the existing scale under the above proviso shall be admissible only in respect of one existing scale.
- (b) If the intimation regarding option is not received within the time mentioned above, the employee to whom these provision apply shall be deemed to have elected to be governed by the revised scale of pay with effect on and from First Day of April, 1999.
- (c) The option once exercised shall be final.

*6. Fixation of
Initial Pay in the
Revised Scales
of Pay*

The Initial Pay of an employee in the revised scale of pay shall, unless the Tripura Jute Mills Ltd. with prior approval of the State Government in the Finance Department by a special order directs otherwise, be fixed on the basis of his 'EMOLUMENTS' which shall include the following :

- (a) Basic Pay as on 01.04.1999 or the date of coming over to the Revised Scale from the Pre-Revised Scale as per option exercised inclusive of increment on 01.04.1999 or on the date of option, if any.
- (b) Dearness Allowance/Addl Dearness Allowance appropriate to the Basic Pay admissible at the All India Consumer Price Index (AICPI), for the industrial workers, average 2044 as per Annexure-B.
- (c) Amount of Interim Relief released upto 31.03.1999.

- (d) Fixation benefit at the rate of 30 percent of the Basic Pay in the existing scale as on the date of coming over to the revised scale.

The aggregate of 'EMOLUMENTS' should be rounded off to whole rupee. Fraction below 50 paise shall be ignored, while fraction of 50 paise and above shall be rounded off to the next rupee. The aggregate amount so arrived at shall be the Basic Pay in the Revised Scale of Pay, provided that in the event of such amount not coinciding with any stage in their relevant Scale of Pay the Basic Pay shall be the next higher stage in the said Scale of Pay.

Provided that :

- (i) If the minimum of the revised scale is more than the amount so arrived at, the Basic Pay shall be fixed at the minimum of the Revised Scale;
- (ii) If the amount so arrived at is more than the maximum of the Revised Scale of Pay, the Basic Pay shall be fixed at the maximum of that Scale of Pay.

Note - 1 : Where an employee of the Tripura Jute Mills Ltd. was under suspension on the date of introduction of these Rules, he shall continue to draw subsistence allowance based on existing scale of pay and his pay in the Revised Scale of Pay will be subject to final order on the pending disciplinary proceedings.

Note - 2 : In case of an employee who elects under para 5(a) or is deemed to have elected under para 5(b) to draw Pay in the Revised Scale of Pay w.e.f. the First Day of April, 1999, when the normal date of increment in the existing scale of pay is also the 1st April, 1999, the increment in the existing scale of pay shall be drawn first and thereafter the pay of the employee shall be fixed in the revised scale of pay.

Provided that the fixation of pay of the employees in the Revised Scale of Pay made by the Pay & Accounts Office or any other Office of the Tripura Jute Mills Ltd. shall be provisional and such fixation shall be subject to the confirmation by the Finance Department, Government of Tripura or Accountant General, Tripura.

Note - 3 : The initial pay fixation shall be made in the form prescribed in Schedule-II annexed herewith.

7. *Regulation of increment in the Revised Scale* An employee whose pay has been fixed in the Revised Scale of Pay under these provisions, shall draw next increment after completion of 12 (twelve) months' qualifying service from the date of fixation of Initial Pay in the Revised Scale.

Provided that :

- (i) In cases where the pay of an employee is stepped up in terms of para 8, the next increment shall be granted on completion of qualifying service of 12 (twelve) months from the date of stepping up of the pay in the Revised Scale;



- (ii) If an employee earns any promotion or any other advancement to a higher scale on or after the date of option, the next increment in revised scale will fall due after completion of 12 (twelve) months of qualifying service from the date of fixation of pay in the higher scale as per normal rules.

8. *Stepping up of pay*

In cases, where a senior employee promoted to a higher post before the First Day of April, 1999, draws less pay in the Revised Scale of Pay than his junior who has been promoted to the higher post on or after the First Day of April, 1999, the pay of the senior employee should be stepped up to an amount equal to the pay as fixed for his junior in the Revised Scale of Pay of the higher post subject to the fulfillment of the following conditions :

- (a) Both the senior and the junior employees should belong to the same seniority list and the posts in which they have been promoted should be identical;
- (b) The Pre-Revised and the Revised Scales of Pay of the lower and the higher posts in which they are entitled to draw pay should be identical;
- (c) The senior employee at the time of promotion was drawing equal or more pay than his junior;
- (d) The anomaly should be directly as a result of the application of the provisions of FR 22C or any other rule or order regulating pay fixation on such promotion in the Revised Scale of Pay;
- (e) However, if even in the lower post, the junior employee was drawing more pay in the Pre-Revised Scale than that of his senior colleague by virtue of any advance increments granted to him or otherwise, the benefit of stepping up shall not be available to the effected employee.

9. *Payment of Financial benefits accruing due to fixation of pay*

The financial benefits accruing due to fixation of pay in the Revised Scale of Pay as on 01.04.1999 or on the date of coming over to the Revised Scale shall be paid in cash. The arrears of pay arising out of such fixation fallen due from the date of fixation of pay in the Revised Scale till drawal of pay in the Revised Scale shall also be paid in cash.

Note - 1 : 'Arrears of Pay' in relation to an employee for a particular period means the difference between the aggregate of pay and allowances to which he is entitled on account of the revision of pay and allowances under these provisions for the period in question and the aggregate of the pay and allowances to which he would have been entitled for that period had his pay and allowances not been so revised.

Note - 2 : An undertaking in the following proforma shall be obtained from each employee before any payment of revised pay is made to him on the basis of the provisional fixation.

"I do hereby undertake to receive revised pay on the basis of the provisional fixation of my pay on the condition that I shall refund amount of overdrawal, if any, which may be detected subsequently."