

Management Service Circular No: 30

My No- DMS/Salaries/General
Department of Management
Services
General Treasury
Colombo 01

22.09.2006

To : All Secretaries to Ministries
Chairmen of Public Corporations
Statutory Bodies and Fully Owned
Government Companies

Revision of Salaries of Employees of Public Corporations, Statutory Bodies and Fully Owned Government Companies - 2006

The salaries of the Public Service have been revised with effect from 01.01.2006, and it has accordingly been decided to likewise revise the salaries of the employees of Public Corporations, Statutory Bodies and Fully Owned Government Companies other than of those employees whose salaries are determined by collective agreements or who are in receipt of a variable Cost of Living Allowance based on the Colombo Consumer Price Index, on the basis of the recommendations of the National Salaries and Cadres Commission. Accordingly, it is proposed that re-grouping of employees in institutions indicated in Annex III for purposes of salary revision should be effected in the manner as indicated in Annex II. Should there be any institution to which the above salary revision applies but not included in Annex III, such institution should contact the National Salaries and Cadres Commission with regard to its salary revision.

02. The manner in which the salary revision recommended by the National Salaries and Cadres Commission as indicated in Annex I hereto would be applied for respective institutions will be determined after a pre-assessment to be conducted by the officials of the Department of Management Services, the National Salaries and Cadres Commission and the institutions concerned. The Secretary, National Salaries and Cadres Commission should be contacted (over telephone No. 011-2676514) for the date, time and venue for this purpose. The manner of absorption into the new structure of the respective posts of each institution will also be determined at the above discussion.

03. Therefore, officials of every institutions should bring with them the existing organizational structure of the institution, particulars of cadre, all relevant schemes of recruitment and promotion and also the salary scales approved by the Department of Management Services for the last time (as per Management Services Circular No. 25). It should be ensured that the officials at the highest management level who are empowered to take decisions are made to participate at such assessment.

04. In implementing the new salary revision, the instructions contained in paras 4, 5, 6 and 7 of the recommendations of the National Salaries and Cadres Commission as included in Annex 1 hereto should be strictly complied with. The payment of the advance in terms of Management Services Circular No.27 dated 01.01.2006 should also cease with the commencement of payment of new salaries since such advance has been included in the new salaries. The amount of such advance paid from 01.01.2006 upto the effective date of this circular, should be set off against the salary when paying new salaries. However, in case where the salary currently paid to an employee is higher than that payable to him/her during the period 01.01.2006 to 31.12.2006 as indicated above, the employee concerned should be paid such higher amount until 31.12.2006, as personal to him/her.

05. Since the Interim Allowances granted by Management Services Circular No.07 dated 11.09.2001 and No.12 dated 18.01.2001 are incorporated in the new salary scales, the payment of such interim allowances should cease with effect from 01.01.2006.

06. The payment of Cost of Living Allowance should be made as per instructions in Management Services Circular Nos. 27 and 29.

07. In line with the method of payment of increased salaries to public servants as provided for in Public Administration Circular No. 06/2006, the employees of Public Corporations and Statutory Bodies and Fully Owned Government Companies should also be paid 50% of the salary increase with effect from 01.01.2006 and the full salary increase with effect from 01.01.2007. The manner of making these payments is enumerated in detail in paras 7:1 and 7:2 of Annex II.

08. All requests for further clarifications, details and further instructions with regard to conversion of new salaries should be referred to the Secretary, National Salaries and Cadres Commission, Bandaranayake Memorial International Conference Hall (BMICH), Buddhaloka Mawatha, Colombo 07.



P.B. Jayasundera
Secretary to the Treasury and,
Secretary, Ministry of Finance and Planning

- c.c. 1. Secretary to the President
2. Secretary to the Prime Minister
3. Secretary, National Salaries and Cadres Commission
4. Auditor General.

Re-Structuring of the Salaries of Public Corporations and Statutory Boards

1. The government, as declared in the budget speech 2006, has decided to implement a new salary structure for the Corporation sector, re-structured in line with the new salary structure granted to the government employees, with effect from 01.01.2006. Accordingly the salary structure proposed for the public corporations and statutory bodies is forwarded herewith.

2. The proposed new salary structure arises out of a re-structuring process covering all the prevailing salary scales and it is not an exercise of granting percentage increases on the existing salary scales. Accordingly the various categories of employees, who have hitherto been drawing different salary scales, have been broadly re-grouped as follows founded on factors such as entry qualifications, nature of duties assigned to the post, level of responsibilities and the position held in the organizational structure etc. It shall be noted that this re-categorization is purely for the purpose of re-structuring the salary structure and shall not in any way affect or vary the current status of the employee. Therefore in the process of absorption from the current salary scale to the new, the status of each employee has to be determined on the basis of the post the employee officially holds and the manner in which the post is placed in the organizational structure.

3. Primary Category.

3.1. Non-Skilled, Semi Skilled & Skilled.

The personnel who perform the functions relating to provision of basic general needs at primary level required for carrying out the functions of institutions are included in this category. These personnel are divided into three main sub categories as Non-Skilled, Semi Skilled and Skilled.

Functions, which can be performed without any specific industrial skill acquired from any training institute or under a master tradesman or any special skill in general, are considered as non- skilled functions.

Functions such as Carpenter, Mason, Painter etc. which require industrial skills acquired from a training institute or under a master tradesman and proven at a practical test fall into the category of functions performed by semi-skilled personnel.

Functions performed by personnel who have obtained a certificate having followed a industrial training course, leading to the award of a certificate by a recognized industrial training (not technological training) institute are considered as functions performed by skilled personnel. Functions performed by personnel such as Electricians, Drivers etc. are defined as functions performed by skilled personnel.

The personnel who perform the functions mentioned above are grouped under non-skilled semi skilled and skilled groups in that order within the primary category as appropriate.

3.2. Management Assistants' Service.

The services that supplement, facilitate and support functions performed by executive and managerial personnel of institutions are classified as Management Assistants' Services. The personnel presently performing functions of this type are identified by different designations such as Clerk, Typist / Stenographers, Cashier, Store-Keepers, Technical Officers, Technological Officers, Data Entry Operator, System Analyst etc. All services performing functions as defined above are identified in the broad group of Management Assistants, which again is divided into two sub groups as technological and non-technological. The functions for which persons who have completed a course in technology leading to the award of a certificate by a recognized Technological Training Institute, not below the standard of middle level educational qualifications in Technology or Similar qualifications recognized by the T.V.E.C. or U.G.C. are to be recruited are grouped into the Technological sub category. The Management Assistants' Services, which do not fall within this sub group are considered as non-technical Management Assistants' Services.

3.3. Associate Officers.

The Services to which persons possessing a preliminary degree or educational qualifications determined to be similar to such degree by the University grants Commission or persons who are expected to acquire similar knowledge, skills or professionalism through their service experience in terms of the relevant scheme of recruitment and who do not belong to the categories mentioned in No.4 and onwards hereunder are included in the service category called "Associate Officers".

3.4. Operational / Instructional Services.

The employees whose basic entry qualifications are similar to the qualifications stated under 3.3 above and recruited for the purpose of discharging duties of operational / instructional nature, the respective organization is expected to deliver to the clientele as a part of the functions conferred upon the organization by the relevant Act or Special Proviso, and who do not fall within the definitions of the categories stated in para 5 below and onwards are listed under this category.

3.5. Enforcement / Implementation / Extention Officers.

The Services to which persons possessing a preliminary degree awarded by a recognized University or Educational Qualifications which are determined by the University grants Commission to be as equivalent to such degree together with special skills or professional qualification stipulated in the scheme of recruitment or expected to acquire similar knowledge or merits or professionalism through their service experience in terms of the Scheme of Recruitment are recruited for enforcement / implementation of functions entrusted to Public Corporations or Statutory Bodies by relevant Acts or for carrying out extension activities relating to such functions are included in this Service Category.

3.6. Junior Level Management Services.

The Supra / Special grades of Management Assistants' Services mentioned under 3.2 above and junior level Management Services performing Supervisory / Administrative functions at Office / Field level fall under this service category.

3.7. Middle Level Management.

Services treated as Middle Level Management Services in accordance with the Organizational Structure of the relevant institution belong to this service category.

3.8. Academic & Re-search Services.

The services assigned with functions of Academic or Re-search nature, and to which only persons with a basic degree and post graduate qualifications / special degree of four years duration with second upper or first class or qualifications recognized to be on par with such qualifications by the U.G.C. can be recruited, are described as Academic & Re-search Services in this context.

3.9. Senior - Academic & Re - search Services.

The persons holding the highest positions in the Academic & Re - search Services stated under 3.6 above are brought under this category.

3.10. Senior Management Service / Chief Executive Officers.

The Senior Management Services at the top level of the Organizational structure of Institutions are classified under this category.

3.11. Chief Executive Officers.

The highest level executive officer of the institution.

4. Methods of application of the New Salary Scheme.

In adopting the proposed New Salary Scheme, the following instructions should be strictly complied with

(a) Where the Salary Scales excluding allowances, presently paid are less than or on par with parallel Salary Scales Contained in Public Administration Circular No. 09/2004.

The new salaries to be adopted by Public Corporations and statutory Bodies whose Salary Scales Excluding allowances, presently paid are less than or on par with the parallel Salary Scales contained in Public Administration Circular No. 09/2004, shall be the salary scales granted by the Public Administration Circular No. 06/2006 of 25.04.2006. Prior to conversion of Salaries in accordance with the new Salary Scales, the proposals worked out absorbing all relevant posts into respective service categories and relevant salary scales should be submitted to the National Salaries and Cadres Commission for the concurrence of the Commission.

(b) Where the Salary Scale excluding allowances, presently paid are higher than the parallel Salary Scales Contained in Public Administration Circular No. 09/2004.

The Corporations and Statutory Bodies whose Salary Scales excluding allowances, presently paid to their staff are higher than the parallel Salary Scales contained in Public Administration Circular No. 09/2004 should adopt new salary structure sent herewith. In so doing, the new service group to which each post or service belong and the grade and the new Salary Scale applicable should be correctly identified. Thereafter based on the present salary step of the respective officer, the salary conversion should be effected on a step to step basis. Should there be any difficulty or need for further clarification the matter should be brought to the notice of the National Salaries and Cadres Commission, in a detailed report and recommendations or instructions obtained thereon. Prior to the commencement of payment of Salaries on the basis of New Salary Scheme, a detailed report indicating the manner in which the respective post, services and grades were absorbed into the new salary structure, should be submitted to the National Salaries and Cadres Commission and a Certificate of conformity obtained. The payment of Salaries should commence only after obtaining such certificate.

(c) The allowances mentioned in paras 'a' and 'b' above are those interim allowances paid along with the Salary in terms of Management Services Circular No. 07 dated 11.09.2000 and No. 12 dated 18.10.2001 based on Public Administration Circular No. 15/2000 of 07.09.2000 and No. 24/2001 of 16.10.2001. Since these allowances have now been incorporated into the new salary scheme, the payment of such allowances should cease from the date on which the new salary structure comes into effect.

5. Scheme of Promotion.

The new Salary Structure has been formulated providing for promotion schemes as diverse from the existing schemes.

A scheme of promotion based on performance is recommended and with coming into effect of such a new scheme, the existing scheme of promotion should be abolished.

All Public Corporations, Statutory Bodies and Government Owned Companies and other Public Enterprises should introduce a scheme of promotion based on the performance of each employee in respect of all service categories comprising their staff. In this context it will be desirable for these institutions also to adapt the same guidelines contained in Public Administration Circular No. 06/2006 for promotion schemes in respect of Public Servants.

6. General.

6.1. Incremental Values.

In placing the existing personnel on new salary scales if it is found that an employee has been provided with a salary increment, the monetary value of which is less than that of the annual increment he is drawing at present, such employee should be paid the difference between the monetary value of the increment he has been drawing and that of the new increment, as a matching allowance as personal to him. For all purposes basing the salary, this matching allowance should also be treated as a part and parcel of the salary.

6.2. Use of definitions mentioned herein for the purpose of absorption of employees.

The definitions contained in this Circular have been provided purely to facilitate identification of respective new service categories in absorbing existing service categories or cadre positions into the new structure. This however does not envisage any change or revision whatsoever of the nature of appointment or post, presently, held by each officer or position of such post in the organizational structure of the institution or the status afforded to the employee or provision existing in the supervisory process of the institute. Every post should be classified only on the basis of its scheme of recruitment and official functions assigned to the holder of the post in the present organizational structure of the institution. Where an employee has acquired the qualifications mentioned herein prior to or after the recruitment to service and whose such qualifications do not constitute a basic qualification for recruitment in terms of relevant scheme of recruitment, the acquisition alone of such qualification should not be a ground to absorb such officer into the new salary scheme deviating from his present service category or service status.

6.3. Incremental Credit for stagnation on the Maximum.

The granting of Salary Increments to employees for stagnation on the maximum of their respective salary scale should cease with the implementation of the new salary scheme. Accordingly, salary increments should not be granted exceeding the maximum of new salary scales. Nevertheless, where the corresponding salary step an employee is drawing in his present scale as at 31.12.2005 is higher than that of the maximum of the new salary scale, the employee concerned should be granted the number of salary steps in the new salary scale as equivalent to the number of his present salary steps as personal to him and his salary frozen at that level.

6.4. Certificate of Conformity.

After placement of present service categories and posts in the new salary structure as provided for in this Circular, a certificate of conformity should necessarily be obtained from the National Salaries and Cadres Commission before implementation of such salaries, to the effect that the placement has been correctly done.

7. Payment of Salaries in terms of the New Salary Scheme.

The payment of Salaries in terms of the new salary scheme should be effected as follows.

7.1. The salary payable for the period 01.01.2006 to 31.12.2006.

A fifty percent (50%) of the difference between the salary drawn by each employee as at 31.12.2005 including the allowances mentioned in para 4 (c) above and the recommended new salary, should be paid with the total salary the employee was drawing as at 31.12.2005. Where the salary drawn by an employee is higher than the salary worked out in this manner, he may be paid his present salary during this period as personal to him.

7.2. From 01.01.2007.

The payment of Salary Step provided for in the new Salary Scales in full should commence only with effect from 01.01.2007.

- 1 Atomic Energy Authority
- 2 Ayurvedic Medical Council
- 3 Central Environmental Authority
- 4 Central Freight Bureau of Sri Lanka
- 5 Coconut Development Authority
- 6 Condominium Management Authority
- 7 Geological Survey & Mines Bureau
- 8 Human Rights Commission of Sri Lanka
- 9 Land Reforms Commission
- 10 Marine Pollution Prevention Authority
- 11 National Child Protection Authority
- 12 National Dangerous Drugs Control Board
- 13 National Education Commission
- 14 National Gem & Jewelry Authority
- 15 National Science and Technology Commission
- 16 National Transport Commission
- 17 Securities and Exchange Commission of Sri Lanka
- 18 Sri Lanka Accounting & Auditing Standard Monitoring Board
- 19 Sri Lanka Press Council
- 20 Sri Lanka Social Security Board
- 21 Sri Lanka Standards Institution
- 22 Telecommunication Regulatory Commission of Sri Lanka
- 23 Textile Quota Board
- 24 Central Cultural Fund
- 25 Coconut Cultivation Board
- 26 Energy Conservation Fund
- 27 Hadabima Authority of SL
- 28 Mahapola Higher Education Scholarship Trust Fund
- 29 National Aquaculture Development Authority
- 30 National Crafts Council
- 31 National Institute of Library & Information Science
- 32 National Institute of Social Development
- 33 National Youth Services Council
- 34 Official Languages Commission
- 35 Palmyra Development Board
- 36 Samurdhi Authority of SL
- 37 Southern Development Authority of SL
- 38 Sri Lanka Institute of Printing
- 39 Sri Lanka Inventors Commission
- 40 Sri Lanka National Designs Center
- 41 Sri Lanka Tea Board
- 42 Sugathadasa National Sport Complex Authority
- 43 Tower Hall Theatre Foundation
- 44 Agriculture and Agrarian Insurance Board
- 45 Development Lotteries Board
- 46 Employees Trust Fund Board
- 47 Lady Lahore Loan Fund
- 48 Local Loan & Development Fund
- 49 National Lotteries Board
- 50 Sri Lanka Export Credit Insurance Corporation
- 51 Ceylon Engineering Consultancy Bureau
- 52 National Film Corporation of Sri Lanka
- 53 National Library and Documentation Services Board
- 54 Sri Lanka Bureau of Foreign Employment
- 55 Superior Court Complex Board of Management

- 56 Tea Small Holdings Development Authority
- 57 Ceylon Fishery Harbors Corporation
- 58 Construction Guarantee Fund
- 59 Industrial Development Board
- 60 Mahaweli Authority of Sri Lanka
- 61 National Housing Development Authority
- 62 Public Utility Commission
- 63 Rehabilitation of Persons, Properties and Industrial Authority
- 64 Road Development Authority
- 65 Sri Lanka Land Reclamation & Development Cop.
- 66 State Development and Construction Corporation
- 67 State Engineering Corporation of Sri Lanka
- 68 Urban Development Authority
- 69 Ceylon Ceramic Corporation
- 70 Ceylon Fisheries Corporation
- 71 Lanka Phosphate Limited
- 72 Paranthan Chemicals Company Limited
- 73 Sri Lanka Ayurvedic Drugs Corporation
- 74 Sri Lanka Cement Corporation
- 75 State Pharmaceuticals Manufacturing Corporation
- 76 State Printing Corporation
- 77 State Timber Corporation
- 78 Arthur C Clerk Center for Modern Technology
- 79 Clothing Industry Training Institute
- 80 Coconut Research Board
- 81 Gem & Jewelry Research and Training Institute
- 82 Hector Kobbakaduwa Agrarian Research and Training Institute
- 83 Industrial Technology Institute
- 84 Institute of Construction Training & Development
- 85 Institute of Policy Studies
- 86 Institute of Post Harvest Technology
- 87 Institute of Survey and Mapping
- 88 National Apprenticeships and Industrial Training Authority
- 89 National Aquatic Resources & Development Agency
- 90 National Building Research Organization
- 91 National Engineering Research & Development Center of SL
- 92 National Institute of Business Management
- 93 National Institute of Corporative Development
- 94 National Institute of Education
- 95 National Institute of Fisheries and Nautical Engineering
- 96 National Institute of Plantation Management
- 97 National Institute of Technical Education
- 98 National Science Foundation
- 99 Rubber Research Institute of Sri Lanka
- 100 Sri Lanka Council for Agriculture Research Policy
- 101 Sri Lanka Foundation Institute
- 102 Sri Lanka Institute of Advance Technical Education
- 103 Sri Lanka Institute of Development Administration
- 104 Sri Lanka Institute of Local Governance
- 105 Sugarcane Research Institute
- 106 Tea Research Board
- 107 Textile Training and Services Center
- 108 Tertiary and Vocational Education Commission
- 109 Vocational Training Authority of Sri Lanka
- 110 Water Resources Board

| Category | | | Academic / Research Staff | | Senior Academic/Research Staff | |
|------------------------|-------------------|-----------------------|---------------------------|----------------------|--------------------------------|-----|
| Salary Code | | | AR 1-2005 | | AR 2-2006 | |
| promotion & Increments | | | Lecturer / Researcher | If not promoted to I | Senior Lecturer / Researcher | |
| Number of Years | Average Performer | Exceptional Performer | | 475 | | 925 |
| | | | | 5 | | 10 |
| | | | | 645 | | |
| | | | | 5 | | |
| | | | | 770 | | |
| | | | | 15 | | |
| | | | | | | |
| | | | | | | |
| 1 | 1 | 1 | II | 24,595 | 34,045 | |
| 2 | 2 | 2 | | 25,070 | 34,970 | |
| 3 | 3 | 3 | | 25,545 | 35,895 | |
| 4 | 4 | 4 | | 26,020 | 36,820 | |
| 5 | 5 | 5 | | 26,495 | 37,745 | |
| 6 | 6 | 6 | | 26,970 | 38,670 | |
| 7 | 7 | | | 27,615 | 39,595 | |
| 8 | 8 | | | 28,260 | 40,520 | |
| 9 | 9 | | | 28,905 | 41,445 | |
| 10 | 10 | | | 29,550 | 42,370 | |
| 11 | | | | 30,195 | 43,295 | |
| 12 | 11 | 7 | I | 30,965 | 30,840 | |
| 13 | 12 | 8 | | 31,735 | 31,485 | |
| 14 | 13 | 9 | | 32,505 | 32,130 | |
| 15 | 14 | 10 | | 33,275 | 32,775 | |
| 16 | 15 | 11 | | 34,045 | 33,420 | |
| 17 | 16 | 12 | | 34,815 | | |
| 18 | 17 | 13 | | 35,585 | | |
| 19 | 18 | 14 | | 36,355 | | |
| 20 | 19 | 15 | | 37,125 | | |
| 21 | 20 | 16 | | 37,895 | | |
| 22 | 21 | 17 | | 38,665 | | |
| 23 | 22 | 18 | | 39,435 | | |
| 24 | 23 | 19 | | 40,205 | | |
| 25 | 24 | 20 | | 40,975 | | |
| 26 | 25 | 21 | | 41,745 | | |

| Category | | | Manager C 1 | | Manager C 2 | | Manager C 3 | |
|---------------------------------------|-------------------|-----------------------|-------------|----------------------|-------------|----------------------|-------------|----------------------|
| Salary Code | | | MM 1-1-2006 | | MM 1-2-2006 | | MM 1-3-2006 | |
| Time scale for promotion & Increments | | | Recruitment | If not promoted to I | Recruitment | If not promoted to I | Recruitment | If not promoted to I |
| Number of Years | Average Performer | Exceptional Performer | 665 | | 645 | | 645 | |
| | | | 3 | | 10 | | 10 | |
| | | | 735 | | 925 | | 925 | |
| | | | 7 | | 15 | | 15 | |
| | | | 925 | | | | | |
| | | | 15 | | | | | |
| Grade | | | | | | | | |
| 1 | 1 | 1 | 25,640 | | 25,605 | | 26,970 | |
| 2 | 2 | 2 | 26,305 | | 26,250 | | 27,615 | |
| 3 | 3 | 3 | 26,970 | | 26,895 | | 28,260 | |
| 4 | 4 | 4 | 27,635 | | 27,540 | | 28,905 | |
| 5 | 5 | 5 | 28,370 | | 28,185 | | 29,560 | |
| 6 | 6 | 6 | 29,105 | | 28,830 | | 30,195 | |
| 7 | 7 | | 29,840 | | 29,475 | | 30,840 | |
| 8 | 8 | | 30,575 | | 30,120 | | 31,485 | |
| 9 | 9 | | 31,310 | | 30,765 | | 32,130 | |
| 10 | 10 | | 32,045 | | 31,410 | | 32,775 | |
| 11 | | | 32,780 | | 32,055 | | 33,420 | |
| 12 | 11 | 7 | 33,705 | 33,445 | 32,980 | 32,700 | 34,345 | 34,065 |
| 13 | 12 | 8 | 34,630 | 34,110 | 33,905 | 33,345 | 35,270 | 34,710 |
| 14 | 13 | 9 | 35,555 | 34,775 | 34,830 | 33,990 | 36,195 | 35,355 |
| 15 | 14 | 10 | 36,480 | 35,440 | 35,755 | 34,635 | 37,120 | 36,000 |
| 16 | 15 | 11 | 37,405 | 36,105 | 36,680 | 35,280 | 38,045 | 36,645 |
| 17 | 16 | 12 | 38,330 | 36,770 | 37,605 | 35,925 | 38,970 | 37,290 |
| 18 | 17 | 13 | 39,255 | | 38,530 | | 39,895 | |
| 19 | 18 | 14 | 40,180 | | 39,455 | | 40,820 | |
| 20 | 19 | 15 | 41,105 | | 40,380 | | 41,745 | |
| 21 | 20 | 16 | 42,030 | | 41,305 | | 42,670 | |
| 22 | 21 | 17 | 42,955 | | 42,230 | | 43,595 | |
| 23 | 22 | 18 | 43,880 | | 43,155 | | 44,520 | |
| 24 | 23 | 19 | 44,805 | | 44,080 | | 45,445 | |
| 25 | 24 | 20 | 45,730 | | 45,005 | | 46,370 | |
| 26 | 25 | 21 | 46,655 | | 45,930 | | 47,295 | |

| Category | | MA Non-tech C 1 | | | MA Non-tech C 2 | | | MA Tech C 1 | | | MA Tech C 2 | | |
|---------------------------------------|-------------------|-----------------------|----------------------------|---------------------------|-----------------|-----------------------|----------------------|-------------|-----------------------|----------------------|-------------|-----------------------|----------------------|
| Salary Code | | MA 1-1-2006 | | | MA 1-2-2006 | | | MA 2-1-2006 | | | MA 2-2-2006 | | |
| Time scale for promotion & increments | | Recruitment | If not promoted to II | If not promoted to I | Recruitment | If not promoted to II | If not promoted to I | Recruitment | If not promoted to II | If not promoted to I | Recruitment | If not promoted to II | If not promoted to I |
| Number of Years | Average Performer | Exceptional Performer | Step as per Proposed Grade | Step as per Current Grade | Grade | | | Grade | | | Grade | | |
| | | | | | III | II | I | III | II | I | III | II | I |
| | | | | | 120 | | | 120 | | | 120 | | |
| | | | | | 10 | | | 10 | | | 10 | | |
| | | | | | 140 | | | 140 | | | 140 | | |
| | | | | | 7 | | | 7 | | | 7 | | |
| | | | | | 210 | | | 290 | | | 210 | | |
| | | | | | 4 | | | 12 | | | 4 | | |
| | | | | | 290 | | | 315 | | | 290 | | |
| | | | | | 20 | | | 12 | | | 20 | | |
| | | | | | | | | | | | | | |
| 1 | 1 | 1 | III | III | 13,320 | | | 13,320 | | | 14,280 | | |
| 2 | 2 | 2 | | | 13,440 | | | 13,440 | | | 14,400 | | |
| 3 | 3 | 3 | | | 13,560 | | | 13,560 | | | 14,520 | | |
| 4 | 4 | 4 | | | 13,680 | | | 13,680 | | | 14,640 | | |
| 5 | 5 | 5 | | | 13,800 | | | 13,800 | | | 14,760 | | |
| 6 | 6 | 6 | | | 13,920 | | | 13,920 | | | 14,880 | | |
| 7 | 7 | | | | 14,040 | | | 14,040 | | | 15,000 | | |
| 8 | 8 | | | | 14,160 | | | 14,160 | | | 15,120 | | |
| 9 | 9 | | | | 14,280 | | | 14,280 | | | 15,240 | | |
| 10 | 10 | | | | 14,400 | | | 14,400 | | | 15,360 | | |
| 11 | | | | | 14,520 | | | 14,520 | | | 15,480 | | |
| 12 | 11 | 7 | II | | 14,660 | 14,640 | | 14,660 | 14,640 | | 15,620 | 15,600 | |
| 13 | 12 | 8 | II | II | 14,800 | 14,760 | | 14,800 | 14,760 | | 15,760 | 15,720 | |
| 14 | 13 | 9 | | | 14,940 | 14,880 | | 14,940 | 14,880 | | 15,900 | 15,840 | |
| 15 | 14 | 10 | | | 15,080 | 15,000 | | 15,080 | 15,000 | | 16,040 | 15,960 | |
| 16 | 15 | 11 | I | I | 15,220 | 15,120 | | 15,220 | 15,120 | | 16,180 | 16,080 | |
| 17 | 16 | 12 | | | 15,360 | 15,240 | | 15,360 | 15,240 | | 16,320 | 16,200 | |
| 18 | 17 | 13 | | | 15,500 | 15,360 | | 15,500 | 15,360 | | 16,460 | 16,320 | |
| 19 | 18 | 14 | | | 15,710 | 15,480 | | 15,790 | 15,480 | | 16,670 | 16,440 | |
| 20 | 19 | 15 | | | 16,920 | | | 16,080 | | | 16,880 | | |
| 21 | 20 | | | | 16,130 | | | 16,370 | | | 17,090 | | |
| 22 | | | | | 16,340 | | | 16,660 | | | 17,300 | | |
| 23 | 21 | 16 | I | I | 16,630 | 16,550 | | 16,660 | 16,550 | | 17,510 | 17,435 | 17,910 |
| 24 | 22 | 17 | | | 16,920 | 16,760 | | 17,240 | 17,240 | | 17,880 | 17,720 | 18,200 |
| 25 | 23 | 18 | | | 17,210 | 16,970 | | 17,530 | 17,530 | | 18,170 | 17,930 | 18,490 |
| 26 | 24 | 19 | | | 17,500 | 17,180 | | 17,820 | 17,820 | | 18,460 | 18,140 | 18,780 |
| 27 | 25 | 20 | | | 17,790 | 17,390 | | 18,110 | 18,110 | | 18,750 | 18,350 | 19,070 |
| 28 | 26 | 21 | | | 18,080 | 17,600 | | 18,400 | 18,400 | | 19,040 | 18,560 | 19,360 |
| 29 | 27 | 22 | | | 18,370 | 17,810 | | 18,690 | 18,690 | | 19,330 | 18,770 | 19,625 |
| 30 | 28 | 23 | | | 18,660 | 18,020 | | 18,980 | 18,980 | | 19,620 | 18,980 | 20,140 |
| 31 | 29 | 24 | | | 18,950 | | | 19,295 | | | 19,910 | 19,190 | 20,455 |
| 32 | 30 | 25 | | | 19,240 | | | 19,610 | | | 20,200 | 19,400 | 20,770 |
| 33 | 31 | 26 | | | 19,530 | | | 19,925 | | | 20,490 | | 21,085 |
| 34 | 32 | 27 | | | 19,820 | | | 20,240 | | | 20,780 | | 21,400 |
| 35 | 33 | 28 | | | 20,110 | | | 20,555 | | | 21,070 | | 21,715 |
| 36 | 34 | 29 | | | 20,400 | | | 20,870 | | | 21,360 | | 22,030 |
| 37 | 35 | 30 | | | 20,690 | | | 21,185 | | | 21,650 | | 22,345 |
| 38 | 36 | 31 | | | 20,980 | | | 21,500 | | | 21,940 | | 22,660 |
| 39 | 37 | 32 | | | 21,270 | | | 21,815 | | | 22,230 | | 22,975 |
| 40 | 38 | 33 | | | 21,560 | | | 22,130 | | | 22,520 | | 23,290 |
| 41 | 39 | 34 | | | 21,850 | | | 22,445 | | | 22,810 | | 23,605 |
| 42 | 40 | 35 | | | 22,140 | | | 22,760 | | | 23,100 | | 23,920 |

| Category | | | Associate Officers | | | Operational / Instructional | | |
|---------------------------------------|-------------------|-----------------------|--------------------|-----------------------|----------------------|-----------------------------|-----------------------|----------------------|
| Salary Code | | | MA 3-2006 | | | MA 4-2006 | | |
| Time scale for promotion & increments | | | Recruitment | If not promoted to II | If not promoted to I | Recruitment | If not promoted to II | If not promoted to I |
| Number of Years | Average Performer | Exceptional Performer | 185 | | | 325 | | |
| | | | 10 | | | 10 | | |
| | | | 210 | | | 400 | | |
| | | | 4 | | | 15 | | |
| | | | 290 | | | 475 | | |
| | | | 15 | | | 5 | | |
| | | | 320 | | | | | |
| | | | 7 | | | | | |
| Grade | | | | | | | | |
| 1 | 1 | 1 | III | 15,240 | | 17,720 | | |
| 2 | 2 | 2 | | 15,425 | | 18,045 | | |
| 3 | 3 | 3 | | 15,610 | | 18,370 | | |
| 4 | 4 | 4 | | 15,795 | | 18,695 | | |
| 5 | 5 | 5 | | 15,980 | | 19,020 | | |
| 6 | 6 | 6 | | 16,165 | | 19,345 | | |
| 7 | 7 | | | 16,350 | | 19,670 | | |
| 8 | 8 | | | 16,535 | | 19,995 | | |
| 9 | 9 | | | 16,720 | | 20,320 | | |
| 10 | 10 | | | 16,905 | | 20,645 | | |
| 11 | | | | 17,090 | | 20,970 | | |
| 12 | 11 | 7 | II | 17,300 | 17,275 | 21,370 | 21,295 | |
| 13 | 12 | 8 | | 17,510 | 17,460 | 21,770 | 21,520 | |
| 14 | 13 | 9 | | 17,720 | 17,645 | 22,170 | 21,945 | |
| 15 | 14 | 10 | | 17,930 | 17,830 | 22,570 | 22,270 | |
| 16 | 15 | 11 | | 18,220 | 18,015 | 22,970 | 22,595 | |
| 17 | 16 | 12 | | 18,510 | | 23,370 | | |
| 18 | 17 | 13 | | 18,800 | | 23,770 | | |
| 19 | 18 | 14 | | 19,080 | | 24,170 | | |
| 20 | 19 | 15 | | 19,380 | | 24,570 | | |
| 21 | 20 | | | 19,670 | | 24,970 | | |
| 22 | | | | 19,960 | | 25,370 | | |
| 23 | 21 | 16 | I | 20,250 | 20,250 | 25,770 | 25,770 | |
| 24 | 22 | 17 | | 20,540 | 20,540 | 26,170 | 26,170 | |
| 25 | 23 | 18 | | 20,830 | 20,830 | 26,570 | 26,570 | |
| 26 | 24 | 19 | | 21,120 | 21,120 | 26,970 | 26,970 | |
| 27 | 25 | 20 | | 21,410 | 21,410 | 27,445 | 27,370 | |
| 28 | 26 | 21 | | 21,700 | | 27,520 | | |
| 29 | 27 | 22 | | 21,990 | | 28,395 | | |
| 30 | 28 | 23 | | 22,280 | | 28,670 | | |
| 31 | 29 | 24 | | 22,600 | | 29,345 | | |
| 32 | 30 | 25 | | 22,920 | | | | |
| 33 | 31 | 26 | | 23,240 | | | | |
| 34 | 32 | 27 | | 23,560 | | | | |
| 35 | 33 | 28 | | 23,880 | | | | |
| 36 | 34 | 29 | | 24,200 | | | | |
| 37 | 35 | 30 | | 24,520 | | | | |

| Category | | | Enforcement / Operational / Extension C 1 | | | Enforcement / Operational / Extension C 2 | | Enforcement / Operational / Extension C 3 | |
|---------------------------------------|-------------------|-----------------------|---|-----------------------|----------------------|---|----------------------|---|-----|
| Salary Code | | | MA 5-1-2006 | | | MA 5-2-2006 | | MA 5-3-2006 | |
| Time scale for promotion & Increments | | | Recruitment | If not promoted to II | If not promoted to I | Recruitment | If not promoted to I | | |
| Number of Years | Average Performer | Exceptional Performer | 290 | | | 325 | | | 475 |
| | | | 10 | | | 10 | | | 10 |
| | | | 325 | | | 400 | | | 525 |
| | | | 15 | | | 15 | | | 10 |
| | | | 400 | | | 475 | | | 575 |
| | | | 11 | | | 5 | | | 10 |
| | | | | | | | | | |
| Grade | | | | | | | | | |
| 1 | 1 | 1 | II | | | II | | | |
| | | | 16,535 | | | 17,695 | | 22,115 | |
| 2 | 2 | 2 | | | | 18,020 | | 22,590 | |
| | | | 16,825 | | | | | | |
| 3 | 3 | 3 | | | | 18,345 | | 23,065 | |
| | | | 17,115 | | | | | | |
| 4 | 4 | 4 | | | | 18,670 | | 23,540 | |
| | | | 17,405 | | | | | | |
| 5 | 5 | 5 | | | | 18,995 | | 24,015 | |
| | | | 17,695 | | | | | | |
| 6 | 6 | 6 | | | | 19,320 | | 24,490 | |
| | | | 17,985 | | | | | | |
| 7 | 7 | | | | | 19,645 | | 24,965 | |
| | | | 18,275 | | | | | | |
| 8 | 8 | | | | | 19,970 | | 25,440 | |
| | | | 18,565 | | | | | | |
| 9 | 9 | | | | | 20,295 | | 25,915 | |
| | | | 18,855 | | | | | | |
| 10 | 10 | | | | | 20,620 | | 26,390 | |
| | | | 19,145 | | | | | | |
| 11 | | | | | | 20,945 | | 26,865 | |
| | | | 19,435 | | | | | | |
| 12 | 11 | 7 | II | | | I | | | |
| | | | 19,760 | 19,725 | | 21,345 | 21,270 | 27,390 | |
| 13 | 12 | 8 | | | | 21,745 | 21,595 | 27,915 | |
| | | | 20,085 | 20,015 | | | | 27,815 | |
| 14 | 13 | 9 | | | | 22,145 | 21,920 | 28,440 | |
| | | | 20,410 | 20,305 | | | | 28,290 | |
| 15 | 14 | 10 | | | | 22,545 | 22,245 | 28,965 | |
| | | | 20,735 | 20,595 | | | | 28,765 | |
| 16 | 15 | 11 | | | | 22,945 | 22,570 | 29,490 | |
| | | | 21,060 | 20,885 | | | | 29,240 | |
| 17 | 16 | 12 | | | | 23,345 | | 30,015 | |
| | | | 21,365 | | | | | | |
| 18 | 17 | 13 | | | | 23,745 | | 30,540 | |
| | | | 21,710 | | | | | | |
| 19 | 18 | 14 | | | | 24,145 | | 31,065 | |
| | | | 22,035 | | | | | | |
| 20 | 19 | 15 | | | | 24,545 | | 31,590 | |
| | | | 22,360 | | | | | | |
| 21 | 20 | | | | | 24,945 | | 32,115 | |
| | | | 22,685 | | | | | | |
| 22 | | | | | | 25,345 | | 32,690 | |
| | | | 23,010 | | | | | | |
| 23 | 21 | 16 | I | | | 25,745 | | 33,265 | |
| | | | 23,335 | 23,335 | | | | | |
| 24 | 22 | 17 | | | | 26,145 | | 33,840 | |
| | | | 23,660 | 23,660 | | | | | |
| 25 | 23 | 18 | | | | 26,545 | | 34,415 | |
| | | | 23,985 | 23,985 | | | | | |
| 26 | 24 | 19 | | | | 26,945 | | 34,990 | |
| | | | 24,310 | 24,310 | | | | | |
| 27 | 25 | 20 | | | | 27,420 | | 35,565 | |
| | | | 24,710 | 24,635 | | | | | |
| 28 | 26 | 21 | | | | 27,895 | | 36,140 | |
| | | | 25,110 | | | | | | |
| 29 | 27 | 22 | | | | 28,370 | | 36,715 | |
| | | | 25,510 | | | | | | |
| 30 | 28 | 23 | | | | 28,845 | | 37,290 | |
| | | | 25,910 | | | | | | |
| 31 | 29 | 24 | | | | 29,320 | | 37,865 | |
| | | | 26,310 | | | | | | |
| 32 | 30 | 25 | | | | | | | |
| | | | 26,710 | | | | | | |
| 33 | 31 | 26 | | | | | | | |
| | | | 27,110 | | | | | | |
| 34 | 32 | 27 | | | | | | | |
| | | | 27,510 | | | | | | |
| 35 | 33 | 28 | | | | | | | |
| | | | 27,910 | | | | | | |
| 36 | 34 | 29 | | | | | | | |
| | | | 28,310 | | | | | | |
| 37 | 35 | 30 | | | | | | | |
| | | | 28,710 | | | | | | |

| Category | | | | Junior Manager C 1 | | Junior Manager C 2 | |
|---------------------------------------|-------------------|-----------------------|----|--------------------|----------------------|--------------------|----------------------|
| Salary Code | | | | JM 1-1-2006 | | JM 1-2-2006 | |
| Time scale for promotion & Increments | | | | MA Supra/Spl | If not promoted to I | MA Supra/Spl | If not promoted to I |
| Number of Years | Average Performer | Exceptional Performer | | 325 | | 325 | |
| | | | | 10 | | 10 | |
| | | | | 475 | | 475 | |
| | | | | 18 | | 18 | |
| 1 | 1 | 1 | II | 20,490 | | 20,870 | |
| 2 | 2 | 2 | | 20,815 | | 21,195 | |
| 3 | 3 | 3 | | 21,140 | | 21,520 | |
| 4 | 4 | 4 | | 21,465 | | 21,845 | |
| 5 | 5 | 5 | | 21,790 | | 22,170 | |
| 6 | 6 | 6 | | 22,115 | | 22,495 | |
| 7 | 7 | | | 22,440 | | 22,820 | |
| 8 | 8 | | | 22,765 | | 23,145 | |
| 9 | 9 | | | 23,090 | | 23,470 | |
| 10 | 10 | | | 23,415 | | 23,795 | |
| 11 | | | | 23,740 | | 24,120 | |
| 12 | 11 | 7 | I | 24,215 | 24,065 | 24,595 | 24,445 |
| 13 | 12 | 8 | | 24,690 | 24,390 | 25,070 | 24,770 |
| 14 | 13 | 9 | | 25,165 | 24,715 | 25,545 | 25,095 |
| 15 | 14 | 10 | | 25,640 | 25,040 | 26,020 | 25,420 |
| 16 | 15 | 11 | | 26,115 | 25,365 | 26,495 | 25,745 |
| 17 | 16 | 12 | | 26,590 | | 26,970 | |
| 18 | 17 | 13 | | 27,065 | | 27,445 | |
| 19 | 18 | 14 | | 27,540 | | 27,920 | |
| 20 | 19 | 15 | | 28,015 | | 28,395 | |
| 21 | 20 | 16 | | 28,490 | | 28,870 | |
| 22 | 21 | 17 | | 28,965 | | 29,345 | |
| 23 | 22 | 18 | | 29,440 | | 29,820 | |
| 24 | 23 | 19 | | 29,915 | | 30,295 | |
| 25 | 24 | 20 | | 30,390 | | 30,770 | |
| 26 | 25 | 21 | | 30,865 | | 31,245 | |
| 27 | 26 | 22 | | 31,340 | | 31,720 | |
| 28 | 27 | 23 | | 31,815 | | 32,195 | |
| 29 | 28 | 24 | | 32,290 | | 32,670 | |

| Category | | Primary Level- Unskilled | | | Primary Level- Semi skilled | | | Primary Level- Skilled | | | | | | |
|---------------------------------------|-----------------|--------------------------|-----------------------|----------------------------|-----------------------------|-------------|----------------------|------------------------|-------------|-----------------------|----------------------|-------------|-----------------------|----------------------|
| Salary Code | | PL 1-2006 | | | PL 2-2006 | | | PL 3-2006 | | | | | | |
| Time scale for promotion & increments | Number of Years | Average Performer | Exceptional Performer | Step as per Proposed Grade | Step as per Current Grade | Recruitment | If not promoted to I | If not promoted to I | Recruitment | If not promoted to II | If not promoted to I | Recruitment | If not promoted to II | If not promoted to I |
| | | | | | | 100 | | | 110 | | | 110 | | |
| | | | | | | 10 | | | 10 | | | 10 | | |
| | | | | | | 110 | | | 120 | | | 120 | | |
| | | | | | | 10 | | | 10 | | | 10 | | |
| | | | | | | 120 | | | 130 | | | 130 | | |
| | | | | | | 7 | | | 10 | | | 10 | | |
| | | | | | | 130 | | | 140 | | | 140 | | |
| | | | | | | 15 | | | 12 | | | 12 | | |
| 1 | 1 | 1 | III | III | | 11,930 | | | 12,330 | | | 12,550 | | |
| 2 | 2 | 2 | | | | 12,030 | | | 12,440 | | | 12,660 | | |
| 3 | 3 | 3 | | | | 12,130 | | | 12,550 | | | 12,770 | | |
| 4 | 4 | 4 | | | | 12,230 | | | 12,660 | | | 12,890 | | |
| 5 | 5 | 5 | II | | | 12,330 | | | 12,770 | | | 12,990 | | |
| 6 | 6 | 6 | | | | 12,430 | | | 12,880 | | | 13,100 | | |
| 7 | 7 | | | | | 12,530 | | | 12,990 | | | 13,210 | | |
| 8 | 8 | | | | | 12,630 | | | 13,100 | | | 13,320 | | |
| 9 | 9 | | | | | 12,730 | | | 13,210 | | | 13,430 | | |
| 10 | 10 | | I | | | 12,830 | | | 13,320 | | | 13,540 | | |
| | | | | | | 12,930 | | | 13,430 | | | 13,650 | | |
| 12 | 11 | 7 | II | | | 13,040 | 13,030 | | 13,550 | 13,540 | | 13,770 | 13,760 | |
| 13 | 12 | 8 | | | | 13,150 | 13,130 | | 13,670 | 13,650 | | 13,890 | 13,870 | |
| 14 | 13 | 9 | | | | 13,260 | 13,230 | | 13,790 | 13,760 | | 14,010 | 13,980 | |
| 15 | 14 | 10 | | | | 13,370 | 13,330 | | 13,910 | 13,870 | | 14,130 | 14,090 | |
| 16 | 15 | 11 | | | | 13,480 | 13,430 | | 14,030 | 13,980 | | 14,250 | 14,200 | |
| 17 | 16 | 12 | | | | 13,590 | 13,530 | | 14,150 | 14,090 | | 14,370 | 14,310 | |
| 18 | 17 | 13 | | | | 13,700 | 13,630 | | 14,270 | 14,200 | | 14,490 | 14,420 | |
| 19 | 18 | 14 | | | | 13,810 | 13,730 | | 14,390 | 14,310 | | 14,610 | 14,530 | |
| 20 | 19 | | | | | 13,920 | | | 14,510 | | | 14,730 | | |
| 21 | | | | | | 14,030 | | | 14,630 | | | 14,850 | | |
| 22 | 20 | 15 | I | | | 14,150 | 14,140 | | 14,760 | 14,750 | | 14,980 | 14,970 | |
| 23 | 21 | 16 | | | | 14,270 | 14,250 | | 14,890 | 14,870 | | 15,110 | 15,090 | |
| 24 | 22 | 17 | | | | 14,390 | 14,360 | | 15,020 | 14,990 | | 15,240 | 15,210 | |
| 25 | 23 | 18 | | | | 14,510 | 14,470 | | 15,150 | 15,110 | | 15,370 | 15,330 | |
| 26 | 24 | 19 | | | | 14,630 | 14,580 | | 15,280 | 15,230 | | 15,500 | 15,450 | |
| 27 | 25 | 20 | | | | 14,750 | | | 15,410 | | | 15,630 | | |
| 28 | 26 | 21 | | | | 14,870 | | | 15,540 | | | 15,760 | | |
| 29 | 27 | 22 | | | | 15,000 | | | 15,670 | | | 15,890 | | |
| 30 | 28 | 23 | | | | 15,130 | | | 15,800 | | | 16,020 | | |
| 31 | 29 | 24 | | | | 15,260 | | | 15,930 | | | 16,150 | | |
| 32 | 30 | 25 | | | | 15,390 | | | 16,070 | | | 16,290 | | |
| 33 | 31 | 26 | | | | 15,520 | | | 16,210 | | | 16,430 | | |
| 34 | 32 | 27 | | | | 15,650 | | | 16,350 | | | 16,570 | | |
| 35 | 33 | 28 | | | | 15,780 | | | 16,490 | | | 16,710 | | |
| 36 | 34 | 29 | | | | 15,910 | | | 16,630 | | | 16,850 | | |
| 37 | 35 | 30 | | | | 16,040 | | | 16,770 | | | 16,990 | | |
| 38 | 36 | 31 | | | | 16,170 | | | 16,910 | | | 17,130 | | |
| 39 | 37 | 32 | | | | 16,300 | | | 17,050 | | | 17,270 | | |
| 40 | 38 | 33 | | | | 16,430 | | | 17,190 | | | 17,410 | | |
| 41 | 39 | 34 | | | | 16,560 | | | 17,330 | | | 17,550 | | |
| 42 | 40 | 35 | | | | 16,690 | | | 17,470 | | | 17,690 | | |
| 43 | 41 | 36 | | | | 16,820 | | | 17,610 | | | 17,830 | | |