



NO.A-60011/77/2009-PP

15th May, 2009

OFFICE ORDER

Subject: Revision of scales for Board level and below Board level executives of AAI w.e.f 01.01.2007

1. The Management of AAI is pleased to announce the revision in pay scales for Board level and below Board level executives w.e.f. 01.01.2007, in terms of the Presidential Directives received from the Ministry of Civil Aviation vide their letter No.AV-11018/1/2009-AAI dated 01.05.2009 based on the guidelines issued by the Department of Public Enterprises(DPE) vide their O.M.s No.2/70/2008-DPE(WC) dated 26th November 2008, No.2/70/2008-DPE(WC)-GL-IV/09 dated 9th February 2009 and No.2/70/2008-DPE(WC)-GL-VII/09 dated 2nd April 2009.
2. Accordingly, Pay Scales, Dearness Allowance, etc. in respect of Board level and below Board level executives of AAI will stand revised w.e.f. 01.01.2007 as under:-

2.1 Pay Scales

Grade/Level as per DPE	Existing Pay Scales (Rs.)	Revised Pay Scales (Rs.)
Chairman	27750-750-31500	80000-125000
Member	25750-650-30950	75000-100000
E-9	23750-600-28550	62000-80000
E-8	20500-500-26500	51300-73000
E-7	18500-450-23900	43200-66000
E-6	17500-400-22300	36600-62000
E-5	16000-400-20800	32900-58000
E-4	14500-350-18700	29100-54500
E-3	13000-350-18250	24900-50500
E-2	10750-300-16750	20600-46500
E-1	8600-250-14600	16400-40500

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2.2 Coverage

All executives who are on the rolls of AAI as on date and those separated on account of superannuation, resignation, , Voluntary Retirement, death etc. on or after 01.01.2007 would be covered by this order.

2.3 Pay fixation & Fitment benefit

2.3.1 A uniform fitment benefit @30% on basic pay plus DA @78.2% as on 01.01.2007, would be provided to all executives. The aggregate amount would be rounded off to the next ten rupees and pay fixed in the revised scale. The proposed Pay fixation in the revised scale as on 01.01.2007 is enclosed as Annexure-I.

2.3.2 Wherever extra ordinary increment(s) and /or increase in the pay in respect of executives have been granted with retrospective effect, which affects the revision of pay as on 01.01.2007, such increment(s) and /or increase in pay will be ignored for the purpose of fitment / pay revision.

2.3.3 Executives appointed on or after 01.01.2007 shall be deemed to have been appointed in the revised scales of pay.

2.3.4 Executives appointed on or after 01.01.2007 at the minimum of the pre-revised pay scales shall be deemed to have been appointed at the minimum of the revised scales of pay.

2.3.5 The pay in respect of employees, who were promoted / appointed on or after 01.01.2007 from non-executive grade to the executive grade, shall be fixed provisionally at the minimum of the corresponding scale in the executive category. On implementation of revised pay scales of non-executives which is also due w.e.f. 01.01.2007 , pay of such employees will accordingly be re-fixed in the revised pay scales.



- 2.3.6 Executives, who have joined from other PSUs/Central/State Governments and whose pay is revised in their earlier organization, shall be entitled to normal pay protection as per rules.
- 2.3.7 Where pay at two or more consecutive stages in an existing scale get bunched, then, for every two stages so bunched, benefit of one increment shall be given.
- 2.3.8 Where the increment of an executive falls on first day of January 2007 the pay shall first be fixed in the revised scale of pay and then increment will be granted in the revised pay.
- 2.3.9 The additional increment granted as a unification package to the executives of AAI vide Para-II of Office Order No.A60011/57/2000-IR&PP dated 26.02.2002 will be provisionally considered for fixation of pay. This is, however, subject to approval of DPE as mentioned in the above referred Presidential Directives.

2.4 Annual increment

Annual increment will be @3% of revised basic pay and will be rounded off to the next multiple of Rs.10/-

2.5 Stagnation increment

The rate of stagnation increment will be @3% of the revised basic pay. Executives will be allowed to draw maximum three stagnation increments, one after every two years, upon reaching the maximum of the revised pay scale provided they get a performance rating of "Good" or above. Pay of executives after grant of stagnation increment will be rounded off to the next multiple of Rs.10/-.

2.6 Pay fixation on promotion

One notional increment equal to the increment being drawn by the executives in the pay scale, before such promotion would be granted and pay fixed in the promoted pay scale and rounded off to the next multiple of Rs.10/-.



2.7 Dearness Allowance

- 2.7.1 100% DA neutralization will be adopted for all the executives, who are on IDA pattern of scales of pay, w.e.f. 01.01.2007. Thus, DA as on 01.01.2007 will become zero linked to All India Consumer Price Index (AICPI) 2001 = 100, which is 126.33 as on 01.01.2007.
- 2.7.2 The periodicity of adjustment will be once in three months, as per the existing practice.
- 2.7.3 The quarterly DA payable from 01.01.2007 as per new DA scheme shall be as given below:

w.e.f.	Rate of Dearness Allowance
1.1.2007	0.0%
1.4.2007	0.8%
1.7.2007	1.3%
1.10.2007	4.2%
1.1.2008	5.8%
1.4.2008	6.3%
1.7.2008	9.2%
1.10.2008	12.9%
1.1.2009	16.6%
1.4.2009	16.9%*

* As per OM No.2(70)/2008-DPE(WC)-GL-X/09 dated 28.04.2009 of DPE.

2.8 House Rent Allowance (HRA)

- 2.8.1 Payment of HRA on the revised Basic Pay will be at the following rates w.e.f. 26.11.2008:

Cities with population	Rates of HRA
50 lakhs and above	30% of Basic Pay
5 to 50 lakhs	20% of Basic Pay
Less than 5 lakhs	10% of Basic Pay



2.8.2 In terms of the above, classification of different locations shall be examined and notified separately. Pending the same, existing quantum of HRA admissible to an executive as on 25.11.2008 shall continue.

2.8.3 In case the actual amount of HRA as per prescribed rate is less than the actual amount of HRA drawn as on 25.11.2008 in case of a particular officer, the difference would be allowed to be drawn by the officer as "Personal Allowance" until the difference is eliminated in course of time subject to the condition that the difference will be subsumed within the overall limit prescribed for perquisites and allowances prescribed under the DPE guidelines, as referred to above.

2.9 Leased accommodation

2.9.1 The Policy on Lease is under review and, as such, the same will be notified separately. Meanwhile the lease entitlement of individual executives, recovery for lease etc. as on 25.11.2008 shall continue.

2.10 City Compensatory Allowance (CCA)

Payment of CCA stands dispensed with effect from 26.11.2008.

2.11 Pay etc. of Government Officer on deputation to AAI

Government officers, who are on deputation to AAI, will continue to draw the salary as per their entitlement in the parent department. Only those, who come on permanent absorption basis, will be entitled to AAI pay scales, perks and benefits.

2.12 Gratuity

The ceiling of gratuity for executives in AAI would be raised to Rs.10 lakhs (Rupees Ten Lakhs) w.e.f. 01.01.2007. A separate order will be issued in this regard.

2.13 Leave encashment

The Leave encashment already availed on or after 01.01.2007 will be eligible for payment of arrears.



2.14 Superannuation benefits

The ceiling for superannuation benefits, which may include Contributory Provident Fund, Gratuity, Pension, AAI(Retired Employees) Medical Benefit Scheme (Amended) etc. , shall be 30% of Basic Pay plus DA provided that any superannuation benefit, in terms of the same, will be under a "defined contribution scheme" and not under a "defined benefit scheme". Schematic changes in terms of the above mentioned DPE guidelines shall be examined and notified separately.

2.15 Provident Fund contribution

Deduction of contribution towards Provident Fund shall be made w.e.f. 01.01.2007 on the revised salary as defined in the EPF Act .

2.16 Performance Related Pay (PRP), Long -term incentives, introduction of Cost to Company (CTC) and adoption of Cafeteria approach

The above issues will be examined and notified separately.

3. Perks and allowances

3.1 The North-East allowance will be limited to 12.5% of Basic Pay w.e.f. 26.11.2008 and the same is also extended to Ladakh Region, as admissible to Central Government employees.

3.2 Non-practicing Allowance will be limited to 25% of Basic Pay for Medical Officers and will be admissible w.e.f. 26.11.2008.

3.3 Other Perks and allowances

The allowances and perks to be admissible to the different categories of executives will be considered separately on percentage basis for revision from 26.11.2008 subject to a ceiling of 50% of the Basic Pay. Such revision shall be of 'Cafeteria Approach' allowing the executives to choose from a set of perks and allowances in terms of DPE guidelines. Till then the existing perks shall remain unchanged.

4 Upon introduction of new pay scales, the entitlement of various allowances / benefits for executives will be as per Annexure -II .

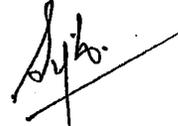


5. General

- 5.1 The revision of pay structure of executives w.e.f. 01.01.2007 shall be implemented in AAI along with the salary of May, 2009. Arrears / recoveries against relevant heads, as applicable in respect of executive concerned for the period 01.01.2007 to 30.04.2009, shall be disbursed / adjusted in due course taking into account other aspects under consideration.
- 5.2 The amount of ad-hoc adjustable advance already granted against pay revision from 01.01.2007 till 30.04.2009 shall be adjusted against the arrears accruing on account of pay revision.
- 5.3 The excess payment, wrong payments, arithmetical and system errors, in calculation of the arrears shall be subject to corrections, adjustments and recoveries.
The DPE instructions issued in this regard shall be applicable and any adjustment if required shall be made accordingly.
- 5.4 Any other recovery due from an executive to the AAI, shall also be fully adjusted against pay revision arrears due to him / her, in terms of the approval of the Competent Authority.
- 5.5 Benefits of revised basic pay and allowances in terms of this office order and consequent payment of arrears shall not be granted to executives who ceased to be in the services of the Authority on either of the following ground(s) on or after 01.01.2007:-
- a) Dismissal;
 - b) Resigned and left without permission or notice,
 - c) Resigned and left where disciplinary action against him/her had already been initiated and was in progress.
- 5.6 Recoveries towards Income Tax etc. wherever applicable shall be effected as per rules.



6. All other aspects of pay and benefits admissible shall be notified later.
7. The above revision in pay, allowances and other benefits are subject to DPE Guidelines mutatis – mutandis.
8. All issues pertaining to pay revision of executives requiring interpretation and clarifications shall be referred to CHQ.



(K.K. JHA)

Member [Pers. & Admn.]

Encl : As above

To

- i. REDs, NR/WR/ER/SR/NER
- ii. Airport Directors, Chennai / Kolkata
- iii. Principal, CATC, Allahabad
- iv. EDs, FIU/RCDU
- v. GMs,CRSD/E&M Workshop
- vi. All Airport Directors

Internal Distribution:

- i. Sr. EA to Chairman
- ii. EAs to Member(Ops.)/Member(Fin.)/Member(P&A)/Member(Plg.)/CVO
- iii. ED(Fin) / ED(P&A)
- iv. All HoDs at RG Bhawan, SAP,Operational Offices, AAI Office Complex
- v. GM(IT) – For uploading on website of AAI
- vi. General Secretary,ATCGuild(I)/ACOA(I)/AAOA(T)/IAAIOA/ AAIEGuild
- vii. General Secretary, AAEU

ANNEXURE - I

E-1	
Existing Scale	8600-250-14600
Revised Scale	16400-40500
Pre-Revised Pay	Pay fixed in new scale
8600	19930
8850	20510
9100	21090
9350	21670
9600	22240
9850	22820
10100	23400
10350	23980
10600	24560
10850	25140
11100	25720
11350	26300
11600	26880
11850	27460
12100	28040
12350	28620
12600	29190
12850	29770
13100	30350
13350	30930
13600	31510
13850	32090
14100	32670
14350	33250
14600	33830

E-2	
Existing Scale	10750-300-16750
Revised Scale	20600-46500
Pre-Revised Pay	Pay fixed in new scale
10750	24910
11050	25600
11350	26300
11650	26990
11950	27690
12250	28380
12550	29080
12850	29770
13150	30470
13450	31160
13750	31860
14050	32550
14350	33250
14650	33940
14950	34640
15250	35330
15550	36030
15850	36720
16150	37420
16450	38110
16750	38810

E-3	
Existing Scale	13000-350-18250
Revised Scale	24900-50500
Pre-Revised Pay	Pay fixed in new scale
13000	30120
13350	30930
13700	31740
14050	32550
14400	33360
14750	34170
15100	34990
15450	35800
15800	36610
16150	37420
16500	38230
16850	39040
17200	39850
17550	40660
17900	41470
18250	42280

E-4	
Existing Scale	14500-350-18700
Revised Scale	29100-54500
Pre-Revised Pay	Pay fixed in new scale
14500	33600
14850	34410
15200	35220
15550	36030
15900	36840
16250	37650
16600	38460
16950	39270
17300	40080
17650	40890
18000	41700
18350	42510
18700	43330

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ANNEXURE - I

E-5	
Existing Scale	16000-400-20800
Revised Scale	32900-58000
Pre-Revised Pay	Pay fixed in new scale
16000	37070
16400	38000
16800	38920
17200	39850
17600	40780
18000	41700
18400	42630
18800	43560
19200	44480
19600	45410
20000	46340
20400	47260
20800	48190

E-6	
Existing Scale	17500-400-22300
Revised Scale	36600-62000
Pre-Revised Pay	Pay fixed in new scale
17500	40550
17900	41470
18300	42400
18700	43330
19100	44250
19500	45180
19900	46110
20300	47030
20700	47960
21100	48890
21500	49810
21900	50740
22300	51670

E-7	
Existing Scale	18500-450-23900
Revised Scale	43200-66000
Pre-Revised Pay	Pay fixed in new scale
18500	43200
18950	43900
19400	44950
19850	45990
20300	47030
20750	48070
21200	49120
21650	50160
22100	51200
22550	52240
23000	53290
23450	54330
23900	55370

E-8	
Existing Scale	20500-500-26500
Revised Scale	51300-73000
Pre-Revised Pay	Pay fixed in new scale
20500	51300
21000	51300
21500	52840
22000	52840
22500	54430
23000	54430
23500	54450
24000	55600
24500	56760
25000	57920
25500	59080
26000	60240
26500	61400

E-9	
Existing Scale	23750-600-28550
Revised Scale	62000-80000
Pre-Revised Pay	Pay fixed in new scale
23750	62000
24350	62000
24950	63860
25550	63860
26150	65780
26750	65780
27350	69790
27950	69790
28550	71880

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AIRPORTS AUTHORITY OF INDIA

Annexure

Entitlement of Allowances/Benefits in the revised scales are as under:

Sl. No.	Allowance/Benefit	Existing Pay in the pre-revised scale	Revised Basic Pay
1.	MODE OF TRAVEL		
i)	BY RAIL (Tour/Transfer/Training)		
	AC First Class	Rs.18,500 & above	Rs. 42,860/- & above
	AC Second Class	All Executives	Other Executives
ii)	BY AIR TRAVEL		
	Economy Class for Tour/Transfer/Training	Rs.16,000 & above	Rs. 37,070 & above
	For Tour Only	Rs.14,500 & above*	Rs. 33,600* to Rs. 37,069
	* (i) The executives drawing Basic Pay of Rs Rs. 33,600* to Rs. 37,069 are allowed to travel by Air (Economy class) for Tour only (Excluding Trainin & Transfer), if the distance involved is more than 500 Kms and the journey cannot be performed over night by direct train/coach service. (ii) All places which are not connected by direct flights, officials should travel by Air/Train to such places by shortest route.		
2.	HOTEL ACCOMMODATION		
i)	Limited to the rent of a single room in Hotel Ashok, ND	Rs.20,500 & above	Rs. 47,490 & above
ii)	Limited to the 65 percent rent of a single room in Hotel Ashok, ND	Rs. 16000 & above	Rs. 37,090 to Rs. 47,489
iii)	Limited to 30 percent rent of a single room in Hotel Ashok, ND	Rs.14,000 & above	Rs. 32,440 to Rs. 37,089
iv)	Limited to 25 percent of a rent of a single room in Hotel Ashok, ND	All Executives	Other Executives

3. BAGGAGE ALLOWANCE			
i)	Full Wagon Or 12000 Kg. by goods train or one double container	Rs. 16,000 & above	Rs. 37,070 & above
ii)	6000 Kg by goods train Or one single container	All Executives	Other Executives
4. PACKING ALLOWANCE			
i)	Rs. 3,000/-	Rs. 18500 & above	Rs. 42,860 & above
ii)	Rs. 2400/-	All Executives	Other Executives
5. REIMBURSEMENT OF FUEL EXPENSES FOR OWNING AND MAINTAINING CONVEYANCE FOR OFFICIAL DUTIES			
i)	Cost of 80 Ltr. Of Petrol (Car)	Rs. 16,850 & above	Rs. 39040
ii)	Cost of 60 Ltr. Of Petrol (Car)	Rs. 13,000 & above	Rs. 30,120 & above
iii)	Cost of 35 Ltr. Of Petrol (Car/Two Wheeler)	All Executives	Other Executives
6. ROOM RENT FOR INDOOR TREATMENT			
i)	Rs. 1200/-	Rs. 11,649	Rs. 26,989
ii)	Rs. 1500/-	Rs. 11,650-13,350	Rs. 26,990- Rs.30,930
iii)	Rs. 2000/-	Rs. 13351- 19,400	Rs. 30931- Rs. 44,950
iv)	Rs. 2250/-	Rs. 19401 & above excluding GMs/EDs	44951 & above excluding GMs/EDs
v)	Single AC	GMs, EDs & equivalent	GMs EDs & equivalent
7. ENTERTAINMENT ALLOWANCE			
		(Existing Pay Scales)	(Revised Pay Scales)
i)	Rs. 250/-	Rs. 14,500-18,700 & Rs. 16,000- 20,800	Rs. 29,100- Rs. 54,500 & Rs.32,900- Rs. 58,000
ii)	Rs. 350/-	Rs. 17,500-22,300 & Rs. 18,500-23,900	Rs. 36,600 -Rs. 62,000 & Rs.43,200 - Rs 66,000
iii)	Rs. 500/-	Rs. 20,500-26,500	Rs. 51,300- Rs. 73,000
iv)	Rs. 750/-	Rs. 23750- 28550	Rs. 62,000 -Rs. 80,000

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8. REIMBURSEMENT OF TELEPHONE EXPENSES ON FUNCTIONAL BASIS			
		(Existing Pay Scales)	(Revised Pay Scales)
i)	Rs. 250/-	Rs.10750-16,750 & Rs.13,000-18,250	Rs. 20,600-46,500 & Rs. 24,900-50,500
ii)	Rs. 350/-	Rs.14500-18,700 & Rs. 16,000-20,800	Rs. 29,100-54,500 & Rs. 32900-58,000
iii)	DGM(s) and above as per Policy	Rs. 17,500 22,300 & above	Rs. 36,600-Rs. 62,000 & above
9. SOFT FURNISHING ALLOWANCE			
i)	Rs. 5000/- once in a three years	Rs. 10750-16,750 & Rs. 16000-20,800	Rs. 20,600-46,500 & Rs. 32,900-58,000
ii)	Rs. 6000/- once in a three years	Rs. 17,500-22,300 & Rs. 18,500-23,900	Rs. 36,600- 62,000 & Rs. 43,200- 66,000
iii)	As per Policy	EDs & GMs	EDs & GMs
10. PROFICIENCY ALLOWANCE			
	Category IV	GM & ABOVE	GM & above
	Category III	Rs. 20,500 & above	Rs. 47,490 and above
	Category II	Rs. 16,000 & Rs. 20,490	Rs. 37,070 to Rs.47,489
	Category I	Rs. 8,600 to Rs.15,999	Other Executives
11. NIGHT SHIFT ALLOWANCE			
	Rs. 185/-	Rs 8600 – 14,000	Rs 19,930 – 32,550
	Rs. 200/-	Rs 14001 – 18,500	Rs 32,551 – 42,860
	Rs. 275/-	Rs. 18501 & above	Rs 42,861 & above
12. LEAVE TRAVEL CONCESSION (LTC)			
i)	By Air (Economy Class)	GMs & above	GMs & above
ii)	AC II tier by Rajdhani Express	Executives drawing Basic Pay of Rs.10,750/- & above	Executives drawing Basic Pay of Rs. 20,600/- & above
iii)	AC III tier by Rajdhani	Executives drawing Basic Pay below Rs.10750/-	Executives drawing Basic Pay below Rs.20,600/-

NOTE :

The employees who are drawing higher allowance / benefit in the pre-revised pay scales on the date of issue of this order shall continue to draw the same as 'personal' to them.





भारतीय विमानपत्तन प्राधिकरण
AIRPORTS AUTHORITY OF INDIA

NO.A-60011/77/2009-PP

21st May, 2009

The Regional Executive Director
Northern/Eastern/Western/Southern/NE Region

The Airport Director
Chennai/Kolkata Airport

Principal, CATC

ED, FIU/RCDU

General Manager
CRSD/ E&M Workshop

Subject : Revision of pay scales for Board level and below Board level executives of AAI w.e.f. 01.01.2007 - Clarifications

Sir,

Reference to this Office letter of even number dated 15.05.2009 on the above mentioned subject. The following queries have been received and are clarified as under:-

S.No.	Point	Reply
1.	In the pre-revised pay structure, the promotees had the choice to exercise option to get their pay fixed on the date of promotion or after drawl of next annual increment. The revised pay revision order does not contain such a provision. Hence, it may be clarified whether the date of annual increment will remain unchanged on promotion under the revised pays scales.	FR-22 Option may be adopted without the benefit of next higher stage, since in the revised pay structure stages are not envisaged.
2.	The executives who were promoted between July 2006 to December, 2006 and opted for FR-22 whose annual increment falls on January, how their pay is fixed in the next higher scale on 01.01.2007 on revision of pay scales.	The notional increment due on promotion before 31.12.2006 may be granted in the pre-revised scale and pay fixed in the revised scale. The annual increment @3% due on 01.01.2007 may be granted in the revised scale.

-1-

21/5/09

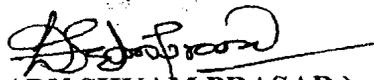
3.	Whether the executives who were promoted in the year 2006 between July to December, 2006 and exercised the option of FR-22, can now withdraw due to revision of pay scale and change in the system of grant of annual increment. .	One time option to exercise FR-22 or withdraw if exercised earlier may be given.
4.	In the pre-revised scales, those executives who got placement in the higher scale, for example from Sr. Manager to Sr. Manager (SG), where the pay fixation in respect of such executives was done by fixing them in higher stage. It may please be clarified whether after revision of the pay scales such fixation of pay on placement is to be done at par with promotion or not.	On placement from E-6 to E-7 no fixation benefit is allowed. However, the fixation benefit will be allowed on regular promotion to E-7.
5.	Whether executives granted placement in a higher scale with change in designation is also to be given the benefit of 3% increase on their basic pay as fixation benefit on the date of their placement.	No.
6.	In the cases of those non-executives drawing E-2 scale under FCS whether to be considered for pay revision or not.	Yes, to be considered.
7.	In the cases of those non-executives, who were granted incentive increment for acquiring higher qualification on or before 01.01.2007 and got promotion after 01.01.2007, their pay in the pre-revised scale was fixed on promotion after taking incentive increment into account for pay fixation. Please clarify whether the same treatment is to be given under the revised pay.	The incentive increment granted before revision of pay scales w.e.f. 01.01.2007 may be merged at the time of pay fixation in the pre-revised pay scales. However, in cases where higher qualification incentive increment was granted after 01.01.2007 the amount equivalent to 3% of Basic Pay may be shown separately till promotion or next pay revision whichever is earlier.

8.	Whether personal pay granted for small family norms is to be continued and the personal pay to be now given @ 3% on the revised scale.	This will be decided at a later date, till then the existing amount will continue.
9.	The order does not speak anything about the higher qualification amount, stagnation increment, personal pay and small family norms.	It is clarified that the Stagnation Increment, Higher Qualification Increment and Personal Pay except Family Planning Increment shall be merged in the pre-revised pay for the purpose of pay fixation as on 01.01.2007.
10.	As per new pay scale, the employees who are drawing higher allowance benefit in the pre-revised pay scale on the date of issue of the order shall continue to draw the same as personal to them. In this context, it may be clarified whether the proficiency allowance shall be paid based on the present entitlement or new entitlement. This clarification is required as no. of employees are getting higher proficiency allowance of Grade-III due to consideration of DP with the existing basic pay, as on date, but they will be entitled to category -II, if considered on the basis of new pay scale.	The employees who are drawing higher allowance in the pre-revised pay scale will continue to draw the same as personal to them.
11.	The Non-executives who are promoted/placed in the E-2 scale after 01.01.2007, and placed in the minimum of the revised scale as per Clause 2.3.5 of the Office Order referred to above, it is observed that there is drop in emoluments. How to fix their pay.	The drop in emoluments is due to grant of DP on adhoc basis in the pre-revised scale and pending finalization of pay revision of Non-Executives. Therefore, the difference in emoluments may be protected and shown separately as Personal Pay (PP). Upon revision of pay scales of non-executives, the PP will stand absorbed/adjusted.

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22/5/09

12.	In case where annual increment and incentive increment(s) on acquiring higher qualification falls on the same date, how the increments are to be computed.	The annual increment and incentive increment may be given @ 3% of Basic Pay in a compounding manner i.e. 3% plus 3%. If two increments for higher qualification are granted together it may be @6% of Basic Pay.
13.	At Page- 1 of 13 of Office Order dated 15.05.2009 regarding revision of pay scales(Executives) the revised pay scale of E-1 is given Rs.16400-40500 whereas at Page-9 of 13 it is shown as Rs.16400-43500/-. Please clarify.	It is clarified that the revised pay scale of E-1 is Rs.16400-40500/- as given at Page-1 of 13 of Office Order No. A-60011/77/2009-PP dated 15.05.2009.

2. This issues with approval of the Competent Authority.


 (DN SHYAM PRASAD)
 Jt. General Manager(P)

Distribution:

- i. Sr. EA to Chairman,
- ii. EAs to Member(Ops.)/Member(Fin.)/Member(P&A)/Member(Plg.)/CVO
- iii. ED(Fin) / ED(P&A)
- iv. All HoDs at RG Bhawan, SAP,Operational Offices, AAI Office Complex
- v. General Secretary,ATCGuild(I)/ACOA(I)/AAOA(I)/IAAIOA/ AAIEGuild
- vi. General Secretary, AAEU