



भारतीय जीवन बीमा निगम

Life Insurance Corporation of India

## SCALES OF PAY:

### Class I Officers (w.e.f. 1.8.2007):

1	Zonal Manager (Selection Scale)	Rs.52210-1400(2)-55010-1500(1)-56510-1640(1)-58150-1700(1)-59850
2	Zonal Manager (Ordinary Scale)	Rs. 46610-1400(5)-53610
3	Senior Divisional Manager	Rs.41660-1200(3)-45260-1350(2)-47960
4	Divisional Manager	Rs.34460-1200(7)-42860
5	Assistant Divisional Manager	Rs.28160-840(1)-29000-910(6)-34460-1200(4)-39260
6	Administrative Officer	Rs. 23120-840(7)-29000-910(6)-34460
7	Assistant Administrative Officer	Rs.17240-840(14)-29000-910(4)-32640

### Class II (Development) Officers (w.e.f. 1.8.2007):

Rs.11535 - 700( 2 )- 12935 -825 ( 2 )- 14585 – 840 ( 17 )- 28865

### Class III Employees (w.e.f. 1.8.2007):

1	Higher Grade Assistants	Rs.11425-755(3)-13690-840(15)-26290
2	Section Head	9965-630(7)-14375-840(12)-24455
3	Stenographers	Rs.9580-540(4)-11740-625(2)-12990-760(3)-15270-790(2)-16850-840(8)-23570

4	Assistant/Cashiers etc.	Rs.7640-440(1)-8080-480(2)-9040-540(5)-11740-625(2)-12990-760(3)-15270-790(2)-16850-840(5)-21050
5	Record Clerks	Rs.7085-250(4)-8085-390(3)-9255-440(2)-10135-445(6)-12805-480(6)-15685

Graduates appointed to scales 4 and 5 are allowed 2 increments on appointment. Record Clerks who are graduates are allowed an allowance of Rs.320/- per month.

**Class IV Employees (w.e.f. 1.8.2007):**

1	Drivers	Rs.7085-315(6)-8975-325(1)-9300-390(12)-13980
2	Sepoys/Hamal/Head Peons/Liftman/Watchman	Rs.6180-250(5)-7430-265(8)-9550-315(1)-9865-325(2)-10515-390(3)-11685
3	Sweepers/Cleaners	Rs.5865-250(5)-7115-265(8)-9235-315(6)-11125

**2. ADDITION TO BASIC PAY ON REACHING THE MAXIMUM:**

**CLASS I OFFICERS:**

i.	AA O	Addition to basic pay equal to the last increment drawn, on completion of every three years after reaching maximum of the scale.- maximum three such additions.
ii.	A.O.	Addition to basic pay equal to the last increment drawn, on completion of every three years after reaching maximum of the scale.- maximum five such additions.
iii.	A.D. M	Addition to basic pay equal to the last increment drawn, on completion of every three years after reaching maximum of the scale.- maximum two such additions.

**CLASS II OFFICERS:**

i.	Development Officers	Addition to basic pay equal to the last increment drawn, on completion of every three years after reaching maximum of the scale.- maximum four such additions.
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**CLASS III & CLASS IV EMPLOYEES:**

a	Assistants, Stenographers and Record Clerks	Addition to basic pay equal to the last increment drawn, on completion of every two years after reaching maximum of the scale.- maximum seven such additions.
b	Section Heads & HGAs	Addition to basic pay equal to the last increment drawn, on completion of every three years after reaching maximum of the scale.- maximum six such additions.
c	All Class IV Employees	Addition to basic pay equal to the last increment drawn, on completion of every two years after reaching maximum of the scale.- maximum seven such additions.

3. **DEARNESS ALLOWANCE:**

To All Classes of Employees.

**Index :** All India Average Consumer Price Index Number for Industrial workers

**Base :** Index No. 2944 in the series of 1960= 100

**Rate :** 0.15% of "Pay" for every four points rise or fall in the quarterly average of AICPI above 2944 points.

**Note :** "Pay" means Basic Pay including additions to Basic Pay after reaching maximum (Stagnation Increments), Graduation Allowance to Assistants and Stenographers, Special Allowance for passing examinations, Special Allowance payable to Cashiers, Internal Audit Assistants and Class IV Employees posted in the grade of Head Peons, Liftman & Watchman.

4. **HOUSE RENT ALLOWANCE:**

All employees/ Officers except those who are allotted Staff Quarters shall be paid HRA as under:

<b>Place of Posting</b>	<b>Rate of House Rent Allowance</b>
i. Cities of Mumbai, Calcutta, Chennai, Delhi and Noida, Faridabad, Ghaziabad, Gurgaon, Navi Mumbai, Hyderabad, Bengaluru and other Cities with population of 45 lakhs and above	10% of Pay subject to the maximum of Rs. 3200/- p.m.
ii. Cities with population exceeding 12 lakhs, but less than 45 lakhs and, except those mentioned at i) above and, any city in the State of Goa.	8% of Pay subject to the maximum of Rs. 2700/- p.m.
iii. Other places	7% of Pay subject to the maximum of Rs. 2600/- p.m.

**Note :**

- i. Officers/Employees allotted staff quarters are not eligible for H.R.A. but they pay Licence Fee @ 1.20% of the Basic Pay at the minimum of the pay-scale.
- ii. 'Pay' means Basic Pay, Stagnation Increments, Graduation Allowance payable to Assistants and Stenographers, Special Allowance for Examination, Special Allowance for Cashiers, Internal Audit Assistants and

Class IV Employees posted in the grade of Head Peons, Liftman & Watchman, Fixed Personal Allowance.

iii. The population figures shall be as per the latest Census Report

iv. Cities shall include their urban agglomeration.

5. **CITY COMPENSATORY ALLOWANCE :**

Place of Posting	Rate of City Compensatory Allowance	Class I	Class II	Class III & IV	
		Max.	Max.	Min.	Max.
i. Cities of Mumbai, Kolkata, Chennai, New Delhi, Noida, Faridabad, Ghaziabad, Gurgaon, Navi Mumbai Hyderabad, Bengaluru and other Cities with population of 45 lakhs and above	3% of pay	800	675	205	635
ii. Cities with population exceeding 12 lakhs, but less than 45 lakhs and, except those mentioned at i) above and, any city in the State of Goa.	2.5% of pay	760	625	170	595
iii. Cities with population of 5 lakhs and above but not exceeding 12 lakhs, State Capitals with population not exceeding 12 lakhs, Chandigarh, Mohali, Pondicherry, Port Blair and Panchkula	2% of pay	590	545	125	510

**Note : For the purpose of CCA:**

- i. The population figures shall be as per the latest Census Report
- ii. Cities shall include their urban agglomeration.
- iii. 'Pay' means Basic Pay, Stagnation Increments, Special Allowance to Class IV Employees.