

**No. F. 7(2) - FIN(PC)/2017/
GOVERNMENT OF TRIPURA
FINANCE DEPARTMENT**

Dated, 15th June, 2017

NOTIFICATION

The Government has approved to implement the recommendations made by the Pay & Pension Revision Committee for the employees & pensioners of the State Government, employees and workers of State Govt. establishments, PSUs and other organisations.

- 2.1] New pay structure shall be in the form of "Pay Matrix" with 21 Levels as given at Annexure - I. Uniform fitment factor @ 2.25 has been approved for all categories of employees under Government of Tripura. Salary of an employee under the new system is to be calculated by multiplying the existing basic pay (without D.A.) with the fitment factor of 2.25. Minimum pay of the initial pay scale shall be Rs. 14,040/- per month and that of the highest pay scale shall be Rs. 1,17,000/- per month. Maximum pay of the highest pay scale is Rs. 2,11,440/- per month.
- 2.2] Date of effect of the revision of pay shall be from 01.04.2017.
- 2.3] Annual increment shall be @ 3% per annum. Two dates for grant of increment i.e., on 1st January or 1st July of every year shall be applicable provided that an employee shall be entitled to only one annual increment either on 1st January or on 1st July depending on his date of appointment, promotion or grant of financial upgradation.
- 2.4] The financial upgradation due to entitlement of Modified Assured Career Progression Scheme (MACPS) shall involve grant of one increment at existing rate in the existing Level of the pay matrix in which the pay of the employee is fixed without any further placement in the subsequent Levels.

- 3.1] The following existing allowances have been approved for continuation:
 - [3.1.1] House Rent Allowance shall be @ 8% of the basic pay drawn in the Pay matrix subject to maximum ceiling of Rs.3000/- per month.
 - [3.1.2] Existing rates of Compensatory Allowance, Special Compensatory Allowance and City Compensatory Allowance shall continue.
 - [3.1.3] Medical allowance shall be @ Rs. 500/- per month for the Group-C and Group-D Government employees.

[3.1.4] Washing allowance shall be at following rates:

Name of Department /Directorate	Categories of employees	Existing rate	Approved rate
Health and Family Welfare	Nursing personnel	Rs. 75/- per month	Rs. 150/- per month
Prison Directorate	Gazetted and Non-Gazetted staff.	Rs. 75/- per month	Rs. 150/- per month
Common to all Departments.	Drivers / Group – D employees	Rs. 60/- per month	Rs. 100/- per month

[3.1.5] Non-Practicing Allowance for all categories of Medical Officers including Officers of Veterinary Services shall continue at the existing rates.

[3.1.6] The monthly ceiling of Overtime Allowance for Drivers shall be as follows:

Particulars	Existing rate	Approved rate
For the Drivers serving within the State	Rs.350/- per month	Rs.400/- per month
For the Drivers serving in Tripura Bhawans of New Delhi, Kolkata & Guwahati	Rs.500/- per month	Rs.550/- per month

[3.1.7] Kit Allowances in respect of Nursing Staff under the Health & Family Welfare Department shall be as follows:

Kit Allowances for the new entrants only once during their entry into Government Service	Rs. 1200/-
Kit Allowance once in every 3 years	Rs. 800/-

The existing nursing staff shall not be allowed to avail the benefit of Kit Allowances @ Rs. 1200/- which is meant for new entrants only.

[3.1.8] Kit Allowances for personnel of Home (Police and Fire Services) Department/ employees of Jails/ Home Guards/ Excise and Forest Department shall be as follows:

Rank	Rate of kit allowance	
	On initial entry	Subsequent years
Tripura Police Service (Gr-I)/ Officers of Tripura Fire Services in equivalent rank.	--	Rs. 2000/- once in every 3 years.

Tripura Police Service (Gr-II) / Officers of Tripura Fire Services in equivalent rank.	Rs. 3000/-	Rs. 1700/- once in every 3 years.
Inspector/ Jailor/ Officers of Tripura Fire Services in equivalent rank	--	Rs. 1500/- once in every 3 years
Sub Inspector/ Asstt. Jailor/ Forest Rangers/ Excise Inspectors/ Officers of Tripura Fire Services in equivalent rank	Rs. 2000/-	Rs. 1300/- once in every 3 years
Havilder/ Head Constable/ Chief Warder/ Head Warder/ Deputy Ranger/Forester/ Sub-Inspector of Excise/ equivalent rank in Home Guards/ Staff of Tripura Fire Services in equivalent rank	Rs.1800/-	Rs. 1000/- once in every 3 years
Constables/ Warder/ Forest Guards/ Excise Constable/ equivalent rank in Home Guards	Rs. 1600/-	Rs. 700/- once in every 3 years

The initial rates as mentioned at Column No. 2 of the table above shall not be allowed to existing personnel of Home (Police and Fire Services) Department / employees of Jails/ Home Guards/ Excise and Forest Department.

- [3.1.9] Kit Maintenance Allowance in respect of all ranks of uniformed personnel of Home (Police and Fire Services) Department including those in branches of SB, CID, Procurement and Traffic of Police Department, Rangers/ Foresters/ Head Forest Guards/ Forest guards under Forest Department and also employees under Jails, Excise and Forest Department shall be Rs. 300/- per month.
- [3.1.10] Existing rate of grant relating to Sports Kit allowed to Physical instructors and coaches shall continue.
- [3.1.11] Armour Allowance and Special Armour Allowance allowed to Inspector of Police, Head Constable, Constable and Havildar (Border Wing) shall continue at existing rates.
- [3.1.12] Ration Allowance shall be at the following rates :

Ration allowance provided to the personnel	Approved Rate
Police/ TSR Personnel upto and including the rank of Inspector of Police	Rs.800/- per month
Non-Gazetted Operational Personnel of Fire Service Organisation upto and inclusive of the rank of Station Officer.	Rs.800/- per month

Member of the Home Guard Volunteers of Tripura Home Guard Organisation	Rs.800/- per month
Non-gazetted Watch and Ward Staff of the Jail Department upto the rank of Jailor.	Rs.800/- per month

[3.1.13] Travelling Allowance:

(A) Entitlement of journey on tour shall be allowed as follows:

Grade	Travel Entitlement
Officers in the Level of 20 to 21 of Pay Matrix	Economy class by air or AC 1 st class by train or AC bus for road journey
Officers in the Level of 14 to 19 of Pay Matrix	Economy class by air for Agartala- Kolkata route, for journey beyond Kolkata or through other routes AC II tier/ AC Chair Car by train/ Delux bus for road journey
Officers in the Level of 11 to 13 of Pay Matrix	Economy class by air for Agartala- Kolkata route, for journey beyond Kolkata or through other routes/ AC III tier/ Ordinary 1 st Class by train/ Delux bus for road journey
Officers in the Level of 5 to 10 of Pay Matrix	Economy class by air for Agartala- Kolkata route, for journey beyond Kolkata or through other routes III-tier Sleeper class by train/ Ordinary bus for road journey
Officers in the Level of 1 to 4 of Pay Matrix	Economy class by air for Agartala- Kolkata route, for journey beyond Kolkata or through other routes III tier sleeper class by train Ordinary bus for road journey

(B) Daily Allowance shall be as follows:

Grade	Rate of DA within the State	Rate outside the State	Hotel rates
Officers in the Level of 20 to 21 of Pay Matrix	Rs. 300/-	Rs. 700/-	Rs. 1700/-
Officers in the Level of 14 to 19 of Pay Matrix	Rs. 270/-	Rs. 600/-	Rs. 1550/-
Officers in the Level of 11 to 13 of Pay Matrix	Rs. 210/-	Rs. 500/-	Rs. 1200/-
Officers in the Level of 5 to 10 of Pay Matrix	Rs. 180/-	Rs. 400/-	Rs. 900/-
Officers in the Level of 1 to 4 of Pay Matrix	Rs. 150/-	Rs. 300/-	Rs. 600/-

[3.1.14] Lump sum Transfer Grant & Packing Allowance shall be according to the following slabs :

Sl. No.	Pay range	Lump sum transfer grant	Packing allowance
1.	HAG + & Apex scale.	Rs.7500/-	Rs.3000/-
2.	Pay in Level 16 to 19	Rs.5000/-	Rs.2400/-
3.	Pay in Level 13 to 15	Rs.2750/-	Rs.1800/-
4.	Pay in Level 9 to 12	Rs.2000/-	Rs.1200/-
5.	Pay in Level 5 to 8	Rs.1100/-	Rs.1000/-
6.	Pay in Level 1 to 4	Rs. 800/-	Rs. 800/-

[3.1.15] Existing rate of allowance for carrying of personal effects on transfer shall continue.

[3.1.16] Existing rate of Special Yearly Compensatory Allowance shall continue.

[3.1.17] All the staff deployed in the State Guest House (presently Sonar Tari and Circuit House) shall be allowed State Guest Allowance of Rs. 300/- per month.

3.2] Other than these, the following allowances have been introduced:

[3.2.1] Disability Allowance shall be allowed at the following rates:-

- i. Physically handicapped and Visually handicapped State Government employees @ Rs. 1000/- per month, and
- ii. Physically handicapped and Visually handicapped Fixed Pay/ DRW and Contingent Workers @ Rs. 700/- per month.

[3.2.2] Child Care Allowance shall be allowed @ Rs.1000/- per month for visually and physically handicapped employees including Fixed Pay/DRW and Contingent Workers and also for employees having disabled child. Such allowance shall be paid in addition to disability allowance. The maximum ceiling limit for entitlement of disability allowance and children care allowance together shall not exceed Rs. 2000/- per month. Such allowance shall be allowed only in genuine cases after proper verification of documents.

[3.2.3] Training Allowance shall be allowed @ Rs. 700/- per month for only those personnel of Police/ Agriculture etc., Department, transferred / deputed on full-time basis to the premier training Institute of their respective Departments for conducting training classes to the participants.

4] The employees recruited on fixed pay basis against formal creation of fixed pay posts by keeping in abeyance regular scale posts, Daily Rated Workers/ Monthly Rated Workers/ Contingent Workers/ Part Time Workers engaged against posts created with Finance Concurrence, Permanent Labourers engaged under relevant

rules for the Permanent Labourers, Daily Rated Workers/ Monthly Rated Workers/ Contingent Workers/ Part Time Workers engaged without creation of posts with Finance Concurrence, Voluntary Workers namely Home Guards etc., and persons working in Public Places of Worship on monthly remuneration basis with reference to the Merger Agreement shall also be allowed revised wages/ remuneration at the following rates:

Category of worker	Existing rate	Approved rate of wages/ remuneration from 01.04.2017
Fixed Pay employees	75% of the minimum slab of entry level pay in the concerned Pay Band + concerned Grade Pay taken together.	75% of the initial pay in the level of the pay matrix to which he has been appointed/ engaged.
DRW (Gr-C)	Rs.190.58 per day	Rs.220.00 per day
DRW (Tech)	Rs.198.43 per day	Rs.230.00 per day
DRW (Group-D)	Rs.173.03 per day	Rs.198.00 per day
Monthly Rated Worker (Gr- D)	Rs.5174.00 per month	Rs.5970.00 per month
Part time Worker (4 hours)	Rs.4254.00 per month	Rs.4800.00 per month
Part time Worker (3 hours)	Rs.4096.00 per month	Rs.4600.00 per month
Part time Worker (2 hours)	Rs.3940.00 per month	Rs.4400.00 per month
Village Chowkidar	Rs.4844.00 per month	Rs.5500.00 per month
School Mother	Rs.3477.00 per month	Rs.3880.00 per month
Permanent Labourer	Rs.178.02 per day	Rs.210.00 per day
Full time DRW/ MRW/ Contingent Workers/ PTW engaged against posts created without Finance Department's concurrence	Booster of Rs.15/- per day or Rs.450/- per month whichever is applicable will be added to the existing rates	Booster of Rs.16.50/- per day or Rs.495/- per month whichever is applicable will be added to the existing rates
Part time DRW/ MRW/ Contingent Workers/ PTW engaged against posts created without Finance Department's concurrence	Booster of Rs.7.50/- per day or Rs. 225/- per month whichever is applicable will be added to the existing rates	Booster of Rs.8.25 per day or Rs. 247/- per month whichever is applicable will be added to the existing rates.
Home Guard	Rs.181.77 per day	Rs.210.00 per day
Workers in PPW (Head Priest)	Rs.6601.15 per month	Rs.7350.00 per month
Adhikari	Rs. 6372.70 per month	Rs. 7100.00 per month
Workers in PPW Priest/ Chantai/ Principal Chandi pathak/ Cook / Pujari	Rs.5104.30 per month	Rs. 5750.00 per month
Workers in PPW/ Tallua/ Mali/ Guard/ Singer/Sweeper/ Gardener	Rs.4334.30 per month	Rs. 4830.00 per month
Adult Literacy Teacher	Rs. 3015.10 per month	Rs.3400.00 per month
Part-time Instructor	Rs. 2910.00 per month	Rs. 3300.00 per month
Community Health Guide	Rs. 2910.60 per month	Rs. 3300.00 per month

5.1] Pension of State Government pensioners shall be fixed by multiplying the existing basic pension with 2.25 subject to minimum and maximum rate of pension. Minimum pension shall be Rs. 7,020/- per month and the maximum pension shall be Rs. 1,05,720/- per month.

5.2] Existing rates of additional pension shall continue as given in table below:

Age of Pensioner	Additional quantum of pension
From 80 years to less than 85 years	20% of the revised basic pension
From 85 years to less than 90 years	30% of the revised basic pension
From 90 years to less than 95 years	40% of the revised basic pension
From 95 years to less than 100 years	50% of the revised basic pension
100 years or more	100% of the revised basic pension

Dearness Relief shall not be admissible on the additional pension available to the old pensioners.

5.3] Family Pension shall be allowed @ 30% of the basic pay last drawn subject to limits of minimum and maximum pension. Fixation of family pension shall be done by multiplying the existing basic family pension with 2.25. In respect of providing family pension at enhanced rate in case of death in harness/ death of pensioner, the admissibility of adding 10 years to the normal retirement age fixed by the Government shall be considered subject to attaining the age of 67 years, whichever is earlier. The existing provision of relaxation of age for payment of family pension for unmarried/ widow daughter shall continue. Disabled children and divorcee daughters (until their re-marriage) shall also be considered and added to this group.

5.4] Existing rates of additional quantum of family pension shall continue according to rates given in the table at Sl. No. [5.2] above.

5.5] Existing ceiling of Death-cum-Retirement Gratuity (DCRG) has been enhanced from existing Rs. 4.00 lakhs to Rs. 10.00 lakhs. The term revised emoluments for the purpose of calculation of DCRG shall mean last basic pay at appropriate level of the Pay matrix drawn by the concerned employee on the date of retirement. The benefit of revision of DCRG shall be allowed from 01.04.2017.

5.6] Medical allowance in respect of pensioners shall be allowed @ Rs. 500/- per month.

5.7] Commutation of pension shall be done at revised rates mentioned in commutation table at Annexure – II, for employees who has proceeded/ will proceed on superannuation on or after 01.04.2017, as the case may be.

- 6] Employees of State PSUs and other organizations' including Jute Mill shall be allowed with revision of pay structure on the basis of pay matrix adopted for the State Government employees' w.e.f 01.04.2017 keeping their financial capacities including future commitments of both long and short term in mind.
- 7] Detailed instructions on revision of pay, wages, pensions and allowances shall be issued separately.

M. Nagaraju 15/6/17
(M. Nagaraju)
Principal Secretary to the
Government of Tripura

To,

1. All Departments/ Head of Departments.

Copy to:-

1. Secretary to the Governor, Tripura.
2. Principal Secretary to the Chief Minister, Tripura.
3. PS/PA to all Ministers, Tripura.
4. PPS to Chief Secretary, Tripura.
5. Secretary, Tripura Legislative Assembly.
6. Registrar, High Court of Tripura.
7. Secretary, TPSC, Agartala.
8. Accountant General (Audit), Tripura.
9. Sr. Dy. Accountant General (A & E), Tripura.
10. Director, General Administration (Ptg & Sty.) Department, Govt. of Tripura in the next Tripura Gazette.
11. GA(Confidential & Cabinet) Department, This refers to Memo No. F.1(19)-GA(CAB)/2008-A and No. F.1(19)-GA(CAB)/2008-B dated 13.06.2017.
12. All Treasury Officers/ Sub-Treasury Officers.
13. Web Administrator, finance Department

N. Darlong 15/6/17
(N. Darlong, I.A.S.)
Special Secretary,
Government of Tripura
Finance Department.

ANNEXURE - II

TRIPURA STATE PAY MATRIX 2017

Pay Band (Rs)	4840-13000				5700-24000						10230-34800			15600-39100						37400-67000	52000-77000
Grade Pay (Rs)	1400	1650	1800	1900	2000	2100	2200	2400	2800	4200	4400	4600	4800	5400	6600	6800	7000	7100	7600	8700	0
Entry Pay (EP) (Rs)	6240	6580	6920	7300	7700	8060	8340	9840	10620	13500	14630	16690	18660	21000	25200	26610	27460	27840	29920	46100	52000
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
1	14040	14810	15570	16430	17330	18140	18770	22140	23900	30380	32920	37560	41990	47250	56700	59880	61790	62640	67320	103730	117000
2	14470	15260	16040	16930	17850	18690	19340	22810	24620	31300	33910	38690	43250	48670	58410	61680	63650	64520	69340	106850	120510
3	14910	15720	16530	17440	18390	19260	19930	23500	25360	32240	34930	39860	44550	50140	60170	63540	65560	66460	71430	110060	124130
4	15360	16200	17030	17970	18950	19840	20530	24210	26130	33210	35980	41060	45890	51650	61980	65450	67530	68460	73580	113370	127860
5	15830	16690	17550	18510	19520	20440	21150	24940	26920	34210	37060	42300	47270	53200	63840	67420	69560	70520	75790	116780	131700
6	16310	17200	18080	19070	20110	21060	21790	25690	27730	35240	38180	43570	48690	54800	65760	69450	71650	72640	78070	120290	135660
7	16800	17720	18630	19650	20720	21700	22450	26470	28570	36300	39330	44880	50160	56450	67740	71540	73800	74820	80420	123900	139730
8	17310	18260	19190	20240	21350	22360	23130	27270	29430	37390	40510	46230	51670	58150	69780	73690	76020	77070	82840	127620	143930
9	17830	18810	19770	20850	22000	23040	23830	28090	30320	38520	41730	47620	53230	59900	71880	75910	78310	79390	85330	131450	148250
10	18370	19380	20370	21480	22660	23740	24550	28940	31230	39680	42990	49050	54830	61700	74040	78190	80660	81780	87890	135400	152700
11	18930	19970	20990	22130	23340	24460	25290	29810	32170	40880	44280	50530	56480	63560	76270	80540	83080	84240	90530	139470	157290
12	19500	20570	21620	22800	24050	25200	26050	30710	33140	42110	45610	52050	58180	65470	78560	82960	85580	86770	93250	143660	162010
13	20090	21190	22270	23490	24780	25960	26840	31640	34140	43380	46980	53620	59930	67440	80920	85450	88150	89380	96050	147970	166880
14	20700	21830	22940	24200	25530	26740	27650	32590	35170	44690	48390	55230	61730	69470	83350	88020	90800	92070	98940	152410	171890
15	21330	22490	23630	24930	26300	27550	28480	33570	36230	46040	49850	56890	63590	71560	85860	90670	93530	94840	101910	156990	177050
16	21970	23170	24340	25680	27090	28380	29340	34580	37320	47430	51350	58600	65500	73710	88440	93400	96340	97690	104970	161700	182370
17	22630	23870	25080	26460	27910	29240	30230	35620	38440	48860	52900	60360	67470	75930	91100	96210	99240	100630	108120	166560	187850
18	23310	24590	25840	27260	28750	30120	31140	36690	39600	50330	54490	62180	69500	78210	93840	99100	102220	103650	111370	171560	193490

19	24010	25330	26620	28080	29620	31030	32080	37800	40790	51840	56130	64050	71590	80560	96660	102080	105290	106760	114720	176710	199300
20	24740	26090	27420	28930	30510	31970	33050	38940	42020	53400	57820	65980	73740	82980	99560	105150	108450	109970	118170	182020	205280
21	25490	26880	28250	29800	31430	32930	34050	40110	43290	55010	59560	67960	75960	85470	102550	108310	111710	113270	121720	187490	211440
22	26260	27690	29100	30700	32380	33920	35080	41320	44590	56670	61350	70000	78240	88040	105630	111560	115070	116670	125380	193120	
23	27050	28530	29980	31630	33360	34940	36140	42560	45930	58380	63200	72100	80590	90690	108800	114910	118530	120180	129150	198920	
24	27870	29390	30880	32580	34370	35990	37230	43840	47310	60140	65100	74270	83010	93420	112070	118360	122090	123790	133030	204890	
25	28710	30280	31810	33560	35410	37070	38350	45160	48730	61950	67060	76500	85510	96230	115440	121920	125760	127510	137030	211040	
26	29580	31190	32770	34570	36480	38190	39510	46520	50200	63810	69080	78800	88080	99120	118910	125580	129540	131340	141150		
27	30470	32130	33760	35610	37580	39340	40700	47920	51710	65730	71160	81170	90730	102100	122480	129350	133430	135290	145390		
28	31390	33100	34780	36680	38710	40530	41930	49360	53270	67710	73300	83610	93460	105170	126160	133240	137440	139350	149760		
29	32340	34100	35830	37790	39880	41750	43190	50850	54870	69750	75500	86120	96270	108330	129950	137240	141570	143540			
30	33320	35130	36910	38930	41080	43010	44490	52380	56520	71850	77770	88710	99160	111580	133850	141360	145820	147850			
31	34320	36190	38020	40100	42320	44310	45830	53960	58220	74010	80110	91380	102140	114930	137870	145610					
32	35350	37280	39170	41310	43590	45640	47210	55580	59970	76240	82520	94130	105210	118380	142010						
33	36420	38400	40350	42550	44900	47010	48630	57250	61770	78530	85000	96960	108370	121940							
34	37520	39560	41570	43830	46250	48430	50090	58970	63630	80890	87550	99870	111630	125600							
35	38650	40750	42820	45150	47640	49890	51600	60740	65540	83320	90180	102870	114980	129370							
36	39810	41980	44110	46510	49070	51390	53150	62570	67510	85820	92890	105960	118430	133260							
37	41010	43240	45440	47910	50550	52940	54750	64450	69540	88400	95680	109140	121990	137260							
38	42250	44540	46810	49350	52070	54530	56400	66390	71630	91060	98560	112420	125650	141380							
39	43520	45880	48220	50840	53640	56170	58100	68390	73780	93800	101520	115800	129420								
40	44830	47260	49670	52370	55250	57860	59850	70450	76000	96620	104570	119280	133310								

ANNEXURE - II**COMMUTATION VALUE FOR A PENSION OF Re.1 PER ANNUM**

Age next birthday	Commutation value expressed as number of year's purchase	Age next birthday	Commutation value expressed as number of year's purchase	Age next birthday	Commutation value expressed as number of year's purchase
20	9.188	41	9.075	62	8.093
21	9.187	42	9.059	63	7.982
22	9.186	43	9.040	64	7.862
23	9.185	44	9.019	65	7.731
24	9.184	45	8.996	66	7.591
25	9.183	46	8.971	67	7.431
26	9.182	47	8.943	68	7.262
27	9.180	48	8.913	69	7.083
28	9.178	49	8.881	70	6.897
29	9.176	50	8.846	71	6.703
30	9.173	51	8.808	72	6.502
31	9.169	52	8.768	73	6.296
32	9.164	53	8.724	74	6.085
33	9.159	54	8.678	75	5.872
34	9.152	55	8.627	76	5.657
35	9.145	56	8.572	77	5.443
36	9.136	57	8.512	78	5.229
37	9.126	58	8.446	79	5.018
38	9.116	59	8.371	80	4.812
39	9.103	60	8.287	81	4.611
40	9.090	61	8.194	--	--