

| ILLUSTRATION - 10(a)   |  |                                     |   |       |      |
|--|--|-------------------------------------|---|-------|------|
| (PROBATION NOT DECLARED DUE TO NON-AQUIRING OF DEPARTMENTAL TESTS) |  |                                     |   |       |      |
| 1  | Name   |                                     |   |       |      |
| 2  | Designation as on 31-07-2013   |                                     | Senior Assistant (Direct recruitment)             |       |      |
| 3  | Date of entry in Board Service   |                                     | 14-2-2009   |       |      |
| 4  | Service in KSEB Ltd as on 31-7-13  |                                     | Year  | Month | Days |
| 4  |  |                                     | 5   | 17    |      |
| 5  | Add: Other eligible service  |                                     |   |       |      |
| 6  | Deduct : Non-qualifying Service for weightage  |                                     | 4   | 5     | 17   |
| 7  | Total Qualifying Service (4+5-6)   |                                     | 0   | 0     | 0    |
| 8  | Total Qualifying Service rounded in completed months (maximum weightage for 300 months 15%)  |                                     | 0 months  |       |      |
| 9  | Pre-revised scale of pay   |                                     | 12990-740-16690-870-21910-945-24745               |       |      |
| 10   | i  | Pre-revised Basic Pay as on 31-7-13 | 12990   |       |      |
|  | ii   | Stagnation increments               |   |       |      |
|  | iii  | Personal Pay                        |   |       |      |
| 11   | Total of 10 (i+ii+iii)   |                                     | 12990   |       |      |
| 12   | Protected amount   |                                     |   |       |      |
| 13   | DA admissible of Basic Pay (column11) as on 31-7-2013 @ 84.253%  |                                     | 10944   |       |      |
| 14   | Fitment Benefit: 12% of the pay in column 11 (Minimum Rs. 2250/-)  |                                     | 2250  |       |      |
| 15   | Weightage admissible @ 0.05% of pay in column 11 for each completed months of service subject to a minimum of Rs 175/- and maximum of 15% (0.6% per year)                                      |                                     | 175   |       |      |
| 16   | Total (11,13,14 &15)   |                                     | 26359   |       |      |
| 17   | Revised scale of pay   |                                     | 26125-1365-32950-1605-42580-1745-53050-2085-55135 |       |      |
| 18   | Pay fixed in the next stage in the revised scale of pay (If the amount in column16 exceeds maximum of scale of pay, balance is to be adjusted in the next stage of five stagnation increments) |                                     | 27490   |       |      |
| 19   | Personal Pay: If the amount arrived in column 16 is more than maximum of the scale + five stagnation increments,the balance is treated as personal pay   |                                     |   |       |      |
| 20   | Protected amount as on 31-7-2013   |                                     |   |       |      |
| 21   | Pay as on 1-8-2013   |                                     | BP  | SI    | PP   |
|  |  |                                     | 27490   |       |      |
| Increments only after declaration of probation                     |  |                                     |   |       |      |

| Fixation after declaration of probation |  |                                     |       |   |          |      |
|---|--|-------------------------------------|-------|---|----------|------|
| 1                                       | Name   |                                     |       |   |          |      |
| 2                                       | Designation as on 31-07-2013   |                                     |       | Senior Assistant                                  |          |      |
| 3                                       | Probation declared on  |                                     |       | 15-6-14   |          |      |
| 4                                       | Pay as on  | 1-2-2010                            | 13730 | Notional  |          |      |
| 5                                       | Pay as on  | 1-2-2011                            | 14470 |   |          |      |
| 6                                       | Pay as on  | 1-2-2012                            | 15210 |   |          |      |
| 7                                       | Pay as on  | 1-2-2013                            | 15950 |   |          |      |
| 9                                       | Date of entry in Board Service   |                                     | Y-M-D | 25-5-2008   |          |      |
| 10                                      | Service in KSEB Ltd as on 31-7-13  |                                     |       | Year  | Month    | Days |
|   |  |                                     |       | 4   | 5        | 17   |
| 11                                      | Add: Other eligible service  |                                     |       |   |          |      |
| 12                                      | Deduct : Non-qualifying Service for weightage  |                                     |       |   |          |      |
| 13                                      | Total Service (10+11-12)   |                                     |       | 4   | 5        | 17   |
| 14                                      | Total Service rounded in completed months  |                                     |       | 53  |          |      |
| 15                                      | Pre-revised scale o f pay  |                                     |       | 12990-740-16690-870-21910-945-24745               |          |      |
| 16                                      | i  | Pre-revised Basic Pay as on 31-7-13 |       | 15950   |          |      |
|   | ii   | Stagnation increments               |       |   |          |      |
|   | iii  | Personal Pay                        |       |   |          |      |
| 17                                      | Total of 16 (i+ii+iii)   |                                     |       | 15950   |          |      |
| 18                                      | Protected amount   |                                     |       |   |          |      |
| 19                                      | DA admissible of Basic Pay (column17) as on 31-7-2013 @ 84.253%  |                                     |       | 13438   |          |      |
| 20                                      | Minimum Benefit: 12% of the column 17 (Minimum Rs. 2250/-)   |                                     |       | 2250  |          |      |
| 21                                      | Weightage admissible @ 0.05% of pay in column 17 for each completed months of service subject to a minimum of Rs 175/- and maximum of 15% ( 0.6% per year) |                                     |       | 423   |          |      |
| 22                                      | Total (17,19,20 &21)   |                                     |       | 32061   |          |      |
| 23                                      | Revised scale of pay   |                                     |       | 26125-1365-32950-1605-42580-1745-53050-2085-55135 |          |      |
| 24                                      | Pay fixed in the next stage in the revised scale (If the amount in column 22 exceeds maximum of scale, balance to be adjusted as stagnation increments)    |                                     |       | 32950   |          |      |
| 25                                      | Personal Pay: If the amount arrived in column 22 is more than maximum of the scale + five stagnation increments,the balance is treated as personal pay     |                                     |       |   |          |      |
| 26                                      | Pay as on 1-8-2013   |                                     |       | BP  | SI       | PP   |
|   |  |                                     |       | 32950   |          |      |
| 27                                      | Pay as on 01-12-14.  |                                     |       | 34555   | Notional |      |
| 28                                      | Pay as on 15-06-14 (date of declaration of probation)  |                                     |       | 34555   |          |      |

**Monetary value of this fixation is only from 15-06-14**