



RAJASTHAN STATE MINES AND MINERALS LTD.

(A Government of Rajasthan Enterprise)

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No.RSMM/CO/Pers/7CPC/6()/2017- 864

Date: 23.12.2017

OFFICE ORDER

Pursuant to the decision taken by the RSMML Board in its 405th meeting held on 13.12.2017 in respect of GoR's notification dated 30/10/2017 and as per the approval of State Enterprises Deptt. vide letter No.1081 dated 27.11.2017; and amendment notification issued on dated 09/12/2017 the existing pay scales of the RSMML employees are hereby revised as under w.e.f 01.01.2016 in line with 7th pay commission recommendations applicable to the employee of GoR.

Executives

Category	Pay Band as per 6 th Pay	Grade Pay	Grade Pay No.	Revised Corresponding Level in Pay Matrix in 7 th Pay
E-7	37400-67000(PB-4)	8900	23	L-22
E-6	37400-67000(PB-4)	8700	22	L-21
E-5	15600-39100(PB-3)	8200	21	L-20
E-4	15600-39100(PB-3)	7600	20	L-19
E-3	15600-39100(PB-3)	6800	18	L-17
E-2	15600-39100(PB-3)	6600	17	L-16
E-1	15600-39100(PB-3)	5400	15	L-14

Workmen

Category	Pay Band as per 6 th Pay	Grade Pay	Grade Pay No.	Revised Corresponding Level in Pay Matrix in 7 th Pay
W-9S	9300-34800 (PB-2)	5400	15	L-13
W-9	9300-34800 (PB-2)	5400	15	L-13
W-8	9300-34800 (PB-2)	4800	14	L-12
W-7	9300-34800 (PB-2)	4200	12	L-11
W-6	5200-20200 (PB-1)	2800	10A	L-09
W-5	5200-20200 (PB-1)	2800	10	L-08
W-4	5200-20200 (PB-1)	2400	9A	L-06
W-3	5200-20200 (PB-1)	2000	5	L-04
W-2	5200-20200 (PB-1)	1900	4	L-03
W-1	5200-20200 (PB-1)	1750	3	L-02

The rules and procedure prescribed under Rajasthan Civil Services (Revised Pay) Rules, 2017 will be followed for fixation of pay on exercise of option under Rule 8 of the notification dated 30/10/2017 and amendment notification issued on dated 09/12/2017 in writing in the form.

The payment of salary would be made as per the options given by the RSMML employees. When no option is received within the prescribed period from any RSMML employees, then it will be assumed that he/she has opted the revised pay scale applicable to him/her as per Rule 9 of the notification dated 30/10/2017 and amendment notification issued on dated 09/12/2017.

Non-accrual of Arrears

No arrear of Pay and Allowances thereon, on any account shall accrue to RSMML employees, whether existing or appointed between 1st January, 2016 to 31st December, 2016 (both days inclusive), for the period upto 31.12.2016

Payment of Arrear

The arrear under these rules for the period from 01.01.2017 to 30.09.2017 shall be payable in three installment in the ratio of 30, 30 and 40. The first, second and third installments shall be payable on or after 01.04.2018, 01.07.2018 and 01.10.2018 respectively in cash. The revised pay and allowances thereon in cash shall be made with effect from 01.10.2017.

Fixation Formula

As per point no.11 of notification No.F.15(1)FD/Rules/2017 dated 30.10.2017 and amendment notification issued on dated 09.12.2017 of GoR the fixation of pay in the revised pay structure shall be as under;

1. The pay in the applicable Level in the Pay Matrix shall be the pay obtained by multiplying the exiting basic pay by a factor of 2.57, rounded off to the nearest rupee and the figure so arrived at will be located in that Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix.
2. If the minimum pay or the first Cell in the applicable Level is more than the amount arrived at as per sub-clause (i) above, the pay shall be fixed at minimum pay or the first Cell of that applicable Level."

Dearness Allowance

As per order No.F.6(3)FD/Rules/2017 dated 30.10.2017 and amendment notification issued on dated 09.12.2017 of GoR the revised dearness allowance rate w.e.f. 01.01.2017 shall be as under:-

Date of which payable	Rates of Dearness Allowance
From 01/01/2017	4%
From 01/07/2017	5%

The payment of Dearness Allowance as shown above shall be made after adjusting the amount of Dearness Allowance already paid from time to time under existing orders.

The term "Pay" for the purpose of calculation of Dearness Allowance shall be Basic Pay i.e. pay drawn in the Pay Matrix of the prescribed Levels and shall not include any other type (s) of pay like special pay or personal pay etc.

House Rent Allowance

As per order No.6(4)FD(Rules)/2017 dated 30.10.2017 of GoR the revised payment of house rent allowance w.e.f. 01.10.2017 to RSMML employees shall be on the following rates as per classification of cities as under:-

Places	HRA
For the employees posted at Jaipur, Jodhpur, Bikaner, Ajmer and Kota. 'Y'	16% of the Basic pay i.e. the pay drawn in the prescribed Levels in the Pay Matrix.
For the employees posted at Delhi and Kolkata offices.	As applicable to the Govt. of Rajasthan Employees posted at Delhi & Kolkata.
For Employees posted at other places i.e. 'Z' Remaining cities/Towns and other places.	8% of the Basic pay i.e. the pay drawn in the prescribed Levels in the Pay Matrix.

The rates of H.R.A will be revised to 18% and 9% for Y and Z class cities respectively when D.A crosses 25% and further revised to 20% and 10% when D.A. crosses 50%.

City Compensatory Allowance

As per order No.F.6(5)FD(Rules)/2017 dated 30.10.2017 of GoR the revised payment of city compensatory allowance w.e.f. 01.10.2017 to RSMML employees shall be on following rates as per classification of cities as under:-

Basic pay i.e. the pay drawn in the prescribed Levels in the Pay Matrix.	Amount of CCA(Rs. Per Month)		
	Jaipur (UA)	Ajmer, Bikaner, Jodhpur, and Kota	Delhi and Kolkata
Employee drawing Basic pay in the Pay Matrix upto 23100/-	620/-	320/-	820/-
Employee drawing Basic pay in the Pay Matrix above 23100/-	1000/-	620/-	1240/-

Annual Increment in the Pay Matrix

As per notification No.F.15(1)FD/Rules/2017 dated 30.10.2017 and amendment notification issued on dated 09.12.2017, the increment to the RSMML employees shall be as under;

1. The increment shall be as specified in the vertical cells of the applicable Level in the Pay Matrix.
2. Date of next increment in revised pay structure;-
 - i) There will be a uniform date of annual increment viz. 1st July of every year. Employees completing 6 months and above in any level of the Pay Matrix as on 1st July every year will be eligible for grant of annual increment. The first increment after fixation of pay under these rules as per option of the employee will be granted on completing 6 months by counting the period of service rendered in the existing Running Pay Band and in a level of the Pay Matrix in these rules.
 - ii) Every new recruit on completion of probation period successfully shall be allowed first annual increment on 1st July, which immediately follows the date of Completion of Probation Period.

Fixation of pay on promotion on or after 1st January, 2016

As per notification No.F.15(1)FD/Rules/2017 dated 30.10.2017 and amendment notification issued on dated 09.12.2017, the fixation of pay in case of promotion from one Level to another in the revised pay structure shall be in the following manner:-

1. One increment shall be given in the level from which the employee is promoted and he/she shall be placed at a Cell equal to the figure so arrived at in the level of the post to which promoted and if no such Cell is available in the Level to which promoted, he/she shall be placed at the next higher Cell in that Level.

Fixed Remuneration to trainee probationers

The rate of existing Fixed Remunerations to the existing Probationer-trainee(s) as well as new recruits shall be revised in the following pay scales as indicated in Schedule-IV appended to these rules (Rule No.16) of Order No.F.15(1)FD(Rules)2017 dated 30.10.2017 and amendment notification issued on dated 09.12.2017:-

Cat.	Existing Grade Pay	Existing Grade Pay No.	Existing Amount of Fixed Remuneration	Corresponding Level	Amount of Fixed Remuneration per Month with effect from 01/01/2017
1	2	3	4	5	6
<u>Executive</u>					
E-6	8700	22	48710	L-21	86200
E-5	8200	21	35180	L-20	62300
E-1	5400	15	22180	L-14	39300
<u>Workmen</u>					
W-8	4800	14	17230	L-12	31100
W-7	4200	12	14660	L-11	26500
W-6	2800	10A	11820	L-09	20100
W-4	2400	9A	8910	L-06	15100
W-2	1900	4	7400	L-03	12800
W-1	1750	3	7000	L-02	12600

The arrear under these rules for the period from 01.01.2017 to 30.09.2017 shall be payable in three installment in the ratio of 30, 30 and 40. The first, second and third installments shall be payable on or after 01.04.2018, 01.07.2018 and 01.10.2018 respectively in cash.

The other detail terms and conditions for probationer trainee(s) shall be as per note given in Schedule IV of GoR order No. F.15(1)FD/Rules/2017 dated 30.10.2017 and amendment notification issued on dated 09.12.2017.

Fixation of pay in the revised pay structure of a Probationer-trainee(s) completing probation training period successfully on or after 01.01.2016.

A Probationer -trainee on successful completion of probation training period will be allowed pay in the revised pay structure as per Scheduled-I Part 'B' applicable to the post which such employee is appointed at minimum of Level (first cell) in the Pay Matrix.

Assured Career Progression (ACP)

The existing ACP scheme is hereby revised as per GoR notification dated 30.10.2017 and amendment notification issued on dated 09.12.2017 in line with the 7th pay commission recommendations applicable on employee of GoR.

Recoveries

The existing rates/charges of following recoveries are hereby revised as under w.e.f. 01.10.2017 :-

1. House rent recovery towards residential accommodation (workmen)

Type of Quarter	Existing Recovery	Revised Recovery
Single Room	On line with GoR	In line with GoR directives
"A" Type	0.75% of the pay below 13000/- PM	0.75% of the basic pay below 26000/- PM
"B" Type	1.5% of the pay Rs.13000/- to Rs.19000/-PM 2% of pay for above Rs.19000/-PM	1.5% of the basic pay Rs.26000/- to Rs.38000/-PM 2% of basic pay for above Rs.38000/-PM

2. House Rent Recovery (Single Room Accommodations at Limestone Unit for executive/workman)

Type of Quarter	Existing Recovery	Revised Recovery
Single Room	350/- Per Month	700/- Per Month

3. In case of house rent recovery from executive residing in accommodation provided by Company rate of percentage shall be as per norms of GoR, applicability of such revised rate shall be as per Government order. However, till issuance of revised rate from GoR deduction shall be made on the existing rate of 2%.

4. Recovery of Transport Charges

Route	Existing Recovery	Revised Recovery
Udaipur to Jhamarkotra	Rs.240/-Per Month	Rs.480/- Per Month
Kurabad to Jhamarkotra	Rs.240/-Per Month	Rs.480/- Per Month
Kharwa Chandsa, Mamadev, Kotra, Bagdara Colony-JKT	Rs.120/-Per Month	Rs.240/- Per Month
Colony Bus	Rs.25/-Per Month	Rs.50/- Per Month
School Bus	Rs.10/-Per Month/Child	Rs.20/- Per Month
Jaisalmer - Sanu	Rs.360/-Per Month	Rs.720/- Per Month
Nagaur - Kasnua Matasukh	Rs.360/-Per Month	Rs.720/- Per Month
Barmer - Giral	Rs.360/-Per Month	Rs.720/- Per Month

5. Recovery of Meal Charges.

Place	Existing Recovery	Revised Recovery
At Canteen	Rs.12.00/- Per Thali	Rs.24/- Per Thali
At Field	Rs.8.00/- Per Thali	Rs.16/- Per Thali
Tea	Rs.1.00/- Per Tea	Rs.2.00/- Per Tea

6. Recovery of Electricity Charges.

Accommodation	Elect. Units	Existing Recovery	Revised Recovery
Single Room	Upto 45 Units Above 45 Units Flat Rate	Normal Rate Normal Rate of Rs.300.00/-PM	Normal Rate Normal Rate of Rs.600.00/-PM
"A" Type	Upto 70 Units Above 70 Units Flat Rate	Normal Rate Normal Rate of Rs.400.00/-PM	Normal Rate Normal Rate of Rs.800.00/-PM
"B" Type	Upto 90 Units Above 90 Units Flat Rate	Normal Rate Normal Rate of Rs.550.00/-PM	Normal Rate Normal Rate of Rs.1100.00/-PM
Note : Normal rate means Normal rate of respective DISCOMS			

7. Recovery of Cable Charges.

Particulars	Existing Recovery	Revised Recovery
Recovery Per Paid Channel	Rs.20.00/- Per Month	Rs.40.00/- Per Month
Cable Connection Charges (non refundable)	Rs.750.00/-	Rs.1500.00/-

Other Allowances/ Advances

The employees shall continue to draw the following allowances and avail themselves of facilities etc. as per the existing order on the basis of the pre-revised scales till further orders:-

- i) Travelling Allowance.
- ii) Medical.
- iii) House building advance.
- iv) Conveyance advance.
- v) Any other allowance except DA payable on the basis of pay.

The Managing Director, RSMML, would be the competent authority to issue necessary directives to resolve any anomalies arising out of adoption/implementation of the Revised Pay Matrix (7th pay commission's recommendation) as above as per the Govt. of Rajasthan directives issued vide notification dated 30.10.2017 & amendment notification dated 09.12.2017.

This bears approval of the competent authority.


 Bhupesh Mathur
 Executive Director (Admn.)

Copy to:-

1. PS to MD
2. F.A, C.O.
3. All SBU Heads/GGMs
4. GM(Sys)/DGM(P&A)/SM(F&A)/SM(PGI)/CO
5. Notice Board


 Executive Director (Admn.)