



OFFICE CIRCULAR NO. 01 / 2022

**Revision of Pay and Allowances of staff members in SEBI up to Grade 'F'**

It has been decided to revise the existing pay and allowances of staff members with effect from November 1, 2017 as under:

**I. Grades 'A' to 'F' and Junior Assistant**

**1. Scales of Pay:**

| Sr. No. | Grade            | Existing Scale (₹)                                                                                 | Revised Scale (₹)                                                                                    |
|---------|------------------|----------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|
| 1       | Junior Assistant | 13150-750(3)-15400-900(4)-19000-1200(6)-26200-1300(2)-28800-1480(3)-33240-1750(1)-34990 (20 years) | 20700-1200(3)-24300-1440(4)-30060-1920(6)-41580-2080(2)-45740-2370(3)-52850-2850(1)-55700 (20 years) |
| 2       | Grade 'A'        | 28150-1550(4)-34350-1750(7)-46600-EB-1750(4)-53600-2000(1)-55600 (17 years)                        | 44500-2500(4)-54500-2850(7)-74450-EB-2850(4)-85850-3300(1)-89150 (17 years)                          |
| 3       | Grade 'B'        | 35150-1750(9)-50900-EB-1750(2)-54400-2000(4)-62400 (16 years)                                      | 55200-2850(9)-80850-EB-2850(2)-86550-3300(4)-99750 (16 years)                                        |
| 4       | Grade 'C'        | 49000-1750(3)-54250-1900(2)-58050-2000(4)-66050-EB-2000(2)-70050-2150(1)-72200 (13 years)          | 77950-2850(3)-86500-3100(2)-92700-3300(4)-105900-EB-3300(2)-112500-3550(1)-116050 (13 years)         |
| 5       | Grade 'D'        | 68500-2150(2)-72800-2250(6)-86300 (9 years)                                                        | 110050-3550(2)-117150-3700(5)-135650-3900(1)-139550 (9 years)                                        |
| 6       | Grade 'E'        | 72800-2250(1)-75050-2400(2)-79850-2500(3)-87350-3000(5)-102350 (12 years)                          | 117150-3700(1)-120850-3900(2)-128650-4100(3)-140950-5000(5)-165950 (12 years)                        |
| 7       | Grade 'F'        | 101900-3000(4)-113900 (5 years)                                                                    | 165900-5000(4)-185900 (5 years)                                                                      |

**2. Special Pay:**

An amount equivalent to the last increment of the scale of pay shall be paid as 'Special Pay' to staff members in Grades 'A' to 'E' on completion of one year after reaching the maximum of the respective scale. The amount of 'Special Pay' will be as under and it shall be counted for Dearness Allowance and Superannuation Benefits and also be taken into account for fixation of pay on promotion:



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| Grade | Amount (₹) |
|-------|------------|
| A/ B  | 3,300      |
| C     | 3,550      |
| D     | 3,900      |
| E     | 5,000      |

Further, the Junior Assistant shall be granted 'Special Pay' of ₹ 1380/- p.m. on completion of 5 years of service.

3. **Stagnation Increment/s:**

- Staff members in Grade 'A' shall draw fourth stagnation increment, equivalent to the last increment in the respective scale of pay, on completion of two years of service after earning the third stagnation increment. Provided that staff members in Grade 'A' who are already in receipt of three stagnation increments on or before November 1, 2017, shall be eligible for the fourth stagnation increment on November 1, 2017, or on completion of two years after earning the third stagnation increment, whichever is later.
- Staff members in Grade 'B' and 'C' shall draw fifth stagnation increment, equivalent to the last increment in the respective scale of pay, on completion of two years of service after earning the fourth stagnation increment. Provided that staff members in Grade 'B' and 'C' who are already in receipt of fourth stagnation increments on or before November 1, 2017, shall be eligible for the fifth stagnation increment on November 1, 2017, or on completion of two years after earning the fourth stagnation increment, whichever is later.
- Drawal of upto three stagnation increments for staff members in Grade 'A' and upto four stagnation increments for Grade 'B' and 'C' will continue to be governed by the extant instructions (refer para 3 of Office circular No. 04/2016 dated June 23, 2016).
- Staff members in Junior Assistant cadre shall draw an additional stagnation increment (i.e. total 9 stagnation increments), each equivalent to the last increment in the scale of pay, for every two completed years of service after reaching the maximum of the increment scale of pay. Provided that an employee already in receipt of the eight stagnation increment shall be eligible for the ninth stagnation increment on November 1, 2017 or two years after receiving the eight stagnation increment, whichever is later.

4. **Special Functional Allowance:**

The Special Functional Allowance shall be paid to Private Secretaries attached to the Chairman's Secretariat and Office of Whole Time Members with effect from November 1, 2017 at the rates mentioned below:



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| Grade                          | Amount (₹) per month |
|--------------------------------|----------------------|
| Private Secretary in Grade 'A' | 4,000/-              |
| Private Secretary in Grade 'B' | 5,000/-              |
| Private Secretary in Grade 'C' | 6,000/-              |

Further, Private Secretaries in Grade 'C' attached to Office of Executive Directors shall also be paid the Special Functional allowance with effect from the date of designation as Private Secretaries to Executive Director.

5. **Dearness Allowance:**

Dearness Allowance shall be paid to the staff members at the following rates:

With effect from November 1, 2017, the rate of Dearness Allowance for every rise or fall of 4 points over 6352 points of the All India Working Class Consumer Price Index (Base 1960 = 100) shall be at 0.07% of pay.

A chart showing Dearness Allowance payable to all grades of staff members on revised basis from November 2017 to January 2022 is placed at **Annexure I**.

6. **Local Allowance:**

Local Allowance shall be paid @ 5% of pay (rounded off to the next higher rupee) to staff members in Grade 'A' to 'E', subject to a maximum of:

| Grade    | Maximum limit (₹) |
|----------|-------------------|
| A, B & C | ₹ 3,450/- p.m.    |
| D        | ₹ 6,750/- p.m.    |
| E        | ₹ 8,100/- p.m.    |

Local Allowance shall not be paid to Officers in Grade 'F'.

7. **City Compensatory Allowance:**

Local Allowance as paid hitherto to staff members in the category of Junior Assistant shall be renamed as City Compensatory Allowance and shall be paid @ 5% of pay (rounded off to the next higher rupee), subject to a maximum of ₹ 2,500/- per month, with effect from November 1, 2017.

8. **Family Allowance:**

Family Allowance shall be paid @ 4% of pay (rounded off to the next higher rupee) to staff members in Grade 'A' to 'E' and Junior Assistant, subject to a maximum of:

| Grade            | Maximum limit (₹) |
|------------------|-------------------|
| Junior Assistant | ₹ 2,125/- p.m.    |
| A, B & C         | ₹ 2,850/- p.m.    |
| D                | ₹ 5,400/- p.m.    |
| E                | ₹ 6,450/- p.m.    |

Family Allowance shall not be paid to Officers in Grade 'F'.



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**9. Special Compensatory Allowance:**

- (a) The quantum of Special Compensatory Allowance ('SCA') granted in terms of Office Circular No. 1 of 2006 dated February 1, 2006, shall remain unchanged and will continue to be payable to all staff members from Grade 'A' to 'F'. The rates of SCA in the revised scales of pay shall be as under:

| Pay                 | Amount of SCA (₹) |
|---------------------|-------------------|
| Upto ₹ 1,20,850/-   | ₹ 500/- p.m.      |
| Above ₹ 1,20,850/-* | ₹ 625/- p.m.      |

\*Officers in Grade 'F' will continue to be granted SCA at the rate of ₹ 1000/- p.m.

- (b) SCA shall be paid to Junior Assistant with effect from November 1, 2017 as under:-

| Pay                                 | Amount of SCA (₹) |
|-------------------------------------|-------------------|
| Upto 17 <sup>th</sup> stage of pay  | ₹ 400/- p.m.      |
| Above 17 <sup>th</sup> stage of pay | ₹ 500/- p.m.      |

**Note:** The term 'pay' for payment of Local allowance, Family Allowance, City Compensatory Allowance and SCA means only the basic pay drawn by the staff member in the applicable scale of pay and it does not include special pay, special personal pay, personal pay, stagnation increment or any amount otherwise treated as pay for any purpose at present or in future.

**10. Grade Allowance:**

- (a) Grade Allowance at the rates mentioned below shall be paid with effect from November 1, 2017.

| Grade            | % of Basic Pay<br>(rounded to the nearest rupee)       |
|------------------|--------------------------------------------------------|
| Junior Assistant | 10% of Basic pay, subject to a minimum of ₹ 3,500/-    |
| A                | 14% of Basic pay, subject to a minimum of ₹ 10,400/-   |
| B                | 14% of Basic pay, subject to a minimum of ₹ 11,500/-   |
| C                | 16.5% of Basic pay, subject to a minimum of ₹ 14,500/- |
| D                | 18% of Basic pay                                       |
| E                | 22% of Basic pay                                       |
| F                | 24% of Basic pay                                       |

- (b) The entire amount of Grade allowance shall be counted for Dearness Allowance and Superannuation Benefits, as hitherto.

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**11. Special Allowance:**

- (a) Special Allowance at the rates mentioned below shall be paid with effect from November 1, 2017 as under:

| Grade            | % of Basic Pay<br>(rounded to the nearest rupee)       |
|------------------|--------------------------------------------------------|
| Junior Assistant | 16.4% of Basic Pay                                     |
| A                | 16.4% of Basic Pay, subject to a minimum of ₹ 11,000/- |
| B                | 16.4% of Basic Pay, subject to a minimum of ₹ 13,000/- |
| C                | 19% of Basic Pay, subject to a minimum of ₹ 16,000/-   |
| D                | 20% of Basic Pay                                       |
| E                | 24% of Basic Pay                                       |
| F                | 25% of Basic Pay                                       |

- (b) Direct recruit officers in Grade 'A' who have been issued offer of appointment after June 23, 2016 shall be granted 75% of [applicable Special Allowance or minimum Special Allowance, whichever is higher] with effect from November 1, 2017. These officers shall be granted 100% of applicable Special Allowance on completion of one year after confirmation.
- (c) The entire amount of Special Allowance shall be counted for Dearness Allowance and Superannuation Benefits.

**Note:** Grade Allowance and Special Allowance shall be calculated only on the basic pay drawn by the staff member in the applicable scale of pay and it does not include special pay, special personal pay, personal pay, stagnation increment or any amount otherwise treated as pay for any purpose at present or in future.

**12. Learning Allowance:**

- (a) With effect from November 1, 2017, staff members in Grades 'A' to 'F' shall be paid Learning Allowance, as under:

| Grade    | Amount (₹) per month |
|----------|----------------------|
| A, B & C | ₹ 2,500/-            |
| D & E    | ₹ 2,600/-            |
| F        | ₹ 2,800/-            |

- (b) Learning Allowance shall be counted for Dearness Allowance but not for Superannuation Benefits.

**13. Personal Fixed Allowance (PFA):**

- (a) With effect from November 1, 2017, Personal allowance shall be renamed as 'Personal Fixed Allowance' (PFA) and the same shall be paid to the staff



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members, irrespective of the date of joining, on completion of one year after reaching the maximum of the respective scale. Personal Allowance paid hitherto shall be adjusted from PFA. The grade-wise entitlement of PFA is as under :-

| Grade            | Personal Fixed Allowance<br>(₹) |
|------------------|---------------------------------|
| Junior Assistant | ₹ 3,400                         |
| A & B            | ₹ 3,850                         |
| C                | ₹ 4,100                         |
| D                | ₹ 4,450                         |
| E & F            | ₹ 5,550                         |

- (b) PFA once drawn will continue on non-adjustable basis even on promotion from one grade to another. The quantum of PFA will stand revised to that applicable in the existing grade, on completion of one year after reaching the maximum of the incremental scale of pay in the respective grade.
- (c) Further, with effect from November 1, 2017, PFA shall be counted for Dearness Allowance and Superannuation Benefits.

**14. Special Grade Allowance:**

- (a) With effect from April 1, 2021, an allowance equivalent to 2.5% of specified salary slip components (listed below) as applicable to staff members, as of March of a year will be paid from April to March of the succeeding accounting year, i.e. amount equivalent to 2.5% of specified salary slip components (listed below) of March 2021 will be paid from April 2021 to March 2022 and so on.

| Sr. No. | Applicable salary components                                                                                                |
|---------|-----------------------------------------------------------------------------------------------------------------------------|
| 1       | Basic Pay                                                                                                                   |
| 2       | Special Pay                                                                                                                 |
| 3       | Stagnation Increment                                                                                                        |
| 4       | Special Allowance                                                                                                           |
| 5       | Grade Allowance                                                                                                             |
| 6       | Personal Fixed Allowance                                                                                                    |
| 7       | Local Allowance/<br>Family Allowance/<br>Special Compensatory Allowance<br>City Compensatory Allowance for Junior Assistant |
| 8       | Learning Allowance                                                                                                          |
| 9       | Dearness Allowance                                                                                                          |

- (b) All employees in the Board's service as on 31<sup>st</sup> March of a year will be eligible for the allowance from April to March/ upto the month they continue to be in Board's service, of the succeeding year, e.g. an employee joining the Board



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in August 2021, shall not be eligible for Special Grade Allowance for the financial year 2021-22.

- (c) Special Grade Allowance shall not be counted for Dearness Allowance and Superannuation Benefits.

**II. Messenger/ Cook**

**1. Scales of Pay:**

| Grade              | Existing Scale (₹)                                                                                          | Revised Scale (₹)                                                                                             |
|--------------------|-------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
| Messenger/<br>Cook | 10940-380(4)-12460-440(3)-<br>13780-520(3)-15340-690(2)-<br>16720-860(4)-20160-1180(3)-<br>23700 (20 years) | 17270-590(4)-19630-690(3)-<br>21700-840(3)-24220-1125(2)-<br>26470-1400(4)-32070-<br>1900(3)-37770 (20 years) |

**2. Special Pay:**

The Special Pay shall be paid to the employees in the Cook and Messenger category on completion of 5 years of service. The quantum of Special Pay shall be ₹ 810/- per month with effect from November 1, 2017.

The entire amount of Special pay shall be reckoned for Dearness allowance and Superannuation benefits.

**3. Functional Allowance:**

- (a) Special Functional Allowance as paid hitherto shall be renamed as Functional Allowance. The quantum of Functional Allowance eligible to be drawn with effect from December 1, 2021 shall be as under:-

|           |                   |
|-----------|-------------------|
| Cook      | ₹ 1,200 per month |
| Messenger | ₹ 750 per month   |

**Note:** The Functional Allowance to Messenger shall not be admissible during the period an employee is on leave other than Casual Leave. The above Functional Allowance shall be paid on pro-rata basis.

**4. Stagnation increment:**

Employees in the Cook and Messenger category shall draw nine (9) stagnation increments each equivalent to the last increment in the scale of pay, for every two completed years of service after reaching the maximum of the scale of pay. However, the ninth stagnation increment shall not be released before November 1, 2017. Provided that an employee already in receipt of eight stagnation increments shall be eligible for the ninth stagnation increment on November 1, 2017 or two years after receiving the eight stagnation increment, whichever is later.





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5. **Dearness Allowance:**

Dearness Allowance shall be paid to staff members in Cook and Messenger category at the following rates:

With effect from November 1, 2017, the rate of Dearness Allowance for every rise or fall of slab of 4 points over 6352 points in the quarterly average of All India Working Class Consumer Price Index (Base 1960 = 100) shall be at 0.07% of pay.

A chart showing Dearness Allowance payable to all grades of staff members on revised basis from November 2017 to January 2022 is placed as **Annexure I**.

6. **City Compensatory Allowance:**

Local Allowance as paid hitherto shall be renamed as City Compensatory Allowance and paid to staff members in the category of Cook and Messenger @ 5% of pay (rounded off to the next higher rupee), subject to a maximum of ₹ 2,050/- per month, with effect from November 1, 2017.

7. **Family Allowance:**

Family Allowance shall be paid to staff members in the category of Cook and Messenger @ 4% of pay (rounded off to the next higher rupee), subject to a maximum of ₹ 1,820/- per month, with effect from November 1, 2017.

8. **Special Compensatory Allowance:**

The quantum of Special Compensatory Allowance granted in terms of Office Circular No. 04/2016 dated June 23, 2016, shall remain unchanged and continue to be paid at the rate of ₹ 400/- per month, to existing recipients thereof only.

**Note:** The term 'pay' for payment of City Compensatory Allowance, Family Allowance and Special Compensatory Allowance means only the basic pay drawn by the staff member in the applicable scale of pay and it does not include special pay, special personal pay, personal pay, stagnation increment or any amount otherwise treated as pay for any purpose at present or in future.

9. **Grade Allowance:**

- (a) Grade Allowance shall be paid to Cook and Messenger category @10% of basic pay (rounded off to the nearest rupee), with minimum amount of ₹ 2,150/- per month, with effect from November 1, 2017.
- (b) The entire amount of Grade Allowance shall be counted for Dearness Allowance and Superannuation Benefits.





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**10. Special Allowance:**

- (a) The Special Allowance shall be paid to Cook and Messenger category @12% of basic pay (rounded off to the nearest rupee) without any ceiling, with effect from November 1, 2017.
- (b) The entire amount of Special Allowance shall be counted for Dearness Allowance and Superannuation Benefits.

**Note:** Grade Allowance and Special Allowance shall be calculated only on the basic pay drawn by the staff member in the applicable scale of pay and it does not include special pay, special personal pay, personal pay, stagnation increment or any amount otherwise treated as pay for any purpose at present or in future.

**11. Washing Allowance:**

Washing Allowance shall be revised to ₹ 1,130/- per month with effect from November 1, 2017.

**12. Personal Fixed Allowance (PFA):**

- (a) With effect from November 1, 2017, Cook and Messenger category shall be paid Personal Fixed Allowance at ₹ 2,250/- per month on completion of one year after reaching the maximum of the revised scale of pay.
- (b) Further, PFA shall be counted for Dearness Allowance and superannuation benefits with effect from November 1, 2017.

**13. Special Grade Allowance:**

- (a) With effect from April 1, 2021, an allowance equivalent to 2.5% of specified salary slip components (listed below), as applicable to staff members, as of March of a year shall be paid from April to March of the succeeding accounting year, i.e. amount equivalent to 2.5% of specified salary slip components (listed below) of March 2021 shall be paid from April 2021 to March 2022 and so on.

| Sr. No. | Applicable salary components                    |
|---------|-------------------------------------------------|
| 1       | Basic pay                                       |
| 2       | Special pay                                     |
| 3       | Special Allowance                               |
| 4       | Stagnation increment                            |
| 5       | Grade Allowance                                 |
| 6       | Personal Fixed Allowance                        |
| 7       | Dearness Allowance                              |
| 8       | City Compensatory Allowance / Family Allowance/ |



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| Sr. No. | Applicable salary components   |
|---------|--------------------------------|
|         | Special Compensatory allowance |
| 9       | Washing Allowance              |

(b) Special Grade Allowance shall not be counted for Dearness Allowance and superannuation benefits.

**III. Miscellaneous:**

**1. Applicability of the revised scales of pay and allowances:**

The revised scales of pay and allowances shall apply to all full-time staff members of the Board in Grades 'A' to 'F', Junior Assistant and Cook/ Messenger. The revised pay and allowances will also be admissible to staff members who were / are in service on or after November 1, 2017 and ceased to be in service thereafter.

**2. Date of Effect:**

Except to the extent it has been indicated specifically otherwise in the foregoing paragraph, the revised scales of pay and allowances shall come into effect from November 1, 2017.

**3. Fitment in the revised scales:**

Staff members who were/ are in the service of the Board on or after November 1, 2017 will be fitted in the revised pay scales as per the fitment chart placed at **Annexure II**.

**4. Additional subscription to Provident Fund:**

Staff members who were/ are making voluntary contribution to the Provident Fund ('VPF') under regulation 4 (i), (ii) and (iii) of SEBI Provident Fund Regulations will be given one time option to revise the percentage of VPF contribution in the range of 5% to 85% (in multiple of 5%). The revised percentage of VPF will be applicable on the arrears of applicable components for provident fund for the period i.e. from November 2017 till the payment of revised salary. In case intimation is not received from the staff member by the specified date, no deduction shall be made towards VPF from the arrears.

**5. Difference payable on account of encashed Ordinary Leave:**

Consequent to revision of scales of pay and allowances with effect from November 1, 2017, additional amount, if any, admissible to staff members for Ordinary Leave encashed by them on or after that date shall be paid to them.

In respect of a staff member, who died while in service during the period from November 1, 2017, the difference in leave salary in respect of ordinary leave



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standing to the staff member's credit, computed on the basis of pre-revised and revised pay, shall be paid to the nominee / legal heir of the staff member concerned.

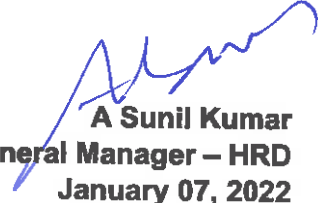
6. **Compassionate Gratuity:** Family members of the deceased staff members dying in harness while in service on or after November 1, 2017 will be paid an amount under the Scheme of Compassionate package as per the revised pay and allowances.

7. **Gratuity:**

The difference in Gratuity admissible, if any on account of revision of pay and allowances shall be paid in respect to all staff members who were in service of the Board as on November 1, 2017 and ceased to be in service thereafter.

8. **Payment of revised salaries and arrears:**

Salaries of staff members shall be drawn on the revised pay scales basis. Arrears of pay and allowance with effect from November 1, 2017 shall be worked out separately.

  
A Sunil Kumar  
Chief General Manager – HRD  
January 07, 2022

*Sent to all staff members by email*



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Annexure - I

**Rates of Dearness Allowance payable to staff members of SEBI  
from November 2017 to January 2022**

| Period                       | Revised DA rate |
|------------------------------|-----------------|
| November 2017 – January 2018 | 2.66%           |
| February 2018 – April 2018   | 3.43%           |
| May 2018 – July 2018         | 3.57%           |
| August 2018 – October 2018   | 4.41%           |
| November 2018 – January 2019 | 9.03%           |
| February 2019 – April 2019   | 9.31%           |
| May 2019 – July 2019         | 11.69%          |
| August 2019 – October 2019   | 14.21%          |
| November 2019 – January 2020 | 16.73%          |
| February 2020 – April 2020   | 19.67%          |
| May 2020 – July 2020         | 19.81%          |
| August 2020 – October 2020   | 20.79%          |
| November 2020 – January 2021 | 23.87%          |
| February 2021 – April 2021   | 26.18%          |
| May 2021 – July 2021         | 25.69%          |
| August 2021 – October 2021   | 27.79%          |
| November 2021 – January 2022 | 30.38%          |



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Annexure - II

REFIXATION CHART

(Applicable for re-fixation of pay with effect from November 1, 2017 to staff members of SEBI in the grade during the said period)

| Staff Members in Grade 'A' |              | Staff Members in Grade 'B' |              | Staff Members in Grade 'C' |              |
|----------------------------|--------------|----------------------------|--------------|----------------------------|--------------|
| Existing<br>₹              | Fitment<br>₹ | Existing<br>₹              | Fitment<br>₹ | Existing<br>₹              | Fitment<br>₹ |
| 28,150                     | 44,500       | 35,150                     | 55,200       | 49,000                     | 77,950       |
| 29,700                     | 47,000       | 36,900                     | 58,050       | 50,750                     | 80,800       |
| 31,250                     | 49,500       | 38,650                     | 60,900       | 52,500                     | 83,650       |
| 32,800                     | 52,000       | 40,400                     | 63,750       | 54,250                     | 86,500       |
| 34,350                     | 54,500       | 42,150                     | 66,600       | 56,150                     | 89,600       |
| 36,100                     | 57,350       | 43,900                     | 69,450       | 58,050                     | 92,700       |
| 37,850                     | 60,200       | 45,650                     | 72,300       | 60,050                     | 96,000       |
| 39,600                     | 63,050       | 47,400                     | 75,150       | 62,050                     | 99,300       |
| 41,350                     | 65,900       | 49,150                     | 78,000       | 64,050                     | 1,02,600     |
| 43,100                     | 68,750       | 50,900                     | 80,850       | 66,050                     | 1,05,900     |
| 44,850                     | 71,600       | 52,650                     | 83,700       | 68,050                     | 1,09,200     |
| 46,600                     | 74,450       | 54,400                     | 86,550       | 70,050                     | 1,12,500     |
| 48,350                     | 77,300       | 56,400                     | 89,850       | 72,200                     | 1,16,050     |
| 50,100                     | 80,150       | 58,400                     | 93,150       |                            |              |
| 51,850                     | 83,000       | 60,400                     | 96,450       |                            |              |
| 53,600                     | 85,850       | 62,400                     | 99,750       |                            |              |
| 55,600                     | 89,150       |                            |              |                            |              |

| Staff Members in Grade 'D' |              | Staff Members in Grade 'E' |              | Staff Members in Grade 'F' |              |
|----------------------------|--------------|----------------------------|--------------|----------------------------|--------------|
| Existing<br>₹              | Fitment<br>₹ | Existing<br>₹              | Fitment<br>₹ | Existing<br>₹              | Fitment<br>₹ |
| 68,500                     | 1,10,050     | 72,800                     | 1,17,150     | 1,01,900                   | 1,65,900     |
| 70,650                     | 1,13,600     | 75,050                     | 1,20,850     | 1,04,900                   | 1,70,900     |
| 72,800                     | 1,17,150     | 77,450                     | 1,24,750     | 1,07,900                   | 1,75,900     |
| 75,050                     | 1,20,850     | 79,850                     | 1,28,650     | 1,10,900                   | 1,80,900     |
| 77,300                     | 1,24,550     | 82,350                     | 1,32,750     | 1,13,900                   | 1,85,900     |
| 79,550                     | 1,28,250     | 84,850                     | 1,36,850     |                            |              |
| 81,800                     | 1,31,950     | 87,350                     | 1,40,950     |                            |              |
| 84,050                     | 1,35,650     | 90,350                     | 1,45,950     |                            |              |
| 86,300                     | 1,39,550     | 93,350                     | 1,50,950     |                            |              |
|                            |              | 96,350                     | 1,55,950     |                            |              |
|                            |              | 99,350                     | 1,60,950     |                            |              |
|                            |              | 1,02,350                   | 1,65,950     |                            |              |

*Am*



अनुवर्ती :  
Continuation :



भारतीय प्रतिभूति  
और विनिमय बोर्ड  
Securities and Exchange  
Board of India

| Junior Assistant |              | Cook/ Messenger |              |
|------------------|--------------|-----------------|--------------|
| Existing<br>₹    | Fitment<br>₹ | Existing<br>₹   | Fitment<br>₹ |
| 13,150           | 20,700       | 10,940          | 17,270       |
| 13,900           | 21,900       | 11,320          | 17,860       |
| 14,650           | 23,100       | 11,700          | 18,450       |
| 15,400           | 24,300       | 12,080          | 19,040       |
| 16,300           | 25,740       | 12,460          | 19,630       |
| 17,200           | 27,180       | 12,900          | 20,320       |
| 18,100           | 28,620       | 13,340          | 21,010       |
| 19,000           | 30,060       | 13,780          | 21,700       |
| 20,200           | 31,980       | 14,300          | 22,540       |
| 21,400           | 33,900       | 14,820          | 23,380       |
| 22,600           | 35,820       | 15,340          | 24,220       |
| 23,800           | 37,740       | 16,030          | 25,345       |
| 25,000           | 39,660       | 16,720          | 26,470       |
| 26,200           | 41,580       | 17,580          | 27,870       |
| 27,500           | 43,660       | 18,440          | 29,270       |
| 28,800           | 45,740       | 19,300          | 30,670       |
| 30,280           | 48,110       | 20,160          | 32,070       |
| 31,760           | 50,480       | 21,340          | 33,970       |
| 33,240           | 52,850       | 22,520          | 35,870       |
| 34,990           | 55,700       | 23,700          | 37,770       |

*ASK*