

COMPARISON OF PAY REVISION AT 5 YEARS vis.a.vis 10 YEARS WITH A REDUCED FITMENT BENEFIT FOR 5 YEARS

5 year periodicity pay revision Fitment benefit 8 % \ \ **10 year periodicity pay revision Fitment benefit 30 %**

Year	Basic+	Fitment	Revised Pay	Pay with Increment	Average D.A.	Total	Annual Income	Year	Basic+	Fitment	Revised Pay	Pay with Increment	D.A.	Total	Annual Income
Start 1	1000	8%	1080	1080	4%	1123	13476	Start 1	1000	30%	1300	1300	4%	1352	16224
2				1112	12%	1245	14940	2				1339	12%	1500	18000
3				1145	20%	1374	16488	3				1379	20%	1655	19860
4				1179	28%	1509	18108	4				1420	28%	1818	21816
5				1214	36%	1651	19812	5				1463	36%	1990	23880
End of 5 th year				1214	40%	1700									

Pay Fixation after 5 years Assumed another 8 % fitment benefit

6	1700	8%	1836	1836	4%	1909	22908	6				1507	45%	2185	26220
7				1891	12%	2118	25416	7				1552	55%	2406	28872
8				1948	20%	2338	28056	8				1599	65%	2638	31656
9				2006	28%	2568	30816	9				1647	75%	2882	34584
10				2066	36%	2810	33720	10				1696	85%	3138	37656
End of 10 th year				2066	40%	2892		End of 10 th year				1696	90%	3222	
Total Income in 10 years							223740	Total Income in 10 years							258768

5 year periodicity pay revision Fitment benefit 10 % \ \ **10 year periodicity pay revision Fitment benefit 30 %**

Year	Basic+	Fitment	Revised Pay	Pay with Increment	Average D.A.	Total	Annual Income	Year	Basic+	Fitment	Revised Pay	Pay with Increment	D.A.	Total	Annual Income
Start 1	1000	10%	1100	1100	4%	1144	13728	Start 1	1000	30%	1300	1300	4%	1352	16224
2				1133	12%	1269	15228	2				1339	12%	1500	18000
3				1167	20%	1400	16800	3				1379	20%	1655	19860
4				1202	28%	1539	18468	4				1420	28%	1818	21816
5				1238	36%	1684	20208	5				1463	36%	1990	23880
End of 5 th year				1238	40%	1733									

Pay Fixation after 5 years Assumed another 10 % fitment benefit

6	1733	10%	1906	1906	4%	1982	23784	6				1507	45%	2185	26220
7				1963	12%	2199	26388	7				1552	55%	2406	28872
8				2022	20%	2426	29112	8				1599	65%	2638	31656
9				2083	28%	2666	31992	9				1647	75%	2882	34584
10				2145	36%	2917	35004	10				1696	85%	3138	37656
End of 10 th year				2145	40%	3003		End of 10 th year				1696	90%	3222	
Total Income in 10 years							230712	Total Income in 10 years							258768

5 year periodicity pay revision Fitment benefit 15 % \ \ **10 year periodicity pay revision Fitment benefit 30 %**

Year	Basic+	Fitment	Revised Pay	Pay with Increment	Average D.A.	Total	Annual Income	Year	Basic+	Fitment	Revised Pay	Pay with Increment	D.A.	Total	Annual Income
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							Income								Income
Start 1	1000	15%	1150	1150	4%	1196	14352	Start 1	1000	30%	1300	1300	4%	1352	16224
2				1185	12%	1327	15924	2				1339	12%	1500	18000
3				1221	20%	1465	17580	3				1379	20%	1655	19860
4				1258	28%	1610	19320	4				1420	28%	1818	21816
5				1296	36%	1763	21156	5				1463	36%	1990	23880
End of 5 th year				1296	40%	1814		End of 5 th year							
Pay Fixation after 5 years Assumed another 15 % fitment benefit															
6	1814	15%	2086	2086	4%	2169	26028	6				1507	45%	2185	26220
7				2149	12%	2407	28884	7				1552	55%	2406	28872
8				2213	20%	2656	31872	8				1599	65%	2638	31656
9				2279	28%	2917	35004	9				1647	75%	2882	34584
10				2347	36%	3192	38304	10				1696	85%	3138	37656
End of 10 th year				2347	40%	3286		End of 10 th year				1696	90%	3222	
Total Income in 10 years							248424	Total Income in 10 years							258768

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5 year periodicity pay revision Fitment benefit 20 %								10 year periodicity pay revision Fitment benefit 30 %							
Year	Basic+Fitment	Revised Pay	Pay with Increment	Average D.A.	Total	Annual Income		Year	Basic+Fitment	Revised Pay	Pay with Increment	D.A.	Total	Annual Income	
Start 1	1000	20%	1200	1200	4%	1248	14976	Start 1	1000	30%	1300	1300	4%	1352	16224
2				1236	12%	1384	16608	2				1339	12%	1500	18000
3				1273	20%	1528	18336	3				1379	20%	1655	19860
4				1311	28%	1678	20136	4				1420	28%	1818	21816
5				1350	36%	1836	22032	5				1463	36%	1990	23880
End of 5 th year				1350	40%	1890		End of 5 th year							
Pay Fixation after 5 years Assumed another 20 % fitment benefit															
6	1890	20%	2268	2268	4%	2359	28308	6				1507	45%	2185	26220
7				2336	12%	2616	31392	7				1552	55%	2406	28872
8				2406	20%	2887	34644	8				1599	65%	2638	31656
9				2478	28%	3172	38064	9				1647	75%	2882	34584
10				2552	36%	3471	41652	10				1696	85%	3138	37656
End of 10 th year				2552	40%	3573		End of 10 th year				1696	90%	3222	
Total Income in 10 years							266148	Total Income in 10 years							258768

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Conclusion :

In case of reduced fitment formula for reduced periodicity in pay Where the fitment benefit offered for 10 years is 30 %

if the fitment benefit is upto 15 % for five years pay revision and again another 15 % in next pay revision it is only a loss for every body No gain

Only in case the fitment benefit is 20 % or above for first pay revision for 5 years and again assured 20 % or above for next pay revision there

Even in this case officials retiring upto eight years will be at loss with respect to total income in service upto 8 years.
For those who have service 9 to 10 years there is marginal gain.

For those who could see next pay revision after 10 years there is a good gain since pre revised pay will be more.

