

1. The periodicity of pay revision should be 5 years.
2. All the constituents of OSOA should be categorised under A+ category.
3. The pay scale should be made open ended with the minimum of scales as recommended by Justice Rao Committee for A+ category with out ceiling. For the CMD and Directors the scale should be Rs.2,00,000 and Rs. 1,50,000 excluding Car and housing.  
The proposed pay scales of the other levels are given in the following table.

Level	Scales
E0	24000- Open ended
E1	29000 - Open ended
E2	33500 - Open ended
E3	37000 - Open ended
E4	41000 - Open ended
E5	45000 - Open ended
E6	50000 - Open ended
E7	55000 - Open ended
E8	55000 - Open ended
E9	65000 - Open ended

4. In oil sector certain intermediate scales have been introduced during the 1997 pay revision. Boards should be empowered to devise corresponding scales in the revised scales.
5. Risk Pay should be kept separate at all levels. Further the Board may be empowered to enhance the same.
6. Boards of Oil PSUs should be empowered to finalise the fitment benefit, introduction of appropriate intermediate scales to fit the pre revised slabs introduced in 1997 pay revision, implementation of all special dispensations given in the past pay revision and finalization of PRP depending on their capacity to pay and market dynamics.
7. 50% ceiling on perks and allowances should be removed.
8. The present level of Increment should be maintained i.e. 4% for annual increment and 6% on promotion.
9. Full Protection should be given for all the increments, stagnation increments and stagnation relief drawn in the pre-revised scales while fixing the revised pay.
10. 78.2% DA should be merged with the basic as on 01-01-2007 giving cognizance to 50% DA merger w.e.f. 01-01-2007.
11. Existing slabs of HRA should be continued.