

LIFE INSURANCE CORPORATION OF INDIA
CENTRAL OFFICE, MUMBAI

Department: Personnel/ER

Circular No. : Per/ER-A/268/2021

‘Yogakshema’
JeevanBima Marg
Mumbai-400 021.

19th April, 2021.

TO ALL OFFICES OF THE CORPORATION:

Re: Instructions for implementation of the Life Insurance Corporation of India Class-III & Class-IV Employees (Revision Terms and Conditions of service) Amendment Rules, 2021.

Whereas the scales of pay, dearness allowance and other service conditions applicable to Class-III and Class-IV Employees of the Corporation have been revised by the

1. Life Insurance Corporation of India Class-III and Class-IV Employees (Revision of Terms and Conditions of Service) Amendment Rules, 2021 (hereinafter referred to as the 'Amended Revision Rules'),
2. Life Insurance Corporation of India Class-III Employees (Special Allowance for Passing Examinations) Amendment Rules, 2021,
3. Life Insurance Corporation of India (Special Area Allowance) Amendment Rules, 2021.

[Copies of the said Amended Rules are appended as **Appendix-I.**]

The Chairman in exercise of the powers conferred on him by sub-rule(2) of Rule 51 read with Rule 4 of the Life Insurance Corporation of India (Staff) Rules, 1960, has issued the following instructions providing for the method of fixation in the new scales of pay and other matters connected therewith or incidental thereto.

1. **SHORT TITLE:**

These instructions shall be called the Life Insurance Corporation of India Class-III and Class-IV Employees (Revision of Terms and Conditions of Service) Instructions, 2021.

2. **DEFINITIONS:**

- a) "Date of Notification" means 15.04.2021.

- b) "Existing employee" means a whole time salaried employee in the permanent establishment of the Corporation who was in the service on the date of notification.
- c) "Existing Scales" or "pre-revised scales" mean the scales which were applicable to the employees immediately before they were governed by the Amended Revision Rules.
- d) "New Scales" or "revised scales" mean the scales as revised by the Amended Revision Rules.
- e) "Option under the Revision Rules" means the option referred to in sub-rule(3), of Rule 1 of the Amended Revision Rules to be governed by the provisions of the Revision Rules from a date not earlier than the date on which the said Rules come into force.

3. **ELIGIBILITY:**

- (1) These instructions shall apply to the Class-III and Class-IV employees who were in the whole time salaried service in the permanent establishment of the Corporation as on 01.08.2017 and those who have joined the whole time salaried service in the permanent establishment of the Corporation after that date.

Provided, however, that those employees whose resignation had been accepted on or before the date of notification irrespective of whether they are relieved or not or whose services had been terminated under Rule 39 of Life Insurance Corporation of India (Staff) Rules, 1960, during the period between 01.08.2017 and 15.04.2021 (both days inclusive) shall not be eligible for the arrears on account of this revision.

- (2) For removal of doubt, it is clarified that these instructions shall **not** apply to –
 - i) temporary employees
 - ii) employees engaged on daily wages.
 - iii) badli workers.
 - iv) part-time employees.
 - v) work charged employees and

- vi) employees who have been appointed on an ad-hoc basis and to whom the provisions of the Life Insurance Corporation of India(Staff) Rules, 1960 do not apply including CBSE Apprentices, Actuarial Apprentices, etc.
- vii) employees whose services have been terminated under Rule 39 of the Life Insurance Corporation of India (Staff) Rules, 1960 on or before the date of notification.

4. METHOD OF FIXATION:

- (1) (a) **For the limited period from 01.08.2017 to the date of notification** :-Fitment in the new scales of pay set forth in the Amended Revision Rules shall be done w.e.f. 01.08.2017 with reference to the basic pay as on 01.08.2017 in the corresponding existing scale or as on the date of appointment, if later, as per the enclosed Fitment Chart (**Appendix-II**). Subsequently as and when there is a change in the pre-revised basic pay due to release of NGI, Stagnation Increment, Fitment on promotion etc., the fitment chart will have to be referred to and the revised basic pay shall be fixed corresponding to the pre-revised basic pay at every stage where change in the basic pay has occurred in the pre-revised scale.

(b) **After the date of notification** :-

There may be no need to refer to pre-revised scales. All the changes after the date of notification shall be effected in the revised scales of pay.

- (2) In the cases of those Ex-Servicemen who have been re-appointed in the service of the Corporation on or after 1st August, 2017 but before the date of notification, the pay fixed in the pre-revised scales need not be reopened. Their basic pay in the revised scales will be fixed in the same manner as is done in the case of other employees recruited by the Corporation.
- (3) The Amended Revision Rules, 2021 provide for an option to the employees to be governed by the said rules from any date not earlier than 01.08.2017 and not later than the date of publication of this notification in the official gazette. The option has to be exercised within the time limit specified by the Corporation.

Accordingly, it has been decided that the employees may be allowed to exercise the option on or before 30.04.2021. The employees who wish to exercise the option may exercise the same in pro forma prescribed in **Appendix-III**.

In case of employees who exercise the option, the fitment of their salary in the new scales shall be done from the date so opted.

The employees shall not be eligible for the arrears on account of revision upto the date so chosen.

(4) Fitment on Promotion:

Any employee promoted to any post in Class III or Class IV and fixed in the pre-revised scale of pay applicable to the post to which he was promoted on or after 01.08.2017, may re-exercise the option that was allowed to him under sub-rule (2) of Rule (52) of L.I.C. of India (Staff) Rules, 1960, as regards the date of fixation in the revised scale of pay of the post to which he was promoted. This option shall be exercised on or before 30.04.2021 in the Proforma prescribed in **Appendix III-A** and his salary so re-fixed in accordance with this option will be final.

5. ADDITION TO BASIC PAY AFTER REACHING MAXIMUM OF THE SCALE OF PAY:

The Rule 7 of the Revision Rules, 1985 provides for the additions to the basic pay after reaching maximum of the scale of pay to Class-III and Class-IV employees.

Rule 7 (b) has been amended to provide one further addition to basic pay equal to the last increment drawn by an employee in the scale of pay of Higher Grade Assistant after two years from availing the sixth such additional increment.

The release of addition to the basic pay in all cases shall be subject to the employee satisfying the existing conditions relating to the release of such additions.

6. DEARNESS ALLOWANCE:

(1) Rule 5 of the Amended Revision Rules substitutes sub-rule(1) of Rule 8 of the Life Insurance Corporation of India Class-III and Class-IV employees (Revision of Terms and Conditions of Service) Rules, 1985.

As a result of the same, the Dearness Allowance to the Class-III and Class-IV employees shall be paid or recovered at the rate of 0.08% of pay plus Special Allowance as per new Rule 13(B) for every 4 points increase or fall, as the case may be, in the quarterly average of All India Consumer Price Index above 6352 points.

(2) The 'Pay' for the purpose of calculation of dearness allowance shall include Basic Pay, addition to Basic Pay, Special Allowances payable to Head Peon, Liftmen and Watchmen, Graduation Allowance payable to Assistants and Stenographers, Special Allowance for Passing Examinations payable to Class-III employees under Life Insurance Corporation of India Class-III Employees (Special Allowance for Passing Examinations) Rules, 1988 and special allowance under Rule 13B (Rule 9 of amended rules).

(3) The number of slabs for which the dearness allowance becomes payable as per the pre-revised and revised rules has been shown in **Appendix-IV**.

(4) Additional dearness allowance, wherever drawn, will continue to be paid.

7. HOUSE RENT ALLOWANCE:

(1) The scales of HRA payable to Class-III and Class-IV employees have been revised as under:

S.No.	Place of posting	Rate of House Rent Allowance
(1)	(2)	(3)
1.	Cities of Mumbai, Kolkata, Chennai, New Delhi, Noida, Faridabad, Ghaziabad, Gurugram, Navi Mumbai, Hyderabad, Bengaluru and other cities with population of 45 lakh and above.	10% of Pay subject to the minimum of Rs. 1,720/- p.m. and the maximum of Rs. 7,840/- p.m.
2.	Cities with population exceeding 12 lakh, but less than 45 lakh and except those mentioned at (1) and any city in the State of Goa.	8% of Pay subject to the minimum of Rs. 1,475/- p.m. and the maximum of Rs. 6,620/- p.m.
3.	Other places.	7% of Pay subject to the minimum of Rs. 1,400/- p.m. and the maximum of Rs. 6,370/- p.m.

The population figures for the above purpose shall be as per the latest Census Report. Further, the cities shall also include their urban agglomerations.

(2) Pay for the purpose of House Rent Allowance shall include basic pay, additions to basic pay referred to in Rule 7, special allowance referred to in sub-rule(2) (a) of Rule 6, graduation allowance payable to Assistants and Stenographers referred in sub-rule (b)(ii) of Rule 19A, special allowance for passing examinations under Life Insurance Corporation

of India Class-III Employees (Special Allowance for Passing Examinations) Rules, 1988 and Fixed Personal Allowance as per Rule 19D.

- (3) House Rent Allowance is not payable to any employee occupying staff quarters/leased accommodation. However, in the cases of those employees who were allotted staff quarters prior to 01.04.1983 the House Rent Allowance which was being paid to them on the day immediately preceding 01.04.1983 shall be paid so long as they are in occupation of the staff quarters.
- (4) Employees who are allotted staff quarters/leased accommodation are required to pay such license fee as may be decided by the Corporation from time to time. At present it is being deducted at the rate of 0.75% of the minimum of the scale. The revised rate of deduction shall be 0.50 % of minimum of the scale with effect from 01.05.2021. Till 30.04.2021, the amount of license fee which is being deducted at present shall continue to be deducted.
- (5) Where the husband and wife are employee(s)/officer(s), whether posted at the same station or not, House Rent Allowance may be paid to both of them as hitherto, if they are not in staff quarters or leased accommodation.
- (6) If they are at the same station, they shall be allotted only one staff quarter and the license fee shall be recovered at the appropriate rate from the employee to whom the staff quarter is allotted but his/her spouse may be paid the House Rent Allowance.
- (7) If any employee has been allowed, as a matter of concession, to retain or have any staff quarter at his/her previous place of posting or elsewhere, HRA will not be admissible to him/her and the license fee payable by him/her in respect of the staff quarter which he/she has been allowed to retain or to have at any other place as a matter of concession shall be determined in accordance with such instructions as may be issued by the Corporation from time to time in this regard.

The charts showing classification of cities have been enclosed as **Appendix-V(A)** for HRA. The cities shall include their urban agglomerations.

8. CITY COMPENSATORY ALLOWANCE:

The revised Rule 10 lays down the rates of city compensatory allowance which will be payable on the basis of revised pay. The city compensatory allowance at the revised rates shall be payable w.e.f. 01.08.2017. The rates are as under:-

S.No.	Place of posting	Rate of CCA
(1)	(2)	(3)
i.	Cities of Mumbai, Kolkata, Chennai, New Delhi, Noida, Faridabad, Ghaziabad, Gurugram, Navi Mumbai, Hyderabad, Bengaluru and other cities with population Of 45 lakh and above.	3% of Pay subject to the minimum of Rs.510/- p.m. and the maximum of Rs.1,555/-p.m.
ii.	Cities with population exceeding 12 lakh, but less than 45 lakh and except mentioned at (1) and any city in the State of Goa.	2.5% of Pay subject to the minimum of Rs.420/- p.m. and the maximum of Rs.1,460/-p.m.
iii.	Cities with population of five lakh and above but not exceeding twelve lakh, State Capitals with population not exceeding twelve lakh, Chandigarh, Mohali, Puducherry, Port Blair and Panchkula.	2% of Pay subject to the minimum of Rs. 310/- p.m. and the maximum of Rs.1,255/-p.m.

The population figures for the above purpose shall be as per the latest Census Report. Further, the cities shall also include their urban agglomerations.

Pay for the purpose of City Compensatory Allowance shall be the basic pay plus addition to basic pay referred to in Rule 7 and Special Allowance payable to Head Peons, Liftmen and Watchmen.

The charts showing classification of cities have been enclosed as **Appendix-V(B)** for CCA.

9. SPECIAL ALLOWANCE, FUNCTIONAL ALLOWANCE AND HILL ALLOWANCE:

(1) Special Allowance:

With effect from 01.08.2017 the rates of Special Allowances in terms of Rule 4 (2) and 6 (2) (a) payable to Class-III and Class-IV employees, respectively, under the Revision Rules have been revised as under:

- A) Higher Grade Assistants appointed as Internal Audit/Inspection Assistants
- a) For the first five years - Rs.1,525/- per month
 - b) For the next five years - Rs.1,740/- per month

- c) For the subsequent years - Rs.1,880/- per month
- B) Assistants appointed as receiving and paying Cashiers -Rs.3,530/- per month.
- C) Head Peons, Liftmen and Watchmen - Rs.1,620/- per month.

The Special Allowance payable to Head Peons, Liftmen and Watchmen shall count for all the purposes.

(2) Functional Allowance:

Functional Allowance in terms of Rule 4(3) and Rule 6(2)(b) of the Revision Rules, 1985 in respect of the following stand revised as under:

Class-III Employees:

Banda, Duplicating and Xerox Machine Operators in the scale of Pay of Record Clerks: - Rs.215/- per month

Microprocessor Operators in the scale of Pay of Assistants - Rs.405/- per month

Programmers in the scale of pay of Higher Grade Assistants - Rs. 1,270/- per month

Provided that functional allowance of Rs. 1,270/- p.m. shall not be payable to those programmers in the scale of pay of Higher Grade Assistants who belong to ITSG as per Rule 9(3) of LIC of India Information Technology Specialist Group (Selection, terms & conditions of service & payment of allowance) Rules, 2007.

Class-IV Employees:

Franking Machine Operators in the scale of Sepoy shall be paid a Functional Allowance of Rs.170/- per month.

These revised rates of Functional Allowance shall come into force from 01.08.2017.

The allowances under Clause 9(1)(A), 9(1)(B) and 9(2) shall not count for the purpose of calculation of Dearness Allowance, Provident fund, Gratuity, House Rent Allowance, Pension, encashment of privilege leave and fixation of salary on promotion.

(3) Hill Allowance:

Rule 11 of the Revision Rules, as amended, lays down the revised rates of hill allowance with effect from 01.08.2017, which are as under:

S.No.	Places	Rates
(1)	(2)	(3)
1.	Posted at a place situated at a height of 1,500 metres or more above the mean sea level	At the rate of 2.5% of Basic Pay subject to maximum of Rs. 1,000/- per month
2.	Posted at a place situated at a height of 1,000 metres or more but less than 1,500 metres above the mean sea level, or at Mercara, or at a place which is specifically declared as a —hill station by the Central Government or the State Government concerned for their employees	At the rate of 2% of Basic Pay subject to maximum of Rs. 790/- per month
3.	Posted at a place situated at a height of not less than 750 metres or more above the mean sea level and which is surrounded by and accessible only through hills having a height of 1,000 metres or more above the mean sea level	At the rate of 2% of Basic Pay subject to maximum of Rs. 790/- per month.

Pay for the purpose of grant of Hill Allowance shall include basic pay and additions to the basic pay referred to in Rule 7 of the Revision Rules, 1985 and the Special Allowance payable to the Head Peons, Liftmen and Watchmen.

10. SPECIAL ALLOWANCE :

A new rule 13B 'Special Allowance' has been inserted in Amended Revision Rules. The allowance under this rule shall be reckoned for the purpose of calculation of dearness allowance but shall not be reckoned for the purposes of Provident Fund, gratuity, House Rent Allowance, pension, encashment of privilege leave and fixation of pay on promotion. The amount of Special Allowance to all Class III and Class IV shall be paid as per the table placed below:-

Table

SI No.	Class III/ Class IV employees	Allowance per month (Rs.)
1.	Higher Grade Assistant	3,000
2.	Stenographer	2,500
3.	Assistant	2,000
4.	Record Clerk	1,800
5.	Driver	1,800
6.	Peon	1,600
7.	Sweeper	1,500

11. PROVIDENT FUND:

Rule 18 of the Revision Rules lays down the rate of provident fund which shall continue to remain at 10% of pay. Pay for the purpose of provident fund shall include basic pay, additions to basic pay referred to in Rule 7, special allowance referred to in sub-rule (2) (a) of Rule 6, graduation allowance payable to Assistants and Stenographers, special allowance for passing examinations paid under Life Insurance Corporation of India Class III Employees (Payment of Special Allowance for passing Examination) Rules, 1988 and fixed personal allowance.

Provided however that special allowances referred to in sub-rule (2) of Rule 4 of Revision Rules, shall not count for the purpose of calculation of Provident Fund.

For employees who are not governed by the Life Insurance Corporation of India (Employees) Pension Rules, 1995, the difference in the employer's contribution to provident fund has to be remitted to the provident fund authorities.

For employees who are governed by the Life Insurance Corporation of India (Employees) Pension Rules, 1995, the employer's contribution is to be credited to the Life Insurance Corporation of India (Employees) Pension Fund.

As far as additional provident fund is concerned, an employee may be allowed to make or discontinue any additional contribution or vary the rate thereof, subject, however, to the rules of the provident fund or to adjust towards the dues of his regular contribution as a result of revision of scales, any additional contribution made by him from the first day of August, 2017, or from a later date if he is governed by the new scales of pay from a date later than the first

day of August, 2017, provided that no part of any contribution already made shall become refundable as a result thereof.

Provided that these rules shall not be applicable to the employees joining the service of the Corporation on or after 01.04.2010 and they shall be governed by the provisions of Defined Contribution Pension Scheme and the rate of contribution remain 10% of Basic Pay plus DA as instructed vide Circular Letter ref: CO/ER/Pen/10-11/L002 dated 08/03/2011.

12. GRATUITY:

There is no change in the rules regarding Gratuity. However, the employees who have retired or expired on or after 1.8.2017 shall be eligible for the difference on account of gratuity on the basis of revised salary. It may please be noted that since the amended revision rules are not applicable to the employees who have resigned or whose services have been terminated under Rule 39 of LIC of India (Staff) Rules, 1960, between the period from 01.08.2017 to the date of notification, they shall not be eligible for arrears on account of gratuity.

Provided further that special allowance referred to in sub rule (2) of Rule 4 and Rule 13B of Revision Rules shall not count for the purpose of calculation of Gratuity.

13. GRADUATION INCREMENTS AND GRADUATION ALLOWANCE:

Graduation Increments:

At present an employee in the scale of pay of Assistant and Stenographer, who is a graduate of the recognised university is eligible for two graduation increments in the scale of pay applicable to him. If such employee is a graduate at the time of appointment, he is eligible for the said increments from the date of his appointment. If he becomes graduate after appointment, he is eligible for the said increments on first day of the month following the month in which the result of the examination is declared. There is no change in above instructions.

Graduation Allowance:

The revised rates of Graduation Allowance shall be as under:

RECORD CLERKS - Rs.755/- per month.

The Graduation Allowance shall be released from the first day of the month following the month in which result of the examination is declared. Where a graduate Sub-staff is promoted as Record Clerk, he shall draw the Graduation Allowance from the date of fixation of his salary in the scale of Record Clerk. The Graduation Allowance payable to the Record Clerks shall not count for any purpose.

It may be noted that Record Clerks who become Graduates after 31st July, 2007 shall also be eligible for Graduation Allowance.

EMPLOYEES IN THE SCALE OF PAY OF ASSISTANT AND STENOGRAPHER

- (1) An employee who has become a graduate of a recognized- Rs.1,625/- per month University after reaching maximum of the scale of pay

The Graduation Allowance shall be released from the first day of the month following the month in which result of the examination is declared.

- (2) An employee who has received Graduation Increment and reaches maximum of the scale of pay shall be granted Graduation Allowance as under:

- a) From the first day of the month following completion - Rs.830/- per month of one year of service commencing from the date of reaching such maximum.
- b) From the first day of the month following completion - Rs.1,625/- per month of two years of service commencing from the date of reaching such maximum

The Graduation Allowance payable to the employees in the scale of Assistants and Stenographers shall count for the purpose of Dearness Allowance, HRA, Provident Fund, Pension, Gratuity, Encashment of Privilege Leave and Fixation of salary on promotion.

Provided however that all those employees in the scale of Assistant and Stenographer who become Graduates after 31st July, 2007 shall not be eligible for Graduation Allowance.

14. ENCASHMENT OF UNAVAILED PRIVILEGE LEAVE:

It may please be noted that since the Amended Revision Rules are not applicable to the employees whose resignations had been accepted or whose services had been terminated under

Rule 39 of LIC of India (Staff) Rules, 1960, between the period from 01.08.2017 to the date of notification, they shall not be eligible for the arrears on account of leave encashment.

Provided further that special allowance referred to in sub rule (2) of Rule 4 & Rule 13(B) of Revision Rules shall not count for the purpose of calculation of encashment of Privilege Leave.

15. FIXED PERSONAL ALLOWANCE:

The revised rates of Fixed Personal Allowance payable under Rule 19D of Amended Revision Rules are shown in **Appendix-V**. Other conditions in this regard remain unchanged. These revised rates shall be effective from 01.08.2017. It may please be noted that a Class III or Class IV employee who has joined the services of the Corporation after 22.06.2000 shall not be eligible for additional increment for computerization and Fixed Personal Allowance.

16. PARADEEP PORT ALLOWANCE:

Every Class-III and Class-IV employee posted at office(s) in Paradeep shall be paid "Paradeep Port Allowance" at the increased rate of Rs.265/- p.m. with effect from 01.05.2021, which shall not rank for any purposes as per Rule 19F. The said allowance shall be paid as long as the employee is posted in Paradeep and shall be discontinued on his transfer to another place.

17. TRANSPORT ALLOWANCE:

Transport Allowance will be payable to every Class III and IV employee at the rate of Rs.680/- per month with effect from 01.08.2017.

18. SPECIAL ALLOWANCE FOR PASSING EXAMINATIONS:

The Life Insurance Corporation of India Class-III Employees (Special Allowance for Passing Examinations) Amendment Rules, 2021, has amended the LIC of India Class-III Employees (Special Allowance for Passing Examination) Rules, 1988 to provide for grant of special allowance at increased rates. The increased Special Allowances shall be paid w.e.f. 01.08.2017. Other terms and conditions for the release of Special Allowance shall remain unchanged.

19. SPECIAL AREA ALLOWANCE:

The Central Govt. has vide a separate notification dated 15.04.2021, amended the Life Insurance Corporation of India (Special Area Allowance) Rules, 1988 revising the rates of Special Area Allowance. The amendment has come into force w.e.f. 1.8.2017. The conditions regarding release of the said allowance shall remain unchanged and the rate of the allowance shall be as per **Annexure VI**.

20. OVERTIME:

As per the provision of sub-rule (4) of Rule 1 of the Amended Revision Rules, 2021, no arrears on account of over time payment shall be made for the period from 01.08.2017 to the date of notification. Therefore, cases of over-time payments should not be re-opened.

21. WASHING ALLOWANCE:

The Washing Allowance payable to Class-IV employees has been increased from Rs.250/- to Rs.355/- per month with effect from 01.08.2017. Where any employee remains absent and/or avails of leave or does not attend office for whole of the calendar month, no Washing Allowance shall be paid in respect of that month. The payment of Washing Allowance shall be subject to the employee wearing clean/washed uniform.

22. EMPLOYEES PROMOTED TO CLASS-I AFTER 01.08.2017:

Class-III employees who are promoted and fixed in the scale of pay of Class-I after 01.08.2017 may be paid the arrears upto the date of fixation in Class-I scale.

23. PAYMENT IN LIEU OF BONUS:

There is no change in the rule relating to payment in lieu of bonus. Payment in lieu of bonus for 2017-18(from 01.08.2017 to 31.03.2018) has to be recalculated on the basis of revised salary.

Where, as a result of revision, the salary has increased and, therefore, the employee is eligible to receive the higher payment in lieu of bonus for the above period, the difference may be paid as per rules and where the employee's salary exceeds Rs.21,000/- per month and as a result of

the same the ex-gratia in lieu of bonus needs to be recovered, the same may be recovered from the arrears payable. For the payment of difference / recovery of payment in lieu of Bonus the Circulars issued in the relevant year may be referred to.

25. SUBSISTENCE ALLOWANCE:

There is no change in the rules governing Subsistence Allowance. However, in view of the revision in the scales of pay and allowances the Subsistence Allowance paid on or after 01.08.2017 may be reviewed and difference, if any, paid.

26. EMPLOYEES WHO HAVE DIED, RETIRED AFTER 01.08.2017:

Employees who have died or retired (retirement includes Voluntary Retirement under Rules 19(2A) of (Staff) Rules, 1960, Rule 31 of LIC of India (Employees) Pension Rules, 1995 and Compulsory Retirement under Rule 19(3) of (Staff) Rules, 1960) after 01.08.2017 may be paid the arrears due on account of revision upto the date of cessation of their service.

27. TEMPORARY, BADLI, ETC. EMPLOYEES:

The revision does not apply to temporary, badli, etc. employees. However, where salary paid to temporary, badli, etc. employees is equal to the salary at the minimum of the scale of the post in which such appointment is made, the difference may be paid on a request from such temporary/badli employee.

For removal of doubts, it is clarified that while determining the wages to be paid to the temporary employees the graduation increments, transport allowance and special allowance under Rule 13B shall not be taken into account.

28. EMPLOYEES RECRUITED AS DEVELOPMENT OFFICERS:

Class-III employees appointed as Development Officers in Class-II after 01.08.2017 shall be paid arrears upto the date of appointment in Class-II.

29. STRIKES, WALK-OUTS, ETC.:

Suitable recovery on account of strikes, walk-outs, etc. shall be made while paying the arrears.

30. **MEDICLAIM, GROUP TERM INSURANCE SCHEME (GTIS), 1997, GROUP SAVINGS LINKED INSURANCE SCHEME (GSLI) AND NEW GI POLICY IN LIEU OF GSLI:**

As a consequence of the revision of pay scales, the categories of Mediciclaim Benefit, Group Term Insurance Scheme (GTIS), Group Savings Linked Insurance Scheme (GSLI) and New GI Policy in lieu of GSLI have been revised as under:

a) Group Mediciclaim:

<u>Category</u>	<u>Pre-revised pay</u>	<u>Revised Pay</u>
I	Rs.58,690/- and above	Rs.96,140/- and above
II	Rs.42,196/- to Rs.58,689/-	Rs.69,046/- to Rs.96,139/-
III	upto Rs.42,195/-	upto Rs.69,045/-

Effective Date of revised categories: 01.04.2022.

b) Group Term Insurance Scheme(GTIS):

<u>Category</u>	<u>Pre-revised pay</u>	<u>Revised Pay</u>
I	Rs.97,150/- and above	Rs.1,59,340/- and above
II	Rs.67,415/- to Rs.97,149/-	Rs.1,10,465/- to Rs.1,59,339/-
III	Rs.47,285/- to Rs.67,414/-	Rs.77,385/- to Rs.1,10,464/-
IV	Rs.24,385 to Rs.47,284/-	Rs.39,735/- to Rs.77,384/-
V	Rs.13,435/- to Rs. 24,384/-	Rs.21,825/- to Rs.39,734/-
VI	Below Rs.13,435/-	Below Rs.21,825/-

Effective Date of revised categories: 01.09.2021.

c) Group Savings Linked Insurance (GSLI):

<u>Category</u>	<u>Pre-revised pay</u>	<u>Revised Pay</u>
I	Rs.97,150/- and above	Rs.1,59,340/- and above
II	Rs.67,415/- to Rs.97,149/-	Rs.1,10,465/- to Rs.1,59,339/-
III	Rs.47,285/- to Rs.67,414/-	Rs.77,385/- to Rs.1,10,464/-
IV	Rs.24,385 to Rs.47,284/-	Rs.39,735/- to Rs.77,384/-
V	Rs.13,435/- to Rs. 24,384/-	Rs.21,825/- to Rs.39,734/-
VI	Below Rs.13,435/-	Below Rs.21,825/-

Effective Date of revised categories: 01.11.2021.

d) New Group Insurance Policy in lieu of GSLI Policy:

<u>Category</u>	<u>Pre-revised pay</u>	<u>Revised Pay</u>
I	Rs.97,150/- and above	Rs.1,59,340/- and above
II	Rs.67,415/- to Rs.97,149/-	Rs.1,10,465/- to Rs.1,59,339/-
III	Rs.47,285/- to Rs.67,414/-	Rs.77,385/- to Rs.1,10,464/-
IV	Rs.24,385 to Rs.47,284/-	Rs.39,735/- to Rs.77,384/-
V	Rs.13,435/- to Rs. 24,384/-	Rs.21,825/- to Rs.39,734/-
VI	Below Rs.13,435/-	Below Rs.21,825/-

Effective Date of revised categories: 01.04.2022.

'Pay' for the purpose of determining the above categories shall include -

- i) Basic Pay
- ii) Addition to the Basic Pay
- iii) Fixed Personal Allowance

iv) All other allowances which rank for the purpose of Provident Fund contribution.

31. CLASS OF TRAVEL ON TOUR:

At present the employees whose basic pay is more than Rs.22,875/- are eligible to travel by II Class A.C. As a consequence of the revision of pay scales, the employees whose basic pay in the revised scale is more than Rs.37,245/- shall be eligible to travel by II Class A.C. Pay for the purpose shall include basic pay, addition to the basic pay and fixed personal allowance. Effective date of revised criteria shall be 01.05.2021.

32. OFFICIATING ALLOWANCE:

The Officiating Allowance may be revised on the basis of revised pay and allowances and arrears due, if any, may be paid.

33. CASH MEDICAL BENEFIT:

At present the Class-III and Class-IV employees are paid Cash Medical Benefit at rate of Rs6,650/- p.a. All the Class III and Class IV employees shall be paid Cash Medical Benefit at rate of Rs9,800/- p.a. w.e.f. 01.08.2017.

The Cash Medical Benefit will be paid along with January salary every year.

For the year 2017 the proportionate cash medical benefit for 5 months only may be paid.

34. PROJECT ALLOWANCE:

At present, the employees in Class-III cadre attached to the Engineering Department, if posted at project sites, are eligible for the payment of Project Allowance of Rs.285/- per month, which does not count for any purpose. The said Project Allowance has been increased to Rs.405/- p.m. w.e.f. 01.08.2017. There shall be no change in the existing eligibility conditions.

35. PENSION:

With regard to the Dearness Relief, Family Pension and Minimum Pension provided by the Life Insurance Corporation of India (Employees) Pension Rules, 1995, instructions shall be issued separately.

36. RECOVERY OF DUES FROM ARREARS PAYMENTS EMANATING FROM IMPOSITION OF PENALTY:

The penalty dealing with recovery of loss specified under Rule 39 (1) (c) of L.I.C. of India (Staff) Rules, 1960 read as under:

“recovery from pay or such other amount as may be due to him of the whole or part of any pecuniary loss caused to the Corporation by negligence or breach of orders.”

The aforesaid Rule is self-explanatory which clearly implies that recoveries can also be made from the arrears payable to the concerned employees.

37. INSTRUCTIONS FOR PAYMENT OF ARREARS:

The revision of various items come into force as prescribed in the Life Insurance Corporation of India Class-III and Class-IV Employees (Revision of Terms and Conditions of Service) Amendment Rules, 2021. It has now, therefore, become necessary to make payment of arrears on account of the revision in the scales of pay and other benefits from the relevant due dates. While calculating the House Rent Allowance, City Compensatory Allowance, Special Allowances including Special Allowance for Passing Examinations and Graduation Allowance and Special Allowance under Rule 13B, care has to be taken to ensure that the instructions contained herein are strictly followed. Broadly, payment of arrears/recoveries would arise in respect of the following:-

- I. Arrears arising out of fixation in the revised scale of pay and allowances;
- II. Change in the basic pay and allowances because of grant of Normal Grade Increment/Stagnation Increment/Promotion to the higher cadre;
- III. Subsistence Allowance;
- IV. Difference in Encashment of Privilege Leave;
- V. Fixed Personal Allowance/Difference in Fixed Personal Allowance;

- VI. Gratuity;
- VII. Project Allowance;
- VIII. Revision of Special Allowance for Passing Examinations.
- IX. Cash Medical Benefit
- X. Functional Allowances and Special Allowances.
- XI. Revision of Hill Allowance.
- XII. Recovery on account of EOL, strike, walk-out, etc.;
- XIII. Employees on sick leave on half-pay;
- XIV. Payment/recovery in ex-gratia payment in lieu of bonus;
- XV. Special Allowance under Rule 13B.
- XVI. Revision of Special Area Allowance;

Calculation and Payment of arrears should be made through eFEAP Module only, wherever it is operative.

38. INCOME-TAX DEDUCTION:

In respect of Income-tax to be deducted from the arrears, the instructions issued by the Finance & Accounts Department from time to time in this regard may be followed.

39. INFORMATION TO BE FURNISHED TO THE CENTRAL OFFICE:

After payment of arrears, the Divisional Office should furnish the information in respect of total amount paid by the offices under their control under various components which form part of arrears of salary (like Basic Pay, DA, HRA, CCA, Transport Allowance, Cash Medical Benefit, Other Allowances, etc.) to the controlling Zonal Office. Information only in respect of consolidated amounts paid by way of arrears under each head should be furnished and not the amount paid to the individual employees. The Zonal Offices shall, in turn, furnish the consolidated information in respect of the zone as a whole to the Personnel/ER Department, Central Office. All other offices not covered by the above shall directly furnish the information to the Personnel/ER Department, Central Office.

40. DATE OF PAYMENT:

The arrears may be paid as early as possible.

41. INTERPRETATION:

Where any doubt or difficulty arises as to the interpretation of these instructions it shall be referred to the Chairman for his decision.

Rajesh

Executive Director (Personnel)

Amr

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Appendix-II
FITMENT CHART

STAGES	SWEEPER		PEON		DRIVER		REC. CLERK		ASSISTANT		STENO		H.G.A.	
	EXT.	REV.	EXT.	REV.	EXT.	REV.	EXT.	REV.	EXT.	REV.	EXT.	REV.	EXT.	REV.
1	11060	17950	11660	18930	13380	21740	13380	21740	14435	23465	18135	29530	21655	35310
2	11535	18725	12135	19705	13980	22720	13855	22515	15275	24840	19165	31220	23100	37680
3	12010	19500	12610	20480	14580	23700	14330	23290	16190	26340	20195	32910	24545	40050
4	12485	20275	13085	21255	15180	24680	14805	24065	17105	27840	21225	34600	25990	42420
5	12960	21050	13560	22030	15780	25660	15280	24840	18135	29530	22255	36290	27600	45065
6	13435	21825	14035	22805	16380	26640	16025	26060	19165	31220	23450	38250	29210	47710
7	13940	22650	14540	23630	16980	27620	16770	27280	20195	32910	24645	40210	30820	50355
8	14445	23475	15045	24455	17600	28635	17515	28500	21225	34600	26100	42600	32430	53000
9	14950	24300	15550	25280	18345	29855	18355	29875	22255	36290	27555	44990	34040	55645
10	15455	25125	16055	26105	19090	31075	19195	31250	23450	38250	29010	47380	35650	58290
11	15960	25950	16560	26930	19835	32295	20045	32640	24645	40210	30520	49860	37260	60935
12	16465	26775	17065	27755	20580	33515	20895	34030	26100	42600	32030	52340	38870	63580
13	16970	27600	17570	28580	21325	34735	21745	35420	27555	44990	33640	54985	40480	66225
14	17475	28425	18075	29405	22070	35955	22595	36810	29010	47380	35250	57630	42090	68870
15	18075	29405	18675	30385	22815	37175	23445	38200	30520	49860	36860	60275	43700	71515
16	18675	30385	19295	31400	23560	38395	24295	39590	32030	52340	38470	62920	45310	74160
17	19275	31365	19915	32415	24305	39615	25210	41090	33640	54985	40080	65565	46920	76805
18	19875	32345	20660	33635	25050	40835	26125	42590	35250	57630	41690	68210	48530	79450
19	20475	33325	21405	34855	25795	42055	27040	44090	36860	60275	43300	70855	50140	82095
20	21075	34305	22150	36075	26540	43275	27955	45590	38470	62920	44910	73500	51750*	84740*
21	21675*	35285*	22895*	37295*	27285*	44495*	28870	47090	40080	65565	46520*	76145*	53360*	87385*
22	22275*	36265*	23640*	38515*	28030*	45715*	29785	48590	41690*	68210*	48130*	78790*	54970*	90030*
23	22875*	37245*	24385*	39735*	28775*	46935*	30700*	50090*	43300*	70855*	49740*	81435*	56580*	92675*
24	23475*	38225*	25130*	40955*	29520*	48155*	31615*	51590*	44910*	73500*	51350*	84080*	58190*	95320*
25	24075*	39205*	25875*	42175*	30265*	49375*	32530*	53090*	46520*	76145*	52960*	86725*	59800*	97965*
26	24675*	40185*	26620*	43395*	31010*	50595*	33445*	54590*	48130*	78790*	54570*	89370*		100610*
27	25275*	41165*	27365*	44615*	31755*	51815*	34360*	56090*	49740*	81435*	56180*	92015*		
28							35275*	57590*	51350*	84080*				
29							36190*	59090*						

*Stagnation Increments

Appendix-III

Form of option to be exercised by the Class-III and Class-IV Employees under Rule 1 of the Life Insurance Corporation of India Class-III and Class-IV Employees (Revision of Terms and Conditions of Service) Amendment Rules, 2021

To,

Life Insurance Corporation of India,

_____ Office,

In accordance with sub-clause (3) of Clause 4 of the Life Insurance Corporation of India Class-III and Class-IV Employees (Revision of Terms and Conditions of Service) Instructions, 2021, I hereby opt to be governed by the provisions of the Life Insurance Corporation of India Class-III and Class-IV Employees (Revision of Terms and Conditions of Service) Amendment Rules, 2021 with effect from _____. I hereby understand and agree that no arrears shall be paid to me for the period from 01.8.2017 to _____ on account of Amendment Rules, 2021.

(Signature)

Date :

Full Name :

Designation :

S.R.No. :

Office :

Place :

Appendix-III-A

(Form for re-exercising of option for fixation on promotion)

**Form of option to be exercised by an officer under Clause 4(4)
of the Life Insurance Corporation of India Class-III & Class
IV Employees (Revision of Terms and Conditions of Service)
Instructions, 2021**

To,

Life Insurance Corporation of India,

_____ Office,

In accordance with sub-clause(4) of Clause 4 of the Life Insurance Corporation of India Class-III and Class-IV Employees (Revision of Terms and Conditions of Service) Instructions, 2021, I hereby request you to fix the salary in the _____ cadre from _____ (indicate the date of option).

(Signature)

Date :

Full Name :

Designation :

S.R.No. :

Office :

Place :

Appendix-IV

**NO. OF SLABS FOR WHICH DEARNESS ALLOWANCE PAYABLE AS PER THE
PRE-REVISED AND REVISED RULES**

Period	As per the pre-revised rules (Scales linked to 4708 Points)	As per the revised rules (Scales linked to 6352 Points)
August 2017 to October 2017	411	0
November 2017 to January 2018	449	38
February 2018 to April 2018	460	49
May 2018 to July 2018	462	51
August 2018 to October 2018	474	63
November 2018 to January 2019	540	129
February 2019 to April 2019	544	133
May 2019 to July 2019	578	167
August 2019 to October 2019	614	203
November 2019 to January 2020	650	239
February 2020 to April 2020	692	281
May 2020 to July 2020	694	283
August 2020 to October 2020	708	297
November 2020 to January 2021	752	341
February 2021 to April 2021	785	374

APPENDIXV

**Fixed Personal Allowance payable to
Class-III and Class-IV Employees on revision**

Category	Existing Rs.	Revised Rs.
Sweepers	600.00	980.00
Peons	745.00	1,220.00
Drivers	745.00	1,220.00
Record Clerks	915.00	1,500.00
Assistants/ Stenographers/ Higher Grade Assistants	1,610.00	2,645.00

APPENDIX- V(A)

CLASSIFICATION CITIES FOR THE PURPOSE
OF HOUSE RENT ALLOWANCE

CATEGORY-I	CATEGORY-II	CATEGORY-III
<p><u>KOLKATA</u> (including municipal areas comprising city of Calcutta (including Behala, Alipore, CossipurTollegunge) Howrah, Barrackpore (including N.Barrackpore) Garden Reach, Baranagore, South Suburban, Muncipal Area, Dum Dum (including South Dum Dum) Kamarhatti, Panibati, Kharda, Titagarh, Garulia, Bhatpara, Naihati, Bally, Uttarpara, Konnagar, Rishara, Serampore, Baidyabati, Champdani, Bhadreswar, Chandranagar, HooglyChinsuria, Budge Budge, Habra, Baruipur, Barasat and Uluberia</p> <p><u>CHENNAI</u></p> <p><u>MUMBAI</u> (including areas comprising within the limits of the Mumbai Municipal Corporation (Greater Mumbai) Dombvli, Kalyan, Thane, Bhivandi, Ulhasnagar and BasseinMunicipalities) Navi Mumbai</p> <p><u>NEW DELHI</u> Faridabad Ghaziabad Gurugram Noida</p> <p><u>HYDERABAD</u> <u>BENGALURU</u> <u>AHMEDABAD</u> Gandhinagar</p> <p><u>PUNE</u> (including Pimpri&Chinchwad)</p> <p><u>SURAT</u></p>	<p>Agra Allahabad Asansol Bhopal Coimbatore (including Sullur)</p> <p>Goa (EntireState) Indore Jabalpur Jaipur Jamshedpur Kannur Kanpur Kochi Kozhikode Lucknow Ludhiana Madurai (including Tirunagar) Mallapuram Meerut Nagpur Nasik Patna Rajkot Srinagar Thiruvananthapuram Thrissur Vadodara Varanasi Vijaywada Visakhapatnam (including Gajuvaka)</p>	<p>All other places</p>

**CLASSIFICATION CITIES FOR THE PURPOSE
OF CITY COMPENSATORY ALLOWANCE**

CATEGORY-I	CATEGORY-II	CATEGORY-III
<p><u>KOLKATA</u> (including municipal areas comprising city of Calcutta (including Behala, Alipore, CossipurTollegunge) Howrah, Barrackpore (including N.Barrackpore) Garden Reach, Baranagore, South Suburban, Muncipal Area, Dum Dum (including South Dum Dum) Kamarhatti, Panibati, Kharda, Titagarh, Garulia, Bhatpara, Naihati, Bally, Uttarpara, Konnagar, Rishara, Serampore, Baidyabati, Champdani, Bhadreswar, Chandranagar, HooglyChinsuria, Budge Budge, Habra, Baruipur, Barasat and Uluberia</p> <p><u>CHENNAI</u></p> <p><u>MUMBAI</u> (including areas comprising within the limits of the Mumbai Municipal Corporation (Greater Mumbai) Dombvli, Kalyan, Thane, Bhivandi, Ulhasnagar and BasseinMunicipalities) Navi Mumbai</p> <p><u>NEW DELHI</u> Faridabad Ghaziabad Gurugram Noida</p> <p><u>HYDERABAD</u></p> <p><u>BENGALURU</u></p> <p><u>AHMEDABAD</u> Gandhinagar</p> <p><u>PUNE</u> (including Pimpri&Chinchwad)</p> <p><u>SURAT</u></p>	<p>Agra Allahabad Asansol</p> <p>Bhopal</p> <p>Coimbatore (including Sultur)</p> <p>Goa (EntireState) Indore</p> <p>Jabalpur Jaipur Jamshedpur</p> <p>Kannur Kanpur Kochi Kozhikode</p> <p>Lucknow Ludhiana</p> <p>Madurai (including Tirunagar) Mallapuram Meerut Nagpur Nasik Patna Rajkot Srinagar Thiruvananthapuram Thrissur</p> <p>Vadodara Varanasi Vijaywada Visakhapatnam (including Gajuvaka)</p>	<p>Agartala Amravati Aizwal Aligarh Amritsar Aurangabad Ajmer Bareilly Belgaum Bhavnagar Bhubaneshwar Bikaner Bokaro Steel</p> <p>Chandigarh Cuttack Dehradun Dhanbad (including Sindri and Katras) Durg-Bhilai Durgapur Erode Firozabad Gangtok Gauhati Gorakhpur Guntur Gulbarga Gwalior Hubli-Dharwad Imphal Itanagar Jalandhar Jamnagar Jammu Jhansi Jodhpur Kohima Kolhapur Kollam Kota</p> <p>Malegaon Mangalore Mohali Moradabad Mysore Nanded-Waghala Nellore Panchkula Puducherry Port Blair Raipur Ranchi Rourkela Saharanpur Salem Sangli Shimla Shillong Sholapur Siliguri Tiruchirapalli Tiruppur Ujjain Warangal</p>

Annexure- VI

TABLE			
Name of Special Area	Rate of Special Area Allowances for Employees Drawing Basic Pay		
	UptoRs. [42430]	Above Rs. [42430]	
1	2	3	
1.	MIZORAM		
	(a) Chimplupui District of Mizoram and areas beyond 25 Kms. from Lungali Town in Lunglei District of Mizoram	4000	5200
	(b) Throughout Lunglei District excluding areas beyond 25 Kms. from Lunglei town of Mizoram	3200	4200
	(c) Throughout Aizawal District of Mizoram	2400	3000
2.	NAGALAND		
		3200	4200
3.	THE ANDAMAN AND NICOBAR ISLANDS		
	(a) South Andaman (including Port Blair)	3200	4200
	(b) North and Middle Andaman Little, Andaman, Nicobar and Narcondum Islands	4000	5200
4.	SIKKIM		
		4000	5200
5.	LAKSHADWEEP		
		4000	5200
6.	ASSAM		
		640	800
7.	MEGHALAYA		
		640	800
8.	TRIPURA		
	(a) Difficult area of Tripura as notified by State Government from time to time	3200	4200
	(b) Throughout Tripura except Difficult Areas	2400	3000
9.	MANIPUR		
		2400	3000
10.	ARUNACHAL PRADESH		
	(a) Difficult Areas of Arunachal Pradesh as notified by State Government from time to time	4000	5200
	(b) Throughout Arunachal Pradesh except Difficult Areas	3200	4200
11.	JAMMU AND KASHMIR		
	(i) Kathua District		
	(a) NiabatBani;		
	(b) Lohi;		
	(c) Malhar;		
	(d) Machodi	4000	5200

	(ii) Udhampur District (a) DuduBasantgarh (b) Lender BhamagIllaca; (c) Thakrakote; (d) Nagote.	4000	5200
	Tehsil Mahone		
	(i) For area uptoGool from Kamban side and areas uptoArnas from Keasiside	3200	4200
	(ii) For the rest of the areas	4000	5200
	(iii) Doda District		
	(a). Illaqaas of Padder in Kishtwar Tehsil (b). NiabatNowgam in Kishtwar Tehsil	4000	5200
	(iv) Leh District		
	(a). Zanskar, Noyama and Nobre (b). All other places in the district	4000	5200
	(v). Barmulla District		
	(a). Entire Gurez-Niabat, Tangdar, sub-division and KeranIllaqua	4000	5200
	(b). Matchill	3200	4200
	(vi). Poonch and Rajouri District - Areas in Poonch and Rajouri Districts excluding the towns of Poonch and Rajouri and Sunderbani and other urban areas in the two districts	2400	3000
	(vii). Areas not included in (i) to (vi) above, but which are within the distance of 8 Kms from the line of Actual Control or at places which may be declared as qualifying for Border Allowance from time to time by the State Government for their own staff	2400	3000
	HIMACHAL PRADESH		
	1. Chamba District		
12.	(a). Pangi sub-division, Bharmour Tehsil, Panchayats: Badgaun, Bajol, DeolKugti, Nayagam and Tundah villages: Ghatu of gram panchayatJagat, Kanrsi of gram panchayatChauhata	4000	5200
	(b). Bharmour Tehsil excluding panchayats and villages of (a) above.	3200	4200
	(c). Jhandrupanchayat area of Bhatiyat Tehsil, Chuah Tehsil, Dalhousie Town including Banikhet proper, Churah Tehsil, Munrpanchayat and Balazparyana.	2400	3000

	2. Kinnaur District		
	(a). Asrang, Chitkul and HangoKuno/CharangPanchayats, 15/20 area comprising of gram panchayats of ChhotaKhamba, Nathpa and Rupi, Pooh sub-division, excluding the panchayat areas specified above	4000	5200
	(b). Entire district other than areas included in (a) above.	3200	4200
	3. Kullu District		
	(a). 15/20 area of Nirman Tehsil, comprising of gram panchayats of Kharga, Kushwar and Sarga	4000	5200
	(b). Outer – Saraj (excluding village of Jakatkhana and Burrow in Nirmand Tehsil) and entire district excluding out Saraj Area and Pargana of Pandrabis but including villages of JakatKhana and Burrow of Tehsil Nirmand and MalanaPanchayat area	2400	3000
	(c). Manali-Ujhi areas, Parvati and Lagg valley and Banjar Block	640	800
	4.Lahaul and Spiti: Entire areas of LahaulSpiti District	4000	5200
	5. Shimla District		
	(a). Paraganas of Chaibis, 15/20 area of Rampur Tehsil comprising of panchayats of Koot, Labana-Sadana, Sarpara and Chadi-Branda	4000	5200
	(b). Dodra-Kwar Tehsil, gram panchayats of Darkali of Rampur Tehsil, Kashapat tehsil and Munish, GhoriChabis of ParaganaSarahan	3200	4200
	(c). Shimla Town and its suburbs (Mashobra, Dhalli, Taradevi, Kasumbpti, Jatog and Tutu)	2400	3000
	(d). Gram PanchayatsDeothi (Tacklech areas) and parganas of Naubis and Teen Koti of Paraganasarhan and Barabis of Rampur Tehsil.	2400	3000
	(e). TrahChopal Tehsil, Chopal tehsil and Ghoris, PanchGaon, Patsnau, Kasba Rampur and GhoriNog of Paragana of Rampur Tehsil	2400	3000
	6. Kangra District		
	(a). ChhotaBhngal and Bara Bhngal area of Palampur sub-division	3200	4200
	(b). Dharmashala town of Kangra District and the following offices located outside its municipal limits but included Dharmashala Town:	2400	3000

	<ul style="list-style-type: none"> - Women's ITI, Dari, - Mechanical Workshop, Ramnagar, - Child Welfare and Town and Country Planning Offices, Sakoh, - CRSF office at Lower Sakoh, - Kangra Milk supply scheme, Dugiari, - HRTC workshop, Sadher, - Zonal Malaria Office, Dari, - Forest Corporation Office, Shamnagar, - Tea Factory, Dari, - IPH sub-division, Dan, - Settlement Office, Shamnagar, - Binwa Project, Shamnagar. 		
	<p>(c). Palampur town of Kangra District including HPKVV campus of Palampur and following offices located outside its municipal limit but included in Palampur town- HP KrishiVishwavidyalaya Campus, Cattle development office/Jersi farm, Banuri, Sericulture office/Indo-German Agriculture workshop/HPPWD Division, Bundala electrical sub-division, Lohana, DPO Corporation, Bundla Electrical HPSEE division, Ghujjar.</p>	2400	3000
	<p>7. Mandi District</p>		
	<p>(a). Mahog, Sarhan, Gopalpur, Teban, PokhiNauj, Khanoj, Bagra, SainjMahudiKhajol, Manj, Pekhi and BalidharPanchayats of Kersog Tehsil, Chhuhar Valley of Jogindar Nagar Tehsil Panchayats of Gatto, Bagraa, Chhatri, Thachadhar-Garagus-Hain, Kalhani, Thama. Silibagi, Chhetdhar, Chanvar, Tachi, Johar, Kholanal, Somachan, Loth, Jarwar, Janjheli and Kalwanar of Thunag Tehsil, Panchayats in Thunag, Chhotdhar, Gariyas, Silibagi, Thana, Panchayats of Dharampur Block- Binga, Camlah, Saklana, Tanyar and Tarakholah, Panchayats of Sunder Nagar Tehsil – Bohi, batwara, Dhaniyara, Paura, Kothi, Seri and Soja, Janjheli Block, Chachoit tehsil</p>	2400	3000
	<p>8. Sirmaur District</p>		
	<p>Trans-Giri Tract, Panchayats of Bani, bakhali, (Pachhad Tehsil), Bharog- Bheniri (Paonta tehsil), Birla (Nahan tehsil), Dibbar (pachhad Tehsil), Thana Kasoga (Nahan Tehsil)</p>	2400	3000

	9. Solan District: Mangal Panchayat Area	2400	3000
	10. Remaining areas in Himachal Pradesh not included in above nine district	640	800
	UTTARAKHAND:		
13.	Areas under Chamoli, Pithoragarh, Uttarkashi, Rudraprayag and Champavat District (Including area of Lohaghat)	4000	5200
14.	WEST BENGAL: South 24 Parganas District		
	Sunderban areas (South of Dampier, Hodge's line), namely, Bhagtagush, Khali (Rampura), Kumirmari (Bagna), Jhinga Khali, Sajnakhali, Gosava, Amalamathi (Vidya), Canning, Kultali, Piyali, Nalgaraha, Raidighi, Bhanchi, PatharPratima, Bhagabatpur, Saptamukhi, Namakhana, Sikarpur, Kakdwip, Sagar, Mousini, Kalinagar, Haroa, Hingalganj, Basanti, Kuemari, Kultola, Ghushaigata (Kulti)	1000	1000