

Government of India



*Report of the
Sixth Central Pay Commission
(Annex)*



March 2008

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Unions/Federations/Associations/ Eminent persons heard by the Commission

Annex 1.1.1

Mumbai

16th January 2007

Secretary, Department of Atomic Energy, All India Railwaymen's Federation (AIRF), President, Income Tax Appellate Tribunal (ITAT), National Federation of Indian Railwaymen (NFIR) and the following Department of Atomic Energy (DAE) Unions/Associations namely, the Bhabha Atomic Research Officers Association (BARCOA), Atomic Energy Accounts Cadre Officers Association (AEACOA), Atomic Energy Retirees' Welfare Association (AERWA), National Federation of Atomic Energy Employees (NFAEE) and the Atomic Energy Workers & Staff Union.

17th January 2007

Bharatiya Railway Mazdoor Sangh, All India Railway Employee's Confederation (AIREC), Bombay Mint Staff Union, Bombay Mint Security Staff Association, All India Naval Clerks Association (Ministerial Staff), Indian Navy Civilian Officers Association, State Government, Indian Forest Service Association Maharashtra State, Indian Bureau of Mines Scientific Officers Association, Mining Diploma Engineers Association Indian Bureau of Mines (IBM), Indian Bureau of Mines (IBM) Employees Association, Civil Accounts Employees Association, Gazetted Officers Association Office of the Textile Commissioner.

18th January 2007

Indian Administrative Service (IAS) Officers' Association, Madhya Pradesh, Indian Naval Employees' Union, Income Tax Gazetted Officers Association, Indian Revenue Services (IRS) Association Mumbai, Director, All India Institute of Physical Medicine and Rehabilitation (AIIPMR), All India Central Government Canteen Employees' & Workers' Association, Income-Tax Appellate Tribunal (ITAT) Bar Association, Central Government Pensioners Association, Central Water and Power Research Station (CWPRS) Kamgar Sabha (2 groups), Central Water and Power Research Station (CWPRS) Officers' Association, 512 Sena Workshop Mazdoor Sangh, Bharatiya Samrakshan Kamgar Sangh and Marine Surveyors Association.

New Delhi

23rd January 2007

National Federation of Postal Employees, Federation of National Postal Organizations, Bharatiya Postal Employees Federation, Scientific Advisor to Raksha Mantri, Director General, Central Reserve Police Force, Director General, Border Security Force, Director General, Central Industrial Security Force, Director, Directorate of Coordination (Police Wireless), Director General, Narcotics Control Bureau, All India Tourist Officers' Association and All India Archeological Survey of India Officers Association.

24th January 2007

Class III Service Association, Survey of India, Secretary Department of Science and Technology, Defence Research and Development Organisation (DRDO) Technical Officers Association, Trained Nurses' Association of India, Delhi Nurses Union, Central Health Employees Federation, Joint Council of Health Employees' Organisations, All India General Duty Medical Officers (GDMO) Association, Indian Speech, Language and Hearing Association, Delhi Branch, Joint Action Council of Service Doctor Organization, Central Government Hospitals Radiographers Welfare Association, Association of Radiotherapy Technicians, Safdarjung Hospital, Delhi Dietetic Association, Physiotherapy Forum, Indian Physiotherapy Association, Confederation of Central Government Gazetted Officers Organization, Delhi Andaman & Nicobar Civil Services (DANICS) Officers Association and Indo-Tibetan Border Police (ITBP).

25th January 2007

Director Intelligence Bureau (IB), All India Audit and Accounts Association, Joint Action Committee of Accounts and Audit Employees and Officers Organizations, Confederation of Central Government Employees and Workers, Bharatiya Pratiraksha Mazdoor Sangh, Government Employees National Confederation, Baharatiya Currency And Coins Karmchari Mahasangh, All India Association of Pay and Accounts Officers (Civil), Grade I Officers Association, Government of Delhi, Government of National Capital Territory Employees Welfare Association, Delhi Administration Food Inspectors Welfare Association, Chief Secretary, Government of National Capital Territory of Delhi, All India land and Revenue Employees Welfare Association, Transport Department Technical Executive Officers Association, Delhi Veterinary Association, All India Forest Officers Federation and Officers of Delhi Andaman and Nicobar Police Service (DANIPS).

15th March 2007

All India Federation of Central Excise Executive Officers (Nagpur), All India Federation of Central Excise Executive Officers (Delhi), National Audit Federation, All India Accounts and Audit Officers Federation, Co-ordinating Committee of Organizations in Department of Revenue, Income Tax Employees Federation, Postal Officers' Association, Railway Track Machine Employees Association, Technical Employees Association of Railways, All India Station Masters Association, All India Civil Accounts Employees Association, Delhi Patwari Kanungo Welfare Association, Principal, Delhi College of Engineering, Federation of Educational Associations of Delhi Government, Delhi

Government Statistical Employees Association, Central Pollution Control Board Employees Welfare Union, Rashtriya Bharatiya Khani Vibhag Karmachari Sangh, Indian Bureau of Mines (IBM) Officers Association, Technical Staff Association of Forest Research Institute (FRI), Employees Association All India Institute of Physical Rehabilitation, CIT&C Workers Union, Forum For Excellence - Former Military Engineering Service (MES) Officers, Technical Officers Association (Ministry of Agriculture), Central Public Works Department (CPWD) Junior Engineers Association, Central Water Commission (Group B) Association, Deputy Director General, Military Survey.

16th March 2007

Advisor (Finance) Accounts Establishments , Department of Telecom (DoT); DoT Engineering Officers Association; All India Naval Technical Supervisory Staff Association; All India Dental Hygienist Association; All India Central Government Canteen Employees Association; Armed Forces Headquarters Canteen Employees Association; All India Canteen Store Depot Officers Association; Civilian Scientific Staff Quartermaster General's Branch; All India Ordnance Factories Para-Medical Staff Association; Delhi Dietetic Association; All India Central Government Health Scheme Ayurvedic Physicians Association; Homoeopathic Doctors Welfare Association, Delhi Administration; Karmachari Sewa Sangh, Ministry of External Affairs (MEA); Ministry of External Affairs (MEA) Indian Foreign Service `B' (IFS) CCB Association; All India Passport Employees Association; IFS (B) Stenographers Association; National Coordination Committee of Pensioners; Association for Securing Economic Justice to Contributory Provident Fund / Special Railway Provident Fund Retirees; Disabled War Veterans; National Ex-servicemen Coordination Committee; War Wounded Foundation; Technical Gazetted Officers Association, Ministry of Industry; Indian Optometric Association; All India Central Excise Inspectors' Association; Central Soil and Material Research Station Group `B' R&D Professionals' Association; All India CPWD Engineers Association.

2nd April 2007

Indian Police Service (IPS) Association, Indian Forest Service (IFS) Association, Federation of Railway Officers Association (FROA), Indian Railway Personnel Service (IRPS), Indian Defence Estate Officers Service (IDES) Association, Indian Ordnance Factories Service (IOFS) Association, Indian Defence Accounts Service (IDAS) Association, Atomic Energy Regulatory Board (AERB), Indian Defence Service of Engineers (IDSE) Association, Director General, Border Roads, Indian Revenue Service (IRS) (Custom & Central Excise) Association, Central Secretariat Official Language (OL) Service Federation.

3rd April 2007

Director, Lal Bahadur Shastri National Academy of Administration (LBSNAA), Indian Information Service (IIS) Association, Central Labour Service (CLS) Association, Indian Statistical Service (ISS) Association, Central Engineering Service (CES) Class I Direct

Recruit [DR] Central Public Works Department (CPWD) Civil, Electrical and Mechanical Engineers Association, Central Water and Power Engineering Service Group A(CWES& CPES) Association, Indian Civil and Administrative Service (IC&AS) Association, Central Secretariat Service (CSS) Forum, Central Secretariat Clerical Service (CSCS) Association, Central Secretariat Stenographers Service (CSSS) Association, Federation of Stenographers of Central Secretariat (CS) & Allied Offices, Central Secretariat Stenographers Gazetted Officers Association, Central Secretariat (CS) Principal Private Secretaries (PPS) & Senior Principal Private Secretaries (Sr. PPS) Association, Armed Forces Headquarters (AFHQ) Inter Services Organisations Section Officers' (ISOs/ SOs) Departmental Promotion (DP) Association, Direct Recruit Gazetted (DRG) Officers Association; Civilian Officers Association, Armed Forces Headquarters (AFHQ) Assistants Direct Recruit (DR) Association; Armed Forces Headquarters (AFHQ) Employees Association, Armed Forces Headquarters (AFHQ) Group D Association, Armed Forces Headquarters (AFHQ) Stenographers Association, Railway Board Secretariat Stenographers Service (RBSSS) Association.

4th April 2007

Insurance Regulatory and Development Authority (IRDA), Director, Sardar Vallabhbhai Patel (SVP) National Police Academy, Director, Indira Gandhi (IG) National Forest Academy, Director General, National Academy of Direct Taxes, Director General, Railway Staff College, Director General, National Academy of Audit & Accounts, Indian Trade Service (ITS) Association, Indian Revenue Service (IRS) (Income Tax) Association, Indian Railway Medical Service Association.

5th April 2007

Shri KS Dhillon, Director General of Police (DGP) (Retd.), Dr. Amit Mitra, Secretary General, Federation of Indian Chamber of Commerce and Industry (FICCI) and the Indian Postal Officers Service (IPoS) Association.

16th April 2007

Shri M. N. Buch, IAS (Retd.), Chairman, Telecom Regulatory Authority of India (TRAI), Joint Consultative Machinery (JCM) of the Standing Committee of the National Council - Shri M. Raghavaiah, Leader JCM, Staff Side, Umraomal Purohit, Secretary, Staff Side, and Members - Shri J. P. Chaube, Shri Rakhal Das Gupta, Shri Shanker Rao, Shri K. K. N Kutty, Shri S. K. Vyas, Shri K. S. Murthy, Shri Guman Singh, Shri R. P. Bhatnagar, Shri S. N. Pathak, Shri C. Srikumar and Shri Srinwasan.

17th April 2007

Chairman, Securities and Exchange Board of India (SEBI), Indian Audit & Accounts Service Association, Joint Consultative Machinery (JCM) of the Standing Committee of the National Council - Shri M. Raghavaiah, Leader JCM, Staff Side, Umraomal Purohit, Secretary, Staff Side, and Members - Shri J. P. Chaube, Shri Rakhal Das Gupta, Shri Shanker Rao, Shri K. K. N Kutty, Shri S. K. Vyas, Shri K. S. Murthy, Shri Guman Singh, Shri R. P. Bhatnagar, Shri S. N. Pathak, Shri C. Srikumar, and Shri Srinwasan.

18th April 2007

Indian Institutes of Management Graduates Group (IIMG), Commissioner, Delhi Police, Director, Central Bureau of Investigation (CBI), Director, Sashastra Seema Bal (SSB), Joint Consultative Machinery (JCM) of the Standing Committee of the National Council - Shri M. Raghavaiah, Leader JCM, Staff Side, Umraomal Purohit, Secretary, Staff Side, and Members - Shri J. P. Chaube, Shri Rakhal Das Gupta, Shri Shanker Rao, Shri K. K. N Kutty, Shri S. K. Vyas, Shri K. S. Murthy, Shri Guman Singh, Shri R. P. Bhatnagar, Shri C. Srikumar and Shri Srinwasan.

19th April 2007

Consultation with the Armed Forces : Chiefs of Staff Committee (COSC) - General J J Singh, Chief of Army Staff (COAS) and Chairman COSC, Admiral Sureesh Mehta, Chief of Naval Staff, Air Chief Marshal FH Major, Chief of Air Staff, Shri Shekhar Dutt, Defence Secretary, Shri V K Mishra, Secretary (Defence Finance), Shri Akhil Jain, Special Secretary, Ministry of Defence, Lt. Gen H S Lidder, Principal Personnel Officers and PARC and Pay Cell, Civilians of the three Services, Military Engineering Service (MES), DG Defence Estates, Border Roads Organisation, Director General Quality Assurance (DGQA), Director General Aeronautical Quality Assurance (DGAQA), Shri M. Natarajan, Scientific Adviser to Raksha Mantri and Secretary, Department of Defence Research and Development.

27th June 2007

Second Pay Revision Committee for Executives of Central Public Sector Enterprises, Secretary Department of Revenue, Secretary Department of Posts, Secretary Department of Women & Child Development, Secretary Department of Urban Development, Member Staff Railway Board, Director General India Meteorological Department and Chief Economic Advisor.

28th June 2007

Secretary Personnel & Training, Chief Statistician of India, Foreign Secretary, Secretary Department of Expenditure, Secretary Department of Economic Affairs and Secretary Health & Family Welfare.

29th June 2007

Cabinet Secretary, Comptroller & Auditor General of India and Chief Vigilance Commissioner.

11th July 2007

Secretary (R) Cabinet Secretariat, Surveyor General of India and Home Secretary.

26th September 2007

Presentation on behalf of Secretary General Supreme Court of India, Supreme Court Class IV Employees Welfare Association, Supreme Court Employees Welfare Association, Supreme Court Shorthand Knowing Staff Members' Welfare Association, Executive Director Railway Pay Commission Cell and Editorial Cadre of Supreme Court Reporter.

24th December 2007

Shri A. K. Antony, Raksha Mantri, Government of India

Kolkata

5th February 2007

Chairman of Ordnance Factory Board, Director General Ordnance Factories (DGOF) Civil Service Gazetted Officers Association, Calcutta Mint Accounts Offices Staff Association, Staff Association of Central Drug Laboratory, Hygiene Institute staff Association, National Atlas and Thematic Mapping organisation (NATMO) Gazetted Officers Association, Zoological Survey of India (ZSI) Employees Association, Botanical Survey Employees (C&D) Association, Botanical Survey Employees Association, National Library Employees' Association, The Association of Pensioners of National Library, National Library Staff Association, National Federation of Printing Stationary and Publication Employees, All India Defence Accounts Employees Association.

6th February 2007

Director General of Geological Survey of India, Geodesy [Geological Survey of India (GSI) Surveyors Organisation], Geological Survey of India (GSI) Employees Association, GSI Mechanical Engineers Association, National Atlas and Thematic Mapping Organisation Employees Association, Loco and Traffic Running Staff All India Railwaymens Federation (AIRF), Technicians of various departments All India Railwaymens Federation (AIRF), Accounts Electronic Data Processor (EDP) Cashiers etc. National Federation of Indian Railwaymens (NFIR), Stores Depot Printing Press Staff National Federation of Indian Railwaymens (NFIR), Health and Medical Staff National Federation of Indian Railwaymens (NFIR), Indian National Defence Workers Federation, All India Defence Employees Federation, All India Association of Non-Gazetted Officers of Ordnance Factories, Ordnance Factories Board (OFB) Employees Democratic Association, Director General Ordnance Factories (DGOF) Employees' Association, Ordnance Factories Board (OFB) Group 'D' Employees Association, Company Law Administration Employees Association.

7th February 2007

Ministerial Staff Stenographers Official Language Publicity Inspectors etc. National Federation of Indian Railwaymen (NFIR), Stationary Office Mazdoor Union, Legal School Canteen Staff Research Designs and Standards Organisation (RDSO) Etc. National Federation of Indian Railwaymens (NFIR), Signals Telecom Electrical and Mechanical Staff All India Railwaymens Federation (AIRF), Technical Supervisors etc. All India Railwaymens Federation (AIRF), Transportation (Operating) Staff All India Railwaymens Federation (AIRF), Joint Platform for Action, Commercial Intelligence & Statistical Employees Association, Commercial Intelligence Union, Indian Administrative Service (IAS) Association West Bengal, Indian Police Service (IPS) Association West Bengal, Indian Forest Service (IFS) Association West Bengal.

Port Blair

19th February 2007

Union Territories Administration, Inspector-General (IG) Police, Government Employees Federation, Andaman and Nicobar Government Employees & Workers Federation, Andaman Dock Workers Department, Rashtriya Government Employees/Workers Federation, Non-Gazetted Government Officers' Association, Central Government Employees Welfare Coordination Committee, Amalgamated Clerical Cadre Employees Association, Andaman and Nicobar Cooperative Department Executive Employees Association, Andaman and Nicobar Group D Employees Association, Tourism Employees Welfare Association, Director of Fisheries, Industries Employees Union, Gramin Vikas Karmachari Sangh, Panchayat Secretaries Association, Trained Nurses Association of India, Indian Veterinary Association, Agriculture Soil Sector Employees Association Andaman and Nicobar Cooperative Employees Welfare Association, Amalgamated Statistical Employees Association, Agriculture Graduates Association (Andaman and Nicobar Islands).

21st February 2007

Andaman and Nicobar Laboratory Assistants Association, Staff Association, Department of Light Houses & Light Ships, Andaman and Nicobar Port Management Workers Employees Association, Stevedoring Unit General Employees Association, Delhi Andaman and Nicobar Civil Service (DANICS) Officers Association - Andaman and Nicobar Islands, Port & Dock Workers Union, Port Signalers Association, Marine Workers Employees' Union, Andaman and Nicobar Marine Seamen Union, Bharatiya Mazdoor Sangh (Andaman and Nicobar Islands), Andaman and Nicobar Islands State Forest Service Association, Andaman and Nicobar Forest Employees Association, Forest Labour Union, Mill Division, Andaman and Nicobar Wild Life Workers Union, Forest Veterinary Staff Association, Regional Medical Research Centre (RMRC) Employees Union, State Transport Employees Union, Government Motor Transport Drivers' Union and Staff Car Drivers Association.

Chennai

5th March 2007

All India Customs Preventive Service Federation, All India Central Excise and Customs Gazetted Ministerial Officers' Federation, All India Central Excise and Customs and Allied Drivers Federation, The Indian Association of Physiotherapists, All India Railway Mail Service (RMS) Assistant Superintendents and Inspectors Association, Central Leprosy Teaching and Research Institute Employees Association, Confederation of All India Central Government Stenographers' Associations, All India Salt Department Employees Union, All India Director General of Quality Assurance (DGQA) Clerical Association, Draughtsmen Association Director General of Quality Assurance (DGQA), National Federation of Railwaymen Loco and Traffic Running Staff, National Federation of Indian Railwaymen (NFIR) Technicians of Various Departments, National Federation

of Indian Railwaymen (NFIR) Signal and Telecom, Electrical and Mechanical Departments Staff, National Federation of Indian Railwaymen (NFIR) Technical Supervisors, National Federation of Indian Railwaymen (NFIR) Transportation (Operating) Staff.

6th March 2007

Director, Directorate of Tobacco Development, SHAR Officers Association, SHAR Employees Association, SHAR Employees Trade Union, Bhabha Atomic Research Centre (BARC) Facilities Employees Association, Tamil Nadu Atomic Power Employees Union, Central Cattle Breeding Farm and Regional Station for Forage Production and Demonstration Employees Association, All India Federation of Pensioners' Association, Chennai, Armed Forces Veteran Officers' Association, All India Railwaymen's Federation Accounts Electronic Data Processor (EDP), Cashiers Union, All India Railwaymens Federation (AIRF) Stores and Printing Press Staff Union, All India Railwaymens Federation (AIRF) Trackman, Trolleyman, Petrolman, Gangman, Keyman Staff Union, All India Railwaymens Federation (AIRF) Production Units, Workshop and Scientific Staff Union, All India Railwaymens Federation (AIRF) Works Bridge Track Machines Staff Union, All India Postal Employees Union Group C, National Union of Postal Employees Group C, All India Postal Employees Union Postmen and Group D, National Union of Postal Employees Postmen and Group D, All India Railway Mail Service (RMS) and Railway Mail Service (MMS) Employees Unions Group C, National Union of Railway Mail Service (RMS) and Railway Mail Service (MMS) Employees Group C, All India Postal Employees Union Mailguards and Group D, National Union of Postal Employees Mailguards and Group D, All India Postal Administrative Offices Employees Union Group C and D, National Union of Postal Administrative Offices Employees Union Group C and D, All India Postal Accounts Employees Association, All India Postal Officers' Association, Tamil Nadu Circle, National Union of Postal Accounts Employees Association.

Puducherry

7th March 2007

Chief Secretary, Union Territory Administration, Confederation of Pondicherry State Government Employees Associations, Pondicherry Ministerial Staff Association, Federation of Revenue and Disaster Management Department Staff Association, Puducherry, Revenue Employees Federation Karaikal, Ministerial Employees Association Karaikal, Pondicherry Primary School Teachers Association, Teachers' Association, Puducherry, Pondicherry Agriculture Department Demonstrators Union, Pondicherry State Jail Warders Association, Pondicherry State Government Driver's and Municipalities, Commune, UT Drivers Association, JIPMER Employees Union, JIPMER Radiology Technical Staff Association, JIPMER Medical Records Staff Association, JIPMER Sanitary Inspectors Welfare Association, JIPMER Dressers' Association, Association for Biochemists Welfare (ABW) Association, Pondicherry State Government Employees' Association, The Pondicherry State Commercial Tax Officers Association,

Pondicherry University Officers Association, Pondicherry Accounts Officers Association, Federation of Puducherry Government Employees Association, Pondicherry Information and Publicity Department Association for Technical Staff, Power Engineers Association, Electricity Department, Pondicherry State Government Employees Central Federation, Lady Health Visitors Association, W L W Officer Employees Federation, Pondicherry Head Nurse Association, Senior Laboratory Technicians Association, Technical Assistants Association, Assistant Veterinarian Welfare Association, ASPOGAT, Pondicherry State Cooperative Welfare Association, Government Press Employees Union, Pondicherry Scientific Technical and Environment Association, Pondicherry Law Officers Association, Pondicherry Health Inspectors Association, Pondicherry Industries Department Technical Officers Association, Trained Graduate Teachers (TGT) Association Federation, Pondicherry State Statistical Employees Federation, Pondicherry State health Laboratory Assistant Grade II Association, Pondicherry Health Department, Health and Sanitary Assistant Association, Pondicherry Animal Husbandry Attendant Association, Pondicherry State Fisheries Technical Staff Association, Pondicherry Animal Husbandry Field Man Association, G A W Technical Staff Association, Public Works Graduates Civil Engineering Association, Public Works All Association Joint Struggle Committee, Public Work Gr. D Employees Association, IT Association.

Guwahati

19th March 2007

Indian Forest Service (IFS) Association Tripura Cadre, State Government of Assam, Indian Administrative Service (IAS) Association, Assam Cadre, Indian Police Service (IPS) Association, Assam Cadre, Indian Forest Service (IFS) Association, Assam & Meghalaya Cadre.

20th March 2007

Director, Indian Institute of Technology (IIT), Guwahati, All India Train Controllers Association (AITCA), Navi Mumbai, Assam Rifles (Civil) Employees, Shillong, NF Railway Pensioners' Association, Central Government Pensioners' Association, All India Services Pensioners Cell, Income Tax Employees Federation, Director General Assam Rifles.

Gujarat

25th April 2007

Shri Nalin Thakor, Central Government Pensioners' Association Ahmedabad, Federation of Associations of Central Government Pensioners Gujarat, Retired Indian Space Research Organisation (ISRO) Officers Association Ahmedabad, Posts & Telegraphs and Other Central Government Pensioners Association Ahmedabad, IIM Director and faculty - Prof Bakul Dholakia, Prof Prem Pangotra, Prof Sebastian Morris and Prof P.R. Shukla, Gandhinagar Central Government Employees Welfare Committee, Indian Police Service Association Gujarat Cadre, Indian Forest Service Association Gujarat Cadre, Indian Administrative Service Association Gujarat Cadre, Prof. Y.K. Alagh, State Government of Gujarat.

Bangalore

8th May 2007

Secretary, Department of Space, Space Engineers Association, Coordination of Space (Technical), Confederation of Defence Recognized Associations, Coordination Committee of Central Government Pensioners' Association, All India Railwaymen's Federation Accounts (AIRF) (Five Groups)

9th May 2007

Director, Directorate of Cashew nut & Cocoa Development, All India Coconut Development Board Staff Association, Coconut Development Board Employees Association, The Central Government Fishing Seamen's Association, Director, Central Institute of Fisheries, National Engineering & Training (CIFNET), Central Institute of Fisheries, National Engineering & Training (CIFNET) Employees Association, All India Association of Central Excise Gazetted Executive Officers, All India Customs & Central Excise Group D Officers Federation & All India Customs Group D Federation, Southern Naval Command Civilian Employees Organization, All India Naval Aviation Technical Supervisory Staff Association. Visit to ISRO Satellite Centre Bangalore.

10th May 2007

Chairman Hindustan Aeronautics Limited, National Federation of Indian Railwaymen (NFIR) (Five Groups), Indian Institute of Science.

11th May 2007

Director IIM Bangalore, State Government of Karnataka, Indian Administrative Service (IAS) Association Karnataka Cadre, Indian Police Service (IPS) Association Karnataka Cadre, Indian Forest Service (IFS) Association Karnataka Cadre and Tamil Nadu Cadre. Visit to HAL Factory, Bangalore.

Jammu & Kashmir

19th May 2007

State Government of Jammu & Kashmir at Srinagar.

20th May 2007

Chairman and Members, Kargil Autonomous Hill Development Council.

22nd May 2007

Briefing by Air Force and Army at Leh.

23rd May 2007

Shri Thupstan Chhewang, Member of Parliament, Lok Sabha, Chief Executive Councillor, Ladakh Autonomous Hill Development Council, All Ladakh Central Government Employees' Association and other Central Government Employees, and Shri Nawang Rigzin Zora Minister of Power, Jammu and Kashmir. Visit to DRDO Laboratory.

Pay & Pension structure in Public Sector Undertakings

Annex 2.1.1

Pay Scales in Petroleum and Power sector PSUs

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	Below Board level I - 23750-28550 H - 20500-26500 G - 19500-25600 F - 19000-24750 E - 18500-23900 D - 17500-22300 C - 16000-20800 B - Rs.13750-18700 A - 12000-17500 [Annual Increment (AI) 4% of BP)	Workmen VIII - 7400-14750 (AI 3% of BP) VII - 6700-13700 (AI 3% of BP) VI - 6300-13000 (AI 3% of BP) V - 5800-11800 (AI 3.5% of BP) IV - 5400-10850 (AI 3.5% of BP) III - 5000-9800 (AI 4% of BP) II - 4800-8900 (AI 4% of BP)
ONGC	Executives E9 - 23750-28550 E7/E8 - 20500-26500 E6 - 19500-25600 E5 - 18500-23900 E4 - 17500-22300 E3 - 16000-20800 E2 - 13750-18700 E1 - 12000-17500 E0 - 10750-16750 S level employees S I: 10220 S II: 11400 S III: 13070 S IV: 15200	Workmen W I: 4300 W II: 4500 W III/ A-I: 4700 W IV/ A-II: 5100 W V/ A-III: 5800 W VI/ A-IV: 6500 W VII: 10220

IBP Co. Ltd.	Officers H - 20500-26500 G - 19500-25600 F - 19000-24750 E - 18500-23900 D - 17500-22300 C - 16000-20800 B - 13750-18700\ A - 12000-17500 02 - 10750-16750 01 - 6550-11350	Workmen VI - 7400-14750 V - 6300-13200 IV - 5800-11500 III - 5400-10500 II - 5000-9400 I - 4600-8400
Bharat Petroleum Corporation Limited	Management Staff I - 23750-28550 H - 20500-26500 G - 19500-25600 F - 19000-24750 E - 18500-23900 D - 17500-22300 C - 16000-20800 B - 13750-18700 A - 12000-17500 (Annual Increment – 4% of the Basic Pay. Promotional Increment-6% of Basic Pay.)	Non Management Staff The scales are open ended and there is no maximum for any grade. Gr.XI: 6000-15000 Gr.X: 5800-14300 Gr.IX: 5600-13700 Gr.VIII: 5400-13100 Gr.VII: 5250-11600 Gr.VI: 5100-11100 Gr.V: 4950-10600 Gr.IV: 4800-10100 Gr.III: 4650-9600 Gr.II: 4500-9300 Gr.I: 4350-9000 Annual Increment – 4% of the Basic Pay. Promotional Increment-5.5% of Basic Pay.)
Oil India Limited	Executives H - 20500-26500 G - 19500-25600 F - 18500-23900 E - 17500-22300 D - 16000-20800 C/C1 - 13750-18700 B - 12000-17500 A - 10750-16750	

Engineers India Limited	Officers at levels 12 & above Level 20 - 23750-28550 Level 19 - 20500-26500 Level 18 - 19500-25600 Level 17 - 19000-24750 Level 16 - 18500-23900 Level 15 - 17500-22300 Level 14 - 16000-20800 Level 13 - 13750-18700 Level 12 - 12000-17500	Employees at levels 1-9 Level 9 - 7400-14750 Level 8 - 6700-13700 Level 7 - 6300-13000 Level 6 - 5800-11800 Level 5 - 5400-10850 Level 4 - 5000-9800 Level 3 - 4800-8900 Level 2 - 4600-8400 Level1 - 4300-7500
Bongaingon Refinery & Petro Chemicals Ltd.	Officers Gr. H - 20500-26500 Gr. G - 19500-25600 Gr. F - 19000-24750 Gr. E1 - 18500-23900 Gr.E - 17500-22300 Gr.D - 16000-20800 Gr.C - 13750-18700 Gr.B - 12000-17500 Gr.A - 8600-14600 Annual Increment 4% of Basic Pay On promotion, 6% of Basic Pay	Workmen SSG - 7600-14750 SG - 7400-14500 'e' - 7000-13700 'd' - Rs.6300-12500 'c' - 5800-11500 'b' - 5400-10500 'a' - 4600-8400 Annual increment - SSG, SG, 'e' & 'd': 4%, 'c' : 3.5%, 'b' & 'a': 3%
Chennai Petroleum	Supervisory Employees H/1 - 20500-26500 G - 19500-25600 F - 19000-24750 E - 18500-23900 D - 17500-22300 C - 16000-20800 B - 13750-18700 A1 - 2000-17500 Annual Increment 4% of BP Promotional Increment 6% of BP	Non Supervisory Employees V - 8400-15300 IV - 6900-12900 III - 5800-11100 II - 5100-9500 I - 4700-8500 IA - 4500-6800 Annual Increment IA & I - 3%, II & III - 3.5%, IV & V - 4%
Balmer Lawrie & Co. Ltd.	Executives H - 20500-26500 G - 19500-26500 F - 19000-24750 E - 18500-23900 D - 17500-22300	Non Supervisory S2 - 6400-10000 AI: Rs.180 S1 - 6000-9200 AI: Rs.160

	<p>C - 16000-20800 B - 13750-18700 A - 12000-17500 O2 - 8600-14600 Annual Increment: 4% of minimum of the basic pay of the grade.</p>	
Bienco Lawrie Ltd.	<p>Officers H - 20500-26500 G - 18500-23900 F - 17500-22300 E - 16000-20800 D - 14500-18700 C - 13000-18250 B - 10750-16750 A - 8600-14600 02 - 6550-11350 Clerical Staff Gr.I - 2559-6707 Gr.II - 2614-6850 Gr.III - 2669-6994 Gr.IV - 2724-7136 Gr.V - 2779-7283</p>	<p>Workers Gr.I - 2486-4416 Gr.II - 2498-4436 Gr.III - 2531-4497 Gr.IV - 2565-4555 Gr.V - 2668-4739</p>
Mangalore Refinery & Petro Chemicals Ltd.	<p>Executive Gr.M2 - Rs.28100 (minimum basic) Gr.M3 - Rs.24200 (minimum basic) Gr.M4 - Rs.22900 (minimum basic) Gr.M5 - Rs.21300 (minimum basic) Gr.M6 - Rs.18500 (minimum basic) Gr.M7 - Rs.16200 (minimum basic) Gr.M8 - Rs.1440028100 (minimum basic) Gr.M9 - Rs.12100 (minimum basic)</p>	<p>Workmen JM1 - Rs.10150 (Minimum basic) JM2 - Rs.8930 (Minimum basic) JM3 - Rs.7680 (Minimum basic) JM4 - Rs.6560 (Minimum basic) JM5 - Rs.5290 (Minimum basic) JM6 - Rs.4570 (Minimum basic)</p>

Rural Electrification Corporation Ltd.,	Executives Executive Director - 23750-28550 General Manager - 20500-26500 Chief and Equivalent - 19000-24750 Jt. Chief and Equiv. - 18500-23900 Dy. Chief/FE-I and Equiv.- 17500-22300 DPE/DD/ACAO/FE-II and Equiv. - 13750-18700 APE/AD/Sr.AO/FE-III and Equiv. - 11225-17250 AO/SO/PS and Equiv. - 10750-16750	Non Executives Sr. Asstt./ Acctt/Sr.PA and equiv. - 10000-16000 Asstt./ Asstt.(Acctts)/Liaison Asstt. and equiv. - 8600-14920 UDC/ Acctts Clerk/Computer Operator and equiv. - 7300-12660 LDC/SCD/Electrician/AC Mechanic/DMO (SG) - 5800-10790 Peon (SG)(Class-IV) - 5000-9590 Peon (Class-IV) - 4400-8430
NTPC	E9 - 23750-28550 E8 - 20500-26500 E7A - 19500-25600 E7 - 19000-24750 E6 - 18500-23900 E5 - 17500-22300 E4 - 16000-20800 E3 - 13750-18700 E2A - 12000-17500 E-2 - 11225-17250 E-1 - 10750-16750	SG - 10000-16000 W11/S4 - 9300-15590 W10/S3 - 8600-14920 W9/S2 - 7900-13700 W8/S1- 7300-12660 W7 - 6700-11750 W6 - 6200-11200 W5 - 5800-10790 W4 - 5400-10350 W3 - 5000-9590 W2 - 4700-9010 W1- 4400-8430 W0 - 3750-5450
NHPC	Executives E-1 8000-13400 E-2 8600-14600 E-2A 10750-16750 E-3 13750-18700 E-4 16000-20800 E-5 17500-22300 E-6 18500-23900 E-7 19500-25600 E-8 20500-26500	Workmen W-0 3750-5450 W-1 4400-8430 W-2 4700-9010 W-3 5000-9590 W-4 5800-10790 W-5 6700-12500 W-6 7200-13100 W-7 7900-13700 W-8 8550-14850

	E-9 23750-28550 Supervisors S-1 7900-13700 S-2 8600-14920 S-3 9300-15550 Special Grade 10000-16000	W-9 9000-15100
SatluJ Jal Vidyut Nigam Ltd.	W11 9300-15590 W10 8600-14920 W9 7900-13700 W8 7300-12660 W7 6700-11750 W6 6200-11200 W5 5800-10790 W4 5400-10350 W3 5000-9580 W2 4700-9010 W1 4400-8430 S-4 9300-15590 S-3 6600-14920 S-2 7900-13700 S-1 7300-12660 Annual Increment W1-W7 3% W8-W11 3.5% S-1, S-2, S-3, S-4 3.5%	

House Rent Allowance in Petroleum and Power sector PSUs

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	Company owned accommodation is provided wherever townships are located. Type of quarter depends upon the grade and seniority. Employees who reside in own house may avail self-lease facility within prescribed rental ceilings. Monthly recovery is made for company owned and leased accommodation, which depends upon the carpet area and the location. Employees who stay in rented accommodation are paid HRA as per classification of city as notified by Government.	
ONGC	HRA varies from 15-30%.	
IBP Co. Ltd.	<p>Officers & Workmen</p> <p>30% of basic pay, if posted in Mumbai, Delhi, Kolkata and Chennai ,25% of basic pay, if post in other 'A' class cities. 22-1/2% of basic pay, if post in B-1 class cities. 17-1/2% of basic pay, if post in B-2 class cities. 15% of basic pay, if posted in C and unclassified cities.</p>	
Bharat Petroleum Corporation Ltd.	<p>Management staff & Non Management Staff</p> <p>HRA: Metro Cities: 30% of Basic Pay (BP), A Class: 25% of BP, B-1 Class: 22.5% of BP, B-2 Class: 17.5% of BP, C & others: 15% of BP.</p> <p>Self Lease Rent: For staff whose house is taken on lease under the Scheme, rent payable is limited to the HRA rate applicable to the location where the resident is situated.</p> <p>Maintenance Expenses under self lease for reimbursement: On self certification, maintenance expenses will be reimbursed. The maximum maintenance charges permissible at Metro cities ranges between Rs.17880 and Rs.24840 p.a. (Rs.7302 and Rs.13571 in case of Non-Management Staff) depending on the grade of the staff.</p> <p>Above rates will vary depending on the classification of city. For other cities, the maint. Charges ranges between 88% and 63% of above.</p>	

	<p>Accommodation: Company provides accommodation to staff where it owns it or takes it on lease. Type of accommodation varies based on the grade and seniority. Employees who reside in own house can avail self lease facility within the prescribed rental ceilings. Monthly recovery in the form of Standard Rent Recovery is made which depends on the Carpet Area of the flat. However, in case of self lease, SRR is based on the Grade.</p>	
Oil India Ltd.		
Engineers India Ltd.	<p>Officers at levels 12-20</p> <p>1. HRA @ 15% to 30% of BP depending upon class of city. 2. For minor repairs: 2 months' rentals per annum.</p>	<p>Employees at levels 1-9</p> <p>1. HRA @ 15% to 30% of BP depending upon class of city. 2. For minor repairs: 2 months' rentals per annum.</p>
Bongaingon Refinery & Petro Chemicals Ltd.	<p>Officers & Workmen HRA 30/25/22.5/17.5/15 % of BP (Metro/A/B1/B2/C/Unclassified)</p>	
Chennai Petroleum	<p>Supervisory Employees HRA - Nil Self lease (Rental)</p> <p>For maximum of pay scale</p> <p>A: Rs.6315 B: Rs.6795 C: Rs.7530 D: Rs.8055 E: Rs.8595 F: Rs.8880 G: Rs.9145 H: Rs.9505</p> <p>Self Lease (Maintenance)</p> <p>A: Rs.1490 B: Rs.1697 C: Rs.1728 D: Rs.1782</p>	<p>Non Supervisory Employees HRA - Nil Self lease (Rental)</p> <p>For maximum of pay scale</p> <p>IA: Rs.2425 I: Rs.3030 II: Rs.3385 III: Rs.3950 IV: Rs.4580 V: Rs.5435</p> <p>Self Lease (Maintenance)</p> <p>IA: Rs.517 I: Rs.578 II: Rs.637 III: Rs.706</p>

	E: Rs.1809 F: Rs.1854 G: Rs.1890 H: Rs.2070	IV: Rs.793 V: Rs.1035
Balmer Lawrie & Co. Ltd.	HRA As in the Central Government.	HRA As in the Central Government.
Biecco Lawrie Ltd.	Officers HRA - 25% of Basic (max. of Rs.1500) Co Leased/Self Lease Rent per month H: Rs.3300, G: Rs.3090, F: Rs.2930, E: Rs.2750, D: Rs.2716, C: Rs.2360, B: Rs.2188, A: Rs.1950 Co Leased/Self Lease maintenance Per month H: Rs.825, G: Rs.808, F: Rs.794, E: Rs.688, D: Rs.685, C: Rs.488, B: Rs.474, A: Rs.454	Staff & Workers 25% of basic pay (max. of Rs.1500)
Mangalore Refinery & Petro Chemicals Ltd.	Executives HRA - Metros: 30% BP, A-Class: 25% BP, B-1 Class: 22.5% BP, B-2 class:17.5% BP, C&Unclassified: 15% BP	Workmen HRA - Metros: 30% BP, A-Class: 25% BP, B-1 Class: 22.5% BP, B-2 class: 17.5% BP, C&Unclassified: 15% BP
Rural Electrification Corporation Ltd.	House Rent Recovery City based Township (incl.BTPS) A type quarter - Rs.280/- pm B type quarter - Rs.710/- pm C type quarter - Rs.870/- pm D type quarter - Rs.1080/- pm Project / Stn. Townships A type quarter - Rs.140/- pm	Non-Executives W8/S1-W11/S4 & SG A type quarter Cities Rs.220/- pm Project Stn. Rs.110/- pm B type quarter Cities Rs.570/-

	B type quarter - Rs.355/- pm C type quarter - Rs.435/- pm D type quarter - Rs.540/-	pm Project Stn. Rs.285/- pm W7 & below A type quarter Rs.160/- pm B type quarter Rs.220/- pm
NTPC	A1 30% of Pay A-B-1, B-2 15% of Pay C 7.5% of Pay Unclassified 5% of Pay	
NHPC	A-1 30% of Pay A 25% of Pay B-1, B-2 & C 15% of Pay Other Unclassified 10% of Pay	
Satluj Jal Vidyut Nigam Limited	A-1 30% of Pay A 25% of Pay B-1, B-2 & C 15% of Pay Other Unclassified 10% of Pay	

**Conveyance Allowance/reimbursement/advance
in Petroleum and Power sector PSUs**

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	<p>Conveyance Reimbursement</p> <p>Officers who own a car and utilize the same for official duties are reimbursed expenses within the annual km. ceiling prescribed for each grade at the current per km rate of Rs.7.41. The monthly claim may vary but the annual claim should not exceed the ceiling.</p> <p>Similarly officers who use 2-wheeler are reimbursed Rs.1327 p.m. for scooter and Rs.715 p.m. for Moped. Workmen are reimbursed depending upon grade, Rs.990/887 p.m. for scooter and Rs.543/485 p.m. for Moped.</p> <p>Officers who have not availed conveyance advance and also do not claim reimbursement of conveyance running & maintenance expenses are entitled to transport assistance in the range of Rs.1000 to Rs.2000 p.m. depending upon the grade. Similar benefit to workmen is given as Transport Subsidy @ Rs.715 in metro cities and Rs.500 in other cities.</p>	
ONGC	<p>Executives Conveyance Reimbursements E0: Rs.2915, E1/E2: Min.Rs.2915 Max. Rs.4740, E3 to E9: Rs.4740 S level employees Conveyance Reimbursements S I & S II: Rs.1510, S III & S IV: Rs.2915</p>	<p>Workmen Conveyance Reimbursements @ Rs. 1510 p.m</p>
IBP Co. Ltd.	<p>Officers Rs.500 for Officers in Gr.01 & 02 Rs.700 for officers in Gr. A Rs.1000 for officers in Gr. B & C. Rs.1400 for officers in Gr. D & E. Rs.1400 for officers in Gr. F & above.</p>	<p>Workmen Gr.I to V : Rs.448 for Moped. Rs.819 for Scooter/Motor Cycle. Gr.VI : Rs.501 for Moped. Rs.914 for Scooter/Motor</p>

	Rs.1400 for Moped for all Grades. Rs.1400 for Scooter/Motor Cycle grades	Cycle. Transport Assistance - who are not receiving conveyance running expenses are paid @ Rs.500 (all Metros) for Moped and Rs.350 for others.
Bharat Petroleum Corporation Limited	<p>Management staff Conveyance Reimbursements</p> <p>Granted only to officers who own vehicle for KMs traveled for official use. The entitlement ranges between 4000 KMs to 9500 KMs depending on the grades. Rates of reimbursement: Cars-Rs.7.41 per KM.</p> <p>Granted only to officers who are not availing company transport or conveyance reimbursement. The payment ranges between Rs.700 to Rs.1400 p.m. depending on the grade of the staff.</p> <p>Management staff</p> <p>Conveyance/Transport Allowance in respect of those who do not have a vehicle Metros & A class Cities: Rs.620 p.m. In other cities: Rs.470 p.m. Those who own 2 wheeler or 4 wheeler: Rs.900 p.m.</p>	
Oil India Limited	Executives Conveyance Allowance @ Rs.800 p.m	-

<p>Engineers India Limited</p>	<p>Officers at levels 12 & above Level 12: Rs.3090, Level 13: Rs.3780, Level 14: Rs.3780, Level 15: Rs.4460, Level 16: Rs.4460, Level 17: Rs.5150, Level 18: Rs.5150, Level 19: N/A, Level 20: N/A</p>	<p>Employees at levels 1-9 Conveyance Allowance Levels 1 to 6 : @ Rs.650 p.m. Level 7: Rs.900, Level 8: Rs.1080 Level 9: Rs.1270</p>
<p>Bongaingon Refinery & Petro Chemicals Ltd.</p>	<p>Officers Conveyance Allowance for Scooter A grade: Rs.990 p.m. B grade & above: Rs.1327 p.m. (6500 km annual entitlement @ Rs.2.45/km)</p> <p>Conveyance Allowance for Car Mileage @ Rs.7.41 km B grade: Rs.2779 p.m. (4500 km p.a.) C grade: Rs.4323 p.m. (7000 km p.a.) D grade: Rs.4384 p.m. (7100 km p.a.) E grade: Rs.5311 p.m. (8600 km p.a.) E1 grade: 5434 p.m. (8800 km p.a.) F grade: Rs.6484 p.m. (10500 km p.a.) G&H: Rs.6793 p.m.(11000 km p.a.)</p> <p>Transport Subsidy/ Allowance (Payable to those not drawing conveyance allowance not availing company arranged transport)</p> <p>A Grade: Rs.800 p.m. B Grade: Rs.1000 p.m. C Grade: Rs.1200 p.m.</p>	<p>Workmen Conveyance allowance for Scooter</p> <p>a,b,c & d grade: Rs.887 p.m.</p> <p>d & SG: Rs.990 p.m.</p> <p>SSG: Rs.990</p> <p>Transport Subsidy/ Allowance</p> <p>Rs.500 at Headquarter and Rs.715 at Metro payable to those not drawing conveyance allowance and not availing company arranged transport.</p>

	D Grade: Rs.1300 p.m. E Grade: Rs.1700 p.m. E1 grade: Rs.1800 p.m. F Grade: Rs.1900 p.m. G & above: Rs.2000 p.m.	
Chennai Petroleum	Supervisory Employees Conveyance For maximum of the scale A: Rs.1670, B: Rs.3214, C: Rs.3214, D: Rs.4140, E: Rs.4140, F: Rs.5066, G: Rs5066, H: - Transport Allowance @ Rs.800 p.m. Provision of Car for GM Rs.22820	Non Supervisory Employees Conveyance For maximum of the scale IA to IV : Rs.405 p.m. V: Rs.1229 p.m. Transport Allowance @ Rs.500 p.m.
Balmer Lawrie & Co. Ltd.	Executives Conveyance Reimbursements: H - Company car with 500 km per month for personal use G - 12200 km/annum @ 6.71 per km F - 6200 km/annum @ Rs.6.71 per km E & D - Max.5400 km/annum @ Rs.6.71 per km C & B - Rs.1000, A - Rs.700, O2 - Rs.500	Non Supervisory S2 Rs.450 S1 Rs.450
Biecco Lawrie Ltd.	Officers Transport Subsidy per month Gr. D to Gr H - Rs.540, Gr.B & C - Rs.410 Gr.A - Rs.275, Gr.02 - Rs.210 Reimbursement – Scooter per month All grades: Rs.529 Reimbursement – Car: H - Rs.8934, G - Rs.7362, F - Rs.2217, E - Rs.1931, D - Rs.1931, C - Rs.1645,	Workers @Rs.182 p.m.

	B - Rs.1645 Staff Transport Subsidy @ Rs.300 p.m.	
Mangalore Refinery & Petro Chemicals Ltd.	Executives Conveyance M2: Company Car M3 - Rs.5700, M4 - Rs.5500, M5- Rs.5400 M6 - Rs.4700, M7 - Rs.3700, M8 - Rs.3200, M9 - Rs.2300	Workmen JM1:Rs.1200 JM2 to JM6 : Rs.800
Rural Electrification Corporation Ltd.,	Tpt. Subsidy All Executives - Rs.570/- p.m. , All Non-executives - Rs.350/- p.m. Conv.Reimburse.(Car) - Chief & above - Rs.3950/- p.m. Dy.Chief, Jt.Chief & equiv. - Rs.3610/- p.m., AD/DD & equiv. - Rs. 3250 pm Scooter/M-Cycle - All Executives - Rs.1230/- pm, All NE-3 to NE-6 (LDC to Sr.Asstt.) - Rs.800/- p.m. Peon, Peon(SG) & equiv. - Rs.700/- p.m. Moped All Executives - Rs.570/- p.m., All Non-executives - Rs.350/- p.m. Tpt.Sub. For Blind & Orthopaedically - Double the entitlement of Tpt. Subsidy.	
NTPC	Tpt. Allowance (pm) Car E7 & above Rs.800/-, E5-E6 Rs.800/-, E2A-E4 Rs.800/- E1-E2 Rs.800/- Scooter / Motor-Cycle Executives Rs.800/-, Selection Gr. Rs.800/- , W8-W11/S1-S4- Rs.800/- W1-W7 Rs.585/- Moped All Executives - Rs.645/-, Selection Grade - Rs.510/-, W8-W11/S1-S4- Rs.480/- W0-W7 - Rs.400/- Not owning any vehicle Executives & SG Rs.500/- pm, W8-W11 & S1-S4 Rs.400/- pm W0-W7 - Rs.325/- pm Tpt. Allow to blind orthopaedically handicapped employees Exec. & SG - Rs.1000/- pm, W8 to W11 / S1 to S4 - Rs.800/- pm, W0 to W7 - Rs.650/- pm Conv. Reimbursement (pm) Car E7 & above Rs.3035/-, E5-E6 Rs.2690/-, E2A-E4	

	<p>Rs.2350/- E1-E2 Rs.1640/- Scooter / Motor Cycle Executives Rs.385/-, Selection Grade Rs.385/-, W8-W11 / S1-S4 Rs.80/- Conveyance Advance Car, Scooter, Motorcycle, Moped - 90% of the cost</p>
NHPC	<p>Tpt. Allowance Car/Scooter/Motor Cycle - Rs.800/- , Moped - Rs.645/- Spl. Gr.(S-4) Scooter/M.Cycle Rs.800/-, Moped Rs.510/-, S-1 to S-3 Scooter/M.Cycle Rs.800/-, Moped Rs.400/- W-6 to W-9 Scooter/M.Cycle Rs.800/- , Moped Rs.400/- W-1 to W-5 Scooter/M.Cycle Rs.585/- , Moped Rs.400/- Conveyance reimbursement (official) Car E-1 & E-2 Rs.1640/-, E-2A to E-4 Rs.2350/-, E-5 & E-6 Rs.2690/- E-7 & above Rs.3035/- Scooter / Motorcycle All Executives Rs.385/-, S-1 to S-3 Rs. 80/-, Spl. Gr.(S-4) Rs.385/- W-6 to W-9 Rs. 80/- Moped W-1 to W-5 Rs.235/-, W-6 & above Rs.280/- Employees not maintaining own vehicle All Executives Rs.500/-, S-1 to S-3 Rs.400/-, Spl. Grade Rs.500/- W-1 to W-5 Rs.325/-, W-6 & above Rs.400/-</p>
Satluj Jal Vidyut Nigam Ltd.	<p>Conveyance Reimburse. Car E7 & above 3452/-, E5 & E6 3147/-, E2 to E4 2836/- Scooter / Motor Cycle All Executives 1065/-, Supervisors 776/-, Workmen 528/- Moped All Executives 573/-, Supervisors 431/-, Workmen 359/-</p>

Children Education Allowance in Petroleum and Power sector PSUs

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	Paid to employees at Rs.200 p.m. if child is studying upto class-Xth; and beyond class Xth, it is Rs.250 p.m. Hostel subsidy is paid at Rs.625 p.m. The benefit is limited to only 2 children.	
ONGC	Executives E0 to E3: Rs.1800 p.m. E4 to E9: Rs.2400 p.m. Besides, eligible employees are also entitled to Merit scholarship, transport subsidy for children, hostel subsidy, subject to fulfillment of certain laid down terms and conditions.	S level employees & Workmen Rs.1800 p.m. Besides, eligible employees are also entitled to Merit scholarship, transport subsidy for children, hostel subsidy, subject to fulfillment of certain laid down terms and conditions.
IBP Co. Ltd.	Officers & Workmen Rs.200 per month per eligible child upto class X . Rs.250 per month beyond Class X . Hostel Subsidy is also paid to an officer @ Rs.625 per month whose children are staying in a hostel and pursuing professional/ non-professional course.	
Bharat Petroleum Corporation Limited	Management staff & Non Management Staff Rs.150 per child upto Std. X Rs.200 per child from Stad. XI onwards upto graduation/PG. Max. 2 children at any given time.	
Oil India Limited	Executives Children Education Reimbursement is made @ Rs.750 p.m.	
Engineers India Limited	Officers at levels 12-20 Children Education Allowance @ Rs.150 per child subject to a maximum of 2 children.	Employees at levels 1-9 Children Education Allowance @ Rs.150 per child subject to a maximum of 2 children.
Bongaingon Refinery & Petro Chemicals Ltd.	Officers & Workmen Rs.200 p.m. per child – up to Matriculation. Rs.250 per child	

	above Matriculation Hostel Subsidy Rs.625 p.m. per child if studying in Boarding School/ College/ Institution. Children Merit award Rs.2000 (80%) marks, Rs.4500 for professional degree, Gold coin 10 gms for rank holders.	
Chennai Petroleum	Supervisory Employees & Non Supervisory Employees @ Rs.400 p.m.	
Balmer Lawrie & Co. Ltd.	Executives Rs.150 per child upto Class X and Rs.200 for XI and above.	Non Supervisory Rs.125 per child upto Class X and Rs.150 for Class XI and above.
Bienco Lawrie Ltd.	Officers Children Education Allowance per month Rs.100 per child (max 2 children)	
Mangalore Refinery & Petro Chemicals Ltd.	Executives M2:Rs.1000, M3-Rs.800, M4-Rs.700 M5- Rs.700, M6- Rs.450, M7-Rs.400 M8- Rs.400, M9- Rs.400	Workmen JM1- Rs.350, JM2- Rs.270, JM3- Rs.270 JM4- Rs.270, JM5- Rs.270, JM6- Rs.270
Rural Electrification Corporation Ltd.,	@ Rs.40/- p.m.per child from I to X, Rs.50/- p.m. per child from Xi and XII plus Rs.10/- p.m. per child as Science fee (upto 2 children) from IX to XII. For physically handicapped and mentally retarded children @ Rs.100/- p.m. upto XII. Hostel Subsidy @ Rs.300/- p.m. per child from I to XII (upto 2 children)	
NTPC	Over and above Rs.75/- pm per child reimbursement (Rs.225/- pm per child where CCA is not payable). Over and above Rs.75/- pm per child reimbursement (Rs.340/- pm per child where CCA is payable). Hostel subsidy @ Rs.675/- pm per child	
NHPC	Rs. 250/- p.m. per child Hostel subsidy @ Rs.1500/- p.m. per child	
Satluj Jal Vidyut Nigam Ltd.	Tuition Fee (where CCA is not payable) Rs.225/- pm per child Tuition Fee (where CCA is payable) Rs.340/- pm per child Hostel Subsidy @ Rs.675/- pm per child	

Leave Travel Concession in Petroleum and Power sector PSUs

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	Employees are entitled to travel to home town or anywhere in India, in lieu of home town, once in a block of 2 years. The journey is performed as per normal travel entitlement. During visit to a place other than home town and if guest house/holiday home facility is not availed, then DA at applicable rate is reimbursed for a maximum of 10 nights for hiring accommodation	
ONGC	Executives E0/E1/E2: Min. Rs.720 Max. Rs.7178 E3 to E9: Rs.7178 S level employees @ Rs.720 p.m.	Workmen W I to W V/A-III: @ Rs.233 p.m. W VI/A-IV & W VII: @ Rs720 p.m.
IBP Co. Ltd.	Officers Leave Travel Assistance is paid once in a block of two years for self and dependent family members for visiting any place in India, as per the entitlement of the officer.	Workmen Leave Travel Assistance is paid one in a block of two years for self and dependent family members for visiting any place in India, as per the entitlement of the Workmen.
Bharat Petroleum Corporation Limited	Management Staff Actual travel for self, spouse, dependent children and dependent parents provided they stay with staff member. A to C : 1 st class rail/Ind class A/C sleeper, air travel to specific locations. D & above: 1 st class AC rail/Air(economy class)	Non Management Staff Actual travel for self, spouse, dependent children and dependent parents staying with the employee. Workmen with Basic Rs.8700 and above per month: II AC/I Class by train. Workmen with Basic Rs.8699 and below per month: II Class by Train.
Oil India Limited		
Engineers India Limited	Employees at levels 1-9 & Officers at levels 12-20 Leave Travel Concession: i. If availed, then fare for shortest route by the entitled class by	

	<p>rail for any place in India/home town in a block of two financial years.</p> <p>ii. If encashed, then 100%/ 50% fare for 5000 kms by entitled class by rail in respect of adult/minor dependent member.</p> <p>iii. Reimbursement in lieu of Holiday Home: 5 days Cash + Lodging Allowance for max. 4 members.</p>	
Bongaingon Refinery & Petro Chemicals Ltd.	<p>Officers Upto D grade: AC II tier E & Above: By Air/ AC 1st class LTC DA: 10 days maximum. DA for self+spouse+dependent children (max 2 for workmen)+dependant parents. DA not admissible when stay in company guest house. LTC encashment: Upto D grade: Rs.5118 per members E and above: Rs.10556 per member (except parents)</p>	<p>Workmen In case of LTC AC III tier entitlement allowed for those eligible in sleeper class. Air travel allowed once in lifetime to Andaman Nicobar/Lakshwadeep LTC DA: 10 days maximum. DA for self+spouse+dependent children (max 2 for workmen)+dependant parents. DA not admissible when stay in company guest house. LTC encashment: Those entitled in AC II- Rs.4110 per member except parents. DA not admissible when stay in company guest house.</p>
Chennai Petroleum	LTC benefits as per rules	LTC benefits as per rules
Balmer Lawrie & Co. Ltd.	<p>Executives Leave Travel Allowance D, E, F, G & H: Actual once every two years for self and dependents by economy air; option available to encash Rs.10556 per person. 02, A, B C Actual once every two years for self and dependents by AC Two tier; option available to encash Rs.5032 per person.</p>	<p>Non Supervisory S1 & S2 One month basic + DA every two years</p>

Biecco Lawrie Ltd.	Officers (Presently under suspension) Once in a block of two years for self and family. Staff LTA per annum @ Rs.700	Workers LTA per annum @ Rs.600
Mangalore Refinery & Petro Chemicals Ltd.	Executives & Workmen Leave Travel Allowance @ 1.5 months basic.	
Rural Electrification Corporation Ltd.,	(1800 kms/ Encashment 1400 kms) GM & above (J Class/2 yrs) lumpsum 6000/- DC to Chief (Y Class/2 yrs) lumpsum 5000/- SO to DD (2nd AC-Rail/2 yrs) lumpsum 4000/- UDC to Sr. Asstt. (2nd AC-Rail/2yrs) lumpsum 3500/- Peon (SG) to LDC (3rd AC-Rail/2yrs) lumpsum 2500/- Peon (3rd AC-Rail/2 yrs) lumpsum 2000/-	
NTPC		
NHPC	Cash Lump sum (1800 kms) E1-E3 Rs.4000/- E4-E6 Rs.5000/- E7 & above Rs.6000/- S1-S3 Rs.3500/- Spl. Grade Rs.3750/- W1-W2 Rs.2000/- W3-W5 Rs.2500/- W6-W7 Rs.3000/- W8-W9 Rs.3500/-	
Satluj Jal Vidyut Nigam Ltd.		

Medical benefits in Petroleum and Power sector PSUs

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	At Refinery locations, Corporation maintains own hospitals at the townships attached to each refinery, where medical attendance can be received. At other places, expenses are reimbursed as per rules. For hospitalization, various hospitals have been placed on panel.	At Refinery locations, Corporation maintains own hospitals at the townships attached to each refinery, where medical attendance can be received. At other places, expenses are reimbursed as per rules. For hospitalization, various hospitals have been placed on panel
ONGC	Executives Rs.1500 p.m.	S level employees & Workmen Rs.1000 p.m.
IBP Co. Ltd.	Officers & Workmen Employees receive medical attendance from an Authorized Medical Attendant either under Allopathic or Homeopathic system. Employees and eligible dependents can obtain medical attendance both domiciliary and hospitalization in any Nursing Home/Hospital or from Specialist of their choice, subject to ceiling on reimbursement. However, Company has nominated a number of hospitals/nursing homes at various locations Bed entitlement linked to the grade of the employees and classification of city have been prescribed under the Medical Rules. The reimbursement of expenses incurred on hospitalization is made limited to the charges for such treatment related to the room entitlement of the employee.	
Bharat Petroleum Corporation Limited	Management Staff Actuals subject to certain item wise limits prescribed under the policy for self, spouse, dependent children and dependent parents.	Non Management Staff Medical reimbursement subject to two times the basic pay per year is available for domiciliary expenses for self, spouse, dependent children and dependent parents,

		widowed sister, widowed sister's children residing with the employee. The reimbursement is as per the schedule of rates in the medical scheme. Medical expenses incurred for hospitalization for major illnesses/surgeries are covered under a separate scheme called "Ex-Gratia Medical Assistance Scheme".
Oil India Limited	Executives Preventive Medicine Reimbursement is made in the range of Rs.500 (min) to Rs.800(max).	
Engineers India Limited	Employees at levels 1-9 & Officers at levels 12-20 Reimbursement towards medical Expenses: As per Contributory Medical Scheme of the Company.	
Bongaingon Refinery & Petro Chemicals Ltd.	Officers BRPL Hospital facility- free for self+family and dependant parents OPD treatment received outside-limits prescribed for consultation and investigations(not on actuals), Medicines actual. Referral Cases: Treatment on actuals. Bed charges limit prescribed Rs.500/850 to Rs.1600. Single AC room for DGM and above. Hospitalisation in non-referral cases: Reimbursement restricted to AIIMS/CMRI Kol rate. Referral hospitals prescribed at	Workmen BRPL Hospital facility- free for self+family and dependant parents OPD treatment received outside-limits prescribed for consultation and investigations(not on actuals), Medicines actual. Referral Cases: Treatment on actuals. Bed charges limit prescribed Rs.225/375 to Rs.650. Hospitalisation in non-referral cases: Reimbursement restricted to AIIMS/CMRI Kol rate. Referral hospitals prescribed at specified

	specified places. Spectacle reimbursement: Rs.4000 max. in a year for family.	places. Spectacle reimbursement: Rs.4000 max. in a year for family.
Chennai Petroleum	Supervisory Employees & Non Supervisory Employees Reimbursement of Medical benefits as per rules	
Balmer Lawrie & Co. Ltd.	Executives Actual expenses, subject to ceilings for individual tests/consultation, etc.	Non Supervisory 1 month basic + DA per annum plus mediclaim Insurance Rs.50000 each for hospitalization.
Biecto Lawrie Ltd.	Officers Limited to prescribed ceiling as set out in the Manual of Terms & Conditions of service for Officers. Hospitalisation (Medical Insurance) up to max. Gr.02 & Gr.A - Rs.8000 Gr.B to Gr.D - Rs.12000 Gr.E to Gr.H - Rs.16000 Staff Rs.1400 per annum	Workers Rs.1200 per annum
Mangalore Refinery & Petro Chemicals Ltd.	Executives & Workmen 1 month's basic	
Rural Electrification Corporation Ltd.,		
NTPC	Free treatment in NTPC Hospital / Dispensaries / Company Hospital / full reimbursement in notified or empanelled hospitals / in non-empanelled hospitals reimbursement limited to ceilings notified as per rules.	
NHPC	Outdoor - One months Basic + DA or Rs.15000/- whichever is more. Indoor - Actual expenditure incurred in Govt / empanelled Hospitals subject to entitlement.	
Satluj Jal Vidyut Nigam Ltd.	A Class - 100% of Holy Family Hospital B1 & B2 Class - 80% of Holy Family Hospital C Class / Unclassified - 60% of Holy Family Hospital	

Performance Linked Incentive in Petroleum and Power sector PSUs

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	PLI scheme is linked to Corporation's performance as per MOU with the Government & profitability; and also linked to Basic+DA of the employees. For the year 2005-06, PLI has been distributed @ 9.45% of base pay to employees whose annual performance was minimum satisfactory. Employees, who are rated below satisfactory are paid a maximum of Rs.6,000 for full year.	
ONGC	<p>Executives Incentive/Reward: Calculated on an average rate of payment of 25% of maximum of the scale for last six years. E0: Rs.4188, E1: Rs.4375, E2: Rs.4675 E3: Rs.5200, E4: Rs.5575, E5: Rs.5975 E6: Rs.6400, E7/E8:Rs.6625, E9: Rs.7138</p> <p>S level employees Incentive/Reward Average rate of payment for last six years is 25%, which is paid on minimum basic pay raised by a factor of 40%. S I: Rs.3577, S II: Rs.3990, S III: 4575 S IV: Rs.5320</p>	<p>Workmen Incentive/Reward W I: Rs.1505, W II: Rs.1575, W III/ A-I: Rs.1645 W IV/ A-II: Rs.1785 W V/ A-III:Rs.2030 W VI/ A-IV:Rs.2275 W VII:Rs.3577</p>
IBP Co. Ltd.		
Bharat Petroleum Corporation Limited	<p>Management Staff Performance Linked Incentive Scheme: It is calculated @ 20% of minimum of the scale with weightage for seniority. It includes ex-gratia in lieu of Bonus. Max. Rs.6000/- p.a.</p>	<p>Non Management Staff Performance Linked Incentive Scheme: It is calculated @ 20% of minimum of the scale with weightage for seniority. It includes ex-gratia in lieu of Bonus. Max. Rs.6000 p.a.</p>

	<p>Performance Related Incentive Scheme (PRISM): It considers individual performance and team performance while effecting payment. This scheme was introduced from the year 2003-04 in lieu of Productivity Incentive Scheme which entailed payments of incentive upto 15% of salary.</p>	<p>Productivity Incentive Scheme: It is calculated @ 15% of Basic + DA depending on the parameters laid down for Marketing and Refinery separately.</p>
Oil India Limited	<p>Executives i. Performance Linked Incentive is paid @ Rs.1243 (min) to Rs.3038(max). ii. REH @ Rs.500 iii. Performance Related Pay @ Rs.2800 (min) and Rs.7100 (max).</p>	
Engineers India Limited		
Bongaingon Refinery & Petro Chemicals Ltd.	<p>Officers & Workmen Performance Linked Incentive Scheme: Revised to allocable % of distributable profit (as approved by the BVoard - Maximum 2%) divided by gross base pay = % of PLI.</p>	
Chennai Petroleum	<p>Supervisory Employees & Non Supervisory Employees PLI benefits as per rules</p>	
Balmer Lawrie & Co. Ltd.	<p>Executive & Non Supervisory Performance Reward Those not eligible for bonus are paid performance reward on a reckonable salary of Rs.2500 subject to achieving MOU Rating between 1 and 2.49.</p>	
Biecco Lawrie Ltd.		
Mangalore Refinery & Petro Chemicals Ltd.	<p>Executives & Workman Performance related incentive @ 15% of BP</p>	
Rural Electrification Corporation Ltd.,		
NTPC	<p>Generation Incentive payable (% of BP) EAF 70% - Monthly 5.625, Quarterly 1.875, Total 7.50 EAF 90% and above - Monthly 22.500, Quarterly 7.500, Total 30.00</p>	

NHPC	
Satluj Jal Vidyut Nigam Ltd.	<p>Generation Incentive Target 100% - 114% Operation Staff - 10% Maintenance Staff - 7%</p> <p>Target 115% - 129% Operation Staff - 11% Maintenance Staff - 8%</p> <p>Target 130% - 144% Operation Staff - 12% Maintenance Staff - 9%</p> <p>Target 145% - 159% Operation Staff - 13% Maintenance Staff - 10%</p> <p>Target 160% - 174% Operation Staff - 14% Maintenance Staff - 10%</p> <p>Target 175% or more Operation Staff - 15% Maintenance Staff - 10%</p>

Productivity Incentive Scheme in Petroleum and Power sector PSUs

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	Annual Productivity Incentive admissible to officers is based on team and individual performance. The ratio may vary from year to year. Team performance depends upon achievement against listed parameters. Individual performance depends upon score achieved against targets mutually decided in advance with controlling officer. In the case of workmen, incentive is payable only on team performance and is restricted to 15% of BP+DA. The total incentive pay-out in a year inclusive of PLI does not exceed 5% of Distributable profit.	
ONGC	S level employees Productivity Allowance is paid @ Rs.825 p.m.	Workmen Productivity Allowance is paid @ Rs.575-675 p.m. based on pay slabs.
IBP Co. Ltd.		
Bharat Petroleum Corporation Limited		
Oil India Limited		
Engineers India Limited		
Bongaingon Refinery & Petro Chemicals Ltd.	Officers & Workmen Productivity Incentive Scheme: Maximum 15% of pay on fulfillment of MoU target.	
Chennai Petroleum	Supervisory Employees & Non Supervisory Employees PIS benefits as per rules	
Balmer Lawrie & Co. Ltd.	Executive & Non Supervisory 1. Productivity Linked Incentive Maximum of 12% of reckonable salary of Rs.3500 linked to achieving the required productivity levels. 2. Profit Sharing Incentive 5% of the distributable profit is granted.	

Retirement benefits in Petroleum and Power sector PSUs

Name of PSU	Executives (Rs)	Workmen (Rs)
Indian Oil Corporation	<p>Provident Fund (PF) and EPS 95 IOC has its own Provident Fund run by PF Trusts. Employees are required to contribute @ 12% of pay & DA and the Company pays matching contribution. Out of the Company's contribution to PF, 8.33% of Rs.6,500 is diverted to DPS 95 scheme. The employee's and corporations contribution to PF, together with interest, is refunded at the time of retirement.</p> <p>Gratuity Gratuity rules are as per the Payment of Gratuity Act, 1972. Gratuity is payable at the time of separation @ 15/26 of the monthly emoluments for each completed year of service or part thereof in excess of six months subject to a maximum Rs.3,50,000.</p> <p>Post-retirement medical scheme The retired employees are enrolled under the scheme on one-time voluntary contribution. They are entitled to receive domiciliary and hospitalization treatment within the annual ceilings for each grade. If the hospitalization treatment is obtained in a Government/Nominated hospital, then full expenses are reimbursed for specified ailments; and for other than specified ailments, expenses upto 85%/75% to retired Officers/Workmen are reimbursed.</p>	
ONGC	<p>Provident Fund (PF) and EPS 95 Executives E0: Min. Rs.1590 Max. Rs.2779 E1:Min. Rs.1637 Max. Rs.2928 E2:Min. Rs.2184 Max. Rs.3166 E3:Min. Rs.2630 Max. Rs.3582 E4:Min. Rs.2928 Max. Rs.3879 E5:Min. Rs.3126 Max. Rs.4196 E6:Min. Rs.3324 Max. Rs.4533 E7/E8:Min. Rs.3522 Max. Rs.4712 E9:Min. Rs.4167 Max. Rs.5118 S level employees S I: Rs.1485, S II: Rs.1718, S</p>	<p>Provident Fund (PF) and EPS 95 Workmen W I: Rs.311, W II: Rs.351, W III/ A-I: Rs.390 W IV/ A-II:Rs.470, W V/ A-III:Rs.608 W VI/ A-IV:Rs.747, W VII: Rs.1485 Gratuity Workmen W I: Rs.342, W II: Rs.357, W III/ A-I: Rs.373, W IV/ A-II: Rs.405 W V/ A-III:Rs.461, W VI/</p>

	<p>III:Rs.2050 S IV:Rs.2472</p> <p>Gratuity Executives E0: Min. Rs.854 Max. Rs.1330 E1:Min. Rs.953 Max. Rs.1390 E2:Min. Rs.1092 Max. Rs.1485 E3:Min. Rs.1271 Max. Rs.1652 E4:Min. Rs.1390 Max. Rs.1771 E5:Min. Rs.1469 Max. Rs.1898 E6:Min. Rs.1549 Max. Rs.2033 E7/E8:Min. Rs.1628 Max. Rs.2105 E9:Min. Rs.1886 Max. Rs.2268</p> <p>S level employees S I : Rs.812, S II : Rs.905 S III: Rs.1036, S IV: Rs.1207</p> <p>Post retirement medical scheme Executives: Rs.1500 p.m. S level employees: Rs.1000 p.m.</p> <p>Leave encashment Executives E0:Rs.1085 – 1691, E1:Rs.1211 – 1787 E2:Rs.1388 – 1888, E3:Rs.1615 – 2100 E4:Rs.1767 – 2251, E5:Rs.1868 – 2413 E6: Rs.1969 – 2584, E7/E8:Rs.2070-2675 E9:Rs.2398 – 2882</p> <p>Company's contribution to pension Executives, S level employees & Workmen: Rs.541 p.m. (Calculated at 8.33% on Rs.6500)</p>	<p>A-IV: Rs.516 W VII:Rs.812</p> <p>Post retirement medical scheme Workmen: Rs.1000 p.m.</p> <p>Leave encashment Workmen W I: Rs.434,W II: Rs.454,W III/ A-I: Rs.474 W IV/ A-II: Rs.515,W V/ A-III:Rs.586, W VI/ A-IV:Rs.656, W VII:Rs.1032</p>
IBP Co. Ltd.	<p>Provident Fund (PF) and EPS 95 Officers & Workmen Benefit under Provident Fund under the provisions of Provident Fund Act</p> <p>Gratuity Officers & Workmen</p>	

	<p>Payment of Gratuity under the provisions of Gratuity Act.</p> <p>Post retirement medical scheme Officers & Workmen: Post retirement medical benefit for self, spouse and dependent parents.</p> <p>Leave encashment Officers & Workmen: Encashment of unavailed Privilege Leave & Sick Leave.</p> <p>Company's contribution to pension Benefit under provisions of Employees Family Pension Scheme, 1995.</p> <p>Resettlement benefits after retirement Officers Resettlement benefits to settle down at a place other than the place of last posting- i) Travelling Allowance II) Settling Allowance iii) Transit Allowance iv) Displacement Allowance v) Transport arrangement etc.</p>
Bharat Petroleum Corporation Limited	<p>Provident Fund (PF) and EPS 95 Management Staff & Non Management Staff BPCL contributes @ 12% of Basic + DA to the fund.</p> <p>Gratuity Management Staff & Non Management Staff Gratuity is paid as per the Payment of Gratuity Act.</p> <p>Post retirement medical scheme Management Staff & Non Management Staff: Domiciliary treatment & Hospitalisation expenses are covered as per existing scheme.</p> <p>Company's contribution to pension Management Staff & Non Management Staff Employees Pension Scheme-1995. 8.33% of company's contribution to Provident fund is paid by Company to EPS-95 Scheme as per the provisions of the Scheme. Employee get pension on retirement/death.</p>
Oil India Limited	
Engineers India Limited	<p>Provident Fund (PF) and EPS 95 Employees at levels 1-9 & Officers at levels 12-20 10% of (Basic Pay + DA)</p> <p>Gratuity Employees at levels 1-9 & Officers at levels 12-20 As per payment of Gratuity Act.</p> <p>Post retirement medical scheme</p>

	<p>Employees at levels 1-9 & Officers at levels 12-20: Medical benefits/facilities as per contributory post retirement medical scheme of the company.</p> <p>Leave encashment Employees at levels 1-9 & Officers at levels 12-20 Employees allowed to encash earned leave upto 50% of the leave available in their credit once in a financial year.</p>	
Bongaingon Refinery & Petro Chemicals Ltd.	<p>Resettlement benefits after retirement Officers Settling allowance: 1 month BP + DA Displacement allowance: 30 days DA. Loading/unloading: Rs.1000 per truck at each end. Packing: Upto D grade: Rs.5000 E,E1 & F: Rs.7500, G & above: Rs.10000 Travel expenses for self & family. Transportation of goods - 1 truck upto D grade & 2 trucks for E & above Transport of own conveyance: If transported by road loaded on a truck - reimbursement limited to charges for transportation by passenger train. If transported by own power-mileage @ Rs.7.41/km in which case self TA not admissible. Octroi charges- Actuals</p>	<p>Resettlement benefits after retirement Workmen Settling allowance: 1 month BP + DA Loading/unloading: Rs.600 at each end. Packing- a&b Gr.:Rs.2300, c&d : Rs.2500 e & above:Rs.3300 Travel expenses for self & family + DA for the journey period + joining time leave 6 days. Transportation of goods: 1 wagon load by goods train/1 full truck load Transport of own conveyance: If transported by road loaded on a truck - reimbursement limited to charges for transportation by passenger train. If transported by own power - mileage @ Rs.2.45/km in which case self TA not admissible. Octroi charges- Actuals</p>
Chennai Petroleum	<p>Provident Fund (PF) and EPS 95 Supervisory Employees & Non Supervisory Employees Provident Fund as per Rules Gratuity Supervisory Employees & Non Supervisory Employees Gratuity as per Rules</p>	

Balmer Lawrie & Co. Ltd.	Provident Fund (PF) and EPS 95 Executives & Non Supervisory Interms of the EPF & MP Act – 12% of basic pay and DA Gratuity Executives & Non Supervisory In terms of Payment of Gratuity Act, 1972 Leave encashment Executives & Non Supervisory: Unavailed Privilege Leave is encashable in multiples of 5 Company's contribution to pension Executives Self contributed fund.	
Biecco Lawrie Ltd.	Gratuity Officers, Staff & Workers As per Gratuity Act.	
Mangalore Refinery & Petro Chemicals Ltd.	Provident Fund (PF) and EPS 95 Executives M2: Rs.3372, M3- Rs.2904, M4- Rs.2748, M5- Rs.2556, M6- Rs.2220, M7- Rs.1944, M8- Rs.1728, M9- Rs.1452	Provident Fund (PF) and EPS 95 Workman JM1- Rs.1218, JM2- Rs.1072, JM3- Rs.922 JM4- Rs.787, JM5- Rs.635, JM6- Rs.548
Rural Electrification Corporation Ltd.,		
NTPC		
NHPC	Provident Fund (PF) and EPS 95 12% of Basic pay + DA Post retirement medical scheme Post retirement benefit for both employee and his or her spouse (indoor and outdoor)	
Satluj Jal Vidyut Nigam Ltd.		

Central Public Sector Enterprises: Performance Linked Incentive Schemes, Employees Stock Option Scheme and Enterprise specific implementation models

Annex 2.5.1

A. Central Public Sector Enterprises (CPSE) - Performance Linked Incentive Scheme

1. The High Level Pay Revision Committee headed by Justice S. Mohan had recommended that payments over and above the ceiling of 50% of basic pay should be entirely in the nature of performance related pay. These performance related payments should be a function of profitability at the level of a particular enterprise and emoluments at the level of the individual executive. The Committee believed that some norms would be desirable and suggested that such performance related payments should not, as a norm, exceed 5% of the distributable profits of the enterprise. Accordingly DPE OM No2 (49)/98-DPE (WC) dated 25-6-1999 lays down this principle with power of implementation being vested in the Board of Directors. The OM provides that "Payment of perquisites and allowances may be upto a maximum of 50 per cent of the basic pay, payments over and above the ceiling of 50 per cent should be entirely in the nature of Performance Related Payments which should not exceed 5 per cent of the distributable profits in an enterprise."

2. The distributable profit is arrived as below:
"Distributable profit represents the profit after tax and providing for transfer to Statutory Reserves such as Foreign Project Reserve, Investment Allowance Reserve, General Reserve (u/s 205 2A of the Companies Act) etc." (DPE OM No 2(49)/98-DPE (WC) GL-XXIX dated 12-9-2000).

B. CPSE - Employees Stock Option Scheme (ESOS)

3. The ESOS offers holding shares to employees. The beneficiaries of the Trust are regular employees of the company who voluntarily contribute to the scheme by investing their savings in the share and other instruments of the company. Each beneficiary may contribute each financial year to the trust a sum not exceeding 1/6th of his annual pay plus DA. The Trustees distribute to the beneficiaries the net earnings in proportion to the beneficiary certificate(s) held by the beneficiary during the year. The Trust normally has an independent existence, an arm's length relationship with management as well as the labour in terms of professional decision making. This scheme is applicable to all cases of disinvestment or fresh issue of equity by the enterprises and is subject to provision of Company Law and SEBI guidelines as applicable from time to time. (OM No: DPE/11(55)/97-Fin. Dated 28-1-1998)

C. CPSE – Enterprise specific implementation models

4. The first Performance Linked Incentive project discussed is the “**Project Construction Incentive Scheme of National Thermal Power Corporation (NTPC) for Barh (3x660 MW) Plant**”. NTPC has been successfully implementing performance related incentive schemes for some time. The incentive plan decided for the Barh project was group based in order to foster team spirit and create a cohesive environment essential for producing quick results. The NTPC experience shows that productivity rise is the highest when all direct and indirect employees are integrated in an incentive scheme which leads to collective collaboration. A set of targets were mutually agreed upon for the grant of incentives on the Barh project which comprised of major milestones that NTPC wanted to achieve in a given time-frame. Project Incentives (PI) were also coupled with generation incentives to incentivize the start of generation and achieve efficiencies in generation. The entitlement was as per categories of employees. The overall limit to PI was capped at 25% of the annual basic pay. However, additional performance related incentives were given in the form of extra incentive payment, if the project was completed ahead of the planned schedule. Thus, if the project was completed one month before schedule, PI cap was raised to 26.25% of the basic pay, and to 27.50% of the basic pay if the project was completed two months ahead of schedule.

Table 1 Details of project incentives

Group / Category	Project Incentive	Generation Incentive
Group – A (O&M Employees)	25 % of Project Incentive applicable to project construction employees as at Group B-II(b) subject to the condition that sum total of Project Construction incentive and generation Incentive (excluding Sp. Oil Incentive) does not exceed 25% of basic pay.	100%
Group-B-II a) Common Services Employees [Excluding Project Construction Employees as given below (b)]	25% of Project Incentive applicable to project construction employees as at Group-B-II(b) subject to the condition that sum total of Project Const. incentive and Generation Incentive will not exceed the amount payable to Group-A employees.	60% of Group-A
b) Project Construction Employees (Civil Construction & Equipment erection)	Incentive admissible as per performance – payment matrix, subject to the condition that total payment including Generation Incentive does not exceed the limits provided for.	50% of Group – B-II(a) i.e. 30% of group-A

5. The second example is the experience of the “**Indian Oil Corporation**” with performance based reward schemes. Indian Oil Corporation operates two schemes i.e. the Productivity Incentive Scheme (PIS) and Performance Linked Incentive (PLI).

i) Productivity Incentive Scheme (PIS)

- a) PIS system has both team performance and individual performance, combined in ratio of 80:20.
- b) For the Team performance incentive component, the constitution of teams and performance parameters for each team are based on business needs.
- c) The earlier scheme (prior to 2004/05) had only Team performance component where the maximum payout under Team Performance with 100% target achievement was 15%. With the team performance and individual performance in the ratio of 80:20. The team performance incentive for achieving 100% targets has been pegged at maximum of 12% (80% of 15%). For lower achievements, the percentage gets reduced according to the parameters.
- d) Payout on individual performance is based on the scores obtained by the individual in the normal performance appraisal.
- e) The individual scores on Key Performance Indicators (KPIs) from the Performance management system are on a scale of 1 to 5, against which the corresponding payout will be determined.
- f) For successful implementation of individual performance based incentive scheme, a robust performance management system with defined roles, KRAs, KPIs, weightages and targets has been introduced.

ii) Performance Linked incentive (PLI)

- a) The PLI continues to be linked to the performance against annual corporate MOU targets.
- b) The MOU rating slabs and percentage of distributable profits to be allocated against each slab have been revised as outlined below. The above percentages have been worked out after considering Indian Oil’s profitability. The distributable profit allocated is divided by the total pay (BP+DA) to arrive at the percentage of the individual of the individual base pay, which can be distributed to all the employees.

Table 2 MOU Rating with Percentage Distribution

MOU Rating	Percentage of distributable profits allocated
1.00 to 1.25	2.0%
1.26 to 1.50	1.5%
1.51 to 1.75	1.0%
1.76 to 1.99	0.5%

- c) Payment of incentive at the existing levels under PLI is guaranteed for every employee in case MOU score is more than a preset standard.

- d) The increase benefits are not admissible to officers and workmen who are rated less than 'Satisfactory' in their annual performance appraisals. Such employees are entitled to receive the amount as per existing (old) scheme.
- e) The incentive payments allocated under PIS & PLI put together does not exceed 5% of the distributable profits in a financial year.

6. The third example is the experience of the “**Bharat Heavy Electricals Limited**” (BHEL) with Plant Performance Payment Scheme (PPPS) and Performance Linked Incentive Scheme. The BHEL PPPS was introduced during 1973-74 to rationalize and replace the diverse production incentive schemes in vogue in the various units. The formula used for evaluation of the performance of the units and the scheme of payment for the same is given below:

Table 3 Evaluation of Performance

	Indices	Formula	Weightage
1	Physical Completion	Actual Physical Completion Budgeted Physical Completion	100
2	Delivery Performance & Project Completion	Actual milestone/important supplies completion during the Quarter (planned Milestone) Important supplies completion during the quarter	15
3	Quality Performance	For every 6% reduction in No. of NCR w.r.t. base year weightage will be 1 sub to max. weightage of 5 for 30% and above reduction in No of NCRs	5
			120*
* For the purpose of computation of % achievement, this will be converted to base of 100.			

The scheme at BHEL covers all categories of employees, including temporary and casual employees and trainees. The performance against the various indices is evaluated quarterly on cumulative basis but the payment in respect of the four quarters is made at the end of the year. The quantum of payment is computed as a percentage of wage (Basic pay + DA) subject to the condition that where an employee's wage/salary exceeds Rs 4000/- per month, performance payment is computed as if the salary or wage were Rs 4000/- per month.

7. The fourth example is the experience of “**The Shipping Corporation of India Limited**” (SCI). The scheme covers all shore based employees of SCI and is administered on the basis of organization's performance and individual measure. Eligibility criteria of Performance Related Incentive Payment at SCI are as under:

- a) Actual distribution not to exceed 5 % of distributable profit as defined by Department of Public Enterprises for one year
- b) While implementing the scheme, the individual's payment will be worked out on the basis of parameters, covering group performance, attendance records and ACR rating for the period.

Table 4 Scheme of payment (II)

Excellent	100%
Very Good	90%
Good	70%
Fair	40%
Poor	Nil

- i. 1st component comprising of 20% incentive amount will be payable to all shore employees
- ii. 2nd component comprising of 40% incentive shall be payable with reference to attendance.
- iii. 3rd component comprising of the remaining 40% of incentive is payable with reference to ACR for the financial year under consideration. The ACR scheme and incentives are paid in following manner:

Table 5 Percentage Payable w.r.t. ACR Average

ACR Average (out of 10)	% Payable
≥ 8.5	100 %
≥ 8.25 < 8.5	95%
≥ 8.00 < 8.25	90%
≥ 7.75 < 8.00	85%
≥ 7.50 < 7.75	80%
≥ 7.25 < 7.5	65%
≥ 7.00 < 7.25	50%
< 7.00	0%

- c) In addition, certain checks and balances have been proposed in the scheme.
 - i. Employees who have an unblemished record during financial year (no penalties) will be only entitled for the incentive for that particular year
 - ii. Employees who have been dismissed/discharged or terminated from the service shall not be entitled for incentive
 - iii. Employees under suspension shall not be entitled for the incentive payment until and unless proved not guilty and suspension order is revoked.
 - iv. In case of leave without pay, there will be pro-rata deduction of the payable PRI.

(Source: Inputs from Department of Public Enterprise's Letter DO No. 2(40)/06-DPE(WC) dated 26th March, 2007 and IIM Ahmedabad 'Synthesis Report on Formulating the Concept, Principles, and Parameters for Performance-Related Incentives (PRI) in Government'.)

Experience of Private Organisations in India with Performance Related Incentives

Annex 2.5.2

Maruti Udyog Ltd	
Name/Eligible/Implementation	<ul style="list-style-type: none"> ➤ Supervisors and above. ➤ Productivity performance and reward system (PPRS) for technicians.
Amount Allocated	<p>Variable Pay consists of three parts:</p> <ol style="list-style-type: none"> 1. Business performance - Ratio of profit before tax/net sales 2. Collective performance <ul style="list-style-type: none"> ▪ Direct labour productivity ▪ Spares & accessories turnover ratio ▪ Quality improvement 3. Individual Performance <ul style="list-style-type: none"> ▪ Attendance ▪ Proper leave planning
Remarks	<p>The variable pay as a percentage of total pay is different at all management levels:</p> <ul style="list-style-type: none"> ▪ Junior - 10% ▪ Middle 1 - 15% ▪ Middle 2 - 20% ▪ Senior - 25% <p>Payment is made two times:</p> <ol style="list-style-type: none"> 1. In the middle of the year (during Diwali). 2. At the end of the year, the balance payment due to the individual according to his appraisal
Indian Petrochemicals Corporation Ltd	
Name/Eligible/Implementation	<ul style="list-style-type: none"> ➤ Non - supervisory staff ➤ Supervisory employees and above
Process of Measurement of Performance	<ul style="list-style-type: none"> ➤ An index is communicated to the union and performance linked incentive is paid if it is achieved. ➤ Key responsibility areas (KRAs) are decided mutually by supervisors and employees at the start of the year
Amount Allocated	<ul style="list-style-type: none"> ➤ A composite index is worked out on the basis of the following 4 indices: <ul style="list-style-type: none"> ▪ Capacity utilization ▪ Raw material utilization ▪ Energy utilization

	<ul style="list-style-type: none"> ▪ Manpower utilization ➤ It also has a linkage to the attendance of employees. ➤ It is paid on the achievement of KRAs set at individual as well as department levels.
Remarks	<p>The staff above the non supervisory staff is divided into seven job categories but is broadly classified into three levels:</p> <ul style="list-style-type: none"> ▪ Executive ▪ Manager ▪ Leader
Infrastructure Leasing and Financial Services Ltd	
Name/Eligible/Implementation	All permanent employees.
Amount Available for Distribution	It is a percentage of the net profits of the company for a financial year.
Process of Measurement of Performance	<p>The pay is determined on the basis of two variables which are allocated different weightages:</p> <ol style="list-style-type: none"> 1. Level: represents the hierarchy. 2. Performance: <ul style="list-style-type: none"> ▪ Individual- measured on a 4 point rating scale ▪ Group- as viewed by the head of department.
Amount Allocated	<ul style="list-style-type: none"> ➤ First allocations are made for directors and members of board committees. Balance is distributed among other employees in two components: <ul style="list-style-type: none"> ▪ Group- 40% Here, 70% is reserved for front office groups and 30% for support units: ▪ Individual-60%
Remarks	EWT (Employee Welfare Trust) holds 5% of shares of each group company of IL&FS. These shares are issued to employees and senior management members based on their performance.
Larsen & Toubro Ltd	
Name/Eligible/Implementation	<p>3P Model</p> <ul style="list-style-type: none"> ▪ Person ▪ Potential ▪ Performance
Amount Available for Distribution	<p>Taking into consideration the business performance on the basis of the following:</p> <ul style="list-style-type: none"> ▪ Economic value added ▪ Profit before dividend and income tax ▪ Sales ▪ Talent available ▪ Strategic goals <p>The corpus for distribution is decided.</p>

Process of Measurement of Performance	Measurement includes the following principles: <ul style="list-style-type: none"> ▪ Absolute rating ▪ Relative rating ▪ Forced distribution
Amount Allocated	Individuals are awarded on the basis of the potential they hold.
Remarks	The linkage between performance and pay is absent.
Gujarat Energy Training and Research Institute	
Amount Available for Distribution	<ul style="list-style-type: none"> ➤ Normal increment would be equal to the dearness allowance of the last year. ➤ Merit increment will be a percentage of the revised pay (basic pay+ dearness allowance)
Process of Measurement of Performance	Key performance areas (KPA) are identified by employees and confirmed by their supervisors in a goal sheet. At the end of the year, the employee does a self appraisal followed by appraisal from appraiser and then by a reviewing officer. Finally, the employee is given a rating after completing the appraisal process.
Amount Allocated	<ul style="list-style-type: none"> ➤ For each level of performance the merit increment would vary. ➤ For poor performance it will be zero but for outstanding performance it would be three times that for normal performance.
Adani Group	
Name/Eligible/ Implementation	General Bonus
Amount Available for Distribution	3 months salary of an employee
Amount Allocated	<ol style="list-style-type: none"> 1. Group (50%) -1.5 month's salary. Based on annual group earnings before income tax achieved 2. Individual (50%)- 1.5 month's salary. Based on achieving the targets set at the individual level
RPG Enterprises	
Name/Eligible/ Implementation	<ul style="list-style-type: none"> ➤ Salary Increments ➤ Performance Bonus
Amount Available for Distribution	<ul style="list-style-type: none"> ➤ It is based on the company's performance in achieving the target laid down for profit before tax. Pool available for distribution is a percentage of total basic + allowances. ➤ The percentage varies depending on the company's achievement of laid target. If it is greater than 110% then 20% pool available and if less than 0% then no pool available.
Process of Measurement of Performance	KRAs set for management teams and individuals. Based on the performance on KRAs, rating is given on a four point rating scale.
Amount Allocated	➤ Based on the ratings received the salary increments and bonus is paid.

	<ul style="list-style-type: none"> ➤ Those employees who are in the below 10% are counselled to perform better but if again they fall in bottom 10% then they are removed from the job.
Remarks	<p>The percentage of variable pay at different levels is as follows:</p> <ul style="list-style-type: none"> ▪ Middle - 10-15% ▪ Senior - 15-20% ▪ CEO - 20-25%
Apollo Tyres Ltd	
Name/Eligible/Implementation	Pace
Process of Measurement of Performance	<p>Performance measurement is based on three factors:</p> <ul style="list-style-type: none"> ▪ Individual KRA achievement ▪ Annual competency rating ▪ Corporate performance rating
Amount Allocated	<ul style="list-style-type: none"> ➤ The payout ratio is worked out on the basis of weightages of individual rating (given on basis of Individual KRA achievement and competency rating) and corporate rating. ➤ For each level of management the weightages for individual and corporate rating would differ. At the higher levels the corporate rating will hold more weightage. ➤ It is paid according to the volume of sales achieved.
Remarks	The percentage of variable pay at executive level is 7% and keeps increasing as one go up in the management hierarchy. At the highest level i.e. of Chief is 30%.
BARCO Ltd	
Name/Eligible/Implementation	Commission Bonus
Process of Measurement of Performance	It is based on the goals laid down. They are both tangible and intangible in nature and pertain to individual and company performance.
Amount Allocated	It is paid according to the volume of sales achieved.
Remarks	Not more than 30% of the salary is variable at any management level.
Thomas Cook	
Name/Eligible/Implementation	<ul style="list-style-type: none"> ➤ Performance based variable bonus ➤ All employees except for union category employees, who are given productivity bonus negotiated with the unions
Amount Available for Distribution	The amount available is based on return on equity achieved and the degree to which the goal expectations are achieved.

Process of Measurement of Performance	The payout is dependent on the performance of <ul style="list-style-type: none">▪ Company▪ Business▪ Individual
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(Source: Table 9, Synthesis Report of studies on Formulating the Concept, Principles, and Parameters for Performance-Related Incentives (PRI) in Government, IIM Ahmedabad based on IIM Ahmedabad Study Workshop May 1, 2007.)

International Experience of PRIS

History of "Performance and Reward Link" in government

The earliest implementation of PRI (Performance Related Incentive) in the government can be traced back to 1946 when France adopted the first Civil Services by-laws which made provisions for individual and/or group bonuses in order to recognise and reward exceptional performance. Japan introduced a "diligence allowance" for public employees in 1950 and it was implemented countrywide. The year 1964 saw the introduction of a merit-based pay enhancement system in Canada. The Civil Service Reform Act of 1978 introduced performance pay for managers, the Senior Executive Service, in the USA. This was extended to mid-level managers in 1981. The US government revised the scheme in 1984 when it became the Performance Management and Recognition System. However, it was abolished in 1993, after which many US government departments and institutions have moved to performance pay based on the broad guidelines issued by the Office of Personnel Management. Many other countries like Spain (1984), Denmark (1987), New Zealand (1988), and the Netherlands (1989) followed suit. However, most of these schemes were not PRI in the true sense because of two reasons: firstly, they were largely negative incentives where the emphasis was to avoid penalties; secondly, they were most of the time related to age and/or length of the service in the organization, which is not really what PRI (present concept) is about.

The present day PRI concept started towards the end of 1980's and early 1990's with OECD countries¹. Introduction of PRI implied rewarding government employees with financial rewards, in addition to the traditional methods of rewarding employees, namely by promotions. Finland and the postal department in Germany experimented with PRI in the 1980's and subsequently countries like Denmark, the Netherlands, New Zealand, Spain, Sweden, the UK and USA adopted PRI in different formats, most suited to their individual contexts and circumstances. Australia, Finland, Ireland, and Italy joined soon after. Recently countries such as Korea, Switzerland, Czech Republic, Hungary, Poland, and the Slovak Republic etc have also initiated the process of putting PRI systems in place for their government sector employees.

¹ OECD (2005) "Performance Related Pay Policies for Government Employees", OECD Publishing.

France implemented PRI admissible in the form of bonuses (to a maximum of 20% of the basic) at the very top level for its civil servants (Director's level) in six ministries as a pilot in 2004, i.e. Ministries of Finance, Defence, Interior, Equipment, Agriculture, and Civil Service. The USA also adopted a legislation in 2004 that gives the Departments of Homeland Security and Defence the flexibility to introduce PRI. Both these departments have adopted the system and announced that they would shift the 'General Schedule' employees to a salary system based on performance related pay. This system will cover about 750,000 employees.

In the USA, the performance-based incentive has been the norm of the day for a long time. In fact, many professionals earn much more in the form of incentives and bonuses than their fixed basic pay. The private sector in the USA lays great emphasis on the power of performance related incentives in motivating employees and pushing them to achieve ever higher levels of performance. PRI is becoming more and more common, including at the very top level – the CEO. As per the 'Mercer Human Resource Consulting 2006 CEO Compensation Survey'², performance-based pay is the norm and, more than 50% of the CEOs receive performance-based shares. According to the above report, one third of US CEO's did not get any pay increase, since they failed to show expected performance. In the UK, a survey conducted across 250 companies by the Business Intelligence and Personnel Today, has discovered that over 70 percent of these companies use PRI, and 71.4 percent of these gave PRI an effectiveness score of 3-4 (on a 1 to 5 scale, with 5 being totally effective as a performance motivator) .

In the US government, a number of agencies such as The General Accounting Office, the Internal Revenue Service and the Federal Aviation Administration have also moved towards implementing a performance related pay.

Even the Vatican has introduced pay for performance for its employees. Vatican salaries are considered modest. It has been reported that, the Vatican is introducing a pay system that also depends on factors of performance for its employees. According to a press release from the Vatican "...approved the introduction [of PRI] into the Vatican pay system of an element of incentive and remuneration that takes account of factors such as dedication, professionalism, productivity, and politeness." The PRI scheme will apply to the lay workers employed by Vatican, some 2600 employees working its own super market, a railway station, a post office, gardens, museums, and the official newspaper.

Some African and other developing countries have also introduced PRI for motivating their employees and to ensure performance improvements, especially in services delivery to common citizens³. For example, countries like Cambodia, Tanzania, Uganda and Kenya instituted performance related incentives for improving health services and strengthening health systems in the hinterland. Though their social and physical

² www.mercer.com/pressrelease/details.html/dynamic/idcontent/1263210

³ OECD (2005) cited earlier.

infrastructure leaves much to be desired, an early beginning has been made and they are confident that they will be able to evolve performance management systems and monitoring mechanisms over time, in order to effectively implement PRI. More countries like Ethiopia, Ghana, Indonesia, Mali, Mozambique, Myanmar, and PNG are considering PRI as an innovative strategy to be adopted and implemented for improving health services in their respective countries⁴.

PRI has been largely put in place by most of the OECD countries for the government sector⁵. These countries were faced with the problems of economic pressures and dwindling government efficiency and output around twenty years back when they gradually started to put PRI systems in place to tackle these problems. Things have changed now for these countries. Socio-economic pressures have led to the development of incentives (financial and otherwise) other than promotion to improve performance in the government. Today most of the civil servants, specially the senior managers in many OECD countries are covered by PRI scheme of one kind or another. Over the years PRI has also taken non-managerial employees into its fold.

Two-thirds of the countries have implemented PRI or are in the process of implementing PRI, though very few countries have an extended, formalized PRI policy - Denmark, Finland, Korea, New Zealand, Switzerland, and the United Kingdom. Mostly, countries which have developed the strongest links between performance appraisals and pay as employee incentives are those which have the highest delegation of responsibility for human resources and budget management and usually have position-based systems. Delegation of authority is very crucial and can not be over-emphasized for the effective implementation of PRI systems in government. This is especially relevant in the Indian context where a lot of decentralization, delegation of authority and autonomy to take decisions will have to be passed on to regional/local levels for effectively introducing and implementing PRI systems in the government.

Different countries have pursued different objectives with PRI, depending on their perceived need for focus and the inherent differences in the culture, working conditions and constraints faced by the country. Nordic countries focus on the personnel development concepts; Westminster countries try to achieve the PRI objectives of motivational aspect; France and Germany emphasize the leadership and accountability concepts; and others such as Finland, Hungary and Italy use PRI as a tool to achieve flexibility and responsiveness in governmental working. This highlights and complements the life-cycle concept of PRI that we have discussed earlier i.e. PRI systems can be designed and adapted to serve the need of the organization/country.

⁴ Making Health Systems Work: Working Paper No. 5; Department of Health Policy, Development and Services Evidence and Information for Policy, WHO.

⁵ OECD (2005)

Different countries have also adopted different methodologies for introducing PRI, ranging from introduction by the central government to consultative mechanisms instituted at the organizational level. For example, PRI was introduced by law in Germany, Hungary, Italy, Spain, Switzerland, USA whereas PRI was introduced by collective agreement in Denmark, Finland and Sweden. The UK implemented PRI through negotiations between Cabinet Office and HM Treasury. Even within the same framework of implementation, countries have evolved PRI over the years. For example, Denmark concluded a Collective Agreement in 1997, 2002 and in 2005. Subsequent to the 2002 agreement, most of the unions agreed to enter the new incentive system. The choice of the methodology to introduce PRI also depends on how centralized or devolved the public service within that particular country is. In centralized countries, PRI can be introduced by law and be made applicable to the entire government machinery (Examples: Australia, USA, UK, Canada, Ireland etc). In countries that have a higher level of decentralization, there is a higher level of uniqueness and thus diversity amongst the departments and units which has to be factored-in while implementing PRI (Examples: Denmark, Sweden, New Zealand). Most of the countries lie somewhere in between these two extremes – partially decentralized (Examples: Finland, Italy). A related influence on the choice of methodology is the strength of the influence of unions on the operation of the performance appraisal system.

Most of the countries have implemented PRI after a long drawn pilot project and gradually over the years. The biggest advantage of a pilot system is that it allows the new system to be tested on a limited number of employees and it can be experimented with and improved before extending it to all the members within an organization. It also makes the implementation process smooth and relatively trouble free as there is reduced resistance to the new idea, it is adapted to the organization, unions have tested its implementation, and some champions emerge for the cause. Pilots give an opportunity to learn and adapt, to evolve and reform (incremental) rather than bring about a revolution.

Most of these countries have developed a formal performance appraisal system which relies on the mutually agreed upon performance agreements rather than on standard job descriptions for those particular positions. The performance measurement strategy brings about goal congruence by linking individual and organizational objectives. PRI for senior management is operationalised along multiple parameters than for lower levels of staff. In fact, the focus is strongly on the managers so that the government is able to retain their key employees and keep them motivated. Most of the countries are focusing on developing systematic policies to address the problem of under-performance (some by instituting sanctions for the same) by relying on strong incentives to promote good performance. Most countries, apart from differentiating between performance levels also impose caps on the maximum amount payable under PRI. We now present a brief description of eleven different countries' experience with PRI. Table 1 highlights different models of PRI, contexts faced by eleven select countries and their response with respect to PRI implementation in the government sector.

Table 1: Form and Maximum Size of Individual PRI Payments

Country	Merit Increments	Bonuses
Australia		Departmental secretaries and executive agency heads are eligible for annual performance bonuses.
Canada	Progression of 5% p.a., up to three years	10-25% bonus lump sum.
France		<p>1. Indemnities represent about 17% of the remuneration of civil servants, but this number varies greatly by ministry, sector, and level of qualifications of staff.</p> <p>2. Senior civil servants receive higher bonuses than other categories of staff (about 40% of their remuneration depends on bonuses). Indemnities are not included in the basic salary.</p> <p>3. In 2004, France experimented with PRI in six ministries where bonuses up to 20% of the base salary can be given.</p>
Germany	Merit increments, known as performance steps, are granted to not more than 15% of civil servants and military personnel under remuneration scheme A, for people who have not yet reached the final basic salary.	<p>1. Up to 15% staff in civil and military can receive performance bonuses and performance allowances for outstanding special services.</p> <p>2. Performance bonuses shall not exceed the initial base salary of the respective pay grade.</p> <p>3. Performance allowances shall not exceed 7% of the initial basic salary.</p>
Hungary	Merit increments of up to 20% of the salary.	--
Italy		Bonuses for senior managers. The annual PRI cannot be less than 20% of the annual value of the award for the particular post, within the limits of available resources.
Korea	Merit increments are added to the annual salary of a higher-level government employee and	1. Bonuses are paid to government employees annually and designed for mid and lower level employees. Lump

	linked to his performance ratings. Up to 7% of the performance standard amount (nearly the equivalent of half of annual salary) for those rated excellent.	sum bonuses vary from 100% to 40% of the monthly base salary p.a. 2. Performance bonuses can be provided in various ways: on an individual basis/departmental basis, and on a combination of both.
New Zealand	Merit increments are decided by individual departments within the pay range set out in voluntary agreements.	Bonuses are also decided by individual departments.
Switzerland	Merit increments: from 4.1-6% for outstanding performance (ranked A++). Increase of 3% if assessment is A (good performance).	Bonuses can reach 12% of salary for outstanding performance. If bad performance, no bonus and after two years decrease of the salary to 94% in the range of the salary.
UK	Merit increments.	1. Non-consolidated bonuses - now being used as one of the main vehicles for delivering PRI to staff performing above a satisfactory level. 2. Bonus levels vary in different organizations and can be substantial in some and much less substantial in others.
United States	In the General Schedule base pay system an agency may advance an employee who meets a high performance bar - outstanding performance - to the next step of a grade (approximately a 3% increase). Merit increments are based on the manager's annual performance rating and current position in the pay range. A full merit increment is equal to approximately 3% of the average pay rate for that grade. Managers who are rated 'unacceptable' receive no general increase.	1. Cash performance bonus for above average performance is typically 1-2% of salary. Funding for both Quality Step Increases (QSI's) and bonuses is provided out of the regular budget for salaries and expenses. This scheme applies to about one million employees. 2. Cash bonuses of up to 10% of the base pay can also be paid to managers. In the case of unusually outstanding performance, a department head may pay an individual a larger bonus, but not more than 20% of the base pay.

Source: OECD (2005) "Performance Related Pay Policies for Government Employees", OECD Publishing.

Experiences of PRI in Asia: Governments

Like other governments in Europe and North American continents, Asian countries have also introduced performance related pay in the government, covering different ministries/ departments. In this section we present some Asian experiences of PRI.

Singapore⁶

The Singapore government provides a highly successful example of implementing PRI for civil servants (government employees). The traditional seniority based pay and promotion have been replaced by performance linked pay and promotions. Thus instead of fixed annual increments, the employees have a chance to earn bonus and merit increments, based on their competence and performance. To implement this, care has been taken to provide an elaborate performance assessment system as well as providing a centrally determined pool of funds for distribution of the bonus. The strategic intent behind the move has been that a well-paid and corruption-free civil service is important for the overall development of the country, and that civil service pay should be in congruence with the private sector pay so that the civil service is able to retain and attract talent that is critically in short supply these days.

Three justifications are given for the high level of reward for high public offices (RHPO) in Singapore. Firstly, retention of talent is important for the government and good pay and incentives help retain and attract talent. Secondly, it minimizes corruption in government as well-paid employees do not succumb to the temptation of corruption. The emphasis placed on this fact is amply reflected in the following words of the Prime Minister of Singapore (Lee Kuan Yew 1985, in a parliamentary debate):

“How is Singapore to preserve its most precious asset, an administration that is absolutely corruption free...why does it attract banks, financial services...in preference to so many countries better endowed – in terms of natural resources, manpower and markets? ...Do we want to maintain our system?...I am probably the highest paid in the Commonwealth if you go by the official salary...I am one of the best paid and probably one of the poorest of the third world Prime Ministers...There are ways and ways of doing things and I am suggesting my way – moving with the market is an honest, open, defensible and workable system. You abandon this for hypocrisy; you will end up with duplicity and corruption. Take your choice”.

⁶ Part of the write-up is drawn from the presentation made by Shri Suresh C Gupta IAS at IIMA during a workshop on ‘Pay for Performance’, May 1, 2007.

The third justification emphasizes meritocracy, implying that good salaries attract brightest employees to join the government, and that this meritocracy must spread upwards to include virtually up to all elected political leaders holding office, since competent political leadership is a pre-requisite to growth and quality governance.

The amount of PRI that individuals receive is partly dependent on their individual contribution to the job that they are performing (assessed as an individual/group) and partly on the overall performance of the economy. This is especially helpful in keeping the performance related incentive payouts relevant and in proper perspective.

The defining mark of Singapore government's compensation system was the system of salary benchmarking for paying market rates. The first higher benchmark was for the Ministers and the top Administrative Service Officers (Staff Grade I appointment); the second benchmark related to salary of relatively young, middle level officers, who are identified as potential civil service leaders (Super scale G officers). Their salary is also set at par with the private sector as the problem of attrition of talent is very acute at this level.

Table: Salary Benchmarks in Singapore

	1994 Benchmark	2000 Benchmark
Ministers and the top Administrative Service Officers (Staff Grade I appointment)	<ul style="list-style-type: none"> - 2/3rd the average of the annual earnings of the top four professionals in Singapore representing following professions: bankers, accountants, engineers, lawyers, MNCs and local manufacturing companies. - Further adjustment by discounting it by 1/3rd was also made as a "demonstration of sacrifice" for assuming high public office. - The objective is to equate the earning with that of the top 101st private sector earner in Singapore. 	2/3 rd the median income of top eight people in the six professions.
Super scale G officers	<ul style="list-style-type: none"> - Average of the earning of the 15th person from top in the age group 30-34, from the aforesaid six professional. - The logic: A 32-year-old officer could "easily rank among top 90 in his cohort in terms of ability" and thus should earn equal to them in order for him to continue to stay with the Government. 	Same as 1996

Source: as cited in the report

The new system was introduced in 1987 and had the aim of aligning all future adjustments in pay only through the variable component - both monthly and annual. This made civil servants total remuneration variable up to 18%, which has now risen to over 40% of the total annual salary. The civil service wage structure has the following five components:

- i) Fixed Component - Basic monthly pay (this has remained unchanged since 1987).
- ii) Variable components - this consists of -
 - a. Monthly Variable Component (MVC)
 - b. Monthly Non-Pensionable Variable Payment (NPVP)
 - c. Non-Pensionable Annual Allowance (NPAA)
 - d. Annual Variable Component (AVC): equal to up to 3 months pay to be decided by Government and paid twice in a year, in line with the performance of the national economy.
 - e. Annual Special Bonus: one off special bonus equal to 0.25 month's pay was made in the year 2004 in view of exceptional economic performance.

The components are truly variable. For example, in 1998, after the Asian Financial Crisis the AVC was reduced. In 1999, monthly NPVP component was also reduced. However, in 2000, as the economy recovered, monthly NPVP was restored and AVC was raised. Till the year 2003, the AVC was equal to 1.5 months pay, but was revised to only ½ month's pay in view of declining private sector salaries in November 2003, which was again raised in 2004 (2 months) and 2005 (2.15 months' pay).

To administer the PRI system, a central pool of funds is placed at the disposal of all the Ministries, who have the flexibility to take final decisions on distribution of bonus among employees, subject to the overall dollar limit. The actual payout is determined by one of the three Personnel Boards, depending on the assessment of performance, rank and the position of an employee (within the overall pool of each ministry). The quantum of reward varies significantly according to levels, higher the position greater the reward (for performance).

Individual performance is measured through a performance appraisal system. It assesses current performance and includes an estimation of the future potential of an officer. The appraisal results in a rating done on a five grade scale (A to E) on the basis of parameters like work output, quality of work, organizational ability, behaviour under stress, sense of responsibility, service quality, team work and work related knowledge. For Division I officers, team performance, organizational contribution and concurrent appointments are also assessed for evaluation of the overall performance grade. These ratings are moderated at the ministry level based on a pre-determined quota. For lower grades, the system works in a fairly routine manner, given the high probability of almost everyone

getting it if the overall organizational and economic performance is found to be acceptable.

South Korea

In South Korea, performance evaluation has undergone a sea-change. In the traditional, seniority-based compensation system the evaluation was not important, however, the evaluation system has been gaining more importance and is now being applied for both employee development decisions as well as compensation decisions. The Asian financial crisis accelerated the transition of companies from the *Ho-bong* style (pay-table reflecting seniority) to the *Yeon-bong je* (Korean style merit pay). Almost 80% of the companies that adopted *Yeon-bong je* adopted it right after the financial crisis and the move has served them well. By 2005, almost 50% of all Korean firms had some form of performance related incentive in place to keep employees motivated and to reward differential performance. The adoption of performance related incentive system has been found to be related to increases in labor productivity and firm performance. This is increasing the popularity of PRI in Korea.

The Korean government supported the initiatives of the industry by putting in place initiatives on Human Capital Management (HCM) in 2003⁷. President Roh's Participatory government put the HCM reform at the top of reform agenda. It regarded human capital as: the aggregate of people's potentials for lifetime self-development, knowledge accumulation, and technological advancement. Therefore, a distinct feature of human capital is to embrace a non-commercial, qualitative and quantitative, social and external effect. The participatory HCM system put in place four distinct goals:

1. HCM system should be both autonomous and responsible for its actions
2. Be both fair and transparent
3. Focus on strengthening professionalism and core competencies, within its domain
4. Induce active participation by public servants, under the principle of "putting the right person in the right job."

The HCM reform strategies (necessary to achieve these aims) included:

1. Encouraged a general acceptance of reform and to include further ideas in reform processes at all levels of the organization.
2. Differentiated the HCM reform program as per Grades of employees. Higher level of employees (Political appointees and Grade 1-3) were required to play a leading role in driving HCM reform and acting as change agents; while lower levels were required to proactively participate in supporting the reform agenda.

⁷ Kim, Pan Suk (2007) 'Transforming higher-level civil service in a new age: a case study of a new senior civil service in Korea' Public Personnel Management • Summer

3. Introduced a promotion and compensation system based on acknowledged transparent and fair appraisal system to achieve a well-balanced HCM based on employees' competency and self-development.

Job analysis was implemented to establish a flexible HCM system and an open government structure and jobs were classified into different categories (in 2003-04). The Ministry of Foreign Affairs and Trade was the first one to adopt the Job Classification System for its HCM needs, which has since been improved and expanded to various central agencies. A job analysis was initially carried out for all the Director-General level posts in the government ministries and then gradually to Grade-4 posts and below. Another objective behind job analysis was to enable job mobility amongst occupations or agencies, from the situation of bureaucratic rigidity.

The Korean government now has an annual incremental merit pay program for its civil servants in Grade-3 and above, and for contracted workers⁸. Pay, thus consists of two components - fixed pay (and allowances) and a variable pay component, which depends on appraisal results under an MBO⁹ system. Individual ministries are given the freedom to set the amount and grades of PRI, but overall quotas (scope) are set for performance levels (evaluated on 4 points Excellent, Outstanding, Normal and Unsatisfactory). Payment varied between 8%, 5% to 3% for normal as merit increments for top level officials and for others annual bonus from 110% for excellent, 80% and 40% for Normal. Around 30% of employee strength fall under unsatisfactory group and they are denied any performance pay.

Malaysia

Malaysia, in the process of "reinventing government," introduced what is commonly known as the New Public Management (NMP) practices aimed at improving public sector efficiency and performance in the delivery of services.

The New Remuneration Scheme (NRS) was introduced in 1992, the purpose of which was to establish clear linkages between employee performance and reward. It also enabled the government in reviewing, restructuring, and reducing the flab of the government. For example, between 1992 and 1997, a total of 570 government agencies were reviewed and rationalized. NRS also brought about important changes in the area of performance appraisal and made public sector pay and promotions more objective. NRS also linked performance with rewards by introducing a Matrix Salary Schedule (MSS) and provided for flexibility in salary progression, as opposed to the prevailing linear salary structure. The MSS payout was based on the employees' performance and depending on performance the salary could move on four ways: static, horizontal, vertical and diagonal. Top performers move diagonally, thus enjoying double annual increments compared to average performers, while poor performers are not rewarded. As a part of the introduction of NRS, the performance evaluation system was also revised to become

⁸ <http://www.csc.go.kr/eng/csS/css06.asp>

⁹ MBO- Management by Objectives

more systematic, transparent, and reliable while minimizing subjectivity in performance appraisal. The whole performance appraisal was decentralized and a panel was created and endowed with powers to assess employees' performance and determine salary progressions.

Vietnam

As Vietnam moved from the Soviet-style command economy towards a market economy (known as *doi moi*), it tried to incorporate 'performance' as a factor in the remuneration of civil servants. As a part of the post-1993 pay reforms, some important allowances were added to the basic pay, one of them was linking job description to the salary rather than just rank. A substantial restructuring program - Master Program on Public Administration Reform for the period 2001-2010 (PAR) was undertaken by the Government of Vietnam to effectively meet the demands of managing a mixed, open economy.

Decree 10 of December 2002 gave public service delivery units significant budgetary autonomy, which allowed them to:

1. Carry forward funds unspent in the current/previous financial year
2. Set their own administrative spending norms, which could be different from the norms set by the government
3. Manage their own revenue accounts
4. Adjust salary payouts to provide for performance related rewards/incentives
5. Review, re-organize and restructure to achieve efficiency and effectiveness in staffing.

Each public service delivery agency was classified on the basis of its capacity to generate revenue. The state funding to these agencies was thus decided and fixed for a period of three years. The most important aspect of this mechanism was the autonomy and the discretion granted to managers to payout "above-award" rates in recognition of improved performance and productivity, thus effectively creating the provision of performance related incentives in Vietnam. In 2003, the Ordinance on Cadres and Civil Servants sanctioned greater flexibility in remuneration and terms and conditions of employment.

Decree 10 also accentuated the commercialization of service production (provision for fee-paying services) which led to revenue enhancement and significant wage increases (based on performance). These were accompanied with rationalization and cost reduction. For example, the government allowed Hanoi schools to admit "Grade B" students (students who did not meet academic or residential entrance requirements) who could be charged fees at a rate much higher than the government regulated and controlled fees. These students became a source of extra revenue for the schools as only a small proportion of the fee charged had to be shared with the government. When the salary increase of 2003 was announced by the government, these surplus funds were allocated by the schools to the salary budgets and were often paid out as incentives for improved performance and productivity.

Pakistan

Pakistan has also taken initiatives to introduce performance-based remuneration in the government and the public sector. It must be noted here, that private enterprises in Pakistan already have the concept of performance related incentives.

As part of reforms in higher education, a Higher Education Commission was created in Pakistan in 2002. The commission focused on a number of initiatives such as sending students abroad on scholarships, building of universities, emphasized on teaching quality and research, targeted plagiarists, etc. With a view to improve teaching quality and research, performance related incentives were introduced by the Commission. The introduction of PRI in the education system has started to yield positive results in terms of enhanced effort being rendered by employees, and improving teaching quality. Similarly, Pakistan's Central Board of Revenue (CBR), has also instituted performance related pay for its employees to create motivation and incentives for better performance. According to published information, the performance of CBR across a range of measures has gone up after instituting performance related incentives and by paying special attention to capacity building, welfare, training etc of its employees.

(Source: Extracts from Chapter II, Performance Related Incentive in Government: Concept and Practices in 'Synthesis Report of studies on Formulating the Concept, Principles, and Parameters for Performance-Related Incentives (PRI) in Government', IIM Ahmedabad)

(Extracts from Chapter III, 'PRI Model for Government of India', 'Synthesis Report of studies on Formulating the Concept, Principles, and Parameters for Performance-Related Incentives (PRI) in Government', IIM Ahmedabad)

Feasibility of PRI in GOI

The five studies carried out by the IIM-Ahmedabad show that the potential for PRI exists in the departments and ministries of GOI. Direct financial gains will be easier to realize in those organizations engaged in revenue generation activities, but for others (and the former) potential for cost efficiency and productivity increase exists. The five studies support the well known fact that, the approach to PRI should be contextual. However, synthesizing the underlying objectives of the studies, we have developed a framework for implementing the PRI model in Government of India. The framework is limited to providing a conceptual framework for designing a PRI program in GOI. While operationalising the same in respective ministries/departments etc. it has to be customized to the objectives and deliverables of the respective organizations. This also means ushering changes in the working style, procedures and specifying accountability and its delivery to public and other stakeholders. Hence "internal reforms" and public/stakeholder accountability becomes integral to introduction of PRI.

Definition of PRI

Performance Related Incentive (PRI) is the variable component of the pay which is awarded ex-post, after individual/group performance is measured against pre-set (ex-ante) and mutually agreed upon goals for a given period of assessment. It is non-additive and non-cumulative. It is not an automatic default incentive which is given for the nature of duties and responsibilities or levels of difficulty (working conditions) for a certain rank/post. PRI is also linked with respective organizations measurable contribution to responsive governance. PRI will cover all employees of Government of India, irrespective of position in the hierarchy.

The above definition emphasizes the following points:

1. PRI is not an assured entitlement for all employees. It is totally based on performance assessment (individual, group or combination) and varies according to performance. It does not cover assured incentives like those given for difficult

working conditions, special schemes, normal increments or promotion related pay increase.

2. PRI payment will be made over and above the compensation entitlement for a particular rank/position. Thus the model will be ' $1 + X$ ', where 'X' is expressed as a percent of the annual basic salary. The value of 'X' should be decided by the ministry/department, based on the PRI pool generated internally.
3. The PRI system runs with the support of Performance Management System (PMS) and MIS system. Extensive communication and training of employees should support PRI introduction. It is also necessary that basic conditions required for work and supervision is put in place.
4. Clarity about objectives and deliverables at multiple levels, starting with ministry/department and cascading down the line up to individual level has to be developed. At the apex level, the vision/mission, budgetary goals set by the government and stakeholder commitments/citizen charter can be the guiding posts. It has to be cascaded down the line of hierarchy to all final delivery point (individual or group), through a structured process.
5. Clarity about reporting and monitoring channels, work activities and deliverables (job-descriptions and performance indicators), delegation and accountability charts and work processes flow/government business processes also needs to be developed, as they form the foundation of PRI. This implies initiating the process of internal reforms.
6. The duration of one PRI cycle in normal cases will be 12 months. However, sub-periods suitable to organizational requirements can be worked out.
7. Within the ministry/department/other offices, clear individual and/or group (organizational) targets need to be set at the beginning of the PRI cycle and communicated to all parties involved. These targets are preferably mutually evolved and agreed upon by involved parties. In rare cases it has to be given or self proposed, but agreed-to between performing unit (individual/team) and supervisor. Certain parameters, particularly strategic (long term directions), leadership competencies and service indicators will be common across. Apart from the task involved, targets should also reflect reform commitments.
8. PRI should be based on multiple measures covering work deliverables, product/service quality, efficiency, innovation, improved processes, etc. so that the end result is balanced. While at some organizational and employee levels, fully objective approach may be possible, combined use of objective and subjective measures will be required in many jobs.
9. PRI is based on measures of employees' performance within the ambit of their influence (role/delegation/reporting relationship etc.) & accountability.
10. PRI is only awarded when targeted performance levels are exceeded by the individual or group at the end of cycle (generally one year). Meeting targets may not entitle for any or maximum PRI payment. Hence, benchmarks for acceptable performance levels should be set carefully such that it balances organizational

interests, good governance expectations and motivates individuals/teams. The PMS and MIS systems will capture the extent of target achievement.

11. The fund for pay out of PRI (pool) should be generated internally from benefits accruing through higher productivity, cost efficiency, savings etc. In short, the PRI scheme should be self sustaining, and not become another cost head requiring budgetary support.
12. Generally, PRI is awarded after proper assessment of achievement levels of completed tasks against set targets/benchmarks. It is not for anticipated results.

Objectives of PRI

PRI emerged from the management need of performance budgeting and performance management. It became important in the government because of tight economic and budgetary constraints faced by the governments and the resulting need to incorporate performance objectives and budgeting processes to move towards variability of incentives and recognition and reward of individual/group effort and achievement. The increasing public accountability and economic pressure increased the need for achieving goal congruence between organizational and individual/group goals in the overall interest of organizational performance and service delivery. Thus it can be seen that, the essence of PRI is that *differential performance must be differentially rewarded*, so as to enhance government performance and improve employee motivation and accountability.

- Introduction of performance related incentives (PRI) in government would lead to significant improvements in economy, efficiency and effectiveness in all facets of government (ministries/ departments/subordinate/attached offices etc.)
- In addition, PRI will help to enhance employee motivation by incentivising individual and /or team performance, since it provides performing employees/groups with an opportunity to earn more.
- PRI will serve as a catalyst to usher in responsive governance and public (stakeholder) accountability, by linking tangible rewards to measurable achievements of employees at all levels of government.

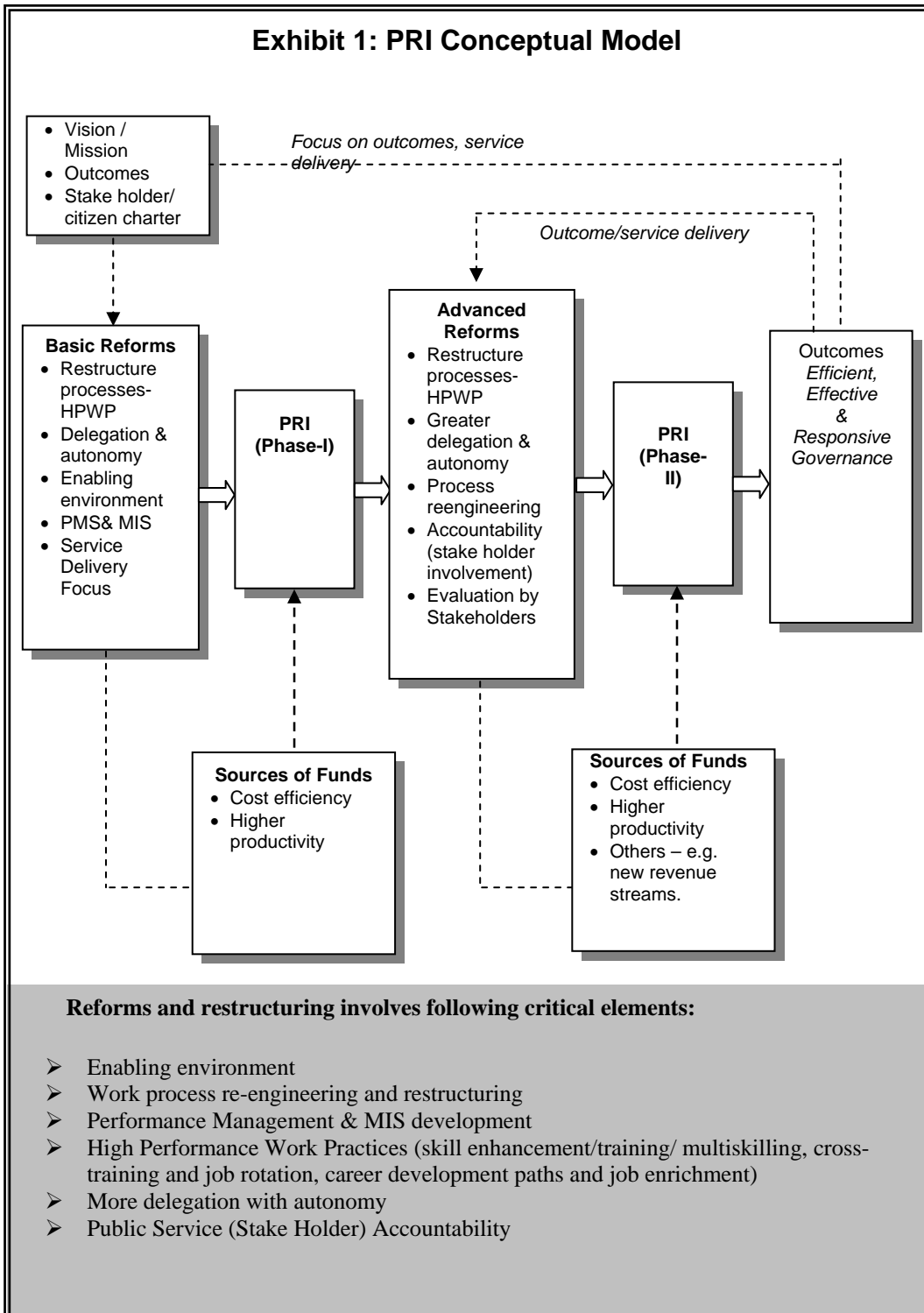
Scope and Coverage of PRI

The PRI model and approach presented in this report covers all ministries, departments, attached and subordinate offices, directorates, field formations, work units and autonomous bodies under Government of India and all categories of employees working in the organizations mentioned above. When the PRI scheme is introduced by GOI, existing PLB schemes, non - productivity linked Ad-hoc bonus and honorarium payments will end.

Conceptual PRI Model

We propose a two-stage conceptual model for introducing PRI in government. We are of the view that the model can be generalized across the government i.e. ministries, departments, attached/subordinate offices, branches, autonomous bodies etc. A schematic representation of the conceptual model is given in Exhibit 1:

Exhibit 1: PRI Conceptual Model



Reforms and restructuring involves following critical elements:

- Enabling environment
- Work process re-engineering and restructuring
- Performance Management & MIS development
- High Performance Work Practices (skill enhancement/training/ multiskilling, cross-training and job rotation, career development paths and job enrichment)
- More delegation with autonomy
- Public Service (Stake Holder) Accountability

Requirement for Customized and Phased Implementation of PRI

Within the broad framework described by the conceptual model, each implementing organization should customize the PRI system to suit its context. The conceptual model will be a general guideline for introduction of PRI in the government. PRI will also involve substantial change management efforts, including focus towards service to public and internal improvements. Hence winning commitment of employees through dialogue and communication, and building employee capacity for performance will be required.

Phased road map for introduction of PRI.

In our opinion a phased approach to introduction of PRI will be best suited for GOI, as depicted in Exhibit I. Our studies showed that a large section of employees believe that at the idea level PRI will address their concern about absence of tangible connect between employee performance and rewards.

While our studies established that PRI can be introduced in GOI, we concluded that high degree of customization will be required. Sufficient groundwork needs to be done to ready the organizations for PRI. It is also necessary that the overall PRI objectives described earlier be kept in focus while introducing it; else PRI may also be seen as another mechanism to earn more without change in employee performance as well as impacting outcomes and the quality of governance. Hence we recommend that PRI should be introduced in multiple phases. Individual reports also suggest the same approach.

We have recommended PRI introduction in broad two phases (Exhibit I). Each phase is focused and they are determined by (a) employee/organizational readiness (b) outcome focused reform commitments linked to PRI introduction and (c) mode of financing the PRI. Considering the complexity of the exercise, multiple stages have been incorporated within phases I.

Phase I - Stage I: Organizational Readiness and Pilot

The first stage we recommend that each ministry/department inclined to accept PRI starts the initiative by setting stage for PRI through organizational readiness exercise. This stage will be initial part of Phase I of the conceptual model (Exhibit I), where broad framework will be set.

- The first step here will be to clarify (re-clarify if required) or evolve organizations vision and mission as well as stakeholder commitments/citizens' charter. The latter is absolutely necessary to keep the focus of employees on accountability to public/stakeholders.
- It is necessary that internal and external constituencies are consulted and communicated with for the purpose, so as to gain acceptance. This exercise will also give an idea whether employees and the organization are ready for PRI and the type of PRI (individual/group).

- This is also the time for organizational leadership to explore avenues to build the PRI pool through internal accruals like cost efficiency, higher productivity and also using resources available from stopping of Ad-hoc bonus and honorarium.
- Acceptance, both by organization and its employees of all the principles behind PRI as given in this report is a necessary condition. Hence communication about the scheme and the importance of reforms that need to be carried out alongside as well as addressing employee apprehensions will be significant at this stage.
- Institutional mechanisms to manage PRI should be set at this stage.

We recognize that ministries/departments opting for PRI will have to go through a learning curve and adapt itself to the changed mode of functioning, before PRI is introduced across the organisation. Hence, to facilitate the employee as well as organizational acceptance of PRI, it may first be introduced in selected department(s)/units on pilot basis. The pilot will be an experimental platform to usher in the basic reforms as described in Exhibit I. Later the reforms and systems can be replicated and PRI introduced across the organization, leading to Phase II of the program coupled with advanced reforms.

- As part of the pilot PRI, organizations should establish a comprehensive system for defining, measuring and benchmarking performance (PMS+MIS). Clarity about work deliverables (Job descriptions), accountability (job targets/ work norms/goals) and reporting relationships should be arrived at.
- We would emphasize that, success of the PRI scheme will much be dependent (not solely) on the choice of performance criterion including indicators, benchmarks and tools to measure.
- At this stage, the performance criteria used for PRI should also emphasize outcomes from the perspective of users of the public service rather than limited only to the usual measures of inputs, workloads and outputs.
- In addition at senior levels, where employee supervision is involved it is necessary that employee satisfaction is also measured.
- Strategies to build the PRI pool and other details about performance levels and payment levels should be further refined at this stage.

Phase I - Stage II: Cascading

Learning from the pilot (minimum required will be one cycle of a years' duration) should be captured and with necessary modifications, PRI can be introduced across the organization. With experience from pilot exercise, the PMS and MIS system can be further fine-tuned and system to capture public/stakeholder service delivery can be put in place. This stage of Phase I should additionally support strengthening of the basic reform initiatives like creating enabling environment by creating a high performance work place (HPWP), communication and training for competency building, changes in work processes to bring public/stakeholder service delivery focus and greater delegation of powers.

At the Phase I stage (both pilot PRI and later cascaded across), the rate of performance linked incentives should be at levels that are appreciable (10% -20% of annual basic pay) depending on the organizational capability to pay. Though pre-specifying the number/percentage of employees eligible for PRI is commonly followed, (through forced choice/bell curve method) we recommend that respective ministries/departments etc may be given the freedom to choose the coverage.

Phase II: Ushering Advanced Reforms through PRI

Once the PRI system has been spread across the organization and basic reforms in place, we recommend that organizations move to the next phase of PRI that will eventually bring it closer to the final outcomes (Efficient, effective and Responsive Governance). This stage will include organizations focusing on deeper reform process as described in Exhibit I. The key focus of Phase-II, will be that the scope of the PRI scheme should be expanded to undertake more ambitious reforms. (Basic systems like job definitions, PMS and MIS should be stabilized by then).

- Reforms should involve a more comprehensive restructuring of operations and process reengineering for greater productivity and improvements in service delivery. This stage will include shift towards HPWP in a more substantive fashion and the internal organization structure and work processes should be re-engineered to meet high levels of public service. At supervisory levels, leadership and satisfaction of team members will be included as performance indicators for PRI
- At this stage, providing superior public/stakeholder service should become the focus for organizations. To achieve this, mechanisms for performance rating by end users (public service accountability, discussed later) and achievement of responsive governance goals has to be emphasized.
- As part of advanced reforms, it would also be advisable to introduce more result-oriented approaches such as performance agreements with senior managers; and introducing lateral entry for senior positions, so as to make government service more challenging and competitive.
- With more efficient internal operations, organizations should be able to realize substantial cost savings and realize gains of higher productivity to fund the PRI pool. They can also explore options for additional revenue generation by providing value added services to users and other innovative arrangements.
- Correspondingly the rate of incentives should be increased substantially in the Phase-II, including multiple slabs for PRI payout based on performance. Eventually the remuneration of high performers should become comparable to the private sector. .

Key Reform Themes

Introducing PRI in government without supporting reforms areas like work environment, managing performance, decision frameworks, processes and people management may be counter productive. We evaluated two options i.e. introducing reforms first followed by

PRI or using PRI itself as a tool to usher in reforms, and we choose the latter. PRI introduction in GOI will be phased but simultaneously coupled with reforms. The ultimate deliverables of PRI (specifically employee motivation through measurement and recognition of performance leading to efficient/effective and responsive governance) has to be kept in mind in the course of the reform exercise. From the individual studies and implementation experiences of PRI, we have identified six critical reform themes.

Enabling work environment

Performance Management

Delegation

Process Reengineering

Creating High Performance Work Practices

Public Service (citizen/stakeholder) Accountability

Operationalizing PRI

While the conceptual model explains the general philosophy supporting PRI in GOI, we conclude that at operational stage there is requirement for contextualization of the model based on the following activities:

- a) Laying the framework for PRI, in terms of organization and people readiness.
- b) Output/Outcome definition (KRA/SPI) and Performance Measurement and data tracking (PMS/MIS)
- c) Decision rules for classifying performance at individual and group levels.
- d) Linking with financial rewards, thereby increasing employee motivation.

PRI Payout: Approach

As indicated in the definition given above, PRI for GOI is conceptualized as payment based on performance over and above the existing compensation package. Hence the model will be $1 + X$, where "X" will be the PRI component, awarded based on evaluated performance. Performance for the purpose of PRI will be determined using a combination of PMS scores/group performance (where relevant) and organizational performance and computed as percentage of annual basic salary. To emphasize the importance of public/stakeholder accountability, we also recommend that suitable weight be assigned for achievements related to public service accountability. Depending on contextual requirements, additional performance dimensions can be added by the organizations. The general consensus arrived at by the IIMA study group is to effect the PRI payment in the form of an "Annual Bonus", given one time. Where-ever group PRI payment or combination has been suggested payout should be affected annually (or in suitable timeframe depending on the organization). Our view is that organizations should have the freedom to set the payment rates considering its peculiarities and PRI pool available. Progressively the quantum of PRI payment can be increased depending on the nature of work and the organizations ability to create the PRI pool. In general, we recommend that PRI (for individuals as well as groups) should be computed considering the following factors:

1. Individual Performance Level or Group Performance Level.
2. Work unit & Ministry/Department performance.
3. Public Service (Stakeholder) Accountability Score (e.g. Sevottam rating).

Respective ministries will have the freedom to add more parameters for measurement, but the above three should be mandatory. Relative weights for each parameter can be different for different categories of employees (Group A/B/C etc.).

Budget Neutrality of PRI

The overall financial logic of the PRI model proposed by IIMA is based on budget neutrality. It implies that the fund for paying out PRI should be generated by the respective ministries/departments from within. No additional budgetary allocation will be provided for the purpose of PRI. The proposed model assumes that delegation and greater autonomy will induce the supervising officers at all levels to restructure and reengineer their work processes to generate substantial savings, cost efficiency and higher productivity. Expenditure currently incurred in terms of ad-hoc bonus and honorarium payments should also be available to ministries/departments to be included in PRI kitty. Needless to say, in those departments that directly generate revenues from their operations, the reform initiatives and employee motivation will lead to productivity improvements and translate into tangible savings which can be used to fund PRI. At the stage of advance reform, respective organizations may consider introducing new revenue streams, through innovation and providing value added services. Government may allow ministries to allocate part of such additional revenue to the PRI fund.

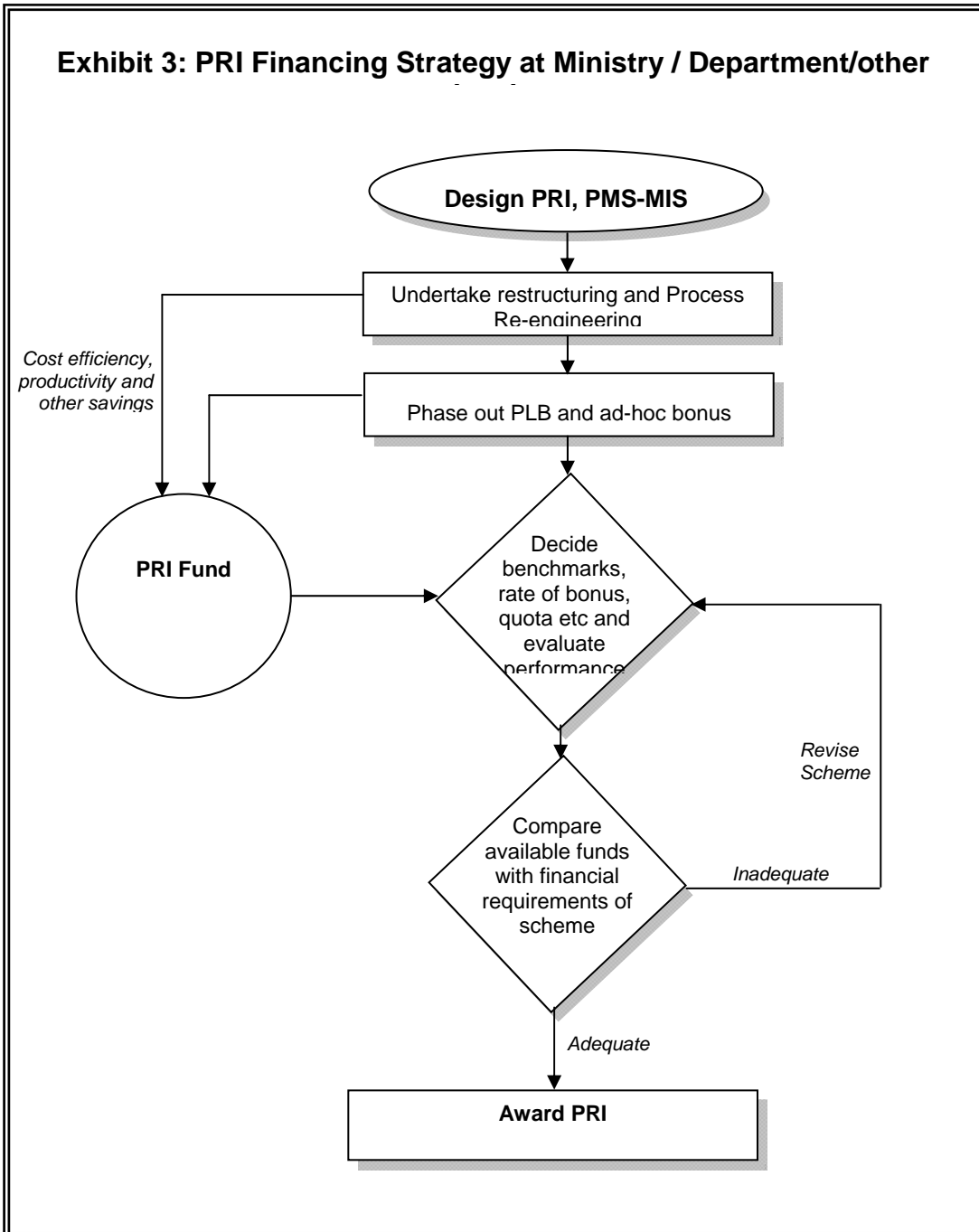
Financing Strategy for PRI

The proposed financing strategy is budget neutral and is conditional on changing work processes for greater efficiency and restructuring for greater effectiveness in public service delivery. It assumes that the performance improvements would result in substantial monetary savings which can be used to fund the PRI schemes of various ministries and departments.

- Bulk of the kitty for financing PRI would have to be generated internally through cost and efficiency improvements and productivity/output increases resulting from improved work processes and extensive use of information and communication technologies. These savings/ earnings would be possible only through greater delegation of responsibilities and authority, de-layering and simplification of office procedures, and accountability mechanisms at various levels in the organization.
- Ministries/departments/offices should be encouraged to innovate and value add their service delivery and explore new revenue streams with part of the revenue earned added to the PRI pool.
- It is proposed that each ministry or department where PRI is introduced should have the freedom to design their own PRI schemes, within the broad framework. The different models we have developed can be used for guidance approaches. This implies that they should develop their own systems for measuring performance,

decide whether performance should be assessed at individual or group level, and determine the form and rate of PRI awards within their own budget constraints.

Exhibit 3 shows PRI financing strategy for a government ministry / department.



Synopsis of IIM-A studies

The five clusters of Ministries/Departments were identified to ensure that differences across various ministries and departments would be adequately captured. There is significant variation in the PRI models that the different studies have recommended. The synthesis report presents a more generalized PRI model for the government. The following is a brief summary of the five studies.

Exhibit 4: Summary of IIM-A studies

	Study-I	Study -II	Study -III	Study -IV	Study -V
Ministries / Departments Covered	Ministry of Health & Family welfare Ministry of Urban Development	Ministry of Company Affairs Department of Revenue	Department of Science & Technology Department of Posts	Ministry of Defense Ministry of Home Affairs	Ministry of Railways
Form of PRI	Annual bonus, merit-increment at top	Annual bonus	Annual bonus	Combination of monthly and annual bonus	Annual bonus
Eligibility:					
Group A	PRI	PRI	PRI	PRI	PRI
Group B	PRI	PRI	PRI	PRI	PRI
Group C	PRI	PRI	PRI	PRI	PRI
Group D	PRI	PRI	PRI	PRI	
Coverage (% of employee strength)	Up to 20%	15-30%	Not specified	1/3 rd of employee strength	Not specified
Rate of PRI (Phase I)	(of gross pay) ^a	(of basic pay)	(of basic pay) ^b	(of basic+DP) ^d	(of gross pay) ^e
Group A	10-20%	15% - 20%	1. 10% 2. 15-20%	20%	Formula based
Group B	10-20%	15% - 20%	1. 10% 2. 15%	20%	Formula based
Group C	10-20%	15%- 20%	1. 10% 2. 10%	20%	do
Group D	Fixed Payment	Fixed payment	1. 10% 2. 10%	20%	do

a. Gross pay includes – basic pay plus dearness pay plus dearness allowances

b. The rates shown pertain to the Department of Science & Technology and Department of Posts respectively. In both cases only the recommended rate for stage-1 is shown.

c. A different scheme based on distribution of net savings is recommended for ordnance factories

d. Gross pay includes – basic pay plus dearness pay plus dearness allowances and other allowances. The formula distributes net surplus generated by the organization in a particular year

e. Distributes net surplus generated by the organization in a particular year.

(Source: Extracts from Chapter III, 'Synthesis Report of studies on Formulating the Concept, Principles, and Parameters for Performance-Related Incentives (PRI) in Government', IIM Ahmedabad,)

Introduction of High Performance Work Practices through Performance Related Incentive Schemes (PRIS)

1. The intrinsic satisfaction of work and creativity is as significant a motivator as higher pay. Studies on the implementation of performance related pay by the OECD, for instance have found that monetary incentives alone are unlikely to motivate a substantial majority of staff, irrespective of the design. Holistic job design with High Performance Work Practices (HPWP), multi-skilled work, new ways of organizing work, rewarding performance and greater employee participation in the decision making process are central to employee motivation. HPWP have the potential for developing the personality of the worker and productivity of the organization. . Further, a 'career entrenchment effect' occurs when an employee spends too much time in the same position weakening work motivation. Employees who have greater variety in their day to day work are more satisfied with higher work motivation levels. The shift from simple tasks to multidimensional work and employee empowerment leads to transformational changes. These practices are based on the realization that employees are the most important asset and have to be treated equitably. HPWP consist of a bundle of practices whose integration is critical for holistic workplace employment and raising employee effectiveness. The exact mix is dependent on the nature of work processes and culture in an organization. Inclusive and participatory management, on which HPWP are based, increase job satisfaction and raise productivity.

2. The International Labour Organisation (ILO) has recommended change in four main areas through sets of bundles of practices by which both management and workers stand to gain. These are:

- a) **Job design and employee involvement** - utilization of the intellectual and practical experience of employees with engagement in the decision making process;
- b) **Communication and information sharing** - dissemination of knowledge within the organization and commitment to the values and objectives of the organisation;
- c) **Support for learning skills** - through coaching-mentoring, feedback on performance and further training;
- d) **Rewarding and acknowledging performance through performance related monetary incentives and recognition.**

Productivity studies have shown that an integrated strategy combining several organization specific levers works best with changes in the ongoing process - work design and teamwork to increase employee involvement. (Source: Ashton, D. and Sung, J. (2002), ILO - Supporting workplace learning for High Performance Working, (2002), www.ilo.org). Adoption of HPWP requires an appreciation of change and constant adaptation with no final solutions.

3. HPWP practices include the following:

- cross training and job rotation
- multi- skilling and the development of employee skills
- self directed production and service teams, problem solving teams and quality circles
- job enrichment
- job enlargement
- mentoring
- systems of communication
- performance rewards
- peer review and 360° feedback
- growth in employee discretion and autonomy
- multiple career paths and career coaching with personal development plans
- flexible working
- flexible job descriptions
- knowledge management and sharing of learning resources

4. The IIM (Ahmedabad) in their Report have recommended HPWP as one of the six critical reform themes. Shift in government performance cannot be achieved without making changes in the way government employees are managed. Traditionally, government systems are oriented towards control with strong emphasis on procedures, approvals and concentration of power and the same applies to employee management also. The above approach may not be appropriate to achieve the objectives of modern governments. Experiences of organizations like United States Social Security Administration indicate that high performance work practices can be used to bring out the full potential of their employees. The level of HPWP adoption as measured by the number of practices adopted is linked to organizational performance.

5. The tool of PRIS will enable introduction of change in the organization of work through HPWP. This is also necessary given the potential for work process re-engineering and convergence made possible by information and communication technology (ICT). It entails a paradigm shift away from the way government works currently towards flatter organizations. The introduction of high performance work practices (HPWP) through PRIS will lead to greater effectiveness, productivity and cost efficiency at each level with greater employee participation.

Public Service (citizen/stakeholder) Accountability and the Sevottam Model

Introduction:

1. The institutional structures of top down management and isolated managerial efforts have proved inadequate for satisfying performance i.e. delivery of results and outcomes. There is over-reliance on 'command' models of administrative effort for service delivery. Citizens and service users are stakeholders and participants not just 'customers'. This role needs to be institutionalized in the administrative structures linked to the specific organizational service delivery. This participation of stakeholders in the process design and their institutional integration into the decision and delivery framework can be based on a 'cooperative model' of consultation and co-production. Institutional norms and practices become habits and routines and have to be consciously analyzed, confronted and substituted with alternate institutionalized practices. This perspective of purpose is important also for determining the type of Performance Related Incentive Scheme (PRIS) developed and adopted. The importance of a systems shift from top down monitoring to stakeholder-citizen participation and co-production with transparency and checks is critical for better public service delivery.

A. Recommendations of the IIM Ahmedabad: Public Service Accountability as a Performance Criterion and the Sevottam Model

2. The Synthesis Report of studies on Formulating the Concept, Principles, and Parameters for Performance-Related Incentives (PRI) in Government states that "in a democratic society, citizens are considered the owners of the state and the government is ultimately accountable to them i.e. citizens' expectations regarding government services have to be fulfilled. This approach does not however imply taking a short term approach, where larger public interests are sacrificed for short term gains or only loud voices of powerful are heard. Apart from citizens, for government there will be other stakeholders also in the form of politicians (elected representatives), different government departments (output of some parts of government will be consumed by government itself) and suppliers of services to government. All the above groups fall within the accountability map of government. To be responsive to the stakeholders, employees have to be responsible to requirements of public and other stakeholders and hence they need to be flexible, sensitive and dynamic. Since the environment is changing and heterogeneous, it is necessary that suitable systems are developed to

understand the environment and capture the stakeholder expectations and perceptions. Hence performance indicators based on public/stakeholder opinion becomes a necessity tool. The three criteria for measuring responsiveness are speed (including waiting time), accuracy with which the service provider responds to a request for action or information and service quality. In addition there are public service values expected of a government and internal organizational factors (like efficiency and effectiveness) to be fulfilled. Measuring responsiveness is difficult, but multi-dimensional approaches have been developed. By including public service accountability as a performance criterion it is expected that the attitudes and behavior of government employees to public will change.

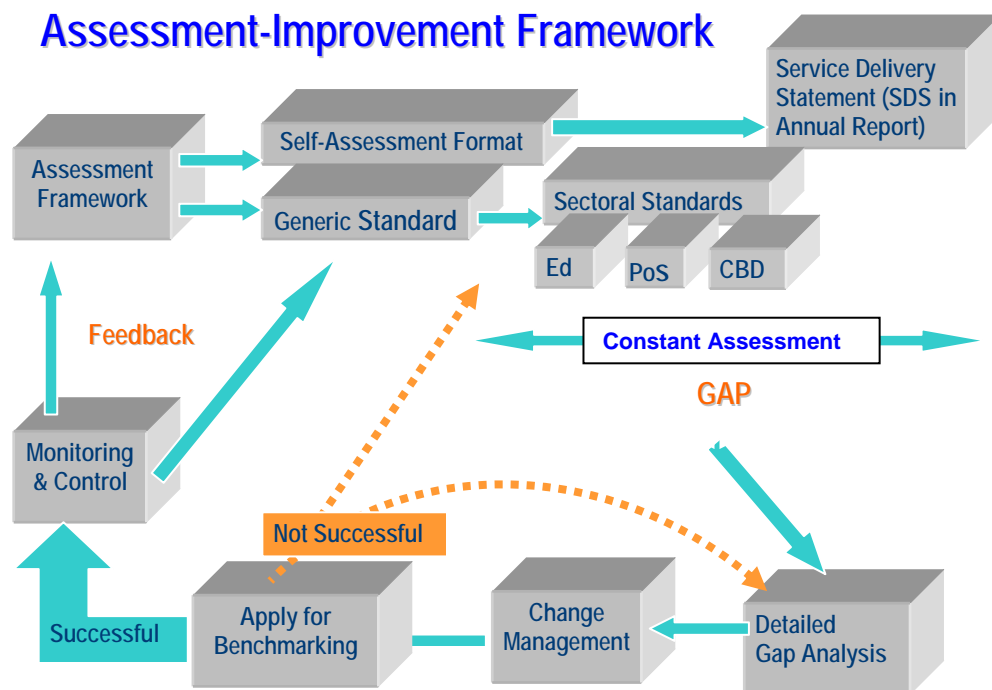
3. The citizen centric governance commitment of Government of India has led to development of a model for public service delivery (Sevottam). The model has been developed through extensive consultations with multiple stake holders and it has led to development of Indian Standard IS: 15700: 2005. By doing that, India has become the first country to have a published standard for Public Service Delivery. We are of the view that, for PRI purpose, the Sevottam model can be integrated into the model and thus employees of ministries/departments fulfilling certain level of public accountability be rewarded through PRI. Since collective effort of all employees is required for high quality service delivery, Sevottam score should be a group measure. The unit of analysis can be the larger organization and/or basic performance units determined by service delivery requirements. As PRI system progresses in maturity, minimum performance under Sevottam may be kept as a qualifier for PRI. Here employees of entire organization (or part) achieving other results, but failing in Sevottam may not receive PRI. We would like to emphasize that by no means we imply non-achievement of other performance goals, while achieving Sevottam. In our opinion, by measuring and rewarding high quality public service delivery, it can be made a natural priority for teams.”

B. Main Features of Sevottam

4. The Central Government’s *Sevottam* scheme was initiated as a mechanism to assess initiatives and best practices relating to service delivery. It is a model of service delivery standards based on experiments in e-governance. The model synthesizes ground realities in India with international best practices and has created an assessment system suitable for government organizations in India. The Bureau of Indian Standards (BIS) has developed generic standards for quality service delivery (**IS 15700:2005**) based on the assessment-improvement model developed by DARPG and TCS. The service provider will develop their own sectoral standards for improvement in service delivery. There are nine “QUALITY of compliance” criteria for which a requirement standard has been developed covering the three areas of (a) citizen charters, (b) grievance redressal and (c) service delivery capability. These criteria ascertain the extent to which the organization is applying service delivery improvement tools in a systematic manner and is able to learn from experience. The criteria are articulated in the form of questions that invite rating on a five-point scale

ranging from “ad hoc” to “systematic” action backed up by evidence attached with the application. An organization that scores well on these criteria deserves commendation for having understood the utility of service improvement tools and for putting this understanding to delivery excellence. Once the sectoral standards are achieved through a systemic process, the organizations can go in for certification. Periodic surveillance under the certification will ensure that the improvements made are institutionalized and a sustainable system for managing the quality of public service delivery is established.

5. Ten Ministries/Departments of Government of India, namely, Department of Post, Ministry of Communication; Kendriya Vidyalaya Sangthan (KVS), Ministry of Human Resource Development; Employees Provident Fund Organization, Ministry of Labour; Passport Division, Ministry of External Affairs; Ministry of Food Processing Industry; Income Tax, Customs and Excise, Department of Revenue; Ticketing and Freight Services, Ministry of Railways; Bureau of Indian Standards etc. have been identified for implementation of the Sevottam. The pilot schemes for streamlining delivery of these services with increased transparency of transactions, and increased citizen inputs into governance are at an advanced stage. The Sevottam Scheme is essentially based on the Service Gap Concept and can be effectively integrated with PRIS (see para 2.5.25).



Assessment Criteria in the Sevottam Model (Extracts from Service Delivery Excellence Model 'Sevottam' DARPG)

6. The criteria are set for the compliance requirements and for the improvement requirements for each of the assesseees. The assessment for compliance acts as screening mechanism to filter out organisations that do not meet the basic requirements for entry into the assessment process. Theassessment criteria for improvement are divided into three modules with a total of nine criteria. The following table presents the structure of the assessment criteria. The elements for assessment are in the form of questions which enable the assessed to ascertain its status on each of the criteria. An assessee organization can opt to conduct only a self-assessment, or go in for an external assessment.

Critical Areas(3)	Criteria(9)	Elements for assessment(33)
Citizen Charter Excellence	Implementation	5
	Monitoring	3
	Review	3
Public Grievance Redress	Receipt	3
	Redress	3
	Prevention	5
Service Delivery Capability	Customers	5
	Employees	3
	Infrastructure	3

7. PRIS is envisaged as a tool to incentivise adoption of new service standards and best practices for effective and responsive service delivery – with constant self-assessment to bridge the service gaps.

Illustrative formula for computing PLB in Railways

In Chapter 4.4, the Commission has recommended that the existing PLB scheme in the Railways may be replaced by the PRIS and in the meantime, the existing PLB formula may be reviewed to include financial parameters. One of the options could be to compute the quantum of PLB using the following formula:-

$$\text{Bonus} = \text{AW}_1 \text{ deserved} - \text{AW}_1 \text{ paid}$$

Where

$$\text{AW Deserved} = \text{AW}_0 \left[\frac{\text{Total wages}_1 + (\text{surplus}_1 - \frac{K_1}{K_0} \text{surplus}_0)}{\text{Total wages}_0 (L_1 / L_0)} \right]$$

AW = Average wage paid in period 0 or 1 as per the subscript

Total wages₁ = wages in period 1

Total wages₀ = Wages in period 0

K₁ = Total capital in period 1

K₀ = Total capital in Period 0

L₁ = Labour in period 1

L₀ = Labour in period 0

Surplus = Total value addition – Total wages
with subscripts denoting the period

It is possible to exclude the surplus arising only out of fare/freight revisions by considering everything in real terms i.e. taking all aggregates at constant (base period) prices.

Employment

50. The following steps will be taken for employment of persons with disabilities:
- (i) The government shall initiate a dialogue with private sector organizations to help persons with disabilities in getting employment.
 - (ii) Develop appropriate home-based income generation programmes for the persons with disabilities especially for persons with severe and multiple disabilities, who opt for such programmes. The system of coaching for employment will also be encouraged for persons with disabilities and their caregivers.
 - (iii) Facilitate modifications in the design of machinery, workstation and work environment necessary for the disabled persons to operate without barriers in training centres/factories/industry/offices etc.
 - (iv) Provide assistance through appropriate agencies like Marketing Boards, District Rural Development Agencies (DRDAs), private agencies and Non Governmental Organizations in marketing of goods and services produced by persons with disabilities.
 - (v) Coverage of persons with disabilities in poverty alleviation programmes will be improved so that they get their due share of 3 percent as provided under statutory provisions.

Barrier-free environment

51. For creation of barrier-free environment, the following strategies will be adopted:
- (i) Public buildings (functional or recreational), transport amenities including roads, sub-ways and pavements, railway platforms, bus-stops/terminals, ports, airports, modes of transports (bus, train, plane and waterways), playgrounds, open space etc. will be made accessible.

- (ii) Use of sign language in all public functions will be encouraged.
- (iii) Modification of Curriculum of Architects and Civil engineers will be undertaken to include issues relating to construction of barrier-free buildings. In service training will be provided on these issues to the government architects and engineers.
- (iv) Full adoption of comprehensive building byelaws and space standards for barrier-free built environment shall be ensured. Effort will be made to ensure adoption of the byelaws and space standards by all the states, municipal bodies and Panchayati Raj institutions in the country. These authorities will ensure that all newly constructed buildings for public use are barrier-free.
- (v) State Transport Undertakings will ensure disabled friendly features in their vehicles. Railways will provide barrier-free coaches in a phased manner. They will also make the platforms-buildings, toilets and other facilities barrier-free.
- (vi) The Government will ensure that Industrial establishments, offices, public utilities both in public and private sector provide disabled friendly work place for their employees. Safety standards will be developed and strictly enforced.
- (vii) Proactive steps will be taken to ensure disabilities-friendly IT environment in the country.
- (viii) All the buildings, which are for public use, will be audited for its accessibility to persons with disability. There may be a need to develop professionally recognized access auditors whose services would be utilized for the purpose.
- (ix) Banking system will be encouraged to meet the needs to the persons with disabilities.
- (x) Communication needs to the persons with disabilities will be met by making information service and public documents accessible. Braille, tape-service, large print and other appropriate technologies will be used to provide information for the persons with visual disability.

Fixation of the pension of the existing pensioners

Pre-revised Pension + DP* (if any)	Revised Pension
1913	3330
1914	3330
1915	3330
1916	3330
1917	3330
1918	3330
1919	3330
1920	3330
1921	3330
1922	3330
1923	3330
1924	3330
1925	3330
1926	3330
1927	3330
1928	3330
1929	3330
1930	3330
1931	3330
1932	3330
1933	3330
1934	3330
1935	3330
1936	3330
1937	3330

Pre-revised Pension + DP (if any)	Revised Pension
1938	3330
1939	3330
1940	3330
1941	3330
1942	3330
1943	3330
1944	3330
1945	3330
1946	3330
1947	3330
1948	3330
1949	3330
1950	3330
1951	3330
1952	3330
1953	3330
1954	3330
1955	3330
1956	3330
1957	3330
1958	3330
1959	3330
1960	3330
1961	3330
1962	3330

Pre-revised Pension + DP (if any)	Revised Pension
1963	3330
1964	3330
1965	3330
1966	3330
1967	3330
1968	3330
1969	3330
1970	3330
1971	3330
1972	3330
1973	3330
1974	3330
1975	3330
1976	3330
1977	3330
1978	3330
1979	3330
1980	3330
1981	3330
1982	3330
1983	3330
1984	3330
1985	3330
1986	3330
1987	3330

* DP (Dearness Pension in case of pre 1.4.2004 pensioners. For post 31.3.2004 pensioners, the element of DP is included in pension)

Pre-revised Pension + DP (if any)	Revised Pension
1988	3330
1989	3330
1990	3330
1991	3330
1992	3330
1993	3330
1994	3330
1995	3330
1996	3330
1997	3330
1998	3330
1999	3330
2000	3330
2001	3330
2002	3330
2003	3330
2004	3330
2005	3330
2006	3330
2007	3330
2008	3330
2009	3330
2010	3330
2011	3330
2012	3330
2013	3330
2014	3330
2015	3330
2016	3330
2017	3330
2018	3330
2019	3330
2020	3330
2021	3330
2022	3330

Pre-revised Pension + DP (if any)	Revised Pension
2023	3330
2024	3330
2025	3330
2026	3330
2027	3330
2028	3330
2029	3330
2030	3330
2031	3330
2032	3330
2033	3330
2034	3330
2035	3330
2036	3330
2037	3330
2038	3330
2039	3330
2040	3330
2041	3330
2042	3330
2043	3330
2044	3330
2045	3330
2046	3330
2047	3330
2048	3330
2049	3330
2050	3330
2051	3330
2052	3330
2053	3330
2054	3330
2055	3330
2056	3330
2057	3330

Pre-revised Pension + DP (if any)	Revised Pension
2058	3330
2059	3330
2060	3330
2061	3330
2062	3330
2063	3330
2064	3330
2065	3330
2066	3330
2067	3330
2068	3330
2069	3330
2070	3330
2071	3330
2072	3330
2073	3330
2074	3330
2075	3330
2076	3330
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2081	3330
2082	3330
2083	3330
2084	3330
2085	3330
2086	3330
2087	3330
2088	3330
2089	3330
2090	3330
2091	3330
2092	3330

Pre-revised Pension + DP (if any)	Revised Pension
2093	3330
2094	3330
2095	3330
2096	3330
2097	3330
2098	3330
2099	3330
2100	3330
2101	3330
2102	3330
2103	3330
2104	3330
2105	3330
2106	3330
2107	3330
2108	3330
2109	3330
2110	3330
2111	3330
2112	3330
2113	3330
2114	3330
2115	3330
2116	3330
2117	3330
2118	3330
2119	3330
2120	3330
2121	3330
2122	3330
2123	3330
2124	3330
2125	3330
2126	3330
2127	3330

Pre-revised Pension + DP (if any)	Revised Pension
2128	3330
2129	3330
2130	3330
2131	3330
2132	3330
2133	3330
2134	3330
2135	3330
2136	3330
2137	3330
2138	3330
2139	3330
2140	3330
2141	3330
2142	3330
2143	3330
2144	3330
2145	3330
2146	3330
2147	3330
2148	3330
2149	3330
2150	3330
2151	3330
2152	3330
2153	3330
2154	3330
2155	3330
2156	3330
2157	3330
2158	3330
2159	3330
2160	3330
2161	3330
2162	3330

Pre-revised Pension + DP (if any)	Revised Pension
2163	3330
2164	3330
2165	3330
2166	3330
2167	3330
2168	3330
2169	3330
2170	3330
2171	3330
2172	3330
2173	3330
2174	3330
2175	3330
2176	3330
2177	3330
2178	3330
2179	3330
2180	3330
2181	3330
2182	3330
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2185	3330
2186	3330
2187	3330
2188	3330
2189	3330
2190	3330
2191	3330
2192	3330
2193	3330
2194	3330
2195	3330
2196	3330
2197	3330

Pre-revised Pension + DP (if any)	Revised Pension
2198	3330
2199	3330
2200	3330
2201	3330
2202	3330
2203	3330
2204	3330
2205	3330
2206	3330
2207	3330
2208	3330
2209	3330
2210	3330
2211	3330
2212	3330
2213	3330
2214	3330
2215	3330
2216	3330
2217	3330
2218	3330
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2220	3330
2221	3330
2222	3330
2223	3330
2224	3330
2225	3330
2226	3330
2227	3330
2228	3330
2229	3330
2230	3330
2231	3330
2232	3330

Pre-revised Pension + DP (if any)	Revised Pension
2233	3330
2234	3330
2235	3330
2236	3330
2237	3330
2238	3330
2239	3330
2240	3330
2241	3330
2242	3330
2243	3330
2244	3330
2245	3330
2246	3330
2247	3330
2248	3330
2249	3330
2250	3330
2251	3330
2252	3330
2253	3330
2254	3330
2255	3330
2256	3330
2257	3330
2258	3330
2259	3330
2260	3330
2261	3330
2262	3330
2263	3330
2264	3330
2265	3330
2266	3330
2267	3330

Pre-revised Pension + DP (if any)	Revised Pension
2268	3330
2269	3330
2270	3330
2271	3330
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2274	3330
2275	3330
2276	3330
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2296	3330
2297	3330
2298	3330
2299	3330
2300	3330
2301	3330
2302	3330

Pre-revised Pension + DP (if any)	Revised Pension
2303	3330
2304	3330
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2309	3330
2310	3330
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2321	3330
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2323	3330
2324	3330
2325	3330
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2327	3330
2328	3330
2329	3330
2330	3330
2331	3330
2332	3330
2333	3330
2334	3330
2335	3331
2336	3333
2337	3334

Pre-revised Pension + DP (if any)	Revised Pension
2338	3336
2339	3337
2340	3338
2341	3340
2342	3341
2343	3343
2344	3344
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2360	3367
2361	3368
2362	3370
2363	3371
2364	3373
2365	3374
2366	3375
2367	3377
2368	3378
2369	3380
2370	3381
2371	3383
2372	3384

Pre-revised Pension + DP (if any)	Revised Pension
2373	3385
2374	3387
2375	3388
2376	3390
2377	3391
2378	3393
2379	3394
2380	3395
2381	3397
2382	3398
2383	3400
2384	3401
2385	3403
2386	3404
2387	3405
2388	3407
2389	3408
2390	3410
2391	3411
2392	3413
2393	3414
2394	3415
2395	3417
2396	3418
2397	3420
2398	3421
2399	3423
2400	3424
2401	3425
2402	3427
2403	3428
2404	3430
2405	3431
2406	3433
2407	3434

Pre-revised Pension + DP (if any)	Revised Pension
2408	3435
2409	3437
2410	3438
2411	3440
2412	3441
2413	3443
2414	3444
2415	3445
2416	3447
2417	3448
2418	3450
2419	3451
2420	3453
2421	3454
2422	3455
2423	3457
2424	3458
2425	3460
2426	3461
2427	3463
2428	3464
2429	3465
2430	3467
2431	3468
2432	3470
2433	3471
2434	3473
2435	3474
2436	3475
2437	3477
2438	3478
2439	3480
2440	3481
2441	3482
2442	3484

Pre-revised Pension + DP (if any)	Revised Pension
2443	3485
2444	3487
2445	3488
2446	3490
2447	3491
2448	3492
2449	3494
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2451	3497
2452	3498
2453	3500
2454	3501
2455	3502
2456	3504
2457	3505
2458	3507
2459	3508
2460	3510
2461	3511
2462	3512
2463	3514
2464	3515
2465	3517
2466	3518
2467	3520
2468	3521
2469	3522
2470	3524
2471	3525
2472	3527
2473	3528
2474	3530
2475	3531
2476	3532
2477	3534

Pre-revised Pension + DP (if any)	Revised Pension
2478	3535
2479	3537
2480	3538
2481	3540
2482	3541
2483	3542
2484	3544
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2487	3548
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2489	3551
2490	3552
2491	3554
2492	3555
2493	3557
2494	3558
2495	3560
2496	3561
2497	3562
2498	3564
2499	3565
2500	3567
2501	3568
2502	3570
2503	3571
2504	3572
2505	3574
2506	3575
2507	3577
2508	3578
2509	3580
2510	3581
2511	3582
2512	3584

Pre-revised Pension + DP (if any)	Revised Pension
2513	3585
2514	3587
2515	3588
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2517	3591
2518	3592
2519	3594
2520	3595
2521	3597
2522	3598
2523	3599
2524	3601
2525	3602
2526	3604
2527	3605
2528	3607
2529	3608
2530	3609
2531	3611
2532	3612
2533	3614
2534	3615
2535	3617
2536	3618
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2538	3621
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2540	3624
2541	3625
2542	3627
2543	3628
2544	3629
2545	3631
2546	3632
2547	3634

Pre-revised Pension + DP (if any)	Revised Pension
2548	3635
2549	3637
2550	3638
2551	3639
2552	3641
2553	3642
2554	3644
2555	3645
2556	3647
2557	3648
2558	3649
2559	3651
2560	3652
2561	3654
2562	3655
2563	3657
2564	3658
2565	3659
2566	3661
2567	3662
2568	3664
2569	3665
2570	3667
2571	3668
2572	3669
2573	3671
2574	3672
2575	3674
2576	3675
2577	3677
2578	3678
2579	3679
2580	3681
2581	3682
2582	3684

Pre-revised Pension + DP (if any)	Revised Pension
2583	3685
2584	3687
2585	3688
2586	3689
2587	3691
2588	3692
2589	3694
2590	3695
2591	3696
2592	3698
2593	3699
2594	3701
2595	3702
2596	3704
2597	3705
2598	3706
2599	3708
2600	3709
2601	3711
2602	3712
2603	3714
2604	3715
2605	3716
2606	3718
2607	3719
2608	3721
2609	3722
2610	3724
2611	3725
2612	3726
2613	3728
2614	3729
2615	3731
2616	3732
2617	3734

Pre-revised Pension + DP (if any)	Revised Pension
2618	3735
2619	3736
2620	3738
2621	3739
2622	3741
2623	3742
2624	3744
2625	3745
2626	3746
2627	3748
2628	3749
2629	3751
2630	3752
2631	3754
2632	3755
2633	3756
2634	3758
2635	3759
2636	3761
2637	3762
2638	3764
2639	3765
2640	3766
2641	3768
2642	3769
2643	3771
2644	3772
2645	3774
2646	3775
2647	3776
2648	3778
2649	3779
2650	3781
2651	3782
2652	3784

Pre-revised Pension + DP (if any)	Revised Pension
2653	3785
2654	3786
2655	3788
2656	3789
2657	3791
2658	3792
2659	3794
2660	3795
2661	3796
2662	3798
2663	3799
2664	3801
2665	3802
2666	3803
2667	3805
2668	3806
2669	3808
2670	3809
2671	3811
2672	3812
2673	3813
2674	3815
2675	3816
2676	3818
2677	3819
2678	3821
2679	3822
2680	3823
2681	3825
2682	3826
2683	3828
2684	3829
2685	3831
2686	3832
2687	3833

Pre-revised Pension + DP (if any)	Revised Pension
2688	3835
2689	3836
2690	3838
2691	3839
2692	3841
2693	3842
2694	3843
2695	3845
2696	3846
2697	3848
2698	3849
2699	3851
2700	3852
2701	3853
2702	3855
2703	3856
2704	3858
2705	3859
2706	3861
2707	3862
2708	3863
2709	3865
2710	3866
2711	3868
2712	3869
2713	3871
2714	3872
2715	3873
2716	3875
2717	3876
2718	3878
2719	3879
2720	3881
2721	3882
2722	3883

Pre-revised Pension + DP (if any)	Revised Pension
2723	3885
2724	3886
2725	3888
2726	3889
2727	3891
2728	3892
2729	3893
2730	3895
2731	3896
2732	3898
2733	3899
2734	3901
2735	3902
2736	3903
2737	3905
2738	3906
2739	3908
2740	3909
2741	3910
2742	3912
2743	3913
2744	3915
2745	3916
2746	3918
2747	3919
2748	3920
2749	3922
2750	3923
2751	3925
2752	3926
2753	3928
2754	3929
2755	3930
2756	3932
2757	3933

Pre-revised Pension + DP (if any)	Revised Pension
2758	3935
2759	3936
2760	3938
2761	3939
2762	3940
2763	3942
2764	3943
2765	3945
2766	3946
2767	3948
2768	3949
2769	3950
2770	3952
2771	3953
2772	3955
2773	3956
2774	3958
2775	3959
2776	3960
2777	3962
2778	3963
2779	3965
2780	3966
2781	3968
2782	3969
2783	3970
2784	3972
2785	3973
2786	3975
2787	3976
2788	3978
2789	3979
2790	3980
2791	3982
2792	3983

Pre-revised Pension + DP (if any)	Revised Pension
2793	3985
2794	3986
2795	3988
2796	3989
2797	3990
2798	3992
2799	3993
2800	3995
2801	3996
2802	3998
2803	3999
2804	4000
2805	4002
2806	4003
2807	4005
2808	4006
2809	4008
2810	4009
2811	4010
2812	4012
2813	4013
2814	4015
2815	4016
2816	4017
2817	4019
2818	4020
2819	4022
2820	4023
2821	4025
2822	4026
2823	4027
2824	4029
2825	4030
2826	4032
2827	4033

Pre-revised Pension + DP (if any)	Revised Pension
2828	4035
2829	4036
2830	4037
2831	4039
2832	4040
2833	4042
2834	4043
2835	4045
2836	4046
2837	4047
2838	4049
2839	4050
2840	4052
2841	4053
2842	4055
2843	4056
2844	4057
2845	4059
2846	4060
2847	4062
2848	4063
2849	4065
2850	4066
2851	4067
2852	4069
2853	4070
2854	4072
2855	4073
2856	4075
2857	4076
2858	4077
2859	4079
2860	4080
2861	4082
2862	4083

Pre-revised Pension + DP (if any)	Revised Pension
2863	4085
2864	4086
2865	4087
2866	4089
2867	4090
2868	4092
2869	4093
2870	4095
2871	4096
2872	4097
2873	4099
2874	4100
2875	4102
2876	4103
2877	4105
2878	4106
2879	4107
2880	4109
2881	4110
2882	4112
2883	4113
2884	4115
2885	4116
2886	4117
2887	4119
2888	4120
2889	4122
2890	4123
2891	4124
2892	4126
2893	4127
2894	4129
2895	4130
2896	4132
2897	4133

Pre-revised Pension + DP (if any)	Revised Pension
2898	4134
2899	4136
2900	4137
2901	4139
2902	4140
2903	4142
2904	4143
2905	4144
2906	4146
2907	4147
2908	4149
2909	4150
2910	4152
2911	4153
2912	4154
2913	4156
2914	4157
2915	4159
2916	4160
2917	4162
2918	4163
2919	4164
2920	4166
2921	4167
2922	4169
2923	4170
2924	4172
2925	4173
2926	4174
2927	4176
2928	4177
2929	4179
2930	4180
2931	4182
2932	4183

Pre-revised Pension + DP (if any)	Revised Pension
2933	4184
2934	4186
2935	4187
2936	4189
2937	4190
2938	4192
2939	4193
2940	4194
2941	4196
2942	4197
2943	4199
2944	4200
2945	4202
2946	4203
2947	4204
2948	4206
2949	4207
2950	4209
2951	4210
2952	4212
2953	4213
2954	4214
2955	4216
2956	4217
2957	4219
2958	4220
2959	4222
2960	4223
2961	4224
2962	4226
2963	4227
2964	4229
2965	4230
2966	4231
2967	4233

Pre-revised Pension + DP (if any)	Revised Pension
2968	4234
2969	4236
2970	4237
2971	4239
2972	4240
2973	4241
2974	4243
2975	4244
2976	4246
2977	4247
2978	4249
2979	4250
2980	4251
2981	4253
2982	4254
2983	4256
2984	4257
2985	4259
2986	4260
2987	4261
2988	4263
2989	4264
2990	4266
2991	4267
2992	4269
2993	4270
2994	4271
2995	4273
2996	4274
2997	4276
2998	4277
2999	4279
3000	4280
3001	4281
3002	4283

Pre-revised Pension + DP (if any)	Revised Pension
3003	4284
3004	4286
3005	4287
3006	4289
3007	4290
3008	4291
3009	4293
3010	4294
3011	4296
3012	4297
3013	4299
3014	4300
3015	4301
3016	4303
3017	4304
3018	4306
3019	4307
3020	4309
3021	4310
3022	4311
3023	4313
3024	4314
3025	4316
3026	4317
3027	4319
3028	4320
3029	4321
3030	4323
3031	4324
3032	4326
3033	4327
3034	4329
3035	4330
3036	4331
3037	4333

Pre-revised Pension + DP (if any)	Revised Pension
3038	4334
3039	4336
3040	4337
3041	4338
3042	4340
3043	4341
3044	4343
3045	4344
3046	4346
3047	4347
3048	4348
3049	4350
3050	4351
3051	4353
3052	4354
3053	4356
3054	4357
3055	4358
3056	4360
3057	4361
3058	4363
3059	4364
3060	4366
3061	4367
3062	4368
3063	4370
3064	4371
3065	4373
3066	4374
3067	4376
3068	4377
3069	4378
3070	4380
3071	4381
3072	4383

Pre-revised Pension + DP (if any)	Revised Pension
3073	4384
3074	4386
3075	4387
3076	4388
3077	4390
3078	4391
3079	4393
3080	4394
3081	4396
3082	4397
3083	4398
3084	4400
3085	4401
3086	4403
3087	4404
3088	4406
3089	4407
3090	4408
3091	4410
3092	4411
3093	4413
3094	4414
3095	4416
3096	4417
3097	4418
3098	4420
3099	4421
3100	4423
3101	4424
3102	4426
3103	4427
3104	4428
3105	4430
3106	4431
3107	4433

Pre-revised Pension + DP (if any)	Revised Pension
3108	4434
3109	4436
3110	4437
3111	4438
3112	4440
3113	4441
3114	4443
3115	4444
3116	4445
3117	4447
3118	4448
3119	4450
3120	4451
3121	4453
3122	4454
3123	4455
3124	4457
3125	4458
3126	4460
3127	4461
3128	4463
3129	4464
3130	4465
3131	4467
3132	4468
3133	4470
3134	4471
3135	4473
3136	4474
3137	4475
3138	4477
3139	4478
3140	4480
3141	4481
3142	4483

Pre-revised Pension + DP (if any)	Revised Pension
3143	4484
3144	4485
3145	4487
3146	4488
3147	4490
3148	4491
3149	4493
3150	4494
3151	4495
3152	4497
3153	4498
3154	4500
3155	4501
3156	4503
3157	4504
3158	4505
3159	4507
3160	4508
3161	4510
3162	4511
3163	4513
3164	4514
3165	4515
3166	4517
3167	4518
3168	4520
3169	4521
3170	4523
3171	4524
3172	4525
3173	4527
3174	4528
3175	4530
3176	4531
3177	4533

Pre-revised Pension + DP (if any)	Revised Pension
3178	4534
3179	4535
3180	4537
3181	4538
3182	4540
3183	4541
3184	4543
3185	4544
3186	4545
3187	4547
3188	4548
3189	4550
3190	4551
3191	4552
3192	4554
3193	4555
3194	4557
3195	4558
3196	4560
3197	4561
3198	4562
3199	4564
3200	4565
3201	4567
3202	4568
3203	4570
3204	4571
3205	4572
3206	4574
3207	4575
3208	4577
3209	4578
3210	4580
3211	4581
3212	4582

Pre-revised Pension + DP (if any)	Revised Pension
3213	4584
3214	4585
3215	4587
3216	4588
3217	4590
3218	4591
3219	4592
3220	4594
3221	4595
3222	4597
3223	4598
3224	4600
3225	4601
3226	4602
3227	4604
3228	4605
3229	4607
3230	4608
3231	4610
3232	4611
3233	4612
3234	4614
3235	4615
3236	4617
3237	4618
3238	4620
3239	4621
3240	4622
3241	4624
3242	4625
3243	4627
3244	4628
3245	4630
3246	4631
3247	4632

Pre-revised Pension + DP (if any)	Revised Pension
3248	4634
3249	4635
3250	4637
3251	4638
3252	4640
3253	4641
3254	4642
3255	4644
3256	4645
3257	4647
3258	4648
3259	4650
3260	4651
3261	4652
3262	4654
3263	4655
3264	4657
3265	4658
3266	4659
3267	4661
3268	4662
3269	4664
3270	4665
3271	4667
3272	4668
3273	4669
3274	4671
3275	4672
3276	4674
3277	4675
3278	4677
3279	4678
3280	4679
3281	4681
3282	4682

Pre-revised Pension + DP (if any)	Revised Pension
3283	4684
3284	4685
3285	4687
3286	4688
3287	4689
3288	4691
3289	4692
3290	4694
3291	4695
3292	4697
3293	4698
3294	4699
3295	4701
3296	4702
3297	4704
3298	4705
3299	4707
3300	4708
3301	4709
3302	4711
3303	4712
3304	4714
3305	4715
3306	4717
3307	4718
3308	4719
3309	4721
3310	4722
3311	4724
3312	4725
3313	4727
3314	4728
3315	4729
3316	4731
3317	4732

Pre-revised Pension + DP (if any)	Revised Pension
3318	4734
3319	4735
3320	4737
3321	4738
3322	4739
3323	4741
3324	4742
3325	4744
3326	4745
3327	4747
3328	4748
3329	4749
3330	4751
3331	4752
3332	4754
3333	4755
3334	4757
3335	4758
3336	4759
3337	4761
3338	4762
3339	4764
3340	4765
3341	4766
3342	4768
3343	4769
3344	4771
3345	4772
3346	4774
3347	4775
3348	4776
3349	4778
3350	4779
3351	4781
3352	4782

Pre-revised Pension + DP (if any)	Revised Pension
3353	4784
3354	4785
3355	4786
3356	4788
3357	4789
3358	4791
3359	4792
3360	4794
3361	4795
3362	4796
3363	4798
3364	4799
3365	4801
3366	4802
3367	4804
3368	4805
3369	4806
3370	4808
3371	4809
3372	4811
3373	4812
3374	4814
3375	4815
3376	4816
3377	4818
3378	4819
3379	4821
3380	4822
3381	4824
3382	4825
3383	4826
3384	4828
3385	4829
3386	4831
3387	4832

Pre-revised Pension + DP (if any)	Revised Pension
3388	4834
3389	4835
3390	4836
3391	4838
3392	4839
3393	4841
3394	4842
3395	4844
3396	4845
3397	4846
3398	4848
3399	4849
3400	4851
3401	4852
3402	4854
3403	4855
3404	4856
3405	4858
3406	4859
3407	4861
3408	4862
3409	4864
3410	4865
3411	4866
3412	4868
3413	4869
3414	4871
3415	4872
3416	4873
3417	4875
3418	4876
3419	4878
3420	4879
3421	4881
3422	4882

Pre-revised Pension + DP (if any)	Revised Pension
3423	4883
3424	4885
3425	4886
3426	4888
3427	4889
3428	4891
3429	4892
3430	4893
3431	4895
3432	4896
3433	4898
3434	4899
3435	4901
3436	4902
3437	4903
3438	4905
3439	4906
3440	4908
3441	4909
3442	4911
3443	4912
3444	4913
3445	4915
3446	4916
3447	4918
3448	4919
3449	4921
3450	4922
3451	4923
3452	4925
3453	4926
3454	4928
3455	4929
3456	4931
3457	4932

Pre-revised Pension + DP (if any)	Revised Pension
3458	4933
3459	4935
3460	4936
3461	4938
3462	4939
3463	4941
3464	4942
3465	4943
3466	4945
3467	4946
3468	4948
3469	4949
3470	4951
3471	4952
3472	4953
3473	4955
3474	4956
3475	4958
3476	4959
3477	4961
3478	4962
3479	4963
3480	4965
3481	4966
3482	4968
3483	4969
3484	4971
3485	4972
3486	4973
3487	4975
3488	4976
3489	4978
3490	4979
3491	4980
3492	4982

Pre-revised Pension + DP (if any)	Revised Pension
3493	4983
3494	4985
3495	4986
3496	4988
3497	4989
3498	4990
3499	4992
3500	4993
3501	4995
3502	4996
3503	4998
3504	4999
3505	5000
3506	5002
3507	5003
3508	5005
3509	5006
3510	5008
3511	5009
3512	5010
3513	5012
3514	5013
3515	5015
3516	5016
3517	5018
3518	5019
3519	5020
3520	5022
3521	5023
3522	5025
3523	5026
3524	5028
3525	5029
3526	5030
3527	5032

Pre-revised Pension + DP (if any)	Revised Pension
3528	5033
3529	5035
3530	5036
3531	5038
3532	5039
3533	5040
3534	5042
3535	5043
3536	5045
3537	5046
3538	5048
3539	5049
3540	5050
3541	5052
3542	5053
3543	5055
3544	5056
3545	5058
3546	5059
3547	5060
3548	5062
3549	5063
3550	5065
3551	5066
3552	5068
3553	5069
3554	5070
3555	5072
3556	5073
3557	5075
3558	5076
3559	5078
3560	5079
3561	5080
3562	5082

Pre-revised Pension + DP (if any)	Revised Pension
3563	5083
3564	5085
3565	5086
3566	5087
3567	5089
3568	5090
3569	5092
3570	5093
3571	5095
3572	5096
3573	5097
3574	5099
3575	5100
3576	5102
3577	5103
3578	5105
3579	5106
3580	5107
3581	5109
3582	5110
3583	5112
3584	5113
3585	5115
3586	5116
3587	5117
3588	5119
3589	5120
3590	5122
3591	5123
3592	5125
3593	5126
3594	5127
3595	5129
3596	5130
3597	5132

Pre-revised Pension + DP (if any)	Revised Pension
3598	5133
3599	5135
3600	5136
3601	5137
3602	5139
3603	5140
3604	5142
3605	5143
3606	5145
3607	5146
3608	5147
3609	5149
3610	5150
3611	5152
3612	5153
3613	5155
3614	5156
3615	5157
3616	5159
3617	5160
3618	5162
3619	5163
3620	5165
3621	5166
3622	5167
3623	5169
3624	5170
3625	5172
3626	5173
3627	5175
3628	5176
3629	5177
3630	5179
3631	5180
3632	5182

Pre-revised Pension + DP (if any)	Revised Pension
3633	5183
3634	5185
3635	5186
3636	5187
3637	5189
3638	5190
3639	5192
3640	5193
3641	5194
3642	5196
3643	5197
3644	5199
3645	5200
3646	5202
3647	5203
3648	5204
3649	5206
3650	5207
3651	5209
3652	5210
3653	5212
3654	5213
3655	5214
3656	5216
3657	5217
3658	5219
3659	5220
3660	5222
3661	5223
3662	5224
3663	5226
3664	5227
3665	5229
3666	5230
3667	5232

Pre-revised Pension + DP (if any)	Revised Pension
3668	5233
3669	5234
3670	5236
3671	5237
3672	5239
3673	5240
3674	5242
3675	5243
3676	5244
3677	5246
3678	5247
3679	5249
3680	5250
3681	5252
3682	5253
3683	5254
3684	5256
3685	5257
3686	5259
3687	5260
3688	5262
3689	5263
3690	5264
3691	5266
3692	5267
3693	5269
3694	5270
3695	5272
3696	5273
3697	5274
3698	5276
3699	5277
3700	5279
3701	5280
3702	5282

Pre-revised Pension + DP (if any)	Revised Pension
3703	5283
3704	5284
3705	5286
3706	5287
3707	5289
3708	5290
3709	5292
3710	5293
3711	5294
3712	5296
3713	5297
3714	5299
3715	5300
3716	5301
3717	5303
3718	5304
3719	5306
3720	5307
3721	5309
3722	5310
3723	5311
3724	5313
3725	5314
3726	5316
3727	5317
3728	5319
3729	5320
3730	5321
3731	5323
3732	5324
3733	5326
3734	5327
3735	5329
3736	5330
3737	5331

Pre-revised Pension + DP (if any)	Revised Pension
3738	5333
3739	5334
3740	5336
3741	5337
3742	5339
3743	5340
3744	5341
3745	5343
3746	5344
3747	5346
3748	5347
3749	5349
3750	5350
3751	5351
3752	5353
3753	5354
3754	5356
3755	5357
3756	5359
3757	5360
3758	5361
3759	5363
3760	5364
3761	5366
3762	5367
3763	5369
3764	5370
3765	5371
3766	5373
3767	5374
3768	5376
3769	5377
3770	5379
3771	5380
3772	5381

Pre-revised Pension + DP (if any)	Revised Pension
3773	5383
3774	5384
3775	5386
3776	5387
3777	5389
3778	5390
3779	5391
3780	5393
3781	5394
3782	5396
3783	5397
3784	5399
3785	5400
3786	5401
3787	5403
3788	5404
3789	5406
3790	5407
3791	5408
3792	5410
3793	5411
3794	5413
3795	5414
3796	5416
3797	5417
3798	5418
3799	5420
3800	5421
3801	5423
3802	5424
3803	5426
3804	5427
3805	5428
3806	5430
3807	5431

Pre-revised Pension + DP (if any)	Revised Pension
3808	5433
3809	5434
3810	5436
3811	5437
3812	5438
3813	5440
3814	5441
3815	5443
3816	5444
3817	5446
3818	5447
3819	5448
3820	5450
3821	5451
3822	5453
3823	5454
3824	5456
3825	5457
3826	5458
3827	5460
3828	5461
3829	5463
3830	5464
3831	5466
3832	5467
3833	5468
3834	5470
3835	5471
3836	5473
3837	5474
3838	5476
3839	5477
3840	5478
3841	5480
3842	5481

Pre-revised Pension + DP (if any)	Revised Pension
3843	5483
3844	5484
3845	5486
3846	5487
3847	5488
3848	5490
3849	5491
3850	5493
3851	5494
3852	5496
3853	5497
3854	5498
3855	5500
3856	5501
3857	5503
3858	5504
3859	5506
3860	5507
3861	5508
3862	5510
3863	5511
3864	5513
3865	5514
3866	5515
3867	5517
3868	5518
3869	5520
3870	5521
3871	5523
3872	5524
3873	5525
3874	5527
3875	5528
3876	5530
3877	5531

Pre-revised Pension + DP (if any)	Revised Pension
3878	5533
3879	5534
3880	5535
3881	5537
3882	5538
3883	5540
3884	5541
3885	5543
3886	5544
3887	5545
3888	5547
3889	5548
3890	5550
3891	5551
3892	5553
3893	5554
3894	5555
3895	5557
3896	5558
3897	5560
3898	5561
3899	5563
3900	5564
3901	5565
3902	5567
3903	5568
3904	5570
3905	5571
3906	5573
3907	5574
3908	5575
3909	5577
3910	5578
3911	5580
3912	5581

Pre-revised Pension + DP (if any)	Revised Pension
3913	5583
3914	5584
3915	5585
3916	5587
3917	5588
3918	5590
3919	5591
3920	5593
3921	5594
3922	5595
3923	5597
3924	5598
3925	5600
3926	5601
3927	5603
3928	5604
3929	5605
3930	5607
3931	5608
3932	5610
3933	5611
3934	5613
3935	5614
3936	5615
3937	5617
3938	5618
3939	5620
3940	5621
3941	5622
3942	5624
3943	5625
3944	5627
3945	5628
3946	5630
3947	5631

Pre-revised Pension + DP (if any)	Revised Pension
3948	5632
3949	5634
3950	5635
3951	5637
3952	5638
3953	5640
3954	5641
3955	5642
3956	5644
3957	5645
3958	5647
3959	5648
3960	5650
3961	5651
3962	5652
3963	5654
3964	5655
3965	5657
3966	5658
3967	5660
3968	5661
3969	5662
3970	5664
3971	5665
3972	5667
3973	5668
3974	5670
3975	5671
3976	5672
3977	5674
3978	5675
3979	5677
3980	5678
3981	5680
3982	5681

Pre-revised Pension + DP (if any)	Revised Pension
3983	5682
3984	5684
3985	5685
3986	5687
3987	5688
3988	5690
3989	5691
3990	5692
3991	5694
3992	5695
3993	5697
3994	5698
3995	5700
3996	5701
3997	5702
3998	5704
3999	5705
4000	5707
4001	5708
4002	5710
4003	5711
4004	5712
4005	5714
4006	5715
4007	5717
4008	5718
4009	5720
4010	5721
4011	5722
4012	5724
4013	5725
4014	5727
4015	5728
4016	5729
4017	5731

Pre-revised Pension + DP (if any)	Revised Pension
4018	5732
4019	5734
4020	5735
4021	5737
4022	5738
4023	5739
4024	5741
4025	5742
4026	5744
4027	5745
4028	5747
4029	5748
4030	5749
4031	5751
4032	5752
4033	5754
4034	5755
4035	5757
4036	5758
4037	5759
4038	5761
4039	5762
4040	5764
4041	5765
4042	5767
4043	5768
4044	5769
4045	5771
4046	5772
4047	5774
4048	5775
4049	5777
4050	5778
4051	5779
4052	5781

Pre-revised Pension + DP (if any)	Revised Pension
4053	5782
4054	5784
4055	5785
4056	5787
4057	5788
4058	5789
4059	5791
4060	5792
4061	5794
4062	5795
4063	5797
4064	5798
4065	5799
4066	5801
4067	5802
4068	5804
4069	5805
4070	5807
4071	5808
4072	5809
4073	5811
4074	5812
4075	5814
4076	5815
4077	5817
4078	5818
4079	5819
4080	5821
4081	5822
4082	5824
4083	5825
4084	5827
4085	5828
4086	5829
4087	5831

Pre-revised Pension + DP (if any)	Revised Pension
4088	5832
4089	5834
4090	5835
4091	5836
4092	5838
4093	5839
4094	5841
4095	5842
4096	5844
4097	5845
4098	5846
4099	5848
4100	5849
4101	5851
4102	5852
4103	5854
4104	5855
4105	5856
4106	5858
4107	5859
4108	5861
4109	5862
4110	5864
4111	5865
4112	5866
4113	5868
4114	5869
4115	5871
4116	5872
4117	5874
4118	5875
4119	5876
4120	5878
4121	5879
4122	5881

Pre-revised Pension + DP (if any)	Revised Pension
4123	5882
4124	5884
4125	5885
4126	5886
4127	5888
4128	5889
4129	5891
4130	5892
4131	5894
4132	5895
4133	5896
4134	5898
4135	5899
4136	5901
4137	5902
4138	5904
4139	5905
4140	5906
4141	5908
4142	5909
4143	5911
4144	5912
4145	5914
4146	5915
4147	5916
4148	5918
4149	5919
4150	5921
4151	5922
4152	5924
4153	5925
4154	5926
4155	5928
4156	5929
4157	5931

Pre-revised Pension + DP (if any)	Revised Pension
4158	5932
4159	5934
4160	5935
4161	5936
4162	5938
4163	5939
4164	5941
4165	5942
4166	5943
4167	5945
4168	5946
4169	5948
4170	5949
4171	5951
4172	5952
4173	5953
4174	5955
4175	5956
4176	5958
4177	5959
4178	5961
4179	5962
4180	5963
4181	5965
4182	5966
4183	5968
4184	5969
4185	5971
4186	5972
4187	5973
4188	5975
4189	5976
4190	5978
4191	5979
4192	5981

Pre-revised Pension + DP (if any)	Revised Pension
4193	5982
4194	5983
4195	5985
4196	5986
4197	5988
4198	5989
4199	5991
4200	5992
4201	5993
4202	5995
4203	5996
4204	5998
4205	5999
4206	6001
4207	6002
4208	6003
4209	6005
4210	6006
4211	6008
4212	6009
4213	6011
4214	6012
4215	6013
4216	6015
4217	6016
4218	6018
4219	6019
4220	6021
4221	6022
4222	6023
4223	6025
4224	6026
4225	6028
4226	6029
4227	6031

Pre-revised Pension + DP (if any)	Revised Pension
4228	6032
4229	6033
4230	6035
4231	6036
4232	6038
4233	6039
4234	6041
4235	6042
4236	6043
4237	6045
4238	6046
4239	6048
4240	6049
4241	6050
4242	6052
4243	6053
4244	6055
4245	6056
4246	6058
4247	6059
4248	6060
4249	6062
4250	6063
4251	6065
4252	6066
4253	6068
4254	6069
4255	6070
4256	6072
4257	6073
4258	6075
4259	6076
4260	6078
4261	6079
4262	6080

Pre-revised Pension + DP (if any)	Revised Pension
4263	6082
4264	6083
4265	6085
4266	6086
4267	6088
4268	6089
4269	6090
4270	6092
4271	6093
4272	6095
4273	6096
4274	6098
4275	6099
4276	6100
4277	6102
4278	6103
4279	6105
4280	6106
4281	6108
4282	6109
4283	6110
4284	6112
4285	6113
4286	6115
4287	6116
4288	6118
4289	6119
4290	6120
4291	6122
4292	6123
4293	6125
4294	6126
4295	6128
4296	6129
4297	6130

Pre-revised Pension + DP (if any)	Revised Pension
4298	6132
4299	6133
4300	6135
4301	6136
4302	6138
4303	6139
4304	6140
4305	6142
4306	6143
4307	6145
4308	6146
4309	6148
4310	6149
4311	6150
4312	6152
4313	6153
4314	6155
4315	6156
4316	6157
4317	6159
4318	6160
4319	6162
4320	6163
4321	6165
4322	6166
4323	6167
4324	6169
4325	6170
4326	6172
4327	6173
4328	6175
4329	6176
4330	6177
4331	6179
4332	6180

Pre-revised Pension + DP (if any)	Revised Pension
4333	6182
4334	6183
4335	6185
4336	6186
4337	6187
4338	6189
4339	6190
4340	6192
4341	6193
4342	6195
4343	6196
4344	6197
4345	6199
4346	6200
4347	6202
4348	6203
4349	6205
4350	6206
4351	6207
4352	6209
4353	6210
4354	6212
4355	6213
4356	6215
4357	6216
4358	6217
4359	6219
4360	6220
4361	6222
4362	6223
4363	6225
4364	6226
4365	6227
4366	6229
4367	6230

Pre-revised Pension + DP (if any)	Revised Pension
4368	6232
4369	6233
4370	6235
4371	6236
4372	6237
4373	6239
4374	6240
4375	6242
4376	6243
4377	6245
4378	6246
4379	6247
4380	6249
4381	6250
4382	6252
4383	6253
4384	6255
4385	6256
4386	6257
4387	6259
4388	6260
4389	6262
4390	6263
4391	6264
4392	6266
4393	6267
4394	6269
4395	6270
4396	6272
4397	6273
4398	6274
4399	6276
4400	6277
4401	6279
4402	6280

Pre-revised Pension + DP (if any)	Revised Pension
4403	6282
4404	6283
4405	6284
4406	6286
4407	6287
4408	6289
4409	6290
4410	6292
4411	6293
4412	6294
4413	6296
4414	6297
4415	6299
4416	6300
4417	6302
4418	6303
4419	6304
4420	6306
4421	6307
4422	6309
4423	6310
4424	6312
4425	6313
4426	6314
4427	6316
4428	6317
4429	6319
4430	6320
4431	6322
4432	6323
4433	6324
4434	6326
4435	6327
4436	6329
4437	6330

Pre-revised Pension + DP (if any)	Revised Pension
4438	6332
4439	6333
4440	6334
4441	6336
4442	6337
4443	6339
4444	6340
4445	6342
4446	6343
4447	6344
4448	6346
4449	6347
4450	6349
4451	6350
4452	6352
4453	6353
4454	6354
4455	6356
4456	6357
4457	6359
4458	6360
4459	6362
4460	6363
4461	6364
4462	6366
4463	6367
4464	6369
4465	6370
4466	6371
4467	6373
4468	6374
4469	6376
4470	6377
4471	6379
4472	6380

Pre-revised Pension + DP (if any)	Revised Pension
4473	6381
4474	6383
4475	6384
4476	6386
4477	6387
4478	6389
4479	6390
4480	6391
4481	6393
4482	6394
4483	6396
4484	6397
4485	6399
4486	6400
4487	6401
4488	6403
4489	6404
4490	6406
4491	6407
4492	6409
4493	6410
4494	6411
4495	6413
4496	6414
4497	6416
4498	6417
4499	6419
4500	6420
4501	6421
4502	6423
4503	6424
4504	6426
4505	6427
4506	6429
4507	6430

Pre-revised Pension + DP (if any)	Revised Pension
4508	6431
4509	6433
4510	6434
4511	6436
4512	6437
4513	6439
4514	6440
4515	6441
4516	6443
4517	6444
4518	6446
4519	6447
4520	6449
4521	6450
4522	6451
4523	6453
4524	6454
4525	6456
4526	6457
4527	6459
4528	6460
4529	6461
4530	6463
4531	6464
4532	6466
4533	6467
4534	6469
4535	6470
4536	6471
4537	6473
4538	6474
4539	6476
4540	6477
4541	6478
4542	6480

Pre-revised Pension + DP (if any)	Revised Pension
4543	6481
4544	6483
4545	6484
4546	6486
4547	6487
4548	6488
4549	6490
4550	6491
4551	6493
4552	6494
4553	6496
4554	6497
4555	6498
4556	6500
4557	6501
4558	6503
4559	6504
4560	6506
4561	6507
4562	6508
4563	6510
4564	6511
4565	6513
4566	6514
4567	6516
4568	6517
4569	6518
4570	6520
4571	6521
4572	6523
4573	6524
4574	6526
4575	6527
4576	6528
4577	6530

Pre-revised Pension + DP (if any)	Revised Pension
4578	6531
4579	6533
4580	6534
4581	6536
4582	6537
4583	6538
4584	6540
4585	6541
4586	6543
4587	6544
4588	6546
4589	6547
4590	6548
4591	6550
4592	6551
4593	6553
4594	6554
4595	6556
4596	6557
4597	6558
4598	6560
4599	6561
4600	6563
4601	6564
4602	6566
4603	6567
4604	6568
4605	6570
4606	6571
4607	6573
4608	6574
4609	6576
4610	6577
4611	6578
4612	6580

Pre-revised Pension + DP (if any)	Revised Pension
4613	6581
4614	6583
4615	6584
4616	6585
4617	6587
4618	6588
4619	6590
4620	6591
4621	6593
4622	6594
4623	6595
4624	6597
4625	6598
4626	6600
4627	6601
4628	6603
4629	6604
4630	6605
4631	6607
4632	6608
4633	6610
4634	6611
4635	6613
4636	6614
4637	6615
4638	6617
4639	6618
4640	6620
4641	6621
4642	6623
4643	6624
4644	6625
4645	6627
4646	6628
4647	6630

Pre-revised Pension + DP (if any)	Revised Pension
4648	6631
4649	6633
4650	6634
4651	6635
4652	6637
4653	6638
4654	6640
4655	6641
4656	6643
4657	6644
4658	6645
4659	6647
4660	6648
4661	6650
4662	6651
4663	6653
4664	6654
4665	6655
4666	6657
4667	6658
4668	6660
4669	6661
4670	6663
4671	6664
4672	6665
4673	6667
4674	6668
4675	6670
4676	6671
4677	6673
4678	6674
4679	6675
4680	6677
4681	6678
4682	6680

Pre-revised Pension + DP (if any)	Revised Pension
4683	6681
4684	6683
4685	6684
4686	6685
4687	6687
4688	6688
4689	6690
4690	6691
4691	6692
4692	6694
4693	6695
4694	6697
4695	6698
4696	6700
4697	6701
4698	6702
4699	6704
4700	6705
4701	6707
4702	6708
4703	6710
4704	6711
4705	6712
4706	6714
4707	6715
4708	6717
4709	6718
4710	6720
4711	6721
4712	6722
4713	6724
4714	6725
4715	6727
4716	6728
4717	6730

Pre-revised Pension + DP (if any)	Revised Pension
4718	6731
4719	6732
4720	6734
4721	6735
4722	6737
4723	6738
4724	6740
4725	6741
4726	6742
4727	6744
4728	6745
4729	6747
4730	6748
4731	6750
4732	6751
4733	6752
4734	6754
4735	6755
4736	6757
4737	6758
4738	6760
4739	6761
4740	6762
4741	6764
4742	6765
4743	6767
4744	6768
4745	6770
4746	6771
4747	6772
4748	6774
4749	6775
4750	6777
4751	6778
4752	6780

Pre-revised Pension + DP (if any)	Revised Pension
4753	6781
4754	6782
4755	6784
4756	6785
4757	6787
4758	6788
4759	6790
4760	6791
4761	6792
4762	6794
4763	6795
4764	6797
4765	6798
4766	6799
4767	6801
4768	6802
4769	6804
4770	6805
4771	6807
4772	6808
4773	6809
4774	6811
4775	6812
4776	6814
4777	6815
4778	6817
4779	6818
4780	6819
4781	6821
4782	6822
4783	6824
4784	6825
4785	6827
4786	6828
4787	6829

Pre-revised Pension + DP (if any)	Revised Pension
4788	6831
4789	6832
4790	6834
4791	6835
4792	6837
4793	6838
4794	6839
4795	6841
4796	6842
4797	6844
4798	6845
4799	6847
4800	6848
4801	6849
4802	6851
4803	6852
4804	6854
4805	6855
4806	6857
4807	6858
4808	6859
4809	6861
4810	6862
4811	6864
4812	6865
4813	6867
4814	6868
4815	6869
4816	6871
4817	6872
4818	6874
4819	6875
4820	6877
4821	6878
4822	6879

Pre-revised Pension + DP (if any)	Revised Pension
4823	6881
4824	6882
4825	6884
4826	6885
4827	6887
4828	6888
4829	6889
4830	6891
4831	6892
4832	6894
4833	6895
4834	6897
4835	6898
4836	6899
4837	6901
4838	6902
4839	6904
4840	6905
4841	6906
4842	6908
4843	6909
4844	6911
4845	6912
4846	6914
4847	6915
4848	6916
4849	6918
4850	6919
4851	6921
4852	6922
4853	6924
4854	6925
4855	6926
4856	6928
4857	6929

Pre-revised Pension + DP (if any)	Revised Pension
4858	6931
4859	6932
4860	6934
4861	6935
4862	6936
4863	6938
4864	6939
4865	6941
4866	6942
4867	6944
4868	6945
4869	6946
4870	6948
4871	6949
4872	6951
4873	6952
4874	6954
4875	6955
4876	6956
4877	6958
4878	6959
4879	6961
4880	6962
4881	6964
4882	6965
4883	6966
4884	6968
4885	6969
4886	6971
4887	6972
4888	6974
4889	6975
4890	6976
4891	6978
4892	6979

Pre-revised Pension + DP (if any)	Revised Pension
4893	6981
4894	6982
4895	6984
4896	6985
4897	6986
4898	6988
4899	6989
4900	6991
4901	6992
4902	6994
4903	6995
4904	6996
4905	6998
4906	6999
4907	7001
4908	7002
4909	7004
4910	7005
4911	7006
4912	7008
4913	7009
4914	7011
4915	7012
4916	7013
4917	7015
4918	7016
4919	7018
4920	7019
4921	7021
4922	7022
4923	7023
4924	7025
4925	7026
4926	7028
4927	7029

Pre-revised Pension + DP (if any)	Revised Pension
4928	7031
4929	7032
4930	7033
4931	7035
4932	7036
4933	7038
4934	7039
4935	7041
4936	7042
4937	7043
4938	7045
4939	7046
4940	7048
4941	7049
4942	7051
4943	7052
4944	7053
4945	7055
4946	7056
4947	7058
4948	7059
4949	7061
4950	7062
4951	7063
4952	7065
4953	7066
4954	7068
4955	7069
4956	7071
4957	7072
4958	7073
4959	7075
4960	7076
4961	7078
4962	7079

Pre-revised Pension + DP (if any)	Revised Pension
4963	7081
4964	7082
4965	7083
4966	7085
4967	7086
4968	7088
4969	7089
4970	7091
4971	7092
4972	7093
4973	7095
4974	7096
4975	7098
4976	7099
4977	7101
4978	7102
4979	7103
4980	7105
4981	7106
4982	7108
4983	7109
4984	7111
4985	7112
4986	7113
4987	7115
4988	7116
4989	7118
4990	7119
4991	7120
4992	7122
4993	7123
4994	7125
4995	7126
4996	7128
4997	7129

Pre-revised Pension + DP (if any)	Revised Pension
4998	7130
4999	7132
5000	7133
5001	7135
5002	7136
5003	7138
5004	7139
5005	7140
5006	7142
5007	7143
5008	7145
5009	7146
5010	7148
5011	7149
5012	7150
5013	7152
5014	7153
5015	7155
5016	7156
5017	7158
5018	7159
5019	7160
5020	7162
5021	7163
5022	7165
5023	7166
5024	7168
5025	7169
5026	7170
5027	7172
5028	7173
5029	7175
5030	7176
5031	7178
5032	7179

Pre-revised Pension + DP (if any)	Revised Pension
5033	7180
5034	7182
5035	7183
5036	7185
5037	7186
5038	7188
5039	7189
5040	7190
5041	7192
5042	7193
5043	7195
5044	7196
5045	7198
5046	7199
5047	7200
5048	7202
5049	7203
5050	7205
5051	7206
5052	7208
5053	7209
5054	7210
5055	7212
5056	7213
5057	7215
5058	7216
5059	7218
5060	7219
5061	7220
5062	7222
5063	7223
5064	7225
5065	7226
5066	7227
5067	7229

Pre-revised Pension + DP (if any)	Revised Pension
5068	7230
5069	7232
5070	7233
5071	7235
5072	7236
5073	7237
5074	7239
5075	7240
5076	7242
5077	7243
5078	7245
5079	7246
5080	7247
5081	7249
5082	7250
5083	7252
5084	7253
5085	7255
5086	7256
5087	7257
5088	7259
5089	7260
5090	7262
5091	7263
5092	7265
5093	7266
5094	7267
5095	7269
5096	7270
5097	7272
5098	7273
5099	7275
5100	7276
5101	7277
5102	7279

Pre-revised Pension + DP (if any)	Revised Pension
5103	7280
5104	7282
5105	7283
5106	7285
5107	7286
5108	7287
5109	7289
5110	7290
5111	7292
5112	7293
5113	7295
5114	7296
5115	7297
5116	7299
5117	7300
5118	7302
5119	7303
5120	7305
5121	7306
5122	7307
5123	7309
5124	7310
5125	7312
5126	7313
5127	7315
5128	7316
5129	7317
5130	7319
5131	7320
5132	7322
5133	7323
5134	7325
5135	7326
5136	7327
5137	7329

Pre-revised Pension + DP (if any)	Revised Pension
5138	7330
5139	7332
5140	7333
5141	7334
5142	7336
5143	7337
5144	7339
5145	7340
5146	7342
5147	7343
5148	7344
5149	7346
5150	7347
5151	7349
5152	7350
5153	7352
5154	7353
5155	7354
5156	7356
5157	7357
5158	7359
5159	7360
5160	7362
5161	7363
5162	7364
5163	7366
5164	7367
5165	7369
5166	7370
5167	7372
5168	7373
5169	7374
5170	7376
5171	7377
5172	7379

Pre-revised Pension + DP (if any)	Revised Pension
5173	7380
5174	7382
5175	7383
5176	7384
5177	7386
5178	7387
5179	7389
5180	7390
5181	7392
5182	7393
5183	7394
5184	7396
5185	7397
5186	7399
5187	7400
5188	7402
5189	7403
5190	7404
5191	7406
5192	7407
5193	7409
5194	7410
5195	7412
5196	7413
5197	7414
5198	7416
5199	7417
5200	7419
5201	7420
5202	7422
5203	7423
5204	7424
5205	7426
5206	7427
5207	7429

Pre-revised Pension + DP (if any)	Revised Pension
5208	7430
5209	7432
5210	7433
5211	7434
5212	7436
5213	7437
5214	7439
5215	7440
5216	7441
5217	7443
5218	7444
5219	7446
5220	7447
5221	7449
5222	7450
5223	7451
5224	7453
5225	7454
5226	7456
5227	7457
5228	7459
5229	7460
5230	7461
5231	7463
5232	7464
5233	7466
5234	7467
5235	7469
5236	7470
5237	7471
5238	7473
5239	7474
5240	7476
5241	7477
5242	7479

Pre-revised Pension + DP (if any)	Revised Pension
5243	7480
5244	7481
5245	7483
5246	7484
5247	7486
5248	7487
5249	7489
5250	7490
5251	7491
5252	7493
5253	7494
5254	7496
5255	7497
5256	7499
5257	7500
5258	7501
5259	7503
5260	7504
5261	7506
5262	7507
5263	7509
5264	7510
5265	7511
5266	7513
5267	7514
5268	7516
5269	7517
5270	7519
5271	7520
5272	7521
5273	7523
5274	7524
5275	7526
5276	7527
5277	7529

Pre-revised Pension + DP (if any)	Revised Pension
5278	7530
5279	7531
5280	7533
5281	7534
5282	7536
5283	7537
5284	7539
5285	7540
5286	7541
5287	7543
5288	7544
5289	7546
5290	7547
5291	7548
5292	7550
5293	7551
5294	7553
5295	7554
5296	7556
5297	7557
5298	7558
5299	7560
5300	7561
5301	7563
5302	7564
5303	7566
5304	7567
5305	7568
5306	7570
5307	7571
5308	7573
5309	7574
5310	7576
5311	7577
5312	7578

Pre-revised Pension + DP (if any)	Revised Pension
5313	7580
5314	7581
5315	7583
5316	7584
5317	7586
5318	7587
5319	7588
5320	7590
5321	7591
5322	7593
5323	7594
5324	7596
5325	7597
5326	7598
5327	7600
5328	7601
5329	7603
5330	7604
5331	7606
5332	7607
5333	7608
5334	7610
5335	7611
5336	7613
5337	7614
5338	7616
5339	7617
5340	7618
5341	7620
5342	7621
5343	7623
5344	7624
5345	7626
5346	7627
5347	7628

Pre-revised Pension + DP (if any)	Revised Pension
5348	7630
5349	7631
5350	7633
5351	7634
5352	7636
5353	7637
5354	7638
5355	7640
5356	7641
5357	7643
5358	7644
5359	7646
5360	7647
5361	7648
5362	7650
5363	7651
5364	7653
5365	7654
5366	7655
5367	7657
5368	7658
5369	7660
5370	7661
5371	7663
5372	7664
5373	7665
5374	7667
5375	7668
5376	7670
5377	7671
5378	7673
5379	7674
5380	7675
5381	7677
5382	7678

Pre-revised Pension + DP (if any)	Revised Pension
5383	7680
5384	7681
5385	7683
5386	7684
5387	7685
5388	7687
5389	7688
5390	7690
5391	7691
5392	7693
5393	7694
5394	7695
5395	7697
5396	7698
5397	7700
5398	7701
5399	7703
5400	7704
5401	7705
5402	7707
5403	7708
5404	7710
5405	7711
5406	7713
5407	7714
5408	7715
5409	7717
5410	7718
5411	7720
5412	7721
5413	7723
5414	7724
5415	7725
5416	7727
5417	7728

Pre-revised Pension + DP (if any)	Revised Pension
5418	7730
5419	7731
5420	7733
5421	7734
5422	7735
5423	7737
5424	7738
5425	7740
5426	7741
5427	7743
5428	7744
5429	7745
5430	7747
5431	7748
5432	7750
5433	7751
5434	7753
5435	7754
5436	7755
5437	7757
5438	7758
5439	7760
5440	7761
5441	7762
5442	7764
5443	7765
5444	7767
5445	7768
5446	7770
5447	7771
5448	7772
5449	7774
5450	7775
5451	7777
5452	7778

Pre-revised Pension + DP (if any)	Revised Pension
5453	7780
5454	7781
5455	7782
5456	7784
5457	7785
5458	7787
5459	7788
5460	7790
5461	7791
5462	7792
5463	7794
5464	7795
5465	7797
5466	7798
5467	7800
5468	7801
5469	7802
5470	7804
5471	7805
5472	7807
5473	7808
5474	7810
5475	7811
5476	7812
5477	7814
5478	7815
5479	7817
5480	7818
5481	7820
5482	7821
5483	7822
5484	7824
5485	7825
5486	7827
5487	7828

Pre-revised Pension + DP (if any)	Revised Pension
5488	7830
5489	7831
5490	7832
5491	7834
5492	7835
5493	7837
5494	7838
5495	7840
5496	7841
5497	7842
5498	7844
5499	7845
5500	7847
5501	7848
5502	7850
5503	7851
5504	7852
5505	7854
5506	7855
5507	7857
5508	7858
5509	7860
5510	7861
5511	7862
5512	7864
5513	7865
5514	7867
5515	7868
5516	7869
5517	7871
5518	7872
5519	7874
5520	7875
5521	7877
5522	7878

Pre-revised Pension + DP (if any)	Revised Pension
5523	7879
5524	7881
5525	7882
5526	7884
5527	7885
5528	7887
5529	7888
5530	7889
5531	7891
5532	7892
5533	7894
5534	7895
5535	7897
5536	7898
5537	7899
5538	7901
5539	7902
5540	7904
5541	7905
5542	7907
5543	7908
5544	7909
5545	7911
5546	7912
5547	7914
5548	7915
5549	7917
5550	7918
5551	7919
5552	7921
5553	7922
5554	7924
5555	7925
5556	7927
5557	7928

Pre-revised Pension + DP (if any)	Revised Pension
5558	7929
5559	7931
5560	7932
5561	7934
5562	7935
5563	7937
5564	7938
5565	7939
5566	7941
5567	7942
5568	7944
5569	7945
5570	7947
5571	7948
5572	7949
5573	7951
5574	7952
5575	7954
5576	7955
5577	7957
5578	7958
5579	7959
5580	7961
5581	7962
5582	7964
5583	7965
5584	7967
5585	7968
5586	7969
5587	7971
5588	7972
5589	7974
5590	7975
5591	7976
5592	7978

Pre-revised Pension + DP (if any)	Revised Pension
5593	7979
5594	7981
5595	7982
5596	7984
5597	7985
5598	7986
5599	7988
5600	7989
5601	7991
5602	7992
5603	7994
5604	7995
5605	7996
5606	7998
5607	7999
5608	8001
5609	8002
5610	8004
5611	8005
5612	8006
5613	8008
5614	8009
5615	8011
5616	8012
5617	8014
5618	8015
5619	8016
5620	8018
5621	8019
5622	8021
5623	8022
5624	8024
5625	8025
5626	8026
5627	8028

Pre-revised Pension + DP (if any)	Revised Pension
5628	8029
5629	8031
5630	8032
5631	8034
5632	8035
5633	8036
5634	8038
5635	8039
5636	8041
5637	8042
5638	8044
5639	8045
5640	8046
5641	8048
5642	8049
5643	8051
5644	8052
5645	8054
5646	8055
5647	8056
5648	8058
5649	8059
5650	8061
5651	8062
5652	8064
5653	8065
5654	8066
5655	8068
5656	8069
5657	8071
5658	8072
5659	8074
5660	8075
5661	8076
5662	8078

Pre-revised Pension + DP (if any)	Revised Pension
5663	8079
5664	8081
5665	8082
5666	8083
5667	8085
5668	8086
5669	8088
5670	8089
5671	8091
5672	8092
5673	8093
5674	8095
5675	8096
5676	8098
5677	8099
5678	8101
5679	8102
5680	8103
5681	8105
5682	8106
5683	8108
5684	8109
5685	8111
5686	8112
5687	8113
5688	8115
5689	8116
5690	8118
5691	8119
5692	8121
5693	8122
5694	8123
5695	8125
5696	8126
5697	8128

Pre-revised Pension + DP (if any)	Revised Pension
5698	8129
5699	8131
5700	8132
5701	8133
5702	8135
5703	8136
5704	8138
5705	8139
5706	8141
5707	8142
5708	8143
5709	8145
5710	8146
5711	8148
5712	8149
5713	8151
5714	8152
5715	8153
5716	8155
5717	8156
5718	8158
5719	8159
5720	8161
5721	8162
5722	8163
5723	8165
5724	8166
5725	8168
5726	8169
5727	8171
5728	8172
5729	8173
5730	8175
5731	8176
5732	8178

Pre-revised Pension + DP (if any)	Revised Pension
5733	8179
5734	8181
5735	8182
5736	8183
5737	8185
5738	8186
5739	8188
5740	8189
5741	8190
5742	8192
5743	8193
5744	8195
5745	8196
5746	8198
5747	8199
5748	8200
5749	8202
5750	8203
5751	8205
5752	8206
5753	8208
5754	8209
5755	8210
5756	8212
5757	8213
5758	8215
5759	8216
5760	8218
5761	8219
5762	8220
5763	8222
5764	8223
5765	8225
5766	8226
5767	8228

Pre-revised Pension + DP (if any)	Revised Pension
5768	8229
5769	8230
5770	8232
5771	8233
5772	8235
5773	8236
5774	8238
5775	8239
5776	8240
5777	8242
5778	8243
5779	8245
5780	8246
5781	8248
5782	8249
5783	8250
5784	8252
5785	8253
5786	8255
5787	8256
5788	8258
5789	8259
5790	8260
5791	8262
5792	8263
5793	8265
5794	8266
5795	8268
5796	8269
5797	8270
5798	8272
5799	8273
5800	8275
5801	8276
5802	8278

Pre-revised Pension + DP (if any)	Revised Pension
5803	8279
5804	8280
5805	8282
5806	8283
5807	8285
5808	8286
5809	8288
5810	8289
5811	8290
5812	8292
5813	8293
5814	8295
5815	8296
5816	8297
5817	8299
5818	8300
5819	8302
5820	8303
5821	8305
5822	8306
5823	8307
5824	8309
5825	8310
5826	8312
5827	8313
5828	8315
5829	8316
5830	8317
5831	8319
5832	8320
5833	8322
5834	8323
5835	8325
5836	8326
5837	8327

Pre-revised Pension + DP (if any)	Revised Pension
5838	8329
5839	8330
5840	8332
5841	8333
5842	8335
5843	8336
5844	8337
5845	8339
5846	8340
5847	8342
5848	8343
5849	8345
5850	8346
5851	8347
5852	8349
5853	8350
5854	8352
5855	8353
5856	8355
5857	8356
5858	8357
5859	8359
5860	8360
5861	8362
5862	8363
5863	8365
5864	8366
5865	8367
5866	8369
5867	8370
5868	8372
5869	8373
5870	8375
5871	8376
5872	8377

Pre-revised Pension + DP (if any)	Revised Pension
5873	8379
5874	8380
5875	8382
5876	8383
5877	8385
5878	8386
5879	8387
5880	8389
5881	8390
5882	8392
5883	8393
5884	8395
5885	8396
5886	8397
5887	8399
5888	8400
5889	8402
5890	8403
5891	8404
5892	8406
5893	8407
5894	8409
5895	8410
5896	8412
5897	8413
5898	8414
5899	8416
5900	8417
5901	8419
5902	8420
5903	8422
5904	8423
5905	8424
5906	8426
5907	8427

Pre-revised Pension + DP (if any)	Revised Pension
5908	8429
5909	8430
5910	8432
5911	8433
5912	8434
5913	8436
5914	8437
5915	8439
5916	8440
5917	8442
5918	8443
5919	8444
5920	8446
5921	8447
5922	8449
5923	8450
5924	8452
5925	8453
5926	8454
5927	8456
5928	8457
5929	8459
5930	8460
5931	8462
5932	8463
5933	8464
5934	8466
5935	8467
5936	8469
5937	8470
5938	8472
5939	8473
5940	8474
5941	8476
5942	8477

Pre-revised Pension + DP (if any)	Revised Pension
5943	8479
5944	8480
5945	8482
5946	8483
5947	8484
5948	8486
5949	8487
5950	8489
5951	8490
5952	8492
5953	8493
5954	8494
5955	8496
5956	8497
5957	8499
5958	8500
5959	8502
5960	8503
5961	8504
5962	8506
5963	8507
5964	8509
5965	8510
5966	8511
5967	8513
5968	8514
5969	8516
5970	8517
5971	8519
5972	8520
5973	8521
5974	8523
5975	8524
5976	8526
5977	8527

Pre-revised Pension + DP (if any)	Revised Pension
5978	8529
5979	8530
5980	8531
5981	8533
5982	8534
5983	8536
5984	8537
5985	8539
5986	8540
5987	8541
5988	8543
5989	8544
5990	8546
5991	8547
5992	8549
5993	8550
5994	8551
5995	8553
5996	8554
5997	8556
5998	8557
5999	8559
6000	8560
6001	8561
6002	8563
6003	8564
6004	8566
6005	8567
6006	8569
6007	8570
6008	8571
6009	8573
6010	8574
6011	8576
6012	8577

Pre-revised Pension + DP (if any)	Revised Pension
6013	8579
6014	8580
6015	8581
6016	8583
6017	8584
6018	8586
6019	8587
6020	8589
6021	8590
6022	8591
6023	8593
6024	8594
6025	8596
6026	8597
6027	8599
6028	8600
6029	8601
6030	8603
6031	8604
6032	8606
6033	8607
6034	8609
6035	8610
6036	8611
6037	8613
6038	8614
6039	8616
6040	8617
6041	8618
6042	8620
6043	8621
6044	8623
6045	8624
6046	8626
6047	8627

Pre-revised Pension + DP (if any)	Revised Pension
6048	8628
6049	8630
6050	8631
6051	8633
6052	8634
6053	8636
6054	8637
6055	8638
6056	8640
6057	8641
6058	8643
6059	8644
6060	8646
6061	8647
6062	8648
6063	8650
6064	8651
6065	8653
6066	8654
6067	8656
6068	8657
6069	8658
6070	8660
6071	8661
6072	8663
6073	8664
6074	8666
6075	8667
6076	8668
6077	8670
6078	8671
6079	8673
6080	8674
6081	8676
6082	8677

Pre-revised Pension + DP (if any)	Revised Pension
6083	8678
6084	8680
6085	8681
6086	8683
6087	8684
6088	8686
6089	8687
6090	8688
6091	8690
6092	8691
6093	8693
6094	8694
6095	8696
6096	8697
6097	8698
6098	8700
6099	8701
6100	8703
6101	8704
6102	8706
6103	8707
6104	8708
6105	8710
6106	8711
6107	8713
6108	8714
6109	8716
6110	8717
6111	8718
6112	8720
6113	8721
6114	8723
6115	8724
6116	8725
6117	8727

Pre-revised Pension + DP (if any)	Revised Pension
6118	8728
6119	8730
6120	8731
6121	8733
6122	8734
6123	8735
6124	8737
6125	8738
6126	8740
6127	8741
6128	8743
6129	8744
6130	8745
6131	8747
6132	8748
6133	8750
6134	8751
6135	8753
6136	8754
6137	8755
6138	8757
6139	8758
6140	8760
6141	8761
6142	8763
6143	8764
6144	8765
6145	8767
6146	8768
6147	8770
6148	8771
6149	8773
6150	8774
6151	8775
6152	8777

Pre-revised Pension + DP (if any)	Revised Pension
6153	8778
6154	8780
6155	8781
6156	8783
6157	8784
6158	8785
6159	8787
6160	8788
6161	8790
6162	8791
6163	8793
6164	8794
6165	8795
6166	8797
6167	8798
6168	8800
6169	8801
6170	8803
6171	8804
6172	8805
6173	8807
6174	8808
6175	8810
6176	8811
6177	8813
6178	8814
6179	8815
6180	8817
6181	8818
6182	8820
6183	8821
6184	8823
6185	8824
6186	8825
6187	8827

Pre-revised Pension + DP (if any)	Revised Pension
6188	8828
6189	8830
6190	8831
6191	8832
6192	8834
6193	8835
6194	8837
6195	8838
6196	8840
6197	8841
6198	8842
6199	8844
6200	8845
6201	8847
6202	8848
6203	8850
6204	8851
6205	8852
6206	8854
6207	8855
6208	8857
6209	8858
6210	8860
6211	8861
6212	8862
6213	8864
6214	8865
6215	8867
6216	8868
6217	8870
6218	8871
6219	8872
6220	8874
6221	8875
6222	8877

Pre-revised Pension + DP (if any)	Revised Pension
6223	8878
6224	8880
6225	8881
6226	8882
6227	8884
6228	8885
6229	8887
6230	8888
6231	8890
6232	8891
6233	8892
6234	8894
6235	8895
6236	8897
6237	8898
6238	8900
6239	8901
6240	8902
6241	8904
6242	8905
6243	8907
6244	8908
6245	8910
6246	8911
6247	8912
6248	8914
6249	8915
6250	8917
6251	8918
6252	8920
6253	8921
6254	8922
6255	8924
6256	8925
6257	8927

Pre-revised Pension + DP (if any)	Revised Pension
6258	8928
6259	8930
6260	8931
6261	8932
6262	8934
6263	8935
6264	8937
6265	8938
6266	8939
6267	8941
6268	8942
6269	8944
6270	8945
6271	8947
6272	8948
6273	8949
6274	8951
6275	8952
6276	8954
6277	8955
6278	8957
6279	8958
6280	8959
6281	8961
6282	8962
6283	8964
6284	8965
6285	8967
6286	8968
6287	8969
6288	8971
6289	8972
6290	8974
6291	8975
6292	8977

Pre-revised Pension + DP (if any)	Revised Pension
6293	8978
6294	8979
6295	8981
6296	8982
6297	8984
6298	8985
6299	8987
6300	8988
6301	8989
6302	8991
6303	8992
6304	8994
6305	8995
6306	8997
6307	8998
6308	8999
6309	9001
6310	9002
6311	9004
6312	9005
6313	9007
6314	9008
6315	9009
6316	9011
6317	9012
6318	9014
6319	9015
6320	9017
6321	9018
6322	9019
6323	9021
6324	9022
6325	9024
6326	9025
6327	9027

Pre-revised Pension + DP (if any)	Revised Pension
6328	9028
6329	9029
6330	9031
6331	9032
6332	9034
6333	9035
6334	9037
6335	9038
6336	9039
6337	9041
6338	9042
6339	9044
6340	9045
6341	9046
6342	9048
6343	9049
6344	9051
6345	9052
6346	9054
6347	9055
6348	9056
6349	9058
6350	9059
6351	9061
6352	9062
6353	9064
6354	9065
6355	9066
6356	9068
6357	9069
6358	9071
6359	9072
6360	9074
6361	9075
6362	9076

Pre-revised Pension + DP (if any)	Revised Pension
6363	9078
6364	9079
6365	9081
6366	9082
6367	9084
6368	9085
6369	9086
6370	9088
6371	9089
6372	9091
6373	9092
6374	9094
6375	9095
6376	9096
6377	9098
6378	9099
6379	9101
6380	9102
6381	9104
6382	9105
6383	9106
6384	9108
6385	9109
6386	9111
6387	9112
6388	9114
6389	9115
6390	9116
6391	9118
6392	9119
6393	9121
6394	9122
6395	9124
6396	9125
6397	9126

Pre-revised Pension + DP (if any)	Revised Pension
6398	9128
6399	9129
6400	9131
6401	9132
6402	9134
6403	9135
6404	9136
6405	9138
6406	9139
6407	9141
6408	9142
6409	9144
6410	9145
6411	9146
6412	9148
6413	9149
6414	9151
6415	9152
6416	9153
6417	9155
6418	9156
6419	9158
6420	9159
6421	9161
6422	9162
6423	9163
6424	9165
6425	9166
6426	9168
6427	9169
6428	9171
6429	9172
6430	9173
6431	9175
6432	9176

Pre-revised Pension + DP (if any)	Revised Pension
6433	9178
6434	9179
6435	9181
6436	9182
6437	9183
6438	9185
6439	9186
6440	9188
6441	9189
6442	9191
6443	9192
6444	9193
6445	9195
6446	9196
6447	9198
6448	9199
6449	9201
6450	9202
6451	9203
6452	9205
6453	9206
6454	9208
6455	9209
6456	9211
6457	9212
6458	9213
6459	9215
6460	9216
6461	9218
6462	9219
6463	9221
6464	9222
6465	9223
6466	9225
6467	9226

Pre-revised Pension + DP (if any)	Revised Pension
6468	9228
6469	9229
6470	9231
6471	9232
6472	9233
6473	9235
6474	9236
6475	9238
6476	9239
6477	9241
6478	9242
6479	9243
6480	9245
6481	9246
6482	9248
6483	9249
6484	9251
6485	9252
6486	9253
6487	9255
6488	9256
6489	9258
6490	9259
6491	9260
6492	9262
6493	9263
6494	9265
6495	9266
6496	9268
6497	9269
6498	9270
6499	9272
6500	9273
6501	9275
6502	9276

Pre-revised Pension + DP (if any)	Revised Pension
6503	9278
6504	9279
6505	9280
6506	9282
6507	9283
6508	9285
6509	9286
6510	9288
6511	9289
6512	9290
6513	9292
6514	9293
6515	9295
6516	9296
6517	9298
6518	9299
6519	9300
6520	9302
6521	9303
6522	9305
6523	9306
6524	9308
6525	9309
6526	9310
6527	9312
6528	9313
6529	9315
6530	9316
6531	9318
6532	9319
6533	9320
6534	9322
6535	9323
6536	9325
6537	9326

Pre-revised Pension + DP (if any)	Revised Pension
6538	9328
6539	9329
6540	9330
6541	9332
6542	9333
6543	9335
6544	9336
6545	9338
6546	9339
6547	9340
6548	9342
6549	9343
6550	9345
6551	9346
6552	9348
6553	9349
6554	9350
6555	9352
6556	9353
6557	9355
6558	9356
6559	9358
6560	9359
6561	9360
6562	9362
6563	9363
6564	9365
6565	9366
6566	9367
6567	9369
6568	9370
6569	9372
6570	9373
6571	9375
6572	9376

Pre-revised Pension + DP (if any)	Revised Pension
6573	9377
6574	9379
6575	9380
6576	9382
6577	9383
6578	9385
6579	9386
6580	9387
6581	9389
6582	9390
6583	9392
6584	9393
6585	9395
6586	9396
6587	9397
6588	9399
6589	9400
6590	9402
6591	9403
6592	9405
6593	9406
6594	9407
6595	9409
6596	9410
6597	9412
6598	9413
6599	9415
6600	9416
6601	9417
6602	9419
6603	9420
6604	9422
6605	9423
6606	9425
6607	9426

Pre-revised Pension + DP (if any)	Revised Pension
6608	9427
6609	9429
6610	9430
6611	9432
6612	9433
6613	9435
6614	9436
6615	9437
6616	9439
6617	9440
6618	9442
6619	9443
6620	9445
6621	9446
6622	9447
6623	9449
6624	9450
6625	9452
6626	9453
6627	9455
6628	9456
6629	9457
6630	9459
6631	9460
6632	9462
6633	9463
6634	9465
6635	9466
6636	9467
6637	9469
6638	9470
6639	9472
6640	9473
6641	9474
6642	9476

Pre-revised Pension + DP (if any)	Revised Pension
6643	9477
6644	9479
6645	9480
6646	9482
6647	9483
6648	9484
6649	9486
6650	9487
6651	9489
6652	9490
6653	9492
6654	9493
6655	9494
6656	9496
6657	9497
6658	9499
6659	9500
6660	9502
6661	9503
6662	9504
6663	9506
6664	9507
6665	9509
6666	9510
6667	9512
6668	9513
6669	9514
6670	9516
6671	9517
6672	9519
6673	9520
6674	9522
6675	9523
6676	9524
6677	9526

Pre-revised Pension + DP (if any)	Revised Pension
6678	9527
6679	9529
6680	9530
6681	9532
6682	9533
6683	9534
6684	9536
6685	9537
6686	9539
6687	9540
6688	9542
6689	9543
6690	9544
6691	9546
6692	9547
6693	9549
6694	9550
6695	9552
6696	9553
6697	9554
6698	9556
6699	9557
6700	9559
6701	9560
6702	9562
6703	9563
6704	9564
6705	9566
6706	9567
6707	9569
6708	9570
6709	9572
6710	9573
6711	9574
6712	9576

Pre-revised Pension + DP (if any)	Revised Pension
6713	9577
6714	9579
6715	9580
6716	9581
6717	9583
6718	9584
6719	9586
6720	9587
6721	9589
6722	9590
6723	9591
6724	9593
6725	9594
6726	9596
6727	9597
6728	9599
6729	9600
6730	9601
6731	9603
6732	9604
6733	9606
6734	9607
6735	9609
6736	9610
6737	9611
6738	9613
6739	9614
6740	9616
6741	9617
6742	9619
6743	9620
6744	9621
6745	9623
6746	9624
6747	9626

Pre-revised Pension + DP (if any)	Revised Pension
6748	9627
6749	9629
6750	9630
6751	9631
6752	9633
6753	9634
6754	9636
6755	9637
6756	9639
6757	9640
6758	9641
6759	9643
6760	9644
6761	9646
6762	9647
6763	9649
6764	9650
6765	9651
6766	9653
6767	9654
6768	9656
6769	9657
6770	9659
6771	9660
6772	9661
6773	9663
6774	9664
6775	9666
6776	9667
6777	9669
6778	9670
6779	9671
6780	9673
6781	9674
6782	9676

Pre-revised Pension + DP (if any)	Revised Pension
6783	9677
6784	9679
6785	9680
6786	9681
6787	9683
6788	9684
6789	9686
6790	9687
6791	9688
6792	9690
6793	9691
6794	9693
6795	9694
6796	9696
6797	9697
6798	9698
6799	9700
6800	9701
6801	9703
6802	9704
6803	9706
6804	9707
6805	9708
6806	9710
6807	9711
6808	9713
6809	9714
6810	9716
6811	9717
6812	9718
6813	9720
6814	9721
6815	9723
6816	9724
6817	9726

Pre-revised Pension + DP (if any)	Revised Pension
6818	9727
6819	9728
6820	9730
6821	9731
6822	9733
6823	9734
6824	9736
6825	9737
6826	9738
6827	9740
6828	9741
6829	9743
6830	9744
6831	9746
6832	9747
6833	9748
6834	9750
6835	9751
6836	9753
6837	9754
6838	9756
6839	9757
6840	9758
6841	9760
6842	9761
6843	9763
6844	9764
6845	9766
6846	9767
6847	9768
6848	9770
6849	9771
6850	9773
6851	9774
6852	9776

Pre-revised Pension + DP (if any)	Revised Pension
6853	9777
6854	9778
6855	9780
6856	9781
6857	9783
6858	9784
6859	9786
6860	9787
6861	9788
6862	9790
6863	9791
6864	9793
6865	9794
6866	9795
6867	9797
6868	9798
6869	9800
6870	9801
6871	9803
6872	9804
6873	9805
6874	9807
6875	9808
6876	9810
6877	9811
6878	9813
6879	9814
6880	9815
6881	9817
6882	9818
6883	9820
6884	9821
6885	9823
6886	9824
6887	9825

Pre-revised Pension + DP (if any)	Revised Pension
6888	9827
6889	9828
6890	9830
6891	9831
6892	9833
6893	9834
6894	9835
6895	9837
6896	9838
6897	9840
6898	9841
6899	9843
6900	9844
6901	9845
6902	9847
6903	9848
6904	9850
6905	9851
6906	9853
6907	9854
6908	9855
6909	9857
6910	9858
6911	9860
6912	9861
6913	9863
6914	9864
6915	9865
6916	9867
6917	9868
6918	9870
6919	9871
6920	9873
6921	9874
6922	9875

Pre-revised Pension + DP (if any)	Revised Pension
6923	9877
6924	9878
6925	9880
6926	9881
6927	9883
6928	9884
6929	9885
6930	9887
6931	9888
6932	9890
6933	9891
6934	9893
6935	9894
6936	9895
6937	9897
6938	9898
6939	9900
6940	9901
6941	9902
6942	9904
6943	9905
6944	9907
6945	9908
6946	9910
6947	9911
6948	9912
6949	9914
6950	9915
6951	9917
6952	9918
6953	9920
6954	9921
6955	9922
6956	9924
6957	9925

Pre-revised Pension + DP (if any)	Revised Pension
6958	9927
6959	9928
6960	9930
6961	9931
6962	9932
6963	9934
6964	9935
6965	9937
6966	9938
6967	9940
6968	9941
6969	9942
6970	9944
6971	9945
6972	9947
6973	9948
6974	9950
6975	9951
6976	9952
6977	9954
6978	9955
6979	9957
6980	9958
6981	9960
6982	9961
6983	9962
6984	9964
6985	9965
6986	9967
6987	9968
6988	9970
6989	9971
6990	9972
6991	9974
6992	9975

Pre-revised Pension + DP (if any)	Revised Pension
6993	9977
6994	9978
6995	9980
6996	9981
6997	9982
6998	9984
6999	9985
7000	9987
7001	9988
7002	9990
7003	9991
7004	9992
7005	9994
7006	9995
7007	9997
7008	9998
7009	10000
7010	10001
7011	10002
7012	10004
7013	10005
7014	10007
7015	10008
7016	10009
7017	10011
7018	10012
7019	10014
7020	10015
7021	10017
7022	10018
7023	10019
7024	10021
7025	10022
7026	10024
7027	10025

Pre-revised Pension + DP (if any)	Revised Pension
7028	10027
7029	10028
7030	10029
7031	10031
7032	10032
7033	10034
7034	10035
7035	10037
7036	10038
7037	10039
7038	10041
7039	10042
7040	10044
7041	10045
7042	10047
7043	10048
7044	10049
7045	10051
7046	10052
7047	10054
7048	10055
7049	10057
7050	10058
7051	10059
7052	10061
7053	10062
7054	10064
7055	10065
7056	10067
7057	10068
7058	10069
7059	10071
7060	10072
7061	10074
7062	10075

Pre-revised Pension + DP (if any)	Revised Pension
7063	10077
7064	10078
7065	10079
7066	10081
7067	10082
7068	10084
7069	10085
7070	10087
7071	10088
7072	10089
7073	10091
7074	10092
7075	10094
7076	10095
7077	10097
7078	10098
7079	10099
7080	10101
7081	10102
7082	10104
7083	10105
7084	10107
7085	10108
7086	10109
7087	10111
7088	10112
7089	10114
7090	10115
7091	10116
7092	10118
7093	10119
7094	10121
7095	10122
7096	10124
7097	10125

Pre-revised Pension + DP (if any)	Revised Pension
7098	10126
7099	10128
7100	10129
7101	10131
7102	10132
7103	10134
7104	10135
7105	10136
7106	10138
7107	10139
7108	10141
7109	10142
7110	10144
7111	10145
7112	10146
7113	10148
7114	10149
7115	10151
7116	10152
7117	10154
7118	10155
7119	10156
7120	10158
7121	10159
7122	10161
7123	10162
7124	10164
7125	10165
7126	10166
7127	10168
7128	10169
7129	10171
7130	10172
7131	10174
7132	10175

Pre-revised Pension + DP (if any)	Revised Pension
7133	10176
7134	10178
7135	10179
7136	10181
7137	10182
7138	10184
7139	10185
7140	10186
7141	10188
7142	10189
7143	10191
7144	10192
7145	10194
7146	10195
7147	10196
7148	10198
7149	10199
7150	10201
7151	10202
7152	10204
7153	10205
7154	10206
7155	10208
7156	10209
7157	10211
7158	10212
7159	10214
7160	10215
7161	10216
7162	10218
7163	10219
7164	10221
7165	10222
7166	10223
7167	10225

Pre-revised Pension + DP (if any)	Revised Pension
7168	10226
7169	10228
7170	10229
7171	10231
7172	10232
7173	10233
7174	10235
7175	10236
7176	10238
7177	10239
7178	10241
7179	10242
7180	10243
7181	10245
7182	10246
7183	10248
7184	10249
7185	10251
7186	10252
7187	10253
7188	10255
7189	10256
7190	10258
7191	10259
7192	10261
7193	10262
7194	10263
7195	10265
7196	10266
7197	10268
7198	10269
7199	10271
7200	10272
7201	10273
7202	10275

Pre-revised Pension + DP (if any)	Revised Pension
7203	10276
7204	10278
7205	10279
7206	10281
7207	10282
7208	10283
7209	10285
7210	10286
7211	10288
7212	10289
7213	10291
7214	10292
7215	10293
7216	10295
7217	10296
7218	10298
7219	10299
7220	10301
7221	10302
7222	10303
7223	10305
7224	10306
7225	10308
7226	10309
7227	10311
7228	10312
7229	10313
7230	10315
7231	10316
7232	10318
7233	10319
7234	10321
7235	10322
7236	10323
7237	10325

Pre-revised Pension + DP (if any)	Revised Pension
7238	10326
7239	10328
7240	10329
7241	10330
7242	10332
7243	10333
7244	10335
7245	10336
7246	10338
7247	10339
7248	10340
7249	10342
7250	10343
7251	10345
7252	10346
7253	10348
7254	10349
7255	10350
7256	10352
7257	10353
7258	10355
7259	10356
7260	10358
7261	10359
7262	10360
7263	10362
7264	10363
7265	10365
7266	10366
7267	10368
7268	10369
7269	10370
7270	10372
7271	10373
7272	10375

Pre-revised Pension + DP (if any)	Revised Pension
7273	10376
7274	10378
7275	10379
7276	10380
7277	10382
7278	10383
7279	10385
7280	10386
7281	10388
7282	10389
7283	10390
7284	10392
7285	10393
7286	10395
7287	10396
7288	10398
7289	10399
7290	10400
7291	10402
7292	10403
7293	10405
7294	10406
7295	10408
7296	10409
7297	10410
7298	10412
7299	10413
7300	10415
7301	10416
7302	10418
7303	10419
7304	10420
7305	10422
7306	10423
7307	10425

Pre-revised Pension + DP (if any)	Revised Pension
7308	10426
7309	10428
7310	10429
7311	10430
7312	10432
7313	10433
7314	10435
7315	10436
7316	10437
7317	10439
7318	10440
7319	10442
7320	10443
7321	10445
7322	10446
7323	10447
7324	10449
7325	10450
7326	10452
7327	10453
7328	10455
7329	10456
7330	10457
7331	10459
7332	10460
7333	10462
7334	10463
7335	10465
7336	10466
7337	10467
7338	10469
7339	10470
7340	10472
7341	10473
7342	10475

Pre-revised Pension + DP (if any)	Revised Pension
7343	10476
7344	10477
7345	10479
7346	10480
7347	10482
7348	10483
7349	10485
7350	10486
7351	10487
7352	10489
7353	10490
7354	10492
7355	10493
7356	10495
7357	10496
7358	10497
7359	10499
7360	10500
7361	10502
7362	10503
7363	10505
7364	10506
7365	10507
7366	10509
7367	10510
7368	10512
7369	10513
7370	10515
7371	10516
7372	10517
7373	10519
7374	10520
7375	10522
7376	10523
7377	10525

Pre-revised Pension + DP (if any)	Revised Pension
7378	10526
7379	10527
7380	10529
7381	10530
7382	10532
7383	10533
7384	10535
7385	10536
7386	10537
7387	10539
7388	10540
7389	10542
7390	10543
7391	10544
7392	10546
7393	10547
7394	10549
7395	10550
7396	10552
7397	10553
7398	10554
7399	10556
7400	10557
7401	10559
7402	10560
7403	10562
7404	10563
7405	10564
7406	10566
7407	10567
7408	10569
7409	10570
7410	10572
7411	10573
7412	10574

Pre-revised Pension + DP (if any)	Revised Pension
7413	10576
7414	10577
7415	10579
7416	10580
7417	10582
7418	10583
7419	10584
7420	10586
7421	10587
7422	10589
7423	10590
7424	10592
7425	10593
7426	10594
7427	10596
7428	10597
7429	10599
7430	10600
7431	10602
7432	10603
7433	10604
7434	10606
7435	10607
7436	10609
7437	10610
7438	10612
7439	10613
7440	10614
7441	10616
7442	10617
7443	10619
7444	10620
7445	10622
7446	10623
7447	10624

Pre-revised Pension + DP (if any)	Revised Pension
7448	10626
7449	10627
7450	10629
7451	10630
7452	10632
7453	10633
7454	10634
7455	10636
7456	10637
7457	10639
7458	10640
7459	10642
7460	10643
7461	10644
7462	10646
7463	10647
7464	10649
7465	10650
7466	10651
7467	10653
7468	10654
7469	10656
7470	10657
7471	10659
7472	10660
7473	10661
7474	10663
7475	10664
7476	10666
7477	10667
7478	10669
7479	10670
7480	10671
7481	10673
7482	10674

Pre-revised Pension + DP (if any)	Revised Pension
7483	10676
7484	10677
7485	10679
7486	10680
7487	10681
7488	10683
7489	10684
7490	10686
7491	10687
7492	10689
7493	10690
7494	10691
7495	10693
7496	10694
7497	10696
7498	10697
7499	10699
7500	10700
7501	10701
7502	10703
7503	10704
7504	10706
7505	10707
7506	10709
7507	10710
7508	10711
7509	10713
7510	10714
7511	10716
7512	10717
7513	10719
7514	10720
7515	10721
7516	10723
7517	10724

Pre-revised Pension + DP (if any)	Revised Pension
7518	10726
7519	10727
7520	10729
7521	10730
7522	10731
7523	10733
7524	10734
7525	10736
7526	10737
7527	10739
7528	10740
7529	10741
7530	10743
7531	10744
7532	10746
7533	10747
7534	10749
7535	10750
7536	10751
7537	10753
7538	10754
7539	10756
7540	10757
7541	10758
7542	10760
7543	10761
7544	10763
7545	10764
7546	10766
7547	10767
7548	10768
7549	10770
7550	10771
7551	10773
7552	10774

Pre-revised Pension + DP (if any)	Revised Pension
7553	10776
7554	10777
7555	10778
7556	10780
7557	10781
7558	10783
7559	10784
7560	10786
7561	10787
7562	10788
7563	10790
7564	10791
7565	10793
7566	10794
7567	10796
7568	10797
7569	10798
7570	10800
7571	10801
7572	10803
7573	10804
7574	10806
7575	10807
7576	10808
7577	10810
7578	10811
7579	10813
7580	10814
7581	10816
7582	10817
7583	10818
7584	10820
7585	10821
7586	10823
7587	10824

Pre-revised Pension + DP (if any)	Revised Pension
7588	10826
7589	10827
7590	10828
7591	10830
7592	10831
7593	10833
7594	10834
7595	10836
7596	10837
7597	10838
7598	10840
7599	10841
7600	10843
7601	10844
7602	10846
7603	10847
7604	10848
7605	10850
7606	10851
7607	10853
7608	10854
7609	10856
7610	10857
7611	10858
7612	10860
7613	10861
7614	10863
7615	10864
7616	10865
7617	10867
7618	10868
7619	10870
7620	10871
7621	10873
7622	10874

Pre-revised Pension + DP (if any)	Revised Pension
7623	10875
7624	10877
7625	10878
7626	10880
7627	10881
7628	10883
7629	10884
7630	10885
7631	10887
7632	10888
7633	10890
7634	10891
7635	10893
7636	10894
7637	10895
7638	10897
7639	10898
7640	10900
7641	10901
7642	10903
7643	10904
7644	10905
7645	10907
7646	10908
7647	10910
7648	10911
7649	10913
7650	10914
7651	10915
7652	10917
7653	10918
7654	10920
7655	10921
7656	10923
7657	10924

Pre-revised Pension + DP (if any)	Revised Pension
7658	10925
7659	10927
7660	10928
7661	10930
7662	10931
7663	10933
7664	10934
7665	10935
7666	10937
7667	10938
7668	10940
7669	10941
7670	10943
7671	10944
7672	10945
7673	10947
7674	10948
7675	10950
7676	10951
7677	10953
7678	10954
7679	10955
7680	10957
7681	10958
7682	10960
7683	10961
7684	10963
7685	10964
7686	10965
7687	10967
7688	10968
7689	10970
7690	10971
7691	10972
7692	10974

Pre-revised Pension + DP (if any)	Revised Pension
7693	10975
7694	10977
7695	10978
7696	10980
7697	10981
7698	10982
7699	10984
7700	10985
7701	10987
7702	10988
7703	10990
7704	10991
7705	10992
7706	10994
7707	10995
7708	10997
7709	10998
7710	11000
7711	11001
7712	11002
7713	11004
7714	11005
7715	11007
7716	11008
7717	11010
7718	11011
7719	11012
7720	11014
7721	11015
7722	11017
7723	11018
7724	11020
7725	11021
7726	11022
7727	11024

Pre-revised Pension + DP (if any)	Revised Pension
7728	11025
7729	11027
7730	11028
7731	11030
7732	11031
7733	11032
7734	11034
7735	11035
7736	11037
7737	11038
7738	11040
7739	11041
7740	11042
7741	11044
7742	11045
7743	11047
7744	11048
7745	11050
7746	11051
7747	11052
7748	11054
7749	11055
7750	11057
7751	11058
7752	11060
7753	11061
7754	11062
7755	11064
7756	11065
7757	11067
7758	11068
7759	11070
7760	11071
7761	11072
7762	11074

Pre-revised Pension + DP (if any)	Revised Pension
7763	11075
7764	11077
7765	11078
7766	11079
7767	11081
7768	11082
7769	11084
7770	11085
7771	11087
7772	11088
7773	11089
7774	11091
7775	11092
7776	11094
7777	11095
7778	11097
7779	11098
7780	11099
7781	11101
7782	11102
7783	11104
7784	11105
7785	11107
7786	11108
7787	11109
7788	11111
7789	11112
7790	11114
7791	11115
7792	11117
7793	11118
7794	11119
7795	11121
7796	11122
7797	11124

Pre-revised Pension + DP (if any)	Revised Pension
7798	11125
7799	11127
7800	11128
7801	11129
7802	11131
7803	11132
7804	11134
7805	11135
7806	11137
7807	11138
7808	11139
7809	11141
7810	11142
7811	11144
7812	11145
7813	11147
7814	11148
7815	11149
7816	11151
7817	11152
7818	11154
7819	11155
7820	11157
7821	11158
7822	11159
7823	11161
7824	11162
7825	11164
7826	11165
7827	11167
7828	11168
7829	11169
7830	11171
7831	11172
7832	11174

Pre-revised Pension + DP (if any)	Revised Pension
7833	11175
7834	11177
7835	11178
7836	11179
7837	11181
7838	11182
7839	11184
7840	11185
7841	11186
7842	11188
7843	11189
7844	11191
7845	11192
7846	11194
7847	11195
7848	11196
7849	11198
7850	11199
7851	11201
7852	11202
7853	11204
7854	11205
7855	11206
7856	11208
7857	11209
7858	11211
7859	11212
7860	11214
7861	11215
7862	11216
7863	11218
7864	11219
7865	11221
7866	11222
7867	11224

Pre-revised Pension + DP (if any)	Revised Pension
7868	11225
7869	11226
7870	11228
7871	11229
7872	11231
7873	11232
7874	11234
7875	11235
7876	11236
7877	11238
7878	11239
7879	11241
7880	11242
7881	11244
7882	11245
7883	11246
7884	11248
7885	11249
7886	11251
7887	11252
7888	11254
7889	11255
7890	11256
7891	11258
7892	11259
7893	11261
7894	11262
7895	11264
7896	11265
7897	11266
7898	11268
7899	11269
7900	11271
7901	11272
7902	11274

Pre-revised Pension + DP (if any)	Revised Pension
7903	11275
7904	11276
7905	11278
7906	11279
7907	11281
7908	11282
7909	11284
7910	11285
7911	11286
7912	11288
7913	11289
7914	11291
7915	11292
7916	11293
7917	11295
7918	11296
7919	11298
7920	11299
7921	11301
7922	11302
7923	11303
7924	11305
7925	11306
7926	11308
7927	11309
7928	11311
7929	11312
7930	11313
7931	11315
7932	11316
7933	11318
7934	11319
7935	11321
7936	11322
7937	11323

Pre-revised Pension + DP (if any)	Revised Pension
7938	11325
7939	11326
7940	11328
7941	11329
7942	11331
7943	11332
7944	11333
7945	11335
7946	11336
7947	11338
7948	11339
7949	11341
7950	11342
7951	11343
7952	11345
7953	11346
7954	11348
7955	11349
7956	11351
7957	11352
7958	11353
7959	11355
7960	11356
7961	11358
7962	11359
7963	11361
7964	11362
7965	11363
7966	11365
7967	11366
7968	11368
7969	11369
7970	11371
7971	11372
7972	11373

Pre-revised Pension + DP (if any)	Revised Pension
7973	11375
7974	11376
7975	11378
7976	11379
7977	11381
7978	11382
7979	11383
7980	11385
7981	11386
7982	11388
7983	11389
7984	11391
7985	11392
7986	11393
7987	11395
7988	11396
7989	11398
7990	11399
7991	11400
7992	11402
7993	11403
7994	11405
7995	11406
7996	11408
7997	11409
7998	11410
7999	11412
8000	11413
8001	11415
8002	11416
8003	11418
8004	11419
8005	11420
8006	11422
8007	11423

Pre-revised Pension + DP (if any)	Revised Pension
8008	11425
8009	11426
8010	11428
8011	11429
8012	11430
8013	11432
8014	11433
8015	11435
8016	11436
8017	11438
8018	11439
8019	11440
8020	11442
8021	11443
8022	11445
8023	11446
8024	11448
8025	11449
8026	11450
8027	11452
8028	11453
8029	11455
8030	11456
8031	11458
8032	11459
8033	11460
8034	11462
8035	11463
8036	11465
8037	11466
8038	11468
8039	11469
8040	11470
8041	11472
8042	11473

Pre-revised Pension + DP (if any)	Revised Pension
8043	11475
8044	11476
8045	11478
8046	11479
8047	11480
8048	11482
8049	11483
8050	11485
8051	11486
8052	11488
8053	11489
8054	11490
8055	11492
8056	11493
8057	11495
8058	11496
8059	11498
8060	11499
8061	11500
8062	11502
8063	11503
8064	11505
8065	11506
8066	11507
8067	11509
8068	11510
8069	11512
8070	11513
8071	11515
8072	11516
8073	11517
8074	11519
8075	11520
8076	11522
8077	11523

Pre-revised Pension + DP (if any)	Revised Pension
8078	11525
8079	11526
8080	11527
8081	11529
8082	11530
8083	11532
8084	11533
8085	11535
8086	11536
8087	11537
8088	11539
8089	11540
8090	11542
8091	11543
8092	11545
8093	11546
8094	11547
8095	11549
8096	11550
8097	11552
8098	11553
8099	11555
8100	11556
8101	11557
8102	11559
8103	11560
8104	11562
8105	11563
8106	11565
8107	11566
8108	11567
8109	11569
8110	11570
8111	11572
8112	11573

Pre-revised Pension + DP (if any)	Revised Pension
8113	11575
8114	11576
8115	11577
8116	11579
8117	11580
8118	11582
8119	11583
8120	11585
8121	11586
8122	11587
8123	11589
8124	11590
8125	11592
8126	11593
8127	11595
8128	11596
8129	11597
8130	11599
8131	11600
8132	11602
8133	11603
8134	11605
8135	11606
8136	11607
8137	11609
8138	11610
8139	11612
8140	11613
8141	11614
8142	11616
8143	11617
8144	11619
8145	11620
8146	11622
8147	11623

Pre-revised Pension + DP (if any)	Revised Pension
8148	11624
8149	11626
8150	11627
8151	11629
8152	11630
8153	11632
8154	11633
8155	11634
8156	11636
8157	11637
8158	11639
8159	11640
8160	11642
8161	11643
8162	11644
8163	11646
8164	11647
8165	11649
8166	11650
8167	11652
8168	11653
8169	11654
8170	11656
8171	11657
8172	11659
8173	11660
8174	11662
8175	11663
8176	11664
8177	11666
8178	11667
8179	11669
8180	11670
8181	11672
8182	11673

Pre-revised Pension + DP (if any)	Revised Pension
8183	11674
8184	11676
8185	11677
8186	11679
8187	11680
8188	11682
8189	11683
8190	11684
8191	11686
8192	11687
8193	11689
8194	11690
8195	11692
8196	11693
8197	11694
8198	11696
8199	11697
8200	11699
8201	11700
8202	11702
8203	11703
8204	11704
8205	11706
8206	11707
8207	11709
8208	11710
8209	11712
8210	11713
8211	11714
8212	11716
8213	11717
8214	11719
8215	11720
8216	11721
8217	11723

Pre-revised Pension + DP (if any)	Revised Pension
8218	11724
8219	11726
8220	11727
8221	11729
8222	11730
8223	11731
8224	11733
8225	11734
8226	11736
8227	11737
8228	11739
8229	11740
8230	11741
8231	11743
8232	11744
8233	11746
8234	11747
8235	11749
8236	11750
8237	11751
8238	11753
8239	11754
8240	11756
8241	11757
8242	11759
8243	11760
8244	11761
8245	11763
8246	11764
8247	11766
8248	11767
8249	11769
8250	11770
8251	11771
8252	11773

Pre-revised Pension + DP (if any)	Revised Pension
8253	11774
8254	11776
8255	11777
8256	11779
8257	11780
8258	11781
8259	11783
8260	11784
8261	11786
8262	11787
8263	11789
8264	11790
8265	11791
8266	11793
8267	11794
8268	11796
8269	11797
8270	11799
8271	11800
8272	11801
8273	11803
8274	11804
8275	11806
8276	11807
8277	11809
8278	11810
8279	11811
8280	11813
8281	11814
8282	11816
8283	11817
8284	11819
8285	11820
8286	11821
8287	11823

Pre-revised Pension + DP (if any)	Revised Pension
8288	11824
8289	11826
8290	11827
8291	11828
8292	11830
8293	11831
8294	11833
8295	11834
8296	11836
8297	11837
8298	11838
8299	11840
8300	11841
8301	11843
8302	11844
8303	11846
8304	11847
8305	11848
8306	11850
8307	11851
8308	11853
8309	11854
8310	11856
8311	11857
8312	11858
8313	11860
8314	11861
8315	11863
8316	11864
8317	11866
8318	11867
8319	11868
8320	11870
8321	11871
8322	11873

Pre-revised Pension + DP (if any)	Revised Pension
8323	11874
8324	11876
8325	11877
8326	11878
8327	11880
8328	11881
8329	11883
8330	11884
8331	11886
8332	11887
8333	11888
8334	11890
8335	11891
8336	11893
8337	11894
8338	11896
8339	11897
8340	11898
8341	11900
8342	11901
8343	11903
8344	11904
8345	11906
8346	11907
8347	11908
8348	11910
8349	11911
8350	11913
8351	11914
8352	11916
8353	11917
8354	11918
8355	11920
8356	11921
8357	11923

Pre-revised Pension + DP (if any)	Revised Pension
8358	11924
8359	11926
8360	11927
8361	11928
8362	11930
8363	11931
8364	11933
8365	11934
8366	11935
8367	11937
8368	11938
8369	11940
8370	11941
8371	11943
8372	11944
8373	11945
8374	11947
8375	11948
8376	11950
8377	11951
8378	11953
8379	11954
8380	11955
8381	11957
8382	11958
8383	11960
8384	11961
8385	11963
8386	11964
8387	11965
8388	11967
8389	11968
8390	11970
8391	11971
8392	11973

Pre-revised Pension + DP (if any)	Revised Pension
8393	11974
8394	11975
8395	11977
8396	11978
8397	11980
8398	11981
8399	11983
8400	11984
8401	11985
8402	11987
8403	11988
8404	11990
8405	11991
8406	11993
8407	11994
8408	11995
8409	11997
8410	11998
8411	12000
8412	12001
8413	12003
8414	12004
8415	12005
8416	12007
8417	12008
8418	12010
8419	12011
8420	12013
8421	12014
8422	12015
8423	12017
8424	12018
8425	12020
8426	12021
8427	12023

Pre-revised Pension + DP (if any)	Revised Pension
8428	12024
8429	12025
8430	12027
8431	12028
8432	12030
8433	12031
8434	12033
8435	12034
8436	12035
8437	12037
8438	12038
8439	12040
8440	12041
8441	12042
8442	12044
8443	12045
8444	12047
8445	12048
8446	12050
8447	12051
8448	12052
8449	12054
8450	12055
8451	12057
8452	12058
8453	12060
8454	12061
8455	12062
8456	12064
8457	12065
8458	12067
8459	12068
8460	12070
8461	12071
8462	12072

Pre-revised Pension + DP (if any)	Revised Pension
8463	12074
8464	12075
8465	12077
8466	12078
8467	12080
8468	12081
8469	12082
8470	12084
8471	12085
8472	12087
8473	12088
8474	12090
8475	12091
8476	12092
8477	12094
8478	12095
8479	12097
8480	12098
8481	12100
8482	12101
8483	12102
8484	12104
8485	12105
8486	12107
8487	12108
8488	12110
8489	12111
8490	12112
8491	12114
8492	12115
8493	12117
8494	12118
8495	12120
8496	12121
8497	12122

Pre-revised Pension + DP (if any)	Revised Pension
8498	12124
8499	12125
8500	12127
8501	12128
8502	12130
8503	12131
8504	12132
8505	12134
8506	12135
8507	12137
8508	12138
8509	12140
8510	12141
8511	12142
8512	12144
8513	12145
8514	12147
8515	12148
8516	12149
8517	12151
8518	12152
8519	12154
8520	12155
8521	12157
8522	12158
8523	12159
8524	12161
8525	12162
8526	12164
8527	12165
8528	12167
8529	12168
8530	12169
8531	12171
8532	12172

Pre-revised Pension + DP (if any)	Revised Pension
8533	12174
8534	12175
8535	12177
8536	12178
8537	12179
8538	12181
8539	12182
8540	12184
8541	12185
8542	12187
8543	12188
8544	12189
8545	12191
8546	12192
8547	12194
8548	12195
8549	12197
8550	12198
8551	12199
8552	12201
8553	12202
8554	12204
8555	12205
8556	12207
8557	12208
8558	12209
8559	12211
8560	12212
8561	12214
8562	12215
8563	12217
8564	12218
8565	12219
8566	12221
8567	12222

Pre-revised Pension + DP (if any)	Revised Pension
8568	12224
8569	12225
8570	12227
8571	12228
8572	12229
8573	12231
8574	12232
8575	12234
8576	12235
8577	12237
8578	12238
8579	12239
8580	12241
8581	12242
8582	12244
8583	12245
8584	12247
8585	12248
8586	12249
8587	12251
8588	12252
8589	12254
8590	12255
8591	12256
8592	12258
8593	12259
8594	12261
8595	12262
8596	12264
8597	12265
8598	12266
8599	12268
8600	12269
8601	12271
8602	12272

Pre-revised Pension + DP (if any)	Revised Pension
8603	12274
8604	12275
8605	12276
8606	12278
8607	12279
8608	12281
8609	12282
8610	12284
8611	12285
8612	12286
8613	12288
8614	12289
8615	12291
8616	12292
8617	12294
8618	12295
8619	12296
8620	12298
8621	12299
8622	12301
8623	12302
8624	12304
8625	12305
8626	12306
8627	12308
8628	12309
8629	12311
8630	12312
8631	12314
8632	12315
8633	12316
8634	12318
8635	12319
8636	12321
8637	12322

Pre-revised Pension + DP (if any)	Revised Pension
8638	12324
8639	12325
8640	12326
8641	12328
8642	12329
8643	12331
8644	12332
8645	12334
8646	12335
8647	12336
8648	12338
8649	12339
8650	12341
8651	12342
8652	12344
8653	12345
8654	12346
8655	12348
8656	12349
8657	12351
8658	12352
8659	12354
8660	12355
8661	12356
8662	12358
8663	12359
8664	12361
8665	12362
8666	12363
8667	12365
8668	12366
8669	12368
8670	12369
8671	12371
8672	12372

Pre-revised Pension + DP (if any)	Revised Pension
8673	12373
8674	12375
8675	12376
8676	12378
8677	12379
8678	12381
8679	12382
8680	12383
8681	12385
8682	12386
8683	12388
8684	12389
8685	12391
8686	12392
8687	12393
8688	12395
8689	12396
8690	12398
8691	12399
8692	12401
8693	12402
8694	12403
8695	12405
8696	12406
8697	12408
8698	12409
8699	12411
8700	12412
8701	12413
8702	12415
8703	12416
8704	12418
8705	12419
8706	12421
8707	12422

Pre-revised Pension + DP (if any)	Revised Pension
8708	12423
8709	12425
8710	12426
8711	12428
8712	12429
8713	12431
8714	12432
8715	12433
8716	12435
8717	12436
8718	12438
8719	12439
8720	12441
8721	12442
8722	12443
8723	12445
8724	12446
8725	12448
8726	12449
8727	12451
8728	12452
8729	12453
8730	12455
8731	12456
8732	12458
8733	12459
8734	12461
8735	12462
8736	12463
8737	12465
8738	12466
8739	12468
8740	12469
8741	12470
8742	12472

Pre-revised Pension + DP (if any)	Revised Pension
8743	12473
8744	12475
8745	12476
8746	12478
8747	12479
8748	12480
8749	12482
8750	12483
8751	12485
8752	12486
8753	12488
8754	12489
8755	12490
8756	12492
8757	12493
8758	12495
8759	12496
8760	12498
8761	12499
8762	12500
8763	12502
8764	12503
8765	12505
8766	12506
8767	12508
8768	12509
8769	12510
8770	12512
8771	12513
8772	12515
8773	12516
8774	12518
8775	12519
8776	12520
8777	12522

Pre-revised Pension + DP (if any)	Revised Pension
8778	12523
8779	12525
8780	12526
8781	12528
8782	12529
8783	12530
8784	12532
8785	12533
8786	12535
8787	12536
8788	12538
8789	12539
8790	12540
8791	12542
8792	12543
8793	12545
8794	12546
8795	12548
8796	12549
8797	12550
8798	12552
8799	12553
8800	12555
8801	12556
8802	12558
8803	12559
8804	12560
8805	12562
8806	12563
8807	12565
8808	12566
8809	12568
8810	12569
8811	12570
8812	12572

Pre-revised Pension + DP (if any)	Revised Pension
8813	12573
8814	12575
8815	12576
8816	12577
8817	12579
8818	12580
8819	12582
8820	12583
8821	12585
8822	12586
8823	12587
8824	12589
8825	12590
8826	12592
8827	12593
8828	12595
8829	12596
8830	12597
8831	12599
8832	12600
8833	12602
8834	12603
8835	12605
8836	12606
8837	12607
8838	12609
8839	12610
8840	12612
8841	12613
8842	12615
8843	12616
8844	12617
8845	12619
8846	12620
8847	12622

Pre-revised Pension + DP (if any)	Revised Pension
8848	12623
8849	12625
8850	12626
8851	12627
8852	12629
8853	12630
8854	12632
8855	12633
8856	12635
8857	12636
8858	12637
8859	12639
8860	12640
8861	12642
8862	12643
8863	12645
8864	12646
8865	12647
8866	12649
8867	12650
8868	12652
8869	12653
8870	12655
8871	12656
8872	12657
8873	12659
8874	12660
8875	12662
8876	12663
8877	12665
8878	12666
8879	12667
8880	12669
8881	12670
8882	12672

Pre-revised Pension + DP (if any)	Revised Pension
8883	12673
8884	12675
8885	12676
8886	12677
8887	12679
8888	12680
8889	12682
8890	12683
8891	12684
8892	12686
8893	12687
8894	12689
8895	12690
8896	12692
8897	12693
8898	12694
8899	12696
8900	12697
8901	12699
8902	12700
8903	12702
8904	12703
8905	12704
8906	12706
8907	12707
8908	12709
8909	12710
8910	12712
8911	12713
8912	12714
8913	12716
8914	12717
8915	12719
8916	12720
8917	12722

Pre-revised Pension + DP (if any)	Revised Pension
8918	12723
8919	12724
8920	12726
8921	12727
8922	12729
8923	12730
8924	12732
8925	12733
8926	12734
8927	12736
8928	12737
8929	12739
8930	12740
8931	12742
8932	12743
8933	12744
8934	12746
8935	12747
8936	12749
8937	12750
8938	12752
8939	12753
8940	12754
8941	12756
8942	12757
8943	12759
8944	12760
8945	12762
8946	12763
8947	12764
8948	12766
8949	12767
8950	12769
8951	12770
8952	12772

Pre-revised Pension + DP (if any)	Revised Pension
8953	12773
8954	12774
8955	12776
8956	12777
8957	12779
8958	12780
8959	12782
8960	12783
8961	12784
8962	12786
8963	12787
8964	12789
8965	12790
8966	12791
8967	12793
8968	12794
8969	12796
8970	12797
8971	12799
8972	12800
8973	12801
8974	12803
8975	12804
8976	12806
8977	12807
8978	12809
8979	12810
8980	12811
8981	12813
8982	12814
8983	12816
8984	12817
8985	12819
8986	12820
8987	12821

Pre-revised Pension + DP (if any)	Revised Pension
8988	12823
8989	12824
8990	12826
8991	12827
8992	12829
8993	12830
8994	12831
8995	12833
8996	12834
8997	12836
8998	12837
8999	12839
9000	12840
9001	12841
9002	12843
9003	12844
9004	12846
9005	12847
9006	12849
9007	12850
9008	12851
9009	12853
9010	12854
9011	12856
9012	12857
9013	12859
9014	12860
9015	12861
9016	12863
9017	12864
9018	12866
9019	12867
9020	12869
9021	12870
9022	12871

Pre-revised Pension + DP (if any)	Revised Pension
9023	12873
9024	12874
9025	12876
9026	12877
9027	12879
9028	12880
9029	12881
9030	12883
9031	12884
9032	12886
9033	12887
9034	12889
9035	12890
9036	12891
9037	12893
9038	12894
9039	12896
9040	12897
9041	12898
9042	12900
9043	12901
9044	12903
9045	12904
9046	12906
9047	12907
9048	12908
9049	12910
9050	12911
9051	12913
9052	12914
9053	12916
9054	12917
9055	12918
9056	12920
9057	12921

Pre-revised Pension + DP (if any)	Revised Pension
9058	12923
9059	12924
9060	12926
9061	12927
9062	12928
9063	12930
9064	12931
9065	12933
9066	12934
9067	12936
9068	12937
9069	12938
9070	12940
9071	12941
9072	12943
9073	12944
9074	12946
9075	12947
9076	12948
9077	12950
9078	12951
9079	12953
9080	12954
9081	12956
9082	12957
9083	12958
9084	12960
9085	12961
9086	12963
9087	12964
9088	12966
9089	12967
9090	12968
9091	12970
9092	12971

Pre-revised Pension + DP (if any)	Revised Pension
9093	12973
9094	12974
9095	12976
9096	12977
9097	12978
9098	12980
9099	12981
9100	12983
9101	12984
9102	12986
9103	12987
9104	12988
9105	12990
9106	12991
9107	12993
9108	12994
9109	12996
9110	12997
9111	12998
9112	13000
9113	13001
9114	13003
9115	13004
9116	13005
9117	13007
9118	13008
9119	13010
9120	13011
9121	13013
9122	13014
9123	13015
9124	13017
9125	13018
9126	13020
9127	13021

Pre-revised Pension + DP (if any)	Revised Pension
9128	13023
9129	13024
9130	13025
9131	13027
9132	13028
9133	13030
9134	13031
9135	13033
9136	13034
9137	13035
9138	13037
9139	13038
9140	13040
9141	13041
9142	13043
9143	13044
9144	13045
9145	13047
9146	13048
9147	13050
9148	13051
9149	13053
9150	13054
9151	13055
9152	13057
9153	13058
9154	13060
9155	13061
9156	13063
9157	13064
9158	13065
9159	13067
9160	13068
9161	13070
9162	13071

Pre-revised Pension + DP (if any)	Revised Pension
9163	13073
9164	13074
9165	13075
9166	13077
9167	13078
9168	13080
9169	13081
9170	13083
9171	13084
9172	13085
9173	13087
9174	13088
9175	13090
9176	13091
9177	13093
9178	13094
9179	13095
9180	13097
9181	13098
9182	13100
9183	13101
9184	13103
9185	13104
9186	13105
9187	13107
9188	13108
9189	13110
9190	13111
9191	13112
9192	13114
9193	13115
9194	13117
9195	13118
9196	13120
9197	13121

Pre-revised Pension + DP (if any)	Revised Pension
9198	13122
9199	13124
9200	13125
9201	13127
9202	13128
9203	13130
9204	13131
9205	13132
9206	13134
9207	13135
9208	13137
9209	13138
9210	13140
9211	13141
9212	13142
9213	13144
9214	13145
9215	13147
9216	13148
9217	13150
9218	13151
9219	13152
9220	13154
9221	13155
9222	13157
9223	13158
9224	13160
9225	13161
9226	13162
9227	13164
9228	13165
9229	13167
9230	13168
9231	13170
9232	13171

Pre-revised Pension + DP (if any)	Revised Pension
9233	13172
9234	13174
9235	13175
9236	13177
9237	13178
9238	13180
9239	13181
9240	13182
9241	13184
9242	13185
9243	13187
9244	13188
9245	13190
9246	13191
9247	13192
9248	13194
9249	13195
9250	13197
9251	13198
9252	13200
9253	13201
9254	13202
9255	13204
9256	13205
9257	13207
9258	13208
9259	13210
9260	13211
9261	13212
9262	13214
9263	13215
9264	13217
9265	13218
9266	13219
9267	13221

Pre-revised Pension + DP (if any)	Revised Pension
9268	13222
9269	13224
9270	13225
9271	13227
9272	13228
9273	13229
9274	13231
9275	13232
9276	13234
9277	13235
9278	13237
9279	13238
9280	13239
9281	13241
9282	13242
9283	13244
9284	13245
9285	13247
9286	13248
9287	13249
9288	13251
9289	13252
9290	13254
9291	13255
9292	13257
9293	13258
9294	13259
9295	13261
9296	13262
9297	13264
9298	13265
9299	13267
9300	13268
9301	13269
9302	13271

Pre-revised Pension + DP (if any)	Revised Pension
9303	13272
9304	13274
9305	13275
9306	13277
9307	13278
9308	13279
9309	13281
9310	13282
9311	13284
9312	13285
9313	13287
9314	13288
9315	13289
9316	13291
9317	13292
9318	13294
9319	13295
9320	13297
9321	13298
9322	13299
9323	13301
9324	13302
9325	13304
9326	13305
9327	13307
9328	13308
9329	13309
9330	13311
9331	13312
9332	13314
9333	13315
9334	13317
9335	13318
9336	13319
9337	13321

Pre-revised Pension + DP (if any)	Revised Pension
9338	13322
9339	13324
9340	13325
9341	13326
9342	13328
9343	13329
9344	13331
9345	13332
9346	13334
9347	13335
9348	13336
9349	13338
9350	13339
9351	13341
9352	13342
9353	13344
9354	13345
9355	13346
9356	13348
9357	13349
9358	13351
9359	13352
9360	13354
9361	13355
9362	13356
9363	13358
9364	13359
9365	13361
9366	13362
9367	13364
9368	13365
9369	13366
9370	13368
9371	13369
9372	13371

Pre-revised Pension + DP (if any)	Revised Pension
9373	13372
9374	13374
9375	13375
9376	13376
9377	13378
9378	13379
9379	13381
9380	13382
9381	13384
9382	13385
9383	13386
9384	13388
9385	13389
9386	13391
9387	13392
9388	13394
9389	13395
9390	13396
9391	13398
9392	13399
9393	13401
9394	13402
9395	13404
9396	13405
9397	13406
9398	13408
9399	13409
9400	13411
9401	13412
9402	13414
9403	13415
9404	13416
9405	13418
9406	13419
9407	13421

Pre-revised Pension + DP (if any)	Revised Pension
9408	13422
9409	13424
9410	13425
9411	13426
9412	13428
9413	13429
9414	13431
9415	13432
9416	13433
9417	13435
9418	13436
9419	13438
9420	13439
9421	13441
9422	13442
9423	13443
9424	13445
9425	13446
9426	13448
9427	13449
9428	13451
9429	13452
9430	13453
9431	13455
9432	13456
9433	13458
9434	13459
9435	13461
9436	13462
9437	13463
9438	13465
9439	13466
9440	13468
9441	13469
9442	13471

Pre-revised Pension + DP (if any)	Revised Pension
9443	13472
9444	13473
9445	13475
9446	13476
9447	13478
9448	13479
9449	13481
9450	13482
9451	13483
9452	13485
9453	13486
9454	13488
9455	13489
9456	13491
9457	13492
9458	13493
9459	13495
9460	13496
9461	13498
9462	13499
9463	13501
9464	13502
9465	13503
9466	13505
9467	13506
9468	13508
9469	13509
9470	13511
9471	13512
9472	13513
9473	13515
9474	13516
9475	13518
9476	13519
9477	13521

Pre-revised Pension + DP (if any)	Revised Pension
9478	13522
9479	13523
9480	13525
9481	13526
9482	13528
9483	13529
9484	13531
9485	13532
9486	13533
9487	13535
9488	13536
9489	13538
9490	13539
9491	13540
9492	13542
9493	13543
9494	13545
9495	13546
9496	13548
9497	13549
9498	13550
9499	13552
9500	13553
9501	13555
9502	13556
9503	13558
9504	13559
9505	13560
9506	13562
9507	13563
9508	13565
9509	13566
9510	13568
9511	13569
9512	13570

Pre-revised Pension + DP (if any)	Revised Pension
9513	13572
9514	13573
9515	13575
9516	13576
9517	13578
9518	13579
9519	13580
9520	13582
9521	13583
9522	13585
9523	13586
9524	13588
9525	13589
9526	13590
9527	13592
9528	13593
9529	13595
9530	13596
9531	13598
9532	13599
9533	13600
9534	13602
9535	13603
9536	13605
9537	13606
9538	13608
9539	13609
9540	13610
9541	13612
9542	13613
9543	13615
9544	13616
9545	13618
9546	13619
9547	13620

Pre-revised Pension + DP (if any)	Revised Pension
9548	13622
9549	13623
9550	13625
9551	13626
9552	13628
9553	13629
9554	13630
9555	13632
9556	13633
9557	13635
9558	13636
9559	13638
9560	13639
9561	13640
9562	13642
9563	13643
9564	13645
9565	13646
9566	13647
9567	13649
9568	13650
9569	13652
9570	13653
9571	13655
9572	13656
9573	13657
9574	13659
9575	13660
9576	13662
9577	13663
9578	13665
9579	13666
9580	13667
9581	13669
9582	13670

Pre-revised Pension + DP (if any)	Revised Pension
9583	13672
9584	13673
9585	13675
9586	13676
9587	13677
9588	13679
9589	13680
9590	13682
9591	13683
9592	13685
9593	13686
9594	13687
9595	13689
9596	13690
9597	13692
9598	13693
9599	13695
9600	13696
9601	13697
9602	13699
9603	13700
9604	13702
9605	13703
9606	13705
9607	13706
9608	13707
9609	13709
9610	13710
9611	13712
9612	13713
9613	13715
9614	13716
9615	13717
9616	13719
9617	13720

Pre-revised Pension + DP (if any)	Revised Pension
9618	13722
9619	13723
9620	13725
9621	13726
9622	13727
9623	13729
9624	13730
9625	13732
9626	13733
9627	13735
9628	13736
9629	13737
9630	13739
9631	13740
9632	13742
9633	13743
9634	13745
9635	13746
9636	13747
9637	13749
9638	13750
9639	13752
9640	13753
9641	13754
9642	13756
9643	13757
9644	13759
9645	13760
9646	13762
9647	13763
9648	13764
9649	13766
9650	13767
9651	13769
9652	13770

Pre-revised Pension + DP (if any)	Revised Pension
9653	13772
9654	13773
9655	13774
9656	13776
9657	13777
9658	13779
9659	13780
9660	13782
9661	13783
9662	13784
9663	13786
9664	13787
9665	13789
9666	13790
9667	13792
9668	13793
9669	13794
9670	13796
9671	13797
9672	13799
9673	13800
9674	13802
9675	13803
9676	13804
9677	13806
9678	13807
9679	13809
9680	13810
9681	13812
9682	13813
9683	13814
9684	13816
9685	13817
9686	13819
9687	13820

Pre-revised Pension + DP (if any)	Revised Pension
9688	13822
9689	13823
9690	13824
9691	13826
9692	13827
9693	13829
9694	13830
9695	13832
9696	13833
9697	13834
9698	13836
9699	13837
9700	13839
9701	13840
9702	13842
9703	13843
9704	13844
9705	13846
9706	13847
9707	13849
9708	13850
9709	13852
9710	13853
9711	13854
9712	13856
9713	13857
9714	13859
9715	13860
9716	13861
9717	13863
9718	13864
9719	13866
9720	13867
9721	13869
9722	13870

Pre-revised Pension + DP (if any)	Revised Pension
9723	13871
9724	13873
9725	13874
9726	13876
9727	13877
9728	13879
9729	13880
9730	13881
9731	13883
9732	13884
9733	13886
9734	13887
9735	13889
9736	13890
9737	13891
9738	13893
9739	13894
9740	13896
9741	13897
9742	13899
9743	13900
9744	13901
9745	13903
9746	13904
9747	13906
9748	13907
9749	13909
9750	13910
9751	13911
9752	13913
9753	13914
9754	13916
9755	13917
9756	13919
9757	13920

Pre-revised Pension + DP (if any)	Revised Pension
9758	13921
9759	13923
9760	13924
9761	13926
9762	13927
9763	13929
9764	13930
9765	13931
9766	13933
9767	13934
9768	13936
9769	13937
9770	13939
9771	13940
9772	13941
9773	13943
9774	13944
9775	13946
9776	13947
9777	13949
9778	13950
9779	13951
9780	13953
9781	13954
9782	13956
9783	13957
9784	13959
9785	13960
9786	13961
9787	13963
9788	13964
9789	13966
9790	13967
9791	13968
9792	13970

Pre-revised Pension + DP (if any)	Revised Pension
9793	13971
9794	13973
9795	13974
9796	13976
9797	13977
9798	13978
9799	13980
9800	13981
9801	13983
9802	13984
9803	13986
9804	13987
9805	13988
9806	13990
9807	13991
9808	13993
9809	13994
9810	13996
9811	13997
9812	13998
9813	14000
9814	14001
9815	14003
9816	14004
9817	14006
9818	14007
9819	14008
9820	14010
9821	14011
9822	14013
9823	14014
9824	14016
9825	14017
9826	14018
9827	14020

Pre-revised Pension + DP (if any)	Revised Pension
9828	14021
9829	14023
9830	14024
9831	14026
9832	14027
9833	14028
9834	14030
9835	14031
9836	14033
9837	14034
9838	14036
9839	14037
9840	14038
9841	14040
9842	14041
9843	14043
9844	14044
9845	14046
9846	14047
9847	14048
9848	14050
9849	14051
9850	14053
9851	14054
9852	14056
9853	14057
9854	14058
9855	14060
9856	14061
9857	14063
9858	14064
9859	14066
9860	14067
9861	14068
9862	14070

Pre-revised Pension + DP (if any)	Revised Pension
9863	14071
9864	14073
9865	14074
9866	14075
9867	14077
9868	14078
9869	14080
9870	14081
9871	14083
9872	14084
9873	14085
9874	14087
9875	14088
9876	14090
9877	14091
9878	14093
9879	14094
9880	14095
9881	14097
9882	14098
9883	14100
9884	14101
9885	14103
9886	14104
9887	14105
9888	14107
9889	14108
9890	14110
9891	14111
9892	14113
9893	14114
9894	14115
9895	14117
9896	14118
9897	14120

Pre-revised Pension + DP (if any)	Revised Pension
9898	14121
9899	14123
9900	14124
9901	14125
9902	14127
9903	14128
9904	14130
9905	14131
9906	14133
9907	14134
9908	14135
9909	14137
9910	14138
9911	14140
9912	14141
9913	14143
9914	14144
9915	14145
9916	14147
9917	14148
9918	14150
9919	14151
9920	14153
9921	14154
9922	14155
9923	14157
9924	14158
9925	14160
9926	14161
9927	14163
9928	14164
9929	14165
9930	14167
9931	14168
9932	14170

Pre-revised Pension + DP (if any)	Revised Pension
9933	14171
9934	14173
9935	14174
9936	14175
9937	14177
9938	14178
9939	14180
9940	14181
9941	14182
9942	14184
9943	14185
9944	14187
9945	14188
9946	14190
9947	14191
9948	14192
9949	14194
9950	14195
9951	14197
9952	14198
9953	14200
9954	14201
9955	14202
9956	14204
9957	14205
9958	14207
9959	14208
9960	14210
9961	14211
9962	14212
9963	14214
9964	14215
9965	14217
9966	14218
9967	14220

Pre-revised Pension + DP (if any)	Revised Pension
9968	14221
9969	14222
9970	14224
9971	14225
9972	14227
9973	14228
9974	14230
9975	14231
9976	14232
9977	14234
9978	14235
9979	14237
9980	14238
9981	14240
9982	14241
9983	14242
9984	14244
9985	14245
9986	14247
9987	14248
9988	14250
9989	14251
9990	14252
9991	14254
9992	14255
9993	14257
9994	14258
9995	14260
9996	14261
9997	14262
9998	14264
9999	14265
10000	14267
10001	14268
10002	14270

Pre-revised Pension + DP (if any)	Revised Pension
10003	14271
10004	14272
10005	14274
10006	14275
10007	14277
10008	14278
10009	14280
10010	14281
10011	14282
10012	14284
10013	14285
10014	14287
10015	14288
10016	14289
10017	14291
10018	14292
10019	14294
10020	14295
10021	14297
10022	14298
10023	14299
10024	14301
10025	14302
10026	14304
10027	14305
10028	14307
10029	14308
10030	14309
10031	14311
10032	14312
10033	14314
10034	14315
10035	14317
10036	14318
10037	14319

Pre-revised Pension + DP (if any)	Revised Pension
10038	14321
10039	14322
10040	14324
10041	14325
10042	14327
10043	14328
10044	14329
10045	14331
10046	14332
10047	14334
10048	14335
10049	14337
10050	14338
10051	14339
10052	14341
10053	14342
10054	14344
10055	14345
10056	14347
10057	14348
10058	14349
10059	14351
10060	14352
10061	14354
10062	14355
10063	14357
10064	14358
10065	14359
10066	14361
10067	14362
10068	14364
10069	14365
10070	14367
10071	14368
10072	14369

Pre-revised Pension + DP (if any)	Revised Pension
10073	14371
10074	14372
10075	14374
10076	14375
10077	14377
10078	14378
10079	14379
10080	14381
10081	14382
10082	14384
10083	14385
10084	14387
10085	14388
10086	14389
10087	14391
10088	14392
10089	14394
10090	14395
10091	14396
10092	14398
10093	14399
10094	14401
10095	14402
10096	14404
10097	14405
10098	14406
10099	14408
10100	14409
10101	14411
10102	14412
10103	14414
10104	14415
10105	14416
10106	14418
10107	14419

Pre-revised Pension + DP (if any)	Revised Pension
10108	14421
10109	14422
10110	14424
10111	14425
10112	14426
10113	14428
10114	14429
10115	14431
10116	14432
10117	14434
10118	14435
10119	14436
10120	14438
10121	14439
10122	14441
10123	14442
10124	14444
10125	14445
10126	14446
10127	14448
10128	14449
10129	14451
10130	14452
10131	14454
10132	14455
10133	14456
10134	14458
10135	14459
10136	14461
10137	14462
10138	14464
10139	14465
10140	14466
10141	14468
10142	14469

Pre-revised Pension + DP (if any)	Revised Pension
10143	14471
10144	14472
10145	14474
10146	14475
10147	14476
10148	14478
10149	14479
10150	14481
10151	14482
10152	14484
10153	14485
10154	14486
10155	14488
10156	14489
10157	14491
10158	14492
10159	14494
10160	14495
10161	14496
10162	14498
10163	14499
10164	14501
10165	14502
10166	14503
10167	14505
10168	14506
10169	14508
10170	14509
10171	14511
10172	14512
10173	14513
10174	14515
10175	14516
10176	14518
10177	14519

Pre-revised Pension + DP (if any)	Revised Pension
10178	14521
10179	14522
10180	14523
10181	14525
10182	14526
10183	14528
10184	14529
10185	14531
10186	14532
10187	14533
10188	14535
10189	14536
10190	14538
10191	14539
10192	14541
10193	14542
10194	14543
10195	14545
10196	14546
10197	14548
10198	14549
10199	14551
10200	14552
10201	14553
10202	14555
10203	14556
10204	14558
10205	14559
10206	14561
10207	14562
10208	14563
10209	14565
10210	14566
10211	14568
10212	14569

Pre-revised Pension + DP (if any)	Revised Pension
10213	14571
10214	14572
10215	14573
10216	14575
10217	14576
10218	14578
10219	14579
10220	14581
10221	14582
10222	14583
10223	14585
10224	14586
10225	14588
10226	14589
10227	14591
10228	14592
10229	14593
10230	14595
10231	14596
10232	14598
10233	14599
10234	14601
10235	14602
10236	14603
10237	14605
10238	14606
10239	14608
10240	14609
10241	14610
10242	14612
10243	14613
10244	14615
10245	14616
10246	14618
10247	14619

Pre-revised Pension + DP (if any)	Revised Pension
10248	14620
10249	14622
10250	14623
10251	14625
10252	14626
10253	14628
10254	14629
10255	14630
10256	14632
10257	14633
10258	14635
10259	14636
10260	14638
10261	14639
10262	14640
10263	14642
10264	14643
10265	14645
10266	14646
10267	14648
10268	14649
10269	14650
10270	14652
10271	14653
10272	14655
10273	14656
10274	14658
10275	14659
10276	14660
10277	14662
10278	14663
10279	14665
10280	14666
10281	14668
10282	14669

Pre-revised Pension + DP (if any)	Revised Pension
10283	14670
10284	14672
10285	14673
10286	14675
10287	14676
10288	14678
10289	14679
10290	14680
10291	14682
10292	14683
10293	14685
10294	14686
10295	14688
10296	14689
10297	14690
10298	14692
10299	14693
10300	14695
10301	14696
10302	14698
10303	14699
10304	14700
10305	14702
10306	14703
10307	14705
10308	14706
10309	14708
10310	14709
10311	14710
10312	14712
10313	14713
10314	14715
10315	14716
10316	14717
10317	14719

Pre-revised Pension + DP (if any)	Revised Pension
10318	14720
10319	14722
10320	14723
10321	14725
10322	14726
10323	14727
10324	14729
10325	14730
10326	14732
10327	14733
10328	14735
10329	14736
10330	14737
10331	14739
10332	14740
10333	14742
10334	14743
10335	14745
10336	14746
10337	14747
10338	14749
10339	14750
10340	14752
10341	14753
10342	14755
10343	14756
10344	14757
10345	14759
10346	14760
10347	14762
10348	14763
10349	14765
10350	14766
10351	14767
10352	14769

Pre-revised Pension + DP (if any)	Revised Pension
10353	14770
10354	14772
10355	14773
10356	14775
10357	14776
10358	14777
10359	14779
10360	14780
10361	14782
10362	14783
10363	14785
10364	14786
10365	14787
10366	14789
10367	14790
10368	14792
10369	14793
10370	14795
10371	14796
10372	14797
10373	14799
10374	14800
10375	14802
10376	14803
10377	14805
10378	14806
10379	14807
10380	14809
10381	14810
10382	14812
10383	14813
10384	14815
10385	14816
10386	14817
10387	14819

Pre-revised Pension + DP (if any)	Revised Pension
10388	14820
10389	14822
10390	14823
10391	14824
10392	14826
10393	14827
10394	14829
10395	14830
10396	14832
10397	14833
10398	14834
10399	14836
10400	14837
10401	14839
10402	14840
10403	14842
10404	14843
10405	14844
10406	14846
10407	14847
10408	14849
10409	14850
10410	14852
10411	14853
10412	14854
10413	14856
10414	14857
10415	14859
10416	14860
10417	14862
10418	14863
10419	14864
10420	14866
10421	14867
10422	14869

Pre-revised Pension + DP (if any)	Revised Pension
10423	14870
10424	14872
10425	14873
10426	14874
10427	14876
10428	14877
10429	14879
10430	14880
10431	14882
10432	14883
10433	14884
10434	14886
10435	14887
10436	14889
10437	14890
10438	14892
10439	14893
10440	14894
10441	14896
10442	14897
10443	14899
10444	14900
10445	14902
10446	14903
10447	14904
10448	14906
10449	14907
10450	14909
10451	14910
10452	14912
10453	14913
10454	14914
10455	14916
10456	14917
10457	14919

Pre-revised Pension + DP (if any)	Revised Pension
10458	14920
10459	14922
10460	14923
10461	14924
10462	14926
10463	14927
10464	14929
10465	14930
10466	14931
10467	14933
10468	14934
10469	14936
10470	14937
10471	14939
10472	14940
10473	14941
10474	14943
10475	14944
10476	14946
10477	14947
10478	14949
10479	14950
10480	14951
10481	14953
10482	14954
10483	14956
10484	14957
10485	14959
10486	14960
10487	14961
10488	14963
10489	14964
10490	14966
10491	14967
10492	14969

Pre-revised Pension + DP (if any)	Revised Pension
10493	14970
10494	14971
10495	14973
10496	14974
10497	14976
10498	14977
10499	14979
10500	14980
10501	14981
10502	14983
10503	14984
10504	14986
10505	14987
10506	14989
10507	14990
10508	14991
10509	14993
10510	14994
10511	14996
10512	14997
10513	14999
10514	15000
10515	15001
10516	15003
10517	15004
10518	15006
10519	15007
10520	15009
10521	15010
10522	15011
10523	15013
10524	15014
10525	15016
10526	15017
10527	15019

Pre-revised Pension + DP (if any)	Revised Pension
10528	15020
10529	15021
10530	15023
10531	15024
10532	15026
10533	15027
10534	15029
10535	15030
10536	15031
10537	15033
10538	15034
10539	15036
10540	15037
10541	15038
10542	15040
10543	15041
10544	15043
10545	15044
10546	15046
10547	15047
10548	15048
10549	15050
10550	15051
10551	15053
10552	15054
10553	15056
10554	15057
10555	15058
10556	15060
10557	15061
10558	15063
10559	15064
10560	15066
10561	15067
10562	15068

Pre-revised Pension + DP (if any)	Revised Pension
10563	15070
10564	15071
10565	15073
10566	15074
10567	15076
10568	15077
10569	15078
10570	15080
10571	15081
10572	15083
10573	15084
10574	15086
10575	15087
10576	15088
10577	15090
10578	15091
10579	15093
10580	15094
10581	15096
10582	15097
10583	15098
10584	15100
10585	15101
10586	15103
10587	15104
10588	15106
10589	15107
10590	15108
10591	15110
10592	15111
10593	15113
10594	15114
10595	15116
10596	15117
10597	15118

Pre-revised Pension + DP (if any)	Revised Pension
10598	15120
10599	15121
10600	15123
10601	15124
10602	15126
10603	15127
10604	15128
10605	15130
10606	15131
10607	15133
10608	15134
10609	15136
10610	15137
10611	15138
10612	15140
10613	15141
10614	15143
10615	15144
10616	15145
10617	15147
10618	15148
10619	15150
10620	15151
10621	15153
10622	15154
10623	15155
10624	15157
10625	15158
10626	15160
10627	15161
10628	15163
10629	15164
10630	15165
10631	15167
10632	15168

Pre-revised Pension + DP (if any)	Revised Pension
10633	15170
10634	15171
10635	15173
10636	15174
10637	15175
10638	15177
10639	15178
10640	15180
10641	15181
10642	15183
10643	15184
10644	15185
10645	15187
10646	15188
10647	15190
10648	15191
10649	15193
10650	15194
10651	15195
10652	15197
10653	15198
10654	15200
10655	15201
10656	15203
10657	15204
10658	15205
10659	15207
10660	15208
10661	15210
10662	15211
10663	15213
10664	15214
10665	15215
10666	15217
10667	15218

Pre-revised Pension + DP (if any)	Revised Pension
10668	15220
10669	15221
10670	15223
10671	15224
10672	15225
10673	15227
10674	15228
10675	15230
10676	15231
10677	15233
10678	15234
10679	15235
10680	15237
10681	15238
10682	15240
10683	15241
10684	15243
10685	15244
10686	15245
10687	15247
10688	15248
10689	15250
10690	15251
10691	15252
10692	15254
10693	15255
10694	15257
10695	15258
10696	15260
10697	15261
10698	15262
10699	15264
10700	15265
10701	15267
10702	15268

Pre-revised Pension + DP (if any)	Revised Pension
10703	15270
10704	15271
10705	15272
10706	15274
10707	15275
10708	15277
10709	15278
10710	15280
10711	15281
10712	15282
10713	15284
10714	15285
10715	15287
10716	15288
10717	15290
10718	15291
10719	15292
10720	15294
10721	15295
10722	15297
10723	15298
10724	15300
10725	15301
10726	15302
10727	15304
10728	15305
10729	15307
10730	15308
10731	15310
10732	15311
10733	15312
10734	15314
10735	15315
10736	15317
10737	15318

Pre-revised Pension + DP (if any)	Revised Pension
10738	15320
10739	15321
10740	15322
10741	15324
10742	15325
10743	15327
10744	15328
10745	15330
10746	15331
10747	15332
10748	15334
10749	15335
10750	15337
10751	15338
10752	15340
10753	15341
10754	15342
10755	15344
10756	15345
10757	15347
10758	15348
10759	15350
10760	15351
10761	15352
10762	15354
10763	15355
10764	15357
10765	15358
10766	15359
10767	15361
10768	15362
10769	15364
10770	15365
10771	15367
10772	15368

Pre-revised Pension + DP (if any)	Revised Pension
10773	15369
10774	15371
10775	15372
10776	15374
10777	15375
10778	15377
10779	15378
10780	15379
10781	15381
10782	15382
10783	15384
10784	15385
10785	15387
10786	15388
10787	15389
10788	15391
10789	15392
10790	15394
10791	15395
10792	15397
10793	15398
10794	15399
10795	15401
10796	15402
10797	15404
10798	15405
10799	15407
10800	15408
10801	15409
10802	15411
10803	15412
10804	15414
10805	15415
10806	15417
10807	15418

Pre-revised Pension + DP (if any)	Revised Pension
10808	15419
10809	15421
10810	15422
10811	15424
10812	15425
10813	15427
10814	15428
10815	15429
10816	15431
10817	15432
10818	15434
10819	15435
10820	15437
10821	15438
10822	15439
10823	15441
10824	15442
10825	15444
10826	15445
10827	15447
10828	15448
10829	15449
10830	15451
10831	15452
10832	15454
10833	15455
10834	15457
10835	15458
10836	15459
10837	15461
10838	15462
10839	15464
10840	15465
10841	15466
10842	15468

Pre-revised Pension + DP (if any)	Revised Pension
10843	15469
10844	15471
10845	15472
10846	15474
10847	15475
10848	15476
10849	15478
10850	15479
10851	15481
10852	15482
10853	15484
10854	15485
10855	15486
10856	15488
10857	15489
10858	15491
10859	15492
10860	15494
10861	15495
10862	15496
10863	15498
10864	15499
10865	15501
10866	15502
10867	15504
10868	15505
10869	15506
10870	15508
10871	15509
10872	15511
10873	15512
10874	15514
10875	15515
10876	15516
10877	15518

Pre-revised Pension + DP (if any)	Revised Pension
10878	15519
10879	15521
10880	15522
10881	15524
10882	15525
10883	15526
10884	15528
10885	15529
10886	15531
10887	15532
10888	15534
10889	15535
10890	15536
10891	15538
10892	15539
10893	15541
10894	15542
10895	15544
10896	15545
10897	15546
10898	15548
10899	15549
10900	15551
10901	15552
10902	15554
10903	15555
10904	15556
10905	15558
10906	15559
10907	15561
10908	15562
10909	15564
10910	15565
10911	15566
10912	15568

Pre-revised Pension + DP (if any)	Revised Pension
10913	15569
10914	15571
10915	15572
10916	15573
10917	15575
10918	15576
10919	15578
10920	15579
10921	15581
10922	15582
10923	15583
10924	15585
10925	15586
10926	15588
10927	15589
10928	15591
10929	15592
10930	15593
10931	15595
10932	15596
10933	15598
10934	15599
10935	15601
10936	15602
10937	15603
10938	15605
10939	15606
10940	15608
10941	15609
10942	15611
10943	15612
10944	15613
10945	15615
10946	15616
10947	15618

Pre-revised Pension + DP (if any)	Revised Pension
10948	15619
10949	15621
10950	15622
10951	15623
10952	15625
10953	15626
10954	15628
10955	15629
10956	15631
10957	15632
10958	15633
10959	15635
10960	15636
10961	15638
10962	15639
10963	15641
10964	15642
10965	15643
10966	15645
10967	15646
10968	15648
10969	15649
10970	15651
10971	15652
10972	15653
10973	15655
10974	15656
10975	15658
10976	15659
10977	15661
10978	15662
10979	15663
10980	15665
10981	15666
10982	15668

Pre-revised Pension + DP (if any)	Revised Pension
10983	15669
10984	15671
10985	15672
10986	15673
10987	15675
10988	15676
10989	15678
10990	15679
10991	15680
10992	15682
10993	15683
10994	15685
10995	15686
10996	15688
10997	15689
10998	15690
10999	15692
11000	15693
11001	15695
11002	15696
11003	15698
11004	15699
11005	15700
11006	15702
11007	15703
11008	15705
11009	15706
11010	15708
11011	15709
11012	15710
11013	15712
11014	15713
11015	15715
11016	15716
11017	15718

Pre-revised Pension + DP (if any)	Revised Pension
11018	15719
11019	15720
11020	15722
11021	15723
11022	15725
11023	15726
11024	15728
11025	15729
11026	15730
11027	15732
11028	15733
11029	15735
11030	15736
11031	15738
11032	15739
11033	15740
11034	15742
11035	15743
11036	15745
11037	15746
11038	15748
11039	15749
11040	15750
11041	15752
11042	15753
11043	15755
11044	15756
11045	15758
11046	15759
11047	15760
11048	15762
11049	15763
11050	15765
11051	15766
11052	15768

Pre-revised Pension + DP (if any)	Revised Pension
11053	15769
11054	15770
11055	15772
11056	15773
11057	15775
11058	15776
11059	15778
11060	15779
11061	15780
11062	15782
11063	15783
11064	15785
11065	15786
11066	15787
11067	15789
11068	15790
11069	15792
11070	15793
11071	15795
11072	15796
11073	15797
11074	15799
11075	15800
11076	15802
11077	15803
11078	15805
11079	15806
11080	15807
11081	15809
11082	15810
11083	15812
11084	15813
11085	15815
11086	15816
11087	15817

Pre-revised Pension + DP (if any)	Revised Pension
11088	15819
11089	15820
11090	15822
11091	15823
11092	15825
11093	15826
11094	15827
11095	15829
11096	15830
11097	15832
11098	15833
11099	15835
11100	15836
11101	15837
11102	15839
11103	15840
11104	15842
11105	15843
11106	15845
11107	15846
11108	15847
11109	15849
11110	15850
11111	15852
11112	15853
11113	15855
11114	15856
11115	15857
11116	15859
11117	15860
11118	15862
11119	15863
11120	15865
11121	15866
11122	15867

Pre-revised Pension + DP (if any)	Revised Pension
11123	15869
11124	15870
11125	15872
11126	15873
11127	15875
11128	15876
11129	15877
11130	15879
11131	15880
11132	15882
11133	15883
11134	15885
11135	15886
11136	15887
11137	15889
11138	15890
11139	15892
11140	15893
11141	15894
11142	15896
11143	15897
11144	15899
11145	15900
11146	15902
11147	15903
11148	15904
11149	15906
11150	15907
11151	15909
11152	15910
11153	15912
11154	15913
11155	15914
11156	15916
11157	15917

Pre-revised Pension + DP (if any)	Revised Pension
11158	15919
11159	15920
11160	15922
11161	15923
11162	15924
11163	15926
11164	15927
11165	15929
11166	15930
11167	15932
11168	15933
11169	15934
11170	15936
11171	15937
11172	15939
11173	15940
11174	15942
11175	15943
11176	15944
11177	15946
11178	15947
11179	15949
11180	15950
11181	15952
11182	15953
11183	15954
11184	15956
11185	15957
11186	15959
11187	15960
11188	15962
11189	15963
11190	15964
11191	15966
11192	15967

Pre-revised Pension + DP (if any)	Revised Pension
11193	15969
11194	15970
11195	15972
11196	15973
11197	15974
11198	15976
11199	15977
11200	15979
11201	15980
11202	15982
11203	15983
11204	15984
11205	15986
11206	15987
11207	15989
11208	15990
11209	15992
11210	15993
11211	15994
11212	15996
11213	15997
11214	15999
11215	16000
11216	16001
11217	16003
11218	16004
11219	16006
11220	16007
11221	16009
11222	16010
11223	16011
11224	16013
11225	16014
11226	16016
11227	16017

Pre-revised Pension + DP (if any)	Revised Pension
11228	16019
11229	16020
11230	16021
11231	16023
11232	16024
11233	16026
11234	16027
11235	16029
11236	16030
11237	16031
11238	16033
11239	16034
11240	16036
11241	16037
11242	16039
11243	16040
11244	16041
11245	16043
11246	16044
11247	16046
11248	16047
11249	16049
11250	16050
11251	16051
11252	16053
11253	16054
11254	16056
11255	16057
11256	16059
11257	16060
11258	16061
11259	16063
11260	16064
11261	16066
11262	16067

Pre-revised Pension + DP (if any)	Revised Pension
11263	16069
11264	16070
11265	16071
11266	16073
11267	16074
11268	16076
11269	16077
11270	16079
11271	16080
11272	16081
11273	16083
11274	16084
11275	16086
11276	16087
11277	16089
11278	16090
11279	16091
11280	16093
11281	16094
11282	16096
11283	16097
11284	16099
11285	16100
11286	16101
11287	16103
11288	16104
11289	16106
11290	16107
11291	16108
11292	16110
11293	16111
11294	16113
11295	16114
11296	16116
11297	16117

Pre-revised Pension + DP (if any)	Revised Pension
11298	16118
11299	16120
11300	16121
11301	16123
11302	16124
11303	16126
11304	16127
11305	16128
11306	16130
11307	16131
11308	16133
11309	16134
11310	16136
11311	16137
11312	16138
11313	16140
11314	16141
11315	16143
11316	16144
11317	16146
11318	16147
11319	16148
11320	16150
11321	16151
11322	16153
11323	16154
11324	16156
11325	16157
11326	16158
11327	16160
11328	16161
11329	16163
11330	16164
11331	16166
11332	16167

Pre-revised Pension + DP (if any)	Revised Pension
11333	16168
11334	16170
11335	16171
11336	16173
11337	16174
11338	16176
11339	16177
11340	16178
11341	16180
11342	16181
11343	16183
11344	16184
11345	16186
11346	16187
11347	16188
11348	16190
11349	16191
11350	16193
11351	16194
11352	16196
11353	16197
11354	16198
11355	16200
11356	16201
11357	16203
11358	16204
11359	16206
11360	16207
11361	16208
11362	16210
11363	16211
11364	16213
11365	16214
11366	16215
11367	16217

Pre-revised Pension + DP (if any)	Revised Pension
11368	16218
11369	16220
11370	16221
11371	16223
11372	16224
11373	16225
11374	16227
11375	16228
11376	16230
11377	16231
11378	16233
11379	16234
11380	16235
11381	16237
11382	16238
11383	16240
11384	16241
11385	16243
11386	16244
11387	16245
11388	16247
11389	16248
11390	16250
11391	16251
11392	16253
11393	16254
11394	16255
11395	16257
11396	16258
11397	16260
11398	16261
11399	16263
11400	16264
11401	16265
11402	16267

Pre-revised Pension + DP (if any)	Revised Pension
11403	16268
11404	16270
11405	16271
11406	16273
11407	16274
11408	16275
11409	16277
11410	16278
11411	16280
11412	16281
11413	16283
11414	16284
11415	16285
11416	16287
11417	16288
11418	16290
11419	16291
11420	16293
11421	16294
11422	16295
11423	16297
11424	16298
11425	16300
11426	16301
11427	16303
11428	16304
11429	16305
11430	16307
11431	16308
11432	16310
11433	16311
11434	16313
11435	16314
11436	16315
11437	16317

Pre-revised Pension + DP (if any)	Revised Pension
11438	16318
11439	16320
11440	16321
11441	16322
11442	16324
11443	16325
11444	16327
11445	16328
11446	16330
11447	16331
11448	16332
11449	16334
11450	16335
11451	16337
11452	16338
11453	16340
11454	16341
11455	16342
11456	16344
11457	16345
11458	16347
11459	16348
11460	16350
11461	16351
11462	16352
11463	16354
11464	16355
11465	16357
11466	16358
11467	16360
11468	16361
11469	16362
11470	16364
11471	16365
11472	16367

Pre-revised Pension + DP (if any)	Revised Pension
11473	16368
11474	16370
11475	16371
11476	16372
11477	16374
11478	16375
11479	16377
11480	16378
11481	16380
11482	16381
11483	16382
11484	16384
11485	16385
11486	16387
11487	16388
11488	16390
11489	16391
11490	16392
11491	16394
11492	16395
11493	16397
11494	16398
11495	16400
11496	16401
11497	16402
11498	16404
11499	16405
11500	16407
11501	16408
11502	16410
11503	16411
11504	16412
11505	16414
11506	16415
11507	16417

Pre-revised Pension + DP (if any)	Revised Pension
11508	16418
11509	16420
11510	16421
11511	16422
11512	16424
11513	16425
11514	16427
11515	16428
11516	16429
11517	16431
11518	16432
11519	16434
11520	16435
11521	16437
11522	16438
11523	16439
11524	16441
11525	16442
11526	16444
11527	16445
11528	16447
11529	16448
11530	16449
11531	16451
11532	16452
11533	16454
11534	16455
11535	16457
11536	16458
11537	16459
11538	16461
11539	16462
11540	16464
11541	16465
11542	16467

Pre-revised Pension + DP (if any)	Revised Pension
11543	16468
11544	16469
11545	16471
11546	16472
11547	16474
11548	16475
11549	16477
11550	16478
11551	16479
11552	16481
11553	16482
11554	16484
11555	16485
11556	16487
11557	16488
11558	16489
11559	16491
11560	16492
11561	16494
11562	16495
11563	16497
11564	16498
11565	16499
11566	16501
11567	16502
11568	16504
11569	16505
11570	16507
11571	16508
11572	16509
11573	16511
11574	16512
11575	16514
11576	16515
11577	16517

Pre-revised Pension + DP (if any)	Revised Pension
11578	16518
11579	16519
11580	16521
11581	16522
11582	16524
11583	16525
11584	16527
11585	16528
11586	16529
11587	16531
11588	16532
11589	16534
11590	16535
11591	16536
11592	16538
11593	16539
11594	16541
11595	16542
11596	16544
11597	16545
11598	16546
11599	16548
11600	16549
11601	16551
11602	16552
11603	16554
11604	16555
11605	16556
11606	16558
11607	16559
11608	16561
11609	16562
11610	16564
11611	16565
11612	16566

Pre-revised Pension + DP (if any)	Revised Pension
11613	16568
11614	16569
11615	16571
11616	16572
11617	16574
11618	16575
11619	16576
11620	16578
11621	16579
11622	16581
11623	16582
11624	16584
11625	16585
11626	16586
11627	16588
11628	16589
11629	16591
11630	16592
11631	16594
11632	16595
11633	16596
11634	16598
11635	16599
11636	16601
11637	16602
11638	16604
11639	16605
11640	16606
11641	16608
11642	16609
11643	16611
11644	16612
11645	16614
11646	16615
11647	16616

Pre-revised Pension + DP (if any)	Revised Pension
11648	16618
11649	16619
11650	16621
11651	16622
11652	16624
11653	16625
11654	16626
11655	16628
11656	16629
11657	16631
11658	16632
11659	16634
11660	16635
11661	16636
11662	16638
11663	16639
11664	16641
11665	16642
11666	16643
11667	16645
11668	16646
11669	16648
11670	16649
11671	16651
11672	16652
11673	16653
11674	16655
11675	16656
11676	16658
11677	16659
11678	16661
11679	16662
11680	16663
11681	16665
11682	16666

Pre-revised Pension + DP (if any)	Revised Pension
11683	16668
11684	16669
11685	16671
11686	16672
11687	16673
11688	16675
11689	16676
11690	16678
11691	16679
11692	16681
11693	16682
11694	16683
11695	16685
11696	16686
11697	16688
11698	16689
11699	16691
11700	16692
11701	16693
11702	16695
11703	16696
11704	16698
11705	16699
11706	16701
11707	16702
11708	16703
11709	16705
11710	16706
11711	16708
11712	16709
11713	16711
11714	16712
11715	16713
11716	16715
11717	16716

Pre-revised Pension + DP (if any)	Revised Pension
11718	16718
11719	16719
11720	16721
11721	16722
11722	16723
11723	16725
11724	16726
11725	16728
11726	16729
11727	16731
11728	16732
11729	16733
11730	16735
11731	16736
11732	16738
11733	16739
11734	16741
11735	16742
11736	16743
11737	16745
11738	16746
11739	16748
11740	16749
11741	16750
11742	16752
11743	16753
11744	16755
11745	16756
11746	16758
11747	16759
11748	16760
11749	16762
11750	16763
11751	16765
11752	16766

Pre-revised Pension + DP (if any)	Revised Pension
11753	16768
11754	16769
11755	16770
11756	16772
11757	16773
11758	16775
11759	16776
11760	16778
11761	16779
11762	16780
11763	16782
11764	16783
11765	16785
11766	16786
11767	16788
11768	16789
11769	16790
11770	16792
11771	16793
11772	16795
11773	16796
11774	16798
11775	16799
11776	16800
11777	16802
11778	16803
11779	16805
11780	16806
11781	16808
11782	16809
11783	16810
11784	16812
11785	16813
11786	16815
11787	16816

Pre-revised Pension + DP (if any)	Revised Pension
11788	16818
11789	16819
11790	16820
11791	16822
11792	16823
11793	16825
11794	16826
11795	16828
11796	16829
11797	16830
11798	16832
11799	16833
11800	16835
11801	16836
11802	16838
11803	16839
11804	16840
11805	16842
11806	16843
11807	16845
11808	16846
11809	16848
11810	16849
11811	16850
11812	16852
11813	16853
11814	16855
11815	16856
11816	16857
11817	16859
11818	16860
11819	16862
11820	16863
11821	16865
11822	16866

Pre-revised Pension + DP (if any)	Revised Pension
11823	16867
11824	16869
11825	16870
11826	16872
11827	16873
11828	16875
11829	16876
11830	16877
11831	16879
11832	16880
11833	16882
11834	16883
11835	16885
11836	16886
11837	16887
11838	16889
11839	16890
11840	16892
11841	16893
11842	16895
11843	16896
11844	16897
11845	16899
11846	16900
11847	16902
11848	16903
11849	16905
11850	16906
11851	16907
11852	16909
11853	16910
11854	16912
11855	16913
11856	16915
11857	16916

Pre-revised Pension + DP (if any)	Revised Pension
11858	16917
11859	16919
11860	16920
11861	16922
11862	16923
11863	16925
11864	16926
11865	16927
11866	16929
11867	16930
11868	16932
11869	16933
11870	16935
11871	16936
11872	16937
11873	16939
11874	16940
11875	16942
11876	16943
11877	16945
11878	16946
11879	16947
11880	16949
11881	16950
11882	16952
11883	16953
11884	16955
11885	16956
11886	16957
11887	16959
11888	16960
11889	16962
11890	16963
11891	16964
11892	16966

Pre-revised Pension + DP (if any)	Revised Pension
11893	16967
11894	16969
11895	16970
11896	16972
11897	16973
11898	16974
11899	16976
11900	16977
11901	16979
11902	16980
11903	16982
11904	16983
11905	16984
11906	16986
11907	16987
11908	16989
11909	16990
11910	16992
11911	16993
11912	16994
11913	16996
11914	16997
11915	16999
11916	17000
11917	17002
11918	17003
11919	17004
11920	17006
11921	17007
11922	17009
11923	17010
11924	17012
11925	17013
11926	17014
11927	17016

Pre-revised Pension + DP (if any)	Revised Pension
11928	17017
11929	17019
11930	17020
11931	17022
11932	17023
11933	17024
11934	17026
11935	17027
11936	17029
11937	17030
11938	17032
11939	17033
11940	17034
11941	17036
11942	17037
11943	17039
11944	17040
11945	17042
11946	17043
11947	17044
11948	17046
11949	17047
11950	17049
11951	17050
11952	17052
11953	17053
11954	17054
11955	17056
11956	17057
11957	17059
11958	17060
11959	17062
11960	17063
11961	17064
11962	17066

Pre-revised Pension + DP (if any)	Revised Pension
11963	17067
11964	17069
11965	17070
11966	17071
11967	17073
11968	17074
11969	17076
11970	17077
11971	17079
11972	17080
11973	17081
11974	17083
11975	17084
11976	17086
11977	17087
11978	17089
11979	17090
11980	17091
11981	17093
11982	17094
11983	17096
11984	17097
11985	17099
11986	17100
11987	17101
11988	17103
11989	17104
11990	17106
11991	17107
11992	17109
11993	17110
11994	17111
11995	17113
11996	17114
11997	17116

Pre-revised Pension + DP (if any)	Revised Pension
11998	17117
11999	17119
12000	17120
12001	17121
12002	17123
12003	17124
12004	17126
12005	17127
12006	17129
12007	17130
12008	17131
12009	17133
12010	17134
12011	17136
12012	17137
12013	17139
12014	17140
12015	17141
12016	17143
12017	17144
12018	17146
12019	17147
12020	17149
12021	17150
12022	17151
12023	17153
12024	17154
12025	17156
12026	17157
12027	17159
12028	17160
12029	17161
12030	17163
12031	17164
12032	17166

Pre-revised Pension + DP (if any)	Revised Pension
12033	17167
12034	17169
12035	17170
12036	17171
12037	17173
12038	17174
12039	17176
12040	17177
12041	17178
12042	17180
12043	17181
12044	17183
12045	17184
12046	17186
12047	17187
12048	17188
12049	17190
12050	17191
12051	17193
12052	17194
12053	17196
12054	17197
12055	17198
12056	17200
12057	17201
12058	17203
12059	17204
12060	17206
12061	17207
12062	17208
12063	17210
12064	17211
12065	17213
12066	17214
12067	17216

Pre-revised Pension + DP (if any)	Revised Pension
12068	17217
12069	17218
12070	17220
12071	17221
12072	17223
12073	17224
12074	17226
12075	17227
12076	17228
12077	17230
12078	17231
12079	17233
12080	17234
12081	17236
12082	17237
12083	17238
12084	17240
12085	17241
12086	17243
12087	17244
12088	17246
12089	17247
12090	17248
12091	17250
12092	17251
12093	17253
12094	17254
12095	17256
12096	17257
12097	17258
12098	17260
12099	17261
12100	17263
12101	17264
12102	17266

Pre-revised Pension + DP (if any)	Revised Pension
12103	17267
12104	17268
12105	17270
12106	17271
12107	17273
12108	17274
12109	17276
12110	17277
12111	17278
12112	17280
12113	17281
12114	17283
12115	17284
12116	17285
12117	17287
12118	17288
12119	17290
12120	17291
12121	17293
12122	17294
12123	17295
12124	17297
12125	17298
12126	17300
12127	17301
12128	17303
12129	17304
12130	17305
12131	17307
12132	17308
12133	17310
12134	17311
12135	17313
12136	17314
12137	17315

Pre-revised Pension + DP (if any)	Revised Pension
12138	17317
12139	17318
12140	17320
12141	17321
12142	17323
12143	17324
12144	17325
12145	17327
12146	17328
12147	17330
12148	17331
12149	17333
12150	17334
12151	17335
12152	17337
12153	17338
12154	17340
12155	17341
12156	17343
12157	17344
12158	17345
12159	17347
12160	17348
12161	17350
12162	17351
12163	17353
12164	17354
12165	17355
12166	17357
12167	17358
12168	17360
12169	17361
12170	17363
12171	17364
12172	17365

Pre-revised Pension + DP (if any)	Revised Pension
12173	17367
12174	17368
12175	17370
12176	17371
12177	17373
12178	17374
12179	17375
12180	17377
12181	17378
12182	17380
12183	17381
12184	17383
12185	17384
12186	17385
12187	17387
12188	17388
12189	17390
12190	17391
12191	17392
12192	17394
12193	17395
12194	17397
12195	17398
12196	17400
12197	17401
12198	17402
12199	17404
12200	17405
12201	17407
12202	17408
12203	17410
12204	17411
12205	17412
12206	17414
12207	17415

Pre-revised Pension + DP (if any)	Revised Pension
12208	17417
12209	17418
12210	17420
12211	17421
12212	17422
12213	17424
12214	17425
12215	17427
12216	17428
12217	17430
12218	17431
12219	17432
12220	17434
12221	17435
12222	17437
12223	17438
12224	17440
12225	17441
12226	17442
12227	17444
12228	17445
12229	17447
12230	17448
12231	17450
12232	17451
12233	17452
12234	17454
12235	17455
12236	17457
12237	17458
12238	17460
12239	17461
12240	17462
12241	17464
12242	17465

Pre-revised Pension + DP (if any)	Revised Pension
12243	17467
12244	17468
12245	17470
12246	17471
12247	17472
12248	17474
12249	17475
12250	17477
12251	17478
12252	17480
12253	17481
12254	17482
12255	17484
12256	17485
12257	17487
12258	17488
12259	17490
12260	17491
12261	17492
12262	17494
12263	17495
12264	17497
12265	17498
12266	17499
12267	17501
12268	17502
12269	17504
12270	17505
12271	17507
12272	17508
12273	17509
12274	17511
12275	17512
12276	17514
12277	17515

Pre-revised Pension + DP (if any)	Revised Pension
12278	17517
12279	17518
12280	17519
12281	17521
12282	17522
12283	17524
12284	17525
12285	17527
12286	17528
12287	17529
12288	17531
12289	17532
12290	17534
12291	17535
12292	17537
12293	17538
12294	17539
12295	17541
12296	17542
12297	17544
12298	17545
12299	17547
12300	17548
12301	17549
12302	17551
12303	17552
12304	17554
12305	17555
12306	17557
12307	17558
12308	17559
12309	17561
12310	17562
12311	17564
12312	17565

Pre-revised Pension + DP (if any)	Revised Pension
12313	17567
12314	17568
12315	17569
12316	17571
12317	17572
12318	17574
12319	17575
12320	17577
12321	17578
12322	17579
12323	17581
12324	17582
12325	17584
12326	17585
12327	17587
12328	17588
12329	17589
12330	17591
12331	17592
12332	17594
12333	17595
12334	17597
12335	17598
12336	17599
12337	17601
12338	17602
12339	17604
12340	17605
12341	17606
12342	17608
12343	17609
12344	17611
12345	17612
12346	17614
12347	17615

Pre-revised Pension + DP (if any)	Revised Pension
12348	17616
12349	17618
12350	17619
12351	17621
12352	17622
12353	17624
12354	17625
12355	17626
12356	17628
12357	17629
12358	17631
12359	17632
12360	17634
12361	17635
12362	17636
12363	17638
12364	17639
12365	17641
12366	17642
12367	17644
12368	17645
12369	17646
12370	17648
12371	17649
12372	17651
12373	17652
12374	17654
12375	17655
12376	17656
12377	17658
12378	17659
12379	17661
12380	17662
12381	17664
12382	17665

Pre-revised Pension + DP (if any)	Revised Pension
12383	17666
12384	17668
12385	17669
12386	17671
12387	17672
12388	17674
12389	17675
12390	17676
12391	17678
12392	17679
12393	17681
12394	17682
12395	17684
12396	17685
12397	17686
12398	17688
12399	17689
12400	17691
12401	17692
12402	17694
12403	17695
12404	17696
12405	17698
12406	17699
12407	17701
12408	17702
12409	17704
12410	17705
12411	17706
12412	17708
12413	17709
12414	17711
12415	17712
12416	17713
12417	17715

Pre-revised Pension + DP (if any)	Revised Pension
12418	17716
12419	17718
12420	17719
12421	17721
12422	17722
12423	17723
12424	17725
12425	17726
12426	17728
12427	17729
12428	17731
12429	17732
12430	17733
12431	17735
12432	17736
12433	17738
12434	17739
12435	17741
12436	17742
12437	17743
12438	17745
12439	17746
12440	17748
12441	17749
12442	17751
12443	17752
12444	17753
12445	17755
12446	17756
12447	17758
12448	17759
12449	17761
12450	17762
12451	17763
12452	17765

Pre-revised Pension + DP (if any)	Revised Pension
12453	17766
12454	17768
12455	17769
12456	17771
12457	17772
12458	17773
12459	17775
12460	17776
12461	17778
12462	17779
12463	17781
12464	17782
12465	17783
12466	17785
12467	17786
12468	17788
12469	17789
12470	17791
12471	17792
12472	17793
12473	17795
12474	17796
12475	17798
12476	17799
12477	17801
12478	17802
12479	17803
12480	17805
12481	17806
12482	17808
12483	17809
12484	17811
12485	17812
12486	17813
12487	17815

Pre-revised Pension + DP (if any)	Revised Pension
12488	17816
12489	17818
12490	17819
12491	17820
12492	17822
12493	17823
12494	17825
12495	17826
12496	17828
12497	17829
12498	17830
12499	17832
12500	17833
12501	17835
12502	17836
12503	17838
12504	17839
12505	17840
12506	17842
12507	17843
12508	17845
12509	17846
12510	17848
12511	17849
12512	17850
12513	17852
12514	17853
12515	17855
12516	17856
12517	17858
12518	17859
12519	17860
12520	17862
12521	17863
12522	17865

Pre-revised Pension + DP (if any)	Revised Pension
12523	17866
12524	17868
12525	17869
12526	17870
12527	17872
12528	17873
12529	17875
12530	17876
12531	17878
12532	17879
12533	17880
12534	17882
12535	17883
12536	17885
12537	17886
12538	17888
12539	17889
12540	17890
12541	17892
12542	17893
12543	17895
12544	17896
12545	17898
12546	17899
12547	17900
12548	17902
12549	17903
12550	17905
12551	17906
12552	17908
12553	17909
12554	17910
12555	17912
12556	17913
12557	17915

Pre-revised Pension + DP (if any)	Revised Pension
12558	17916
12559	17918
12560	17919
12561	17920
12562	17922
12563	17923
12564	17925
12565	17926
12566	17927
12567	17929
12568	17930
12569	17932
12570	17933
12571	17935
12572	17936
12573	17937
12574	17939
12575	17940
12576	17942
12577	17943
12578	17945
12579	17946
12580	17947
12581	17949
12582	17950
12583	17952
12584	17953
12585	17955
12586	17956
12587	17957
12588	17959
12589	17960
12590	17962
12591	17963
12592	17965

Pre-revised Pension + DP (if any)	Revised Pension
12593	17966
12594	17967
12595	17969
12596	17970
12597	17972
12598	17973
12599	17975
12600	17976
12601	17977
12602	17979
12603	17980
12604	17982
12605	17983
12606	17985
12607	17986
12608	17987
12609	17989
12610	17990
12611	17992
12612	17993
12613	17995
12614	17996
12615	17997
12616	17999
12617	18000
12618	18002
12619	18003
12620	18005
12621	18006
12622	18007
12623	18009
12624	18010
12625	18012
12626	18013
12627	18015

Pre-revised Pension + DP (if any)	Revised Pension
12628	18016
12629	18017
12630	18019
12631	18020
12632	18022
12633	18023
12634	18025
12635	18026
12636	18027
12637	18029
12638	18030
12639	18032
12640	18033
12641	18034
12642	18036
12643	18037
12644	18039
12645	18040
12646	18042
12647	18043
12648	18044
12649	18046
12650	18047
12651	18049
12652	18050
12653	18052
12654	18053
12655	18054
12656	18056
12657	18057
12658	18059
12659	18060
12660	18062
12661	18063
12662	18064

Pre-revised Pension + DP (if any)	Revised Pension
12663	18066
12664	18067
12665	18069
12666	18070
12667	18072
12668	18073
12669	18074
12670	18076
12671	18077
12672	18079
12673	18080
12674	18082
12675	18083
12676	18084
12677	18086
12678	18087
12679	18089
12680	18090
12681	18092
12682	18093
12683	18094
12684	18096
12685	18097
12686	18099
12687	18100
12688	18102
12689	18103
12690	18104
12691	18106
12692	18107
12693	18109
12694	18110
12695	18112
12696	18113
12697	18114

Pre-revised Pension + DP (if any)	Revised Pension
12698	18116
12699	18117
12700	18119
12701	18120
12702	18122
12703	18123
12704	18124
12705	18126
12706	18127
12707	18129
12708	18130
12709	18132
12710	18133
12711	18134
12712	18136
12713	18137
12714	18139
12715	18140
12716	18141
12717	18143
12718	18144
12719	18146
12720	18147
12721	18149
12722	18150
12723	18151
12724	18153
12725	18154
12726	18156
12727	18157
12728	18159
12729	18160
12730	18161
12731	18163
12732	18164

Pre-revised Pension + DP (if any)	Revised Pension
12733	18166
12734	18167
12735	18169
12736	18170
12737	18171
12738	18173
12739	18174
12740	18176
12741	18177
12742	18179
12743	18180
12744	18181
12745	18183
12746	18184
12747	18186
12748	18187
12749	18189
12750	18190
12751	18191
12752	18193
12753	18194
12754	18196
12755	18197
12756	18199
12757	18200
12758	18201
12759	18203
12760	18204
12761	18206
12762	18207
12763	18209
12764	18210
12765	18211
12766	18213
12767	18214

Pre-revised Pension + DP (if any)	Revised Pension
12768	18216
12769	18217
12770	18219
12771	18220
12772	18221
12773	18223
12774	18224
12775	18226
12776	18227
12777	18229
12778	18230
12779	18231
12780	18233
12781	18234
12782	18236
12783	18237
12784	18239
12785	18240
12786	18241
12787	18243
12788	18244
12789	18246
12790	18247
12791	18248
12792	18250
12793	18251
12794	18253
12795	18254
12796	18256
12797	18257
12798	18258
12799	18260
12800	18261
12801	18263
12802	18264

Pre-revised Pension + DP (if any)	Revised Pension
12803	18266
12804	18267
12805	18268
12806	18270
12807	18271
12808	18273
12809	18274
12810	18276
12811	18277
12812	18278
12813	18280
12814	18281
12815	18283
12816	18284
12817	18286
12818	18287
12819	18288
12820	18290
12821	18291
12822	18293
12823	18294
12824	18296
12825	18297
12826	18298
12827	18300
12828	18301
12829	18303
12830	18304
12831	18306
12832	18307
12833	18308
12834	18310
12835	18311
12836	18313
12837	18314

Pre-revised Pension + DP (if any)	Revised Pension
12838	18316
12839	18317
12840	18318
12841	18320
12842	18321
12843	18323
12844	18324
12845	18326
12846	18327
12847	18328
12848	18330
12849	18331
12850	18333
12851	18334
12852	18336
12853	18337
12854	18338
12855	18340
12856	18341
12857	18343
12858	18344
12859	18346
12860	18347
12861	18348
12862	18350
12863	18351
12864	18353
12865	18354
12866	18355
12867	18357
12868	18358
12869	18360
12870	18361
12871	18363
12872	18364

Pre-revised Pension + DP (if any)	Revised Pension
12873	18365
12874	18367
12875	18368
12876	18370
12877	18371
12878	18373
12879	18374
12880	18375
12881	18377
12882	18378
12883	18380
12884	18381
12885	18383
12886	18384
12887	18385
12888	18387
12889	18388
12890	18390
12891	18391
12892	18393
12893	18394
12894	18395
12895	18397
12896	18398
12897	18400
12898	18401
12899	18403
12900	18404
12901	18405
12902	18407
12903	18408
12904	18410
12905	18411
12906	18413
12907	18414

Pre-revised Pension + DP (if any)	Revised Pension
12908	18415
12909	18417
12910	18418
12911	18420
12912	18421
12913	18423
12914	18424
12915	18425
12916	18427
12917	18428
12918	18430
12919	18431
12920	18433
12921	18434
12922	18435
12923	18437
12924	18438
12925	18440
12926	18441
12927	18443
12928	18444
12929	18445
12930	18447
12931	18448
12932	18450
12933	18451
12934	18453
12935	18454
12936	18455
12937	18457
12938	18458
12939	18460
12940	18461
12941	18462
12942	18464

Pre-revised Pension + DP (if any)	Revised Pension
12943	18465
12944	18467
12945	18468
12946	18470
12947	18471
12948	18472
12949	18474
12950	18475
12951	18477
12952	18478
12953	18480
12954	18481
12955	18482
12956	18484
12957	18485
12958	18487
12959	18488
12960	18490
12961	18491
12962	18492
12963	18494
12964	18495
12965	18497
12966	18498
12967	18500
12968	18501
12969	18502
12970	18504
12971	18505
12972	18507
12973	18508
12974	18510
12975	18511
12976	18512
12977	18514

Pre-revised Pension + DP (if any)	Revised Pension
12978	18515
12979	18517
12980	18518
12981	18520
12982	18521
12983	18522
12984	18524
12985	18525
12986	18527
12987	18528
12988	18530
12989	18531
12990	18532
12991	18534
12992	18535
12993	18537
12994	18538
12995	18540
12996	18541
12997	18542
12998	18544
12999	18545
13000	18547
13001	18548
13002	18550
13003	18551
13004	18552
13005	18554
13006	18555
13007	18557
13008	18558
13009	18560
13010	18561
13011	18562
13012	18564

Pre-revised Pension + DP (if any)	Revised Pension
13013	18565
13014	18567
13015	18568
13016	18569
13017	18571
13018	18572
13019	18574
13020	18575
13021	18577
13022	18578
13023	18579
13024	18581
13025	18582
13026	18584
13027	18585
13028	18587
13029	18588
13030	18589
13031	18591
13032	18592
13033	18594
13034	18595
13035	18597
13036	18598
13037	18599
13038	18601
13039	18602
13040	18604
13041	18605
13042	18607
13043	18608
13044	18609
13045	18611
13046	18612
13047	18614

Pre-revised Pension + DP (if any)	Revised Pension
13048	18615
13049	18617
13050	18618
13051	18619
13052	18621
13053	18622
13054	18624
13055	18625
13056	18627
13057	18628
13058	18629
13059	18631
13060	18632
13061	18634
13062	18635
13063	18637
13064	18638
13065	18639
13066	18641
13067	18642
13068	18644
13069	18645
13070	18647
13071	18648
13072	18649
13073	18651
13074	18652
13075	18654
13076	18655
13077	18657
13078	18658
13079	18659
13080	18661
13081	18662
13082	18664

Pre-revised Pension + DP (if any)	Revised Pension
13083	18665
13084	18667
13085	18668
13086	18669
13087	18671
13088	18672
13089	18674
13090	18675
13091	18676
13092	18678
13093	18679
13094	18681
13095	18682
13096	18684
13097	18685
13098	18686
13099	18688
13100	18689
13101	18691
13102	18692
13103	18694
13104	18695
13105	18696
13106	18698
13107	18699
13108	18701
13109	18702
13110	18704
13111	18705
13112	18706
13113	18708
13114	18709
13115	18711
13116	18712
13117	18714

Pre-revised Pension + DP (if any)	Revised Pension
13118	18715
13119	18716
13120	18718
13121	18719
13122	18721
13123	18722
13124	18724
13125	18725
13126	18726
13127	18728
13128	18729
13129	18731
13130	18732
13131	18734
13132	18735
13133	18736
13134	18738
13135	18739
13136	18741
13137	18742
13138	18744
13139	18745
13140	18746
13141	18748
13142	18749
13143	18751
13144	18752
13145	18754
13146	18755
13147	18756
13148	18758
13149	18759
13150	18761
13151	18762
13152	18764

Pre-revised Pension + DP (if any)	Revised Pension
13153	18765
13154	18766
13155	18768
13156	18769
13157	18771
13158	18772
13159	18774
13160	18775
13161	18776
13162	18778
13163	18779
13164	18781
13165	18782
13166	18783
13167	18785
13168	18786
13169	18788
13170	18789
13171	18791
13172	18792
13173	18793
13174	18795
13175	18796
13176	18798
13177	18799
13178	18801
13179	18802
13180	18803
13181	18805
13182	18806
13183	18808
13184	18809
13185	18811
13186	18812
13187	18813

Pre-revised Pension + DP (if any)	Revised Pension
13188	18815
13189	18816
13190	18818
13191	18819
13192	18821
13193	18822
13194	18823
13195	18825
13196	18826
13197	18828
13198	18829
13199	18831
13200	18832
13201	18833
13202	18835
13203	18836
13204	18838
13205	18839
13206	18841
13207	18842
13208	18843
13209	18845
13210	18846
13211	18848
13212	18849
13213	18851
13214	18852
13215	18853
13216	18855
13217	18856
13218	18858
13219	18859
13220	18861
13221	18862
13222	18863

Pre-revised Pension + DP (if any)	Revised Pension
13223	18865
13224	18866
13225	18868
13226	18869
13227	18871
13228	18872
13229	18873
13230	18875
13231	18876
13232	18878
13233	18879
13234	18881
13235	18882
13236	18883
13237	18885
13238	18886
13239	18888
13240	18889
13241	18890
13242	18892
13243	18893
13244	18895
13245	18896
13246	18898
13247	18899
13248	18900
13249	18902
13250	18903
13251	18905
13252	18906
13253	18908
13254	18909
13255	18910
13256	18912
13257	18913

Pre-revised Pension + DP (if any)	Revised Pension
13258	18915
13259	18916
13260	18918
13261	18919
13262	18920
13263	18922
13264	18923
13265	18925
13266	18926
13267	18928
13268	18929
13269	18930
13270	18932
13271	18933
13272	18935
13273	18936
13274	18938
13275	18939
13276	18940
13277	18942
13278	18943
13279	18945
13280	18946
13281	18948
13282	18949
13283	18950
13284	18952
13285	18953
13286	18955
13287	18956
13288	18958
13289	18959
13290	18960
13291	18962
13292	18963

Pre-revised Pension + DP (if any)	Revised Pension
13293	18965
13294	18966
13295	18968
13296	18969
13297	18970
13298	18972
13299	18973
13300	18975
13301	18976
13302	18978
13303	18979
13304	18980
13305	18982
13306	18983
13307	18985
13308	18986
13309	18988
13310	18989
13311	18990
13312	18992
13313	18993
13314	18995
13315	18996
13316	18997
13317	18999
13318	19000
13319	19002
13320	19003
13321	19005
13322	19006
13323	19007
13324	19009
13325	19010
13326	19012
13327	19013

Pre-revised Pension + DP (if any)	Revised Pension
13328	19015
13329	19016
13330	19017
13331	19019
13332	19020
13333	19022
13334	19023
13335	19025
13336	19026
13337	19027
13338	19029
13339	19030
13340	19032
13341	19033
13342	19035
13343	19036
13344	19037
13345	19039
13346	19040
13347	19042
13348	19043
13349	19045
13350	19046
13351	19047
13352	19049
13353	19050
13354	19052
13355	19053
13356	19055
13357	19056
13358	19057
13359	19059
13360	19060
13361	19062
13362	19063

Pre-revised Pension + DP (if any)	Revised Pension
13363	19065
13364	19066
13365	19067
13366	19069
13367	19070
13368	19072
13369	19073
13370	19075
13371	19076
13372	19077
13373	19079
13374	19080
13375	19082
13376	19083
13377	19085
13378	19086
13379	19087
13380	19089
13381	19090
13382	19092
13383	19093
13384	19095
13385	19096
13386	19097
13387	19099
13388	19100
13389	19102
13390	19103
13391	19104
13392	19106
13393	19107
13394	19109
13395	19110
13396	19112
13397	19113

Pre-revised Pension + DP (if any)	Revised Pension
13398	19114
13399	19116
13400	19117
13401	19119
13402	19120
13403	19122
13404	19123
13405	19124
13406	19126
13407	19127
13408	19129
13409	19130
13410	19132
13411	19133
13412	19134
13413	19136
13414	19137
13415	19139
13416	19140
13417	19142
13418	19143
13419	19144
13420	19146
13421	19147
13422	19149
13423	19150
13424	19152
13425	19153
13426	19154
13427	19156
13428	19157
13429	19159
13430	19160
13431	19162
13432	19163

Pre-revised Pension + DP (if any)	Revised Pension
13433	19164
13434	19166
13435	19167
13436	19169
13437	19170
13438	19172
13439	19173
13440	19174
13441	19176
13442	19177
13443	19179
13444	19180
13445	19182
13446	19183
13447	19184
13448	19186
13449	19187
13450	19189
13451	19190
13452	19192
13453	19193
13454	19194
13455	19196
13456	19197
13457	19199
13458	19200
13459	19202
13460	19203
13461	19204
13462	19206
13463	19207
13464	19209
13465	19210
13466	19211
13467	19213

Pre-revised Pension + DP (if any)	Revised Pension
13468	19214
13469	19216
13470	19217
13471	19219
13472	19220
13473	19221
13474	19223
13475	19224
13476	19226
13477	19227
13478	19229
13479	19230
13480	19231
13481	19233
13482	19234
13483	19236
13484	19237
13485	19239
13486	19240
13487	19241
13488	19243
13489	19244
13490	19246
13491	19247
13492	19249
13493	19250
13494	19251
13495	19253
13496	19254
13497	19256
13498	19257
13499	19259
13500	19260
13501	19261
13502	19263

Pre-revised Pension + DP (if any)	Revised Pension
13503	19264
13504	19266
13505	19267
13506	19269
13507	19270
13508	19271
13509	19273
13510	19274
13511	19276
13512	19277
13513	19279
13514	19280
13515	19281
13516	19283
13517	19284
13518	19286
13519	19287
13520	19289
13521	19290
13522	19291
13523	19293
13524	19294
13525	19296
13526	19297
13527	19299
13528	19300
13529	19301
13530	19303
13531	19304
13532	19306
13533	19307
13534	19309
13535	19310
13536	19311
13537	19313

Pre-revised Pension + DP (if any)	Revised Pension
13538	19314
13539	19316
13540	19317
13541	19318
13542	19320
13543	19321
13544	19323
13545	19324
13546	19326
13547	19327
13548	19328
13549	19330
13550	19331
13551	19333
13552	19334
13553	19336
13554	19337
13555	19338
13556	19340
13557	19341
13558	19343
13559	19344
13560	19346
13561	19347
13562	19348
13563	19350
13564	19351
13565	19353
13566	19354
13567	19356
13568	19357
13569	19358
13570	19360
13571	19361
13572	19363

Pre-revised Pension + DP (if any)	Revised Pension
13573	19364
13574	19366
13575	19367
13576	19368
13577	19370
13578	19371
13579	19373
13580	19374
13581	19376
13582	19377
13583	19378
13584	19380
13585	19381
13586	19383
13587	19384
13588	19386
13589	19387
13590	19388
13591	19390
13592	19391
13593	19393
13594	19394
13595	19396
13596	19397
13597	19398
13598	19400
13599	19401
13600	19403
13601	19404
13602	19406
13603	19407
13604	19408
13605	19410
13606	19411
13607	19413

Pre-revised Pension + DP (if any)	Revised Pension
13608	19414
13609	19416
13610	19417
13611	19418
13612	19420
13613	19421
13614	19423
13615	19424
13616	19425
13617	19427
13618	19428
13619	19430
13620	19431
13621	19433
13622	19434
13623	19435
13624	19437
13625	19438
13626	19440
13627	19441
13628	19443
13629	19444
13630	19445
13631	19447
13632	19448
13633	19450
13634	19451
13635	19453
13636	19454
13637	19455
13638	19457
13639	19458
13640	19460
13641	19461
13642	19463

Pre-revised Pension + DP (if any)	Revised Pension
13643	19464
13644	19465
13645	19467
13646	19468
13647	19470
13648	19471
13649	19473
13650	19474
13651	19475
13652	19477
13653	19478
13654	19480
13655	19481
13656	19483
13657	19484
13658	19485
13659	19487
13660	19488
13661	19490
13662	19491
13663	19493
13664	19494
13665	19495
13666	19497
13667	19498
13668	19500
13669	19501
13670	19503
13671	19504
13672	19505
13673	19507
13674	19508
13675	19510
13676	19511
13677	19513

Pre-revised Pension + DP (if any)	Revised Pension
13678	19514
13679	19515
13680	19517
13681	19518
13682	19520
13683	19521
13684	19523
13685	19524
13686	19525
13687	19527
13688	19528
13689	19530
13690	19531
13691	19532
13692	19534
13693	19535
13694	19537
13695	19538
13696	19540
13697	19541
13698	19542
13699	19544
13700	19545
13701	19547
13702	19548
13703	19550
13704	19551
13705	19552
13706	19554
13707	19555
13708	19557
13709	19558
13710	19560
13711	19561
13712	19562

Pre-revised Pension + DP (if any)	Revised Pension
13713	19564
13714	19565
13715	19567
13716	19568
13717	19570
13718	19571
13719	19572
13720	19574
13721	19575
13722	19577
13723	19578
13724	19580
13725	19581
13726	19582
13727	19584
13728	19585
13729	19587
13730	19588
13731	19590
13732	19591
13733	19592
13734	19594
13735	19595
13736	19597
13737	19598
13738	19600
13739	19601
13740	19602
13741	19604
13742	19605
13743	19607
13744	19608
13745	19610
13746	19611
13747	19612

Pre-revised Pension + DP (if any)	Revised Pension
13748	19614
13749	19615
13750	19617
13751	19618
13752	19620
13753	19621
13754	19622
13755	19624
13756	19625
13757	19627
13758	19628
13759	19630
13760	19631
13761	19632
13762	19634
13763	19635
13764	19637
13765	19638
13766	19639
13767	19641
13768	19642
13769	19644
13770	19645
13771	19647
13772	19648
13773	19649
13774	19651
13775	19652
13776	19654
13777	19655
13778	19657
13779	19658
13780	19659
13781	19661
13782	19662

Pre-revised Pension + DP (if any)	Revised Pension
13783	19664
13784	19665
13785	19667
13786	19668
13787	19669
13788	19671
13789	19672
13790	19674
13791	19675
13792	19677
13793	19678
13794	19679
13795	19681
13796	19682
13797	19684
13798	19685
13799	19687
13800	19688
13801	19689
13802	19691
13803	19692
13804	19694
13805	19695
13806	19697
13807	19698
13808	19699
13809	19701
13810	19702
13811	19704
13812	19705
13813	19707
13814	19708
13815	19709
13816	19711
13817	19712

Pre-revised Pension + DP (if any)	Revised Pension
13818	19714
13819	19715
13820	19717
13821	19718
13822	19719
13823	19721
13824	19722
13825	19724
13826	19725
13827	19727
13828	19728
13829	19729
13830	19731
13831	19732
13832	19734
13833	19735
13834	19737
13835	19738
13836	19739
13837	19741
13838	19742
13839	19744
13840	19745
13841	19746
13842	19748
13843	19749
13844	19751
13845	19752
13846	19754
13847	19755
13848	19756
13849	19758
13850	19759
13851	19761
13852	19762

Pre-revised Pension + DP (if any)	Revised Pension
13853	19764
13854	19765
13855	19766
13856	19768
13857	19769
13858	19771
13859	19772
13860	19774
13861	19775
13862	19776
13863	19778
13864	19779
13865	19781
13866	19782
13867	19784
13868	19785
13869	19786
13870	19788
13871	19789
13872	19791
13873	19792
13874	19794
13875	19795
13876	19796
13877	19798
13878	19799
13879	19801
13880	19802
13881	19804
13882	19805
13883	19806
13884	19808
13885	19809
13886	19811
13887	19812

Pre-revised Pension + DP (if any)	Revised Pension
13888	19814
13889	19815
13890	19816
13891	19818
13892	19819
13893	19821
13894	19822
13895	19824
13896	19825
13897	19826
13898	19828
13899	19829
13900	19831
13901	19832
13902	19834
13903	19835
13904	19836
13905	19838
13906	19839
13907	19841
13908	19842
13909	19844
13910	19845
13911	19846
13912	19848
13913	19849
13914	19851
13915	19852
13916	19853
13917	19855
13918	19856
13919	19858
13920	19859
13921	19861
13922	19862

Pre-revised Pension + DP (if any)	Revised Pension
13923	19863
13924	19865
13925	19866
13926	19868
13927	19869
13928	19871
13929	19872
13930	19873
13931	19875
13932	19876
13933	19878
13934	19879
13935	19881
13936	19882
13937	19883
13938	19885
13939	19886
13940	19888
13941	19889
13942	19891
13943	19892
13944	19893
13945	19895
13946	19896
13947	19898
13948	19899
13949	19901
13950	19902
13951	19903
13952	19905
13953	19906
13954	19908
13955	19909
13956	19911
13957	19912

Pre-revised Pension + DP (if any)	Revised Pension
13958	19913
13959	19915
13960	19916
13961	19918
13962	19919
13963	19921
13964	19922
13965	19923
13966	19925
13967	19926
13968	19928
13969	19929
13970	19931
13971	19932
13972	19933
13973	19935
13974	19936
13975	19938
13976	19939
13977	19941
13978	19942
13979	19943
13980	19945
13981	19946
13982	19948
13983	19949
13984	19951
13985	19952
13986	19953
13987	19955
13988	19956
13989	19958
13990	19959
13991	19960
13992	19962

Pre-revised Pension + DP (if any)	Revised Pension
13993	19963
13994	19965
13995	19966
13996	19968
13997	19969
13998	19970
13999	19972
14000	19973
14001	19975
14002	19976
14003	19978
14004	19979
14005	19980
14006	19982
14007	19983
14008	19985
14009	19986
14010	19988
14011	19989
14012	19990
14013	19992
14014	19993
14015	19995
14016	19996
14017	19998
14018	19999
14019	20000
14020	20002
14021	20003
14022	20005
14023	20006
14024	20008
14025	20009
14026	20010
14027	20012

Pre-revised Pension + DP (if any)	Revised Pension
14028	20013
14029	20015
14030	20016
14031	20018
14032	20019
14033	20020
14034	20022
14035	20023
14036	20025
14037	20026
14038	20028
14039	20029
14040	20030
14041	20032
14042	20033
14043	20035
14044	20036
14045	20038
14046	20039
14047	20040
14048	20042
14049	20043
14050	20045
14051	20046
14052	20048
14053	20049
14054	20050
14055	20052
14056	20053
14057	20055
14058	20056
14059	20058
14060	20059
14061	20060
14062	20062

Pre-revised Pension + DP (if any)	Revised Pension
14063	20063
14064	20065
14065	20066
14066	20067
14067	20069
14068	20070
14069	20072
14070	20073
14071	20075
14072	20076
14073	20077
14074	20079
14075	20080
14076	20082
14077	20083
14078	20085
14079	20086
14080	20087
14081	20089
14082	20090
14083	20092
14084	20093
14085	20095
14086	20096
14087	20097
14088	20099
14089	20100
14090	20102
14091	20103
14092	20105
14093	20106
14094	20107
14095	20109
14096	20110
14097	20112

Pre-revised Pension + DP (if any)	Revised Pension
14098	20113
14099	20115
14100	20116
14101	20117
14102	20119
14103	20120
14104	20122
14105	20123
14106	20125
14107	20126
14108	20127
14109	20129
14110	20130
14111	20132
14112	20133
14113	20135
14114	20136
14115	20137
14116	20139
14117	20140
14118	20142
14119	20143
14120	20145
14121	20146
14122	20147
14123	20149
14124	20150
14125	20152
14126	20153
14127	20155
14128	20156
14129	20157
14130	20159
14131	20160
14132	20162

Pre-revised Pension + DP (if any)	Revised Pension
14133	20163
14134	20165
14135	20166
14136	20167
14137	20169
14138	20170
14139	20172
14140	20173
14141	20174
14142	20176
14143	20177
14144	20179
14145	20180
14146	20182
14147	20183
14148	20184
14149	20186
14150	20187
14151	20189
14152	20190
14153	20192
14154	20193
14155	20194
14156	20196
14157	20197
14158	20199
14159	20200
14160	20202
14161	20203
14162	20204
14163	20206
14164	20207
14165	20209
14166	20210
14167	20212

Pre-revised Pension + DP (if any)	Revised Pension
14168	20213
14169	20214
14170	20216
14171	20217
14172	20219
14173	20220
14174	20222
14175	20223
14176	20224
14177	20226
14178	20227
14179	20229
14180	20230
14181	20232
14182	20233
14183	20234
14184	20236
14185	20237
14186	20239
14187	20240
14188	20242
14189	20243
14190	20244
14191	20246
14192	20247
14193	20249
14194	20250
14195	20252
14196	20253
14197	20254
14198	20256
14199	20257
14200	20259
14201	20260
14202	20262

Pre-revised Pension + DP (if any)	Revised Pension
14203	20263
14204	20264
14205	20266
14206	20267
14207	20269
14208	20270
14209	20272
14210	20273
14211	20274
14212	20276
14213	20277
14214	20279
14215	20280
14216	20281
14217	20283
14218	20284
14219	20286
14220	20287
14221	20289
14222	20290
14223	20291
14224	20293
14225	20294
14226	20296
14227	20297
14228	20299
14229	20300
14230	20301
14231	20303
14232	20304
14233	20306
14234	20307
14235	20309
14236	20310
14237	20311

Pre-revised Pension + DP (if any)	Revised Pension
14238	20313
14239	20314
14240	20316
14241	20317
14242	20319
14243	20320
14244	20321
14245	20323
14246	20324
14247	20326
14248	20327
14249	20329
14250	20330
14251	20331
14252	20333
14253	20334
14254	20336
14255	20337
14256	20339
14257	20340
14258	20341
14259	20343
14260	20344
14261	20346
14262	20347
14263	20349
14264	20350
14265	20351
14266	20353
14267	20354
14268	20356
14269	20357
14270	20359
14271	20360
14272	20361

Pre-revised Pension + DP (if any)	Revised Pension
14273	20363
14274	20364
14275	20366
14276	20367
14277	20369
14278	20370
14279	20371
14280	20373
14281	20374
14282	20376
14283	20377
14284	20379
14285	20380
14286	20381
14287	20383
14288	20384
14289	20386
14290	20387
14291	20388
14292	20390
14293	20391
14294	20393
14295	20394
14296	20396
14297	20397
14298	20398
14299	20400
14300	20401
14301	20403
14302	20404
14303	20406
14304	20407
14305	20408
14306	20410
14307	20411

Pre-revised Pension + DP (if any)	Revised Pension
14308	20413
14309	20414
14310	20416
14311	20417
14312	20418
14313	20420
14314	20421
14315	20423
14316	20424
14317	20426
14318	20427
14319	20428
14320	20430
14321	20431
14322	20433
14323	20434
14324	20436
14325	20437
14326	20438
14327	20440
14328	20441
14329	20443
14330	20444
14331	20446
14332	20447
14333	20448
14334	20450
14335	20451
14336	20453
14337	20454
14338	20456
14339	20457
14340	20458
14341	20460
14342	20461

Pre-revised Pension + DP (if any)	Revised Pension
14343	20463
14344	20464
14345	20466
14346	20467
14347	20468
14348	20470
14349	20471
14350	20473
14351	20474
14352	20476
14353	20477
14354	20478
14355	20480
14356	20481
14357	20483
14358	20484
14359	20486
14360	20487
14361	20488
14362	20490
14363	20491
14364	20493
14365	20494
14366	20495
14367	20497
14368	20498
14369	20500
14370	20501
14371	20503
14372	20504
14373	20505
14374	20507
14375	20508
14376	20510
14377	20511

Pre-revised Pension + DP (if any)	Revised Pension
14378	20513
14379	20514
14380	20515
14381	20517
14382	20518
14383	20520
14384	20521
14385	20523
14386	20524
14387	20525
14388	20527
14389	20528
14390	20530
14391	20531
14392	20533
14393	20534
14394	20535
14395	20537
14396	20538
14397	20540
14398	20541
14399	20543
14400	20544
14401	20545
14402	20547
14403	20548
14404	20550
14405	20551
14406	20553
14407	20554
14408	20555
14409	20557
14410	20558
14411	20560
14412	20561

Pre-revised Pension + DP (if any)	Revised Pension
14413	20563
14414	20564
14415	20565
14416	20567
14417	20568
14418	20570
14419	20571
14420	20573
14421	20574
14422	20575
14423	20577
14424	20578
14425	20580
14426	20581
14427	20583
14428	20584
14429	20585
14430	20587
14431	20588
14432	20590
14433	20591
14434	20593
14435	20594
14436	20595
14437	20597
14438	20598
14439	20600
14440	20601
14441	20602
14442	20604
14443	20605
14444	20607
14445	20608
14446	20610
14447	20611

Pre-revised Pension + DP (if any)	Revised Pension
14448	20612
14449	20614
14450	20615
14451	20617
14452	20618
14453	20620
14454	20621
14455	20622
14456	20624
14457	20625
14458	20627
14459	20628
14460	20630
14461	20631
14462	20632
14463	20634
14464	20635
14465	20637
14466	20638
14467	20640
14468	20641
14469	20642
14470	20644
14471	20645
14472	20647
14473	20648
14474	20650
14475	20651
14476	20652
14477	20654
14478	20655
14479	20657
14480	20658
14481	20660
14482	20661

Pre-revised Pension + DP (if any)	Revised Pension
14483	20662
14484	20664
14485	20665
14486	20667
14487	20668
14488	20670
14489	20671
14490	20672
14491	20674
14492	20675
14493	20677
14494	20678
14495	20680
14496	20681
14497	20682
14498	20684
14499	20685
14500	20687
14501	20688
14502	20690
14503	20691
14504	20692
14505	20694
14506	20695
14507	20697
14508	20698
14509	20700
14510	20701
14511	20702
14512	20704
14513	20705
14514	20707
14515	20708
14516	20709
14517	20711

Pre-revised Pension + DP (if any)	Revised Pension
14518	20712
14519	20714
14520	20715
14521	20717
14522	20718
14523	20719
14524	20721
14525	20722
14526	20724
14527	20725
14528	20727
14529	20728
14530	20729
14531	20731
14532	20732
14533	20734
14534	20735
14535	20737
14536	20738
14537	20739
14538	20741
14539	20742
14540	20744
14541	20745
14542	20747
14543	20748
14544	20749
14545	20751
14546	20752
14547	20754
14548	20755
14549	20757
14550	20758
14551	20759
14552	20761

Pre-revised Pension + DP (if any)	Revised Pension
14553	20762
14554	20764
14555	20765
14556	20767
14557	20768
14558	20769
14559	20771
14560	20772
14561	20774
14562	20775
14563	20777
14564	20778
14565	20779
14566	20781
14567	20782
14568	20784
14569	20785
14570	20787
14571	20788
14572	20789
14573	20791
14574	20792
14575	20794
14576	20795
14577	20797
14578	20798
14579	20799
14580	20801
14581	20802
14582	20804
14583	20805
14584	20807
14585	20808
14586	20809
14587	20811

Pre-revised Pension + DP (if any)	Revised Pension
14588	20812
14589	20814
14590	20815
14591	20816
14592	20818
14593	20819
14594	20821
14595	20822
14596	20824
14597	20825
14598	20826
14599	20828
14600	20829
14601	20831
14602	20832
14603	20834
14604	20835
14605	20836
14606	20838
14607	20839
14608	20841
14609	20842
14610	20844
14611	20845
14612	20846
14613	20848
14614	20849
14615	20851
14616	20852
14617	20854
14618	20855
14619	20856
14620	20858
14621	20859
14622	20861

Pre-revised Pension + DP (if any)	Revised Pension
14623	20862
14624	20864
14625	20865
14626	20866
14627	20868
14628	20869
14629	20871
14630	20872
14631	20874
14632	20875
14633	20876
14634	20878
14635	20879
14636	20881
14637	20882
14638	20884
14639	20885
14640	20886
14641	20888
14642	20889
14643	20891
14644	20892
14645	20894
14646	20895
14647	20896
14648	20898
14649	20899
14650	20901
14651	20902
14652	20904
14653	20905
14654	20906
14655	20908
14656	20909
14657	20911

Pre-revised Pension + DP (if any)	Revised Pension
14658	20912
14659	20914
14660	20915
14661	20916
14662	20918
14663	20919
14664	20921
14665	20922
14666	20923
14667	20925
14668	20926
14669	20928
14670	20929
14671	20931
14672	20932
14673	20933
14674	20935
14675	20936
14676	20938
14677	20939
14678	20941
14679	20942
14680	20943
14681	20945
14682	20946
14683	20948
14684	20949
14685	20951
14686	20952
14687	20953
14688	20955
14689	20956
14690	20958
14691	20959
14692	20961

Pre-revised Pension + DP (if any)	Revised Pension
14693	20962
14694	20963
14695	20965
14696	20966
14697	20968
14698	20969
14699	20971
14700	20972
14701	20973
14702	20975
14703	20976
14704	20978
14705	20979
14706	20981
14707	20982
14708	20983
14709	20985
14710	20986
14711	20988
14712	20989
14713	20991
14714	20992
14715	20993
14716	20995
14717	20996
14718	20998
14719	20999
14720	21001
14721	21002
14722	21003
14723	21005
14724	21006
14725	21008
14726	21009
14727	21011

Pre-revised Pension + DP (if any)	Revised Pension
14728	21012
14729	21013
14730	21015
14731	21016
14732	21018
14733	21019
14734	21021
14735	21022
14736	21023
14737	21025
14738	21026
14739	21028
14740	21029
14741	21030
14742	21032
14743	21033
14744	21035
14745	21036
14746	21038
14747	21039
14748	21040
14749	21042
14750	21043
14751	21045
14752	21046
14753	21048
14754	21049
14755	21050
14756	21052
14757	21053
14758	21055
14759	21056
14760	21058
14761	21059
14762	21060

Pre-revised Pension + DP (if any)	Revised Pension
14763	21062
14764	21063
14765	21065
14766	21066
14767	21068
14768	21069
14769	21070
14770	21072
14771	21073
14772	21075
14773	21076
14774	21078
14775	21079
14776	21080
14777	21082
14778	21083
14779	21085
14780	21086
14781	21088
14782	21089
14783	21090
14784	21092
14785	21093
14786	21095
14787	21096
14788	21098
14789	21099
14790	21100
14791	21102
14792	21103
14793	21105
14794	21106
14795	21108
14796	21109
14797	21110

Pre-revised Pension + DP (if any)	Revised Pension
14798	21112
14799	21113
14800	21115
14801	21116
14802	21118
14803	21119
14804	21120
14805	21122
14806	21123
14807	21125
14808	21126
14809	21128
14810	21129
14811	21130
14812	21132
14813	21133
14814	21135
14815	21136
14816	21137
14817	21139
14818	21140
14819	21142
14820	21143
14821	21145
14822	21146
14823	21147
14824	21149
14825	21150
14826	21152
14827	21153
14828	21155
14829	21156
14830	21157
14831	21159
14832	21160

Pre-revised Pension + DP (if any)	Revised Pension
14833	21162
14834	21163
14835	21165
14836	21166
14837	21167
14838	21169
14839	21170
14840	21172
14841	21173
14842	21175
14843	21176
14844	21177
14845	21179
14846	21180
14847	21182
14848	21183
14849	21185
14850	21186
14851	21187
14852	21189
14853	21190
14854	21192
14855	21193
14856	21195
14857	21196
14858	21197
14859	21199
14860	21200
14861	21202
14862	21203
14863	21205
14864	21206
14865	21207
14866	21209
14867	21210

Pre-revised Pension + DP (if any)	Revised Pension
14868	21212
14869	21213
14870	21215
14871	21216
14872	21217
14873	21219
14874	21220
14875	21222
14876	21223
14877	21225
14878	21226
14879	21227
14880	21229
14881	21230
14882	21232
14883	21233
14884	21235
14885	21236
14886	21237
14887	21239
14888	21240
14889	21242
14890	21243
14891	21244
14892	21246
14893	21247
14894	21249
14895	21250
14896	21252
14897	21253
14898	21254
14899	21256
14900	21257
14901	21259
14902	21260

Pre-revised Pension + DP (if any)	Revised Pension
14903	21262
14904	21263
14905	21264
14906	21266
14907	21267
14908	21269
14909	21270
14910	21272
14911	21273
14912	21274
14913	21276
14914	21277
14915	21279
14916	21280
14917	21282
14918	21283
14919	21284
14920	21286
14921	21287
14922	21289
14923	21290
14924	21292
14925	21293
14926	21294
14927	21296
14928	21297
14929	21299
14930	21300
14931	21302
14932	21303
14933	21304
14934	21306
14935	21307
14936	21309
14937	21310

Pre-revised Pension + DP (if any)	Revised Pension
14938	21312
14939	21313
14940	21314
14941	21316
14942	21317
14943	21319
14944	21320
14945	21322
14946	21323
14947	21324
14948	21326
14949	21327
14950	21329
14951	21330
14952	21332
14953	21333
14954	21334
14955	21336
14956	21337
14957	21339
14958	21340
14959	21342
14960	21343
14961	21344
14962	21346
14963	21347
14964	21349
14965	21350
14966	21351
14967	21353
14968	21354
14969	21356
14970	21357
14971	21359
14972	21360

Pre-revised Pension + DP (if any)	Revised Pension
14973	21361
14974	21363
14975	21364
14976	21366
14977	21367
14978	21369
14979	21370
14980	21371
14981	21373
14982	21374
14983	21376
14984	21377
14985	21379
14986	21380
14987	21381
14988	21383
14989	21384
14990	21386
14991	21387
14992	21389
14993	21390
14994	21391
14995	21393
14996	21394
14997	21396
14998	21397
14999	21399
15000	21400
15001	21401
15002	21403
15003	21404
15004	21406
15005	21407
15006	21409
15007	21410

Pre-revised Pension + DP (if any)	Revised Pension
15008	21411
15009	21413
15010	21414
15011	21416
15012	21417
15013	21419
15014	21420
15015	21421
15016	21423
15017	21424
15018	21426
15019	21427
15020	21429
15021	21430
15022	21431
15023	21433
15024	21434
15025	21436
15026	21437
15027	21439
15028	21440
15029	21441
15030	21443
15031	21444
15032	21446
15033	21447
15034	21449
15035	21450
15036	21451
15037	21453
15038	21454
15039	21456
15040	21457
15041	21458
15042	21460

Pre-revised Pension + DP (if any)	Revised Pension
15043	21461
15044	21463
15045	21464
15046	21466
15047	21467
15048	21468
15049	21470
15050	21471
15051	21473
15052	21474
15053	21476
15054	21477
15055	21478
15056	21480
15057	21481
15058	21483
15059	21484
15060	21486
15061	21487
15062	21488
15063	21490
15064	21491
15065	21493
15066	21494
15067	21496
15068	21497
15069	21498
15070	21500
15071	21501
15072	21503
15073	21504
15074	21506
15075	21507
15076	21508
15077	21510

Pre-revised Pension + DP (if any)	Revised Pension
15078	21511
15079	21513
15080	21514
15081	21516
15082	21517
15083	21518
15084	21520
15085	21521
15086	21523
15087	21524
15088	21526
15089	21527
15090	21528
15091	21530
15092	21531
15093	21533
15094	21534
15095	21536
15096	21537
15097	21538
15098	21540
15099	21541
15100	21543
15101	21544
15102	21546
15103	21547
15104	21548
15105	21550
15106	21551
15107	21553
15108	21554
15109	21556
15110	21557
15111	21558
15112	21560

Pre-revised Pension + DP (if any)	Revised Pension
15113	21561
15114	21563
15115	21564
15116	21565
15117	21567
15118	21568
15119	21570
15120	21571
15121	21573
15122	21574
15123	21575
15124	21577
15125	21578
15126	21580
15127	21581
15128	21583
15129	21584
15130	21585
15131	21587
15132	21588
15133	21590
15134	21591
15135	21593
15136	21594
15137	21595
15138	21597
15139	21598
15140	21600
15141	21601
15142	21603
15143	21604
15144	21605
15145	21607
15146	21608
15147	21610

Pre-revised Pension + DP (if any)	Revised Pension
15148	21611
15149	21613
15150	21614
15151	21615
15152	21617
15153	21618
15154	21620
15155	21621
15156	21623
15157	21624
15158	21625
15159	21627
15160	21628
15161	21630
15162	21631
15163	21633
15164	21634
15165	21635
15166	21637
15167	21638
15168	21640
15169	21641
15170	21643
15171	21644
15172	21645
15173	21647
15174	21648
15175	21650
15176	21651
15177	21653
15178	21654
15179	21655
15180	21657
15181	21658
15182	21660

Pre-revised Pension + DP (if any)	Revised Pension
15183	21661
15184	21663
15185	21664
15186	21665
15187	21667
15188	21668
15189	21670
15190	21671
15191	21672
15192	21674
15193	21675
15194	21677
15195	21678
15196	21680
15197	21681
15198	21682
15199	21684
15200	21685
15201	21687
15202	21688
15203	21690
15204	21691
15205	21692
15206	21694
15207	21695
15208	21697
15209	21698
15210	21700
15211	21701
15212	21702
15213	21704
15214	21705
15215	21707
15216	21708
15217	21710

Pre-revised Pension + DP (if any)	Revised Pension
15218	21711
15219	21712
15220	21714
15221	21715
15222	21717
15223	21718
15224	21720
15225	21721
15226	21722
15227	21724
15228	21725
15229	21727
15230	21728
15231	21730
15232	21731
15233	21732
15234	21734
15235	21735
15236	21737
15237	21738
15238	21740
15239	21741
15240	21742
15241	21744
15242	21745
15243	21747
15244	21748
15245	21750
15246	21751
15247	21752
15248	21754
15249	21755
15250	21757
15251	21758
15252	21760

Pre-revised Pension + DP (if any)	Revised Pension
15253	21761
15254	21762
15255	21764
15256	21765
15257	21767
15258	21768
15259	21770
15260	21771
15261	21772
15262	21774
15263	21775
15264	21777
15265	21778
15266	21779
15267	21781
15268	21782
15269	21784
15270	21785
15271	21787
15272	21788
15273	21789
15274	21791
15275	21792
15276	21794
15277	21795
15278	21797
15279	21798
15280	21799
15281	21801
15282	21802
15283	21804
15284	21805
15285	21807
15286	21808
15287	21809

Pre-revised Pension + DP (if any)	Revised Pension
15288	21811
15289	21812
15290	21814
15291	21815
15292	21817
15293	21818
15294	21819
15295	21821
15296	21822
15297	21824
15298	21825
15299	21827
15300	21828
15301	21829
15302	21831
15303	21832
15304	21834
15305	21835
15306	21837
15307	21838
15308	21839
15309	21841
15310	21842
15311	21844
15312	21845
15313	21847
15314	21848
15315	21849
15316	21851
15317	21852
15318	21854
15319	21855
15320	21857
15321	21858
15322	21859

Pre-revised Pension + DP (if any)	Revised Pension
15323	21861
15324	21862
15325	21864
15326	21865
15327	21867
15328	21868
15329	21869
15330	21871
15331	21872
15332	21874
15333	21875
15334	21877
15335	21878
15336	21879
15337	21881
15338	21882
15339	21884
15340	21885
15341	21886
15342	21888
15343	21889
15344	21891
15345	21892
15346	21894
15347	21895
15348	21896
15349	21898
15350	21899
15351	21901
15352	21902
15353	21904
15354	21905
15355	21906
15356	21908
15357	21909

Pre-revised Pension + DP (if any)	Revised Pension
15358	21911
15359	21912
15360	21914
15361	21915
15362	21916
15363	21918
15364	21919
15365	21921
15366	21922
15367	21924
15368	21925
15369	21926
15370	21928
15371	21929
15372	21931
15373	21932
15374	21934
15375	21935
15376	21936
15377	21938
15378	21939
15379	21941
15380	21942
15381	21944
15382	21945
15383	21946
15384	21948
15385	21949
15386	21951
15387	21952
15388	21954
15389	21955
15390	21956
15391	21958
15392	21959

Pre-revised Pension + DP (if any)	Revised Pension
15393	21961
15394	21962
15395	21964
15396	21965
15397	21966
15398	21968
15399	21969
15400	21971
15401	21972
15402	21974
15403	21975
15404	21976
15405	21978
15406	21979
15407	21981
15408	21982
15409	21984
15410	21985
15411	21986
15412	21988
15413	21989
15414	21991
15415	21992
15416	21993
15417	21995
15418	21996
15419	21998
15420	21999
15421	22001
15422	22002
15423	22003
15424	22005
15425	22006
15426	22008
15427	22009

Pre-revised Pension + DP (if any)	Revised Pension
15428	22011
15429	22012
15430	22013
15431	22015
15432	22016
15433	22018
15434	22019
15435	22021
15436	22022
15437	22023
15438	22025
15439	22026
15440	22028
15441	22029
15442	22031
15443	22032
15444	22033
15445	22035
15446	22036
15447	22038
15448	22039
15449	22041
15450	22042
15451	22043
15452	22045
15453	22046
15454	22048
15455	22049
15456	22051
15457	22052
15458	22053
15459	22055
15460	22056
15461	22058
15462	22059

Pre-revised Pension + DP (if any)	Revised Pension
15463	22061
15464	22062
15465	22063
15466	22065
15467	22066
15468	22068
15469	22069
15470	22071
15471	22072
15472	22073
15473	22075
15474	22076
15475	22078
15476	22079
15477	22081
15478	22082
15479	22083
15480	22085
15481	22086
15482	22088
15483	22089
15484	22091
15485	22092
15486	22093
15487	22095
15488	22096
15489	22098
15490	22099
15491	22100
15492	22102
15493	22103
15494	22105
15495	22106
15496	22108
15497	22109

Pre-revised Pension + DP (if any)	Revised Pension
15498	22110
15499	22112
15500	22113
15501	22115
15502	22116
15503	22118
15504	22119
15505	22120
15506	22122
15507	22123
15508	22125
15509	22126
15510	22128
15511	22129
15512	22130
15513	22132
15514	22133
15515	22135
15516	22136
15517	22138
15518	22139
15519	22140
15520	22142
15521	22143
15522	22145
15523	22146
15524	22148
15525	22149
15526	22150
15527	22152
15528	22153
15529	22155
15530	22156
15531	22158
15532	22159

Pre-revised Pension + DP (if any)	Revised Pension
15533	22160
15534	22162
15535	22163
15536	22165
15537	22166
15538	22168
15539	22169
15540	22170
15541	22172
15542	22173
15543	22175
15544	22176
15545	22178
15546	22179
15547	22180
15548	22182
15549	22183
15550	22185
15551	22186
15552	22188
15553	22189
15554	22190
15555	22192
15556	22193
15557	22195
15558	22196
15559	22198
15560	22199
15561	22200
15562	22202
15563	22203
15564	22205
15565	22206
15566	22207
15567	22209

Pre-revised Pension + DP (if any)	Revised Pension
15568	22210
15569	22212
15570	22213
15571	22215
15572	22216
15573	22217
15574	22219
15575	22220
15576	22222
15577	22223
15578	22225
15579	22226
15580	22227
15581	22229
15582	22230
15583	22232
15584	22233
15585	22235
15586	22236
15587	22237
15588	22239
15589	22240
15590	22242
15591	22243
15592	22245
15593	22246
15594	22247
15595	22249
15596	22250
15597	22252
15598	22253
15599	22255
15600	22256
15601	22257
15602	22259

Pre-revised Pension + DP (if any)	Revised Pension
15603	22260
15604	22262
15605	22263
15606	22265
15607	22266
15608	22267
15609	22269
15610	22270
15611	22272
15612	22273
15613	22275
15614	22276
15615	22277
15616	22279
15617	22280
15618	22282
15619	22283
15620	22285
15621	22286
15622	22287
15623	22289
15624	22290
15625	22292
15626	22293
15627	22295
15628	22296
15629	22297
15630	22299
15631	22300
15632	22302
15633	22303
15634	22305
15635	22306
15636	22307
15637	22309

Pre-revised Pension + DP (if any)	Revised Pension
15638	22310
15639	22312
15640	22313
15641	22314
15642	22316
15643	22317
15644	22319
15645	22320
15646	22322
15647	22323
15648	22324
15649	22326
15650	22327
15651	22329
15652	22330
15653	22332
15654	22333
15655	22334
15656	22336
15657	22337
15658	22339
15659	22340
15660	22342
15661	22343
15662	22344
15663	22346
15664	22347
15665	22349
15666	22350
15667	22352
15668	22353
15669	22354
15670	22356
15671	22357
15672	22359

Pre-revised Pension + DP (if any)	Revised Pension
15673	22360
15674	22362
15675	22363
15676	22364
15677	22366
15678	22367
15679	22369
15680	22370
15681	22372
15682	22373
15683	22374
15684	22376
15685	22377
15686	22379
15687	22380
15688	22382
15689	22383
15690	22384
15691	22386
15692	22387
15693	22389
15694	22390
15695	22392
15696	22393
15697	22394
15698	22396
15699	22397
15700	22399
15701	22400
15702	22402
15703	22403
15704	22404
15705	22406
15706	22407
15707	22409

Pre-revised Pension + DP (if any)	Revised Pension
15708	22410
15709	22412
15710	22413
15711	22414
15712	22416
15713	22417
15714	22419
15715	22420
15716	22421
15717	22423
15718	22424
15719	22426
15720	22427
15721	22429
15722	22430
15723	22431
15724	22433
15725	22434
15726	22436
15727	22437
15728	22439
15729	22440
15730	22441
15731	22443
15732	22444
15733	22446
15734	22447
15735	22449
15736	22450
15737	22451
15738	22453
15739	22454
15740	22456
15741	22457
15742	22459

Pre-revised Pension + DP (if any)	Revised Pension
15743	22460
15744	22461
15745	22463
15746	22464
15747	22466
15748	22467
15749	22469
15750	22470
15751	22471
15752	22473
15753	22474
15754	22476
15755	22477
15756	22479
15757	22480
15758	22481
15759	22483
15760	22484
15761	22486
15762	22487
15763	22489
15764	22490
15765	22491
15766	22493
15767	22494
15768	22496
15769	22497
15770	22499
15771	22500
15772	22501
15773	22503
15774	22504
15775	22506
15776	22507
15777	22509

Pre-revised Pension + DP (if any)	Revised Pension
15778	22510
15779	22511
15780	22513
15781	22514
15782	22516
15783	22517
15784	22519
15785	22520
15786	22521
15787	22523
15788	22524
15789	22526
15790	22527
15791	22528
15792	22530
15793	22531
15794	22533
15795	22534
15796	22536
15797	22537
15798	22538
15799	22540
15800	22541
15801	22543
15802	22544
15803	22546
15804	22547
15805	22548
15806	22550
15807	22551
15808	22553
15809	22554
15810	22556
15811	22557
15812	22558

Pre-revised Pension + DP (if any)	Revised Pension
15813	22560
15814	22561
15815	22563
15816	22564
15817	22566
15818	22567
15819	22568
15820	22570
15821	22571
15822	22573
15823	22574
15824	22576
15825	22577
15826	22578
15827	22580
15828	22581
15829	22583
15830	22584
15831	22586
15832	22587
15833	22588
15834	22590
15835	22591
15836	22593
15837	22594
15838	22596
15839	22597
15840	22598
15841	22600
15842	22601
15843	22603
15844	22604
15845	22606
15846	22607
15847	22608

Pre-revised Pension + DP (if any)	Revised Pension
15848	22610
15849	22611
15850	22613
15851	22614
15852	22616
15853	22617
15854	22618
15855	22620
15856	22621
15857	22623
15858	22624
15859	22626
15860	22627
15861	22628
15862	22630
15863	22631
15864	22633
15865	22634
15866	22635
15867	22637
15868	22638
15869	22640
15870	22641
15871	22643
15872	22644
15873	22645
15874	22647
15875	22648
15876	22650
15877	22651
15878	22653
15879	22654
15880	22655
15881	22657
15882	22658

Pre-revised Pension + DP (if any)	Revised Pension
15883	22660
15884	22661
15885	22663
15886	22664
15887	22665
15888	22667
15889	22668
15890	22670
15891	22671
15892	22673
15893	22674
15894	22675
15895	22677
15896	22678
15897	22680
15898	22681
15899	22683
15900	22684
15901	22685
15902	22687
15903	22688
15904	22690
15905	22691
15906	22693
15907	22694
15908	22695
15909	22697
15910	22698
15911	22700
15912	22701
15913	22703
15914	22704
15915	22705
15916	22707
15917	22708

Pre-revised Pension + DP (if any)	Revised Pension
15918	22710
15919	22711
15920	22713
15921	22714
15922	22715
15923	22717
15924	22718
15925	22720
15926	22721
15927	22723
15928	22724
15929	22725
15930	22727
15931	22728
15932	22730
15933	22731
15934	22733
15935	22734
15936	22735
15937	22737
15938	22738
15939	22740
15940	22741
15941	22742
15942	22744
15943	22745
15944	22747
15945	22748
15946	22750
15947	22751
15948	22752
15949	22754
15950	22755
15951	22757
15952	22758

Pre-revised Pension + DP (if any)	Revised Pension
15953	22760
15954	22761
15955	22762
15956	22764
15957	22765
15958	22767
15959	22768
15960	22770
15961	22771
15962	22772
15963	22774
15964	22775
15965	22777
15966	22778
15967	22780
15968	22781
15969	22782
15970	22784
15971	22785
15972	22787
15973	22788
15974	22790
15975	22791
15976	22792
15977	22794
15978	22795
15979	22797
15980	22798
15981	22800
15982	22801
15983	22802
15984	22804
15985	22805
15986	22807
15987	22808

Pre-revised Pension + DP (if any)	Revised Pension
15988	22810
15989	22811
15990	22812
15991	22814
15992	22815
15993	22817
15994	22818
15995	22820
15996	22821
15997	22822
15998	22824
15999	22825
16000	22827
16001	22828
16002	22830
16003	22831
16004	22832
16005	22834
16006	22835
16007	22837
16008	22838
16009	22840
16010	22841
16011	22842
16012	22844
16013	22845
16014	22847
16015	22848
16016	22849
16017	22851
16018	22852
16019	22854
16020	22855
16021	22857
16022	22858

Pre-revised Pension + DP (if any)	Revised Pension
16023	22859
16024	22861
16025	22862
16026	22864
16027	22865
16028	22867
16029	22868
16030	22869
16031	22871
16032	22872
16033	22874
16034	22875
16035	22877
16036	22878
16037	22879
16038	22881
16039	22882
16040	22884
16041	22885
16042	22887
16043	22888
16044	22889
16045	22891
16046	22892
16047	22894
16048	22895
16049	22897
16050	22898
16051	22899
16052	22901
16053	22902
16054	22904
16055	22905
16056	22907
16057	22908

Pre-revised Pension + DP (if any)	Revised Pension
16058	22909
16059	22911
16060	22912
16061	22914
16062	22915
16063	22917
16064	22918
16065	22919
16066	22921
16067	22922
16068	22924
16069	22925
16070	22927
16071	22928
16072	22929
16073	22931
16074	22932
16075	22934
16076	22935
16077	22937
16078	22938
16079	22939
16080	22941
16081	22942
16082	22944
16083	22945
16084	22947
16085	22948
16086	22949
16087	22951
16088	22952
16089	22954
16090	22955
16091	22956
16092	22958

Pre-revised Pension + DP (if any)	Revised Pension
16093	22959
16094	22961
16095	22962
16096	22964
16097	22965
16098	22966
16099	22968
16100	22969
16101	22971
16102	22972
16103	22974
16104	22975
16105	22976
16106	22978
16107	22979
16108	22981
16109	22982
16110	22984
16111	22985
16112	22986
16113	22988
16114	22989
16115	22991
16116	22992
16117	22994
16118	22995
16119	22996
16120	22998
16121	22999
16122	23001
16123	23002
16124	23004
16125	23005
16126	23006
16127	23008

Pre-revised Pension + DP (if any)	Revised Pension
16128	23009
16129	23011
16130	23012
16131	23014
16132	23015
16133	23016
16134	23018
16135	23019
16136	23021
16137	23022
16138	23024
16139	23025
16140	23026
16141	23028
16142	23029
16143	23031
16144	23032
16145	23034
16146	23035
16147	23036
16148	23038
16149	23039
16150	23041
16151	23042
16152	23044
16153	23045
16154	23046
16155	23048
16156	23049
16157	23051
16158	23052
16159	23054
16160	23055
16161	23056
16162	23058

Pre-revised Pension + DP (if any)	Revised Pension
16163	23059
16164	23061
16165	23062
16166	23063
16167	23065
16168	23066
16169	23068
16170	23069
16171	23071
16172	23072
16173	23073
16174	23075
16175	23076
16176	23078
16177	23079
16178	23081
16179	23082
16180	23083
16181	23085
16182	23086
16183	23088
16184	23089
16185	23091
16186	23092
16187	23093
16188	23095
16189	23096
16190	23098
16191	23099
16192	23101
16193	23102
16194	23103
16195	23105
16196	23106
16197	23108

Pre-revised Pension + DP (if any)	Revised Pension
16198	23109
16199	23111
16200	23112
16201	23113
16202	23115
16203	23116
16204	23118
16205	23119
16206	23121
16207	23122
16208	23123
16209	23125
16210	23126
16211	23128
16212	23129
16213	23131
16214	23132
16215	23133
16216	23135
16217	23136
16218	23138
16219	23139
16220	23141
16221	23142
16222	23143
16223	23145
16224	23146
16225	23148
16226	23149
16227	23151
16228	23152
16229	23153
16230	23155
16231	23156
16232	23158

Pre-revised Pension + DP (if any)	Revised Pension
16233	23159
16234	23161
16235	23162
16236	23163
16237	23165
16238	23166
16239	23168
16240	23169
16241	23170
16242	23172
16243	23173
16244	23175
16245	23176
16246	23178
16247	23179
16248	23180
16249	23182
16250	23183
16251	23185
16252	23186
16253	23188
16254	23189
16255	23190
16256	23192
16257	23193
16258	23195
16259	23196
16260	23198
16261	23199
16262	23200
16263	23202
16264	23203
16265	23205
16266	23206
16267	23208

Pre-revised Pension + DP (if any)	Revised Pension
16268	23209
16269	23210
16270	23212
16271	23213
16272	23215
16273	23216
16274	23218
16275	23219
16276	23220
16277	23222
16278	23223
16279	23225
16280	23226
16281	23228
16282	23229
16283	23230
16284	23232
16285	23233
16286	23235
16287	23236
16288	23238
16289	23239
16290	23240
16291	23242
16292	23243
16293	23245
16294	23246
16295	23248
16296	23249
16297	23250
16298	23252
16299	23253
16300	23255
16301	23256
16302	23258

Pre-revised Pension + DP (if any)	Revised Pension
16303	23259
16304	23260
16305	23262
16306	23263
16307	23265
16308	23266
16309	23268
16310	23269
16311	23270
16312	23272
16313	23273
16314	23275
16315	23276
16316	23277
16317	23279
16318	23280
16319	23282
16320	23283
16321	23285
16322	23286
16323	23287
16324	23289
16325	23290
16326	23292
16327	23293
16328	23295
16329	23296
16330	23297
16331	23299
16332	23300
16333	23302
16334	23303
16335	23305
16336	23306
16337	23307

Pre-revised Pension + DP (if any)	Revised Pension
16338	23309
16339	23310
16340	23312
16341	23313
16342	23315
16343	23316
16344	23317
16345	23319
16346	23320
16347	23322
16348	23323
16349	23325
16350	23326
16351	23327
16352	23329
16353	23330
16354	23332
16355	23333
16356	23335
16357	23336
16358	23337
16359	23339
16360	23340
16361	23342
16362	23343
16363	23345
16364	23346
16365	23347
16366	23349
16367	23350
16368	23352
16369	23353
16370	23355
16371	23356
16372	23357

Pre-revised Pension + DP (if any)	Revised Pension
16373	23359
16374	23360
16375	23362
16376	23363
16377	23365
16378	23366
16379	23367
16380	23369
16381	23370
16382	23372
16383	23373
16384	23375
16385	23376
16386	23377
16387	23379
16388	23380
16389	23382
16390	23383
16391	23384
16392	23386
16393	23387
16394	23389
16395	23390
16396	23392
16397	23393
16398	23394
16399	23396
16400	23397
16401	23399
16402	23400
16403	23402
16404	23403
16405	23404
16406	23406
16407	23407

Pre-revised Pension + DP (if any)	Revised Pension
16408	23409
16409	23410
16410	23412
16411	23413
16412	23414
16413	23416
16414	23417
16415	23419
16416	23420
16417	23422
16418	23423
16419	23424
16420	23426
16421	23427
16422	23429
16423	23430
16424	23432
16425	23433
16426	23434
16427	23436
16428	23437
16429	23439
16430	23440
16431	23442
16432	23443
16433	23444
16434	23446
16435	23447
16436	23449
16437	23450
16438	23452
16439	23453
16440	23454
16441	23456
16442	23457

Pre-revised Pension + DP (if any)	Revised Pension
16443	23459
16444	23460
16445	23462
16446	23463
16447	23464
16448	23466
16449	23467
16450	23469
16451	23470
16452	23472
16453	23473
16454	23474
16455	23476
16456	23477
16457	23479
16458	23480
16459	23482
16460	23483
16461	23484
16462	23486
16463	23487
16464	23489
16465	23490
16466	23491
16467	23493
16468	23494
16469	23496
16470	23497
16471	23499
16472	23500
16473	23501
16474	23503
16475	23504
16476	23506
16477	23507

Pre-revised Pension + DP (if any)	Revised Pension
16478	23509
16479	23510
16480	23511
16481	23513
16482	23514
16483	23516
16484	23517
16485	23519
16486	23520
16487	23521
16488	23523
16489	23524
16490	23526
16491	23527
16492	23529
16493	23530
16494	23531
16495	23533
16496	23534
16497	23536
16498	23537
16499	23539
16500	23540
16501	23541
16502	23543
16503	23544
16504	23546
16505	23547
16506	23549
16507	23550
16508	23551
16509	23553
16510	23554
16511	23556
16512	23557

Pre-revised Pension + DP (if any)	Revised Pension
16513	23559
16514	23560
16515	23561
16516	23563
16517	23564
16518	23566
16519	23567
16520	23569
16521	23570
16522	23571
16523	23573
16524	23574
16525	23576
16526	23577
16527	23579
16528	23580
16529	23581
16530	23583
16531	23584
16532	23586
16533	23587
16534	23589
16535	23590
16536	23591
16537	23593
16538	23594
16539	23596
16540	23597
16541	23598
16542	23600
16543	23601
16544	23603
16545	23604
16546	23606
16547	23607

Pre-revised Pension + DP (if any)	Revised Pension
16548	23608
16549	23610
16550	23611
16551	23613
16552	23614
16553	23616
16554	23617
16555	23618
16556	23620
16557	23621
16558	23623
16559	23624
16560	23626
16561	23627
16562	23628
16563	23630
16564	23631
16565	23633
16566	23634
16567	23636
16568	23637
16569	23638
16570	23640
16571	23641
16572	23643
16573	23644
16574	23646
16575	23647
16576	23648
16577	23650
16578	23651
16579	23653
16580	23654
16581	23656
16582	23657

Pre-revised Pension + DP (if any)	Revised Pension
16583	23658
16584	23660
16585	23661
16586	23663
16587	23664
16588	23666
16589	23667
16590	23668
16591	23670
16592	23671
16593	23673
16594	23674
16595	23676
16596	23677
16597	23678
16598	23680
16599	23681
16600	23683
16601	23684
16602	23686
16603	23687
16604	23688
16605	23690
16606	23691
16607	23693
16608	23694
16609	23696
16610	23697
16611	23698
16612	23700
16613	23701
16614	23703
16615	23704
16616	23705
16617	23707

Pre-revised Pension + DP (if any)	Revised Pension
16618	23708
16619	23710
16620	23711
16621	23713
16622	23714
16623	23715
16624	23717
16625	23718
16626	23720
16627	23721
16628	23723
16629	23724
16630	23725
16631	23727
16632	23728
16633	23730
16634	23731
16635	23733
16636	23734
16637	23735
16638	23737
16639	23738
16640	23740
16641	23741
16642	23743
16643	23744
16644	23745
16645	23747
16646	23748
16647	23750
16648	23751
16649	23753
16650	23754
16651	23755
16652	23757

Pre-revised Pension + DP (if any)	Revised Pension
16653	23758
16654	23760
16655	23761
16656	23763
16657	23764
16658	23765
16659	23767
16660	23768
16661	23770
16662	23771
16663	23773
16664	23774
16665	23775
16666	23777
16667	23778
16668	23780
16669	23781
16670	23783
16671	23784
16672	23785
16673	23787
16674	23788
16675	23790
16676	23791
16677	23793
16678	23794
16679	23795
16680	23797
16681	23798
16682	23800
16683	23801
16684	23803
16685	23804
16686	23805
16687	23807

Pre-revised Pension + DP (if any)	Revised Pension
16688	23808
16689	23810
16690	23811
16691	23812
16692	23814
16693	23815
16694	23817
16695	23818
16696	23820
16697	23821
16698	23822
16699	23824
16700	23825
16701	23827
16702	23828
16703	23830
16704	23831
16705	23832
16706	23834
16707	23835
16708	23837
16709	23838
16710	23840
16711	23841
16712	23842
16713	23844
16714	23845
16715	23847
16716	23848
16717	23850
16718	23851
16719	23852
16720	23854
16721	23855
16722	23857

Pre-revised Pension + DP (if any)	Revised Pension
16723	23858
16724	23860
16725	23861
16726	23862
16727	23864
16728	23865
16729	23867
16730	23868
16731	23870
16732	23871
16733	23872
16734	23874
16735	23875
16736	23877
16737	23878
16738	23880
16739	23881
16740	23882
16741	23884
16742	23885
16743	23887
16744	23888
16745	23890
16746	23891
16747	23892
16748	23894
16749	23895
16750	23897
16751	23898
16752	23900
16753	23901
16754	23902
16755	23904
16756	23905
16757	23907

Pre-revised Pension + DP (if any)	Revised Pension
16758	23908
16759	23910
16760	23911
16761	23912
16762	23914
16763	23915
16764	23917
16765	23918
16766	23919
16767	23921
16768	23922
16769	23924
16770	23925
16771	23927
16772	23928
16773	23929
16774	23931
16775	23932
16776	23934
16777	23935
16778	23937
16779	23938
16780	23939
16781	23941
16782	23942
16783	23944
16784	23945
16785	23947
16786	23948
16787	23949
16788	23951
16789	23952
16790	23954
16791	23955
16792	23957

Pre-revised Pension + DP (if any)	Revised Pension
16793	23958
16794	23959
16795	23961
16796	23962
16797	23964
16798	23965
16799	23967
16800	23968
16801	23969
16802	23971
16803	23972
16804	23974
16805	23975
16806	23977
16807	23978
16808	23979
16809	23981
16810	23982
16811	23984
16812	23985
16813	23987
16814	23988
16815	23989
16816	23991
16817	23992
16818	23994
16819	23995
16820	23997
16821	23998
16822	23999
16823	24001
16824	24002
16825	24004
16826	24005
16827	24007

Pre-revised Pension + DP (if any)	Revised Pension
16828	24008
16829	24009
16830	24011
16831	24012
16832	24014
16833	24015
16834	24017
16835	24018
16836	24019
16837	24021
16838	24022
16839	24024
16840	24025
16841	24026
16842	24028
16843	24029
16844	24031
16845	24032
16846	24034
16847	24035
16848	24036
16849	24038
16850	24039
16851	24041
16852	24042
16853	24044
16854	24045
16855	24046
16856	24048
16857	24049
16858	24051
16859	24052
16860	24054
16861	24055
16862	24056

Pre-revised Pension + DP (if any)	Revised Pension
16863	24058
16864	24059
16865	24061
16866	24062
16867	24064
16868	24065
16869	24066
16870	24068
16871	24069
16872	24071
16873	24072
16874	24074
16875	24075
16876	24076
16877	24078
16878	24079
16879	24081
16880	24082
16881	24084
16882	24085
16883	24086
16884	24088
16885	24089
16886	24091
16887	24092
16888	24094
16889	24095
16890	24096
16891	24098
16892	24099
16893	24101
16894	24102
16895	24104
16896	24105
16897	24106

Pre-revised Pension + DP (if any)	Revised Pension
16898	24108
16899	24109
16900	24111
16901	24112
16902	24114
16903	24115
16904	24116
16905	24118
16906	24119
16907	24121
16908	24122
16909	24124
16910	24125
16911	24126
16912	24128
16913	24129
16914	24131
16915	24132
16916	24133
16917	24135
16918	24136
16919	24138
16920	24139
16921	24141
16922	24142
16923	24143
16924	24145
16925	24146
16926	24148
16927	24149
16928	24151
16929	24152
16930	24153
16931	24155
16932	24156

Pre-revised Pension + DP (if any)	Revised Pension
16933	24158
16934	24159
16935	24161
16936	24162
16937	24163
16938	24165
16939	24166
16940	24168
16941	24169
16942	24171
16943	24172
16944	24173
16945	24175
16946	24176
16947	24178
16948	24179
16949	24181
16950	24182
16951	24183
16952	24185
16953	24186
16954	24188
16955	24189
16956	24191
16957	24192
16958	24193
16959	24195
16960	24196
16961	24198
16962	24199
16963	24201
16964	24202
16965	24203
16966	24205
16967	24206

Pre-revised Pension + DP (if any)	Revised Pension
16968	24208
16969	24209
16970	24211
16971	24212
16972	24213
16973	24215
16974	24216
16975	24218
16976	24219
16977	24221
16978	24222
16979	24223
16980	24225
16981	24226
16982	24228
16983	24229
16984	24231
16985	24232
16986	24233
16987	24235
16988	24236
16989	24238
16990	24239
16991	24240
16992	24242
16993	24243
16994	24245
16995	24246
16996	24248
16997	24249
16998	24250
16999	24252
17000	24253
17001	24255
17002	24256

Pre-revised Pension + DP (if any)	Revised Pension
17003	24258
17004	24259
17005	24260
17006	24262
17007	24263
17008	24265
17009	24266
17010	24268
17011	24269
17012	24270
17013	24272
17014	24273
17015	24275
17016	24276
17017	24278
17018	24279
17019	24280
17020	24282
17021	24283
17022	24285
17023	24286
17024	24288
17025	24289
17026	24290
17027	24292
17028	24293
17029	24295
17030	24296
17031	24298
17032	24299
17033	24300
17034	24302
17035	24303
17036	24305
17037	24306

Pre-revised Pension + DP (if any)	Revised Pension
17038	24308
17039	24309
17040	24310
17041	24312
17042	24313
17043	24315
17044	24316
17045	24318
17046	24319
17047	24320
17048	24322
17049	24323
17050	24325
17051	24326
17052	24328
17053	24329
17054	24330
17055	24332
17056	24333
17057	24335
17058	24336
17059	24338
17060	24339
17061	24340
17062	24342
17063	24343
17064	24345
17065	24346
17066	24347
17067	24349
17068	24350
17069	24352
17070	24353
17071	24355
17072	24356

Pre-revised Pension + DP (if any)	Revised Pension
17073	24357
17074	24359
17075	24360
17076	24362
17077	24363
17078	24365
17079	24366
17080	24367
17081	24369
17082	24370
17083	24372
17084	24373
17085	24375
17086	24376
17087	24377
17088	24379
17089	24380
17090	24382
17091	24383
17092	24385
17093	24386
17094	24387
17095	24389
17096	24390
17097	24392
17098	24393
17099	24395
17100	24396
17101	24397
17102	24399
17103	24400
17104	24402
17105	24403
17106	24405
17107	24406

Pre-revised Pension + DP (if any)	Revised Pension
17108	24407
17109	24409
17110	24410
17111	24412
17112	24413
17113	24415
17114	24416
17115	24417
17116	24419
17117	24420
17118	24422
17119	24423
17120	24425
17121	24426
17122	24427
17123	24429
17124	24430
17125	24432
17126	24433
17127	24435
17128	24436
17129	24437
17130	24439
17131	24440
17132	24442
17133	24443
17134	24445
17135	24446
17136	24447
17137	24449
17138	24450
17139	24452
17140	24453
17141	24454
17142	24456

Pre-revised Pension + DP (if any)	Revised Pension
17143	24457
17144	24459
17145	24460
17146	24462
17147	24463
17148	24464
17149	24466
17150	24467
17151	24469
17152	24470
17153	24472
17154	24473
17155	24474
17156	24476
17157	24477
17158	24479
17159	24480
17160	24482
17161	24483
17162	24484
17163	24486
17164	24487
17165	24489
17166	24490
17167	24492
17168	24493
17169	24494
17170	24496
17171	24497
17172	24499
17173	24500
17174	24502
17175	24503
17176	24504
17177	24506

Pre-revised Pension + DP (if any)	Revised Pension
17178	24507
17179	24509
17180	24510
17181	24512
17182	24513
17183	24514
17184	24516
17185	24517
17186	24519
17187	24520
17188	24522
17189	24523
17190	24524
17191	24526
17192	24527
17193	24529
17194	24530
17195	24532
17196	24533
17197	24534
17198	24536
17199	24537
17200	24539
17201	24540
17202	24542
17203	24543
17204	24544
17205	24546
17206	24547
17207	24549
17208	24550
17209	24552
17210	24553
17211	24554
17212	24556

Pre-revised Pension + DP (if any)	Revised Pension
17213	24557
17214	24559
17215	24560
17216	24561
17217	24563
17218	24564
17219	24566
17220	24567
17221	24569
17222	24570
17223	24571
17224	24573
17225	24574
17226	24576
17227	24577
17228	24579
17229	24580
17230	24581
17231	24583
17232	24584
17233	24586
17234	24587
17235	24589
17236	24590
17237	24591
17238	24593
17239	24594
17240	24596
17241	24597
17242	24599
17243	24600
17244	24601
17245	24603
17246	24604
17247	24606

Pre-revised Pension + DP (if any)	Revised Pension
17248	24607
17249	24609
17250	24610
17251	24611
17252	24613
17253	24614
17254	24616
17255	24617
17256	24619
17257	24620
17258	24621
17259	24623
17260	24624
17261	24626
17262	24627
17263	24629
17264	24630
17265	24631
17266	24633
17267	24634
17268	24636
17269	24637
17270	24639
17271	24640
17272	24641
17273	24643
17274	24644
17275	24646
17276	24647
17277	24649
17278	24650
17279	24651
17280	24653
17281	24654
17282	24656

Pre-revised Pension + DP (if any)	Revised Pension
17283	24657
17284	24659
17285	24660
17286	24661
17287	24663
17288	24664
17289	24666
17290	24667
17291	24668
17292	24670
17293	24671
17294	24673
17295	24674
17296	24676
17297	24677
17298	24678
17299	24680
17300	24681
17301	24683
17302	24684
17303	24686
17304	24687
17305	24688
17306	24690
17307	24691
17308	24693
17309	24694
17310	24696
17311	24697
17312	24698
17313	24700
17314	24701
17315	24703
17316	24704
17317	24706

Pre-revised Pension + DP (if any)	Revised Pension
17318	24707
17319	24708
17320	24710
17321	24711
17322	24713
17323	24714
17324	24716
17325	24717
17326	24718
17327	24720
17328	24721
17329	24723
17330	24724
17331	24726
17332	24727
17333	24728
17334	24730
17335	24731
17336	24733
17337	24734
17338	24736
17339	24737
17340	24738
17341	24740
17342	24741
17343	24743
17344	24744
17345	24746
17346	24747
17347	24748
17348	24750
17349	24751
17350	24753
17351	24754
17352	24756

Pre-revised Pension + DP (if any)	Revised Pension
17353	24757
17354	24758
17355	24760
17356	24761
17357	24763
17358	24764
17359	24766
17360	24767
17361	24768
17362	24770
17363	24771
17364	24773
17365	24774
17366	24775
17367	24777
17368	24778
17369	24780
17370	24781
17371	24783
17372	24784
17373	24785
17374	24787
17375	24788
17376	24790
17377	24791
17378	24793
17379	24794
17380	24795
17381	24797
17382	24798
17383	24800
17384	24801
17385	24803
17386	24804
17387	24805

Pre-revised Pension + DP (if any)	Revised Pension
17388	24807
17389	24808
17390	24810
17391	24811
17392	24813
17393	24814
17394	24815
17395	24817
17396	24818
17397	24820
17398	24821
17399	24823
17400	24824
17401	24825
17402	24827
17403	24828
17404	24830
17405	24831
17406	24833
17407	24834
17408	24835
17409	24837
17410	24838
17411	24840
17412	24841
17413	24843
17414	24844
17415	24845
17416	24847
17417	24848
17418	24850
17419	24851
17420	24853
17421	24854
17422	24855

Pre-revised Pension + DP (if any)	Revised Pension
17423	24857
17424	24858
17425	24860
17426	24861
17427	24863
17428	24864
17429	24865
17430	24867
17431	24868
17432	24870
17433	24871
17434	24873
17435	24874
17436	24875
17437	24877
17438	24878
17439	24880
17440	24881
17441	24882
17442	24884
17443	24885
17444	24887
17445	24888
17446	24890
17447	24891
17448	24892
17449	24894
17450	24895
17451	24897
17452	24898
17453	24900
17454	24901
17455	24902
17456	24904
17457	24905

Pre-revised Pension + DP (if any)	Revised Pension
17458	24907
17459	24908
17460	24910
17461	24911
17462	24912
17463	24914
17464	24915
17465	24917
17466	24918
17467	24920
17468	24921
17469	24922
17470	24924
17471	24925
17472	24927
17473	24928
17474	24930
17475	24931
17476	24932
17477	24934
17478	24935
17479	24937
17480	24938
17481	24940
17482	24941
17483	24942
17484	24944
17485	24945
17486	24947
17487	24948
17488	24950
17489	24951
17490	24952
17491	24954
17492	24955

Pre-revised Pension + DP (if any)	Revised Pension
17493	24957
17494	24958
17495	24960
17496	24961
17497	24962
17498	24964
17499	24965
17500	24967
17501	24968
17502	24970
17503	24971
17504	24972
17505	24974
17506	24975
17507	24977
17508	24978
17509	24980
17510	24981
17511	24982
17512	24984
17513	24985
17514	24987
17515	24988
17516	24989
17517	24991
17518	24992
17519	24994
17520	24995
17521	24997
17522	24998
17523	24999
17524	25001
17525	25002
17526	25004
17527	25005

Pre-revised Pension + DP (if any)	Revised Pension
17528	25007
17529	25008
17530	25009
17531	25011
17532	25012
17533	25014
17534	25015
17535	25017
17536	25018
17537	25019
17538	25021
17539	25022
17540	25024
17541	25025
17542	25027
17543	25028
17544	25029
17545	25031
17546	25032
17547	25034
17548	25035
17549	25037
17550	25038
17551	25039
17552	25041
17553	25042
17554	25044
17555	25045
17556	25047
17557	25048
17558	25049
17559	25051
17560	25052
17561	25054
17562	25055

Pre-revised Pension + DP (if any)	Revised Pension
17563	25057
17564	25058
17565	25059
17566	25061
17567	25062
17568	25064
17569	25065
17570	25067
17571	25068
17572	25069
17573	25071
17574	25072
17575	25074
17576	25075
17577	25077
17578	25078
17579	25079
17580	25081
17581	25082
17582	25084
17583	25085
17584	25087
17585	25088
17586	25089
17587	25091
17588	25092
17589	25094
17590	25095
17591	25096
17592	25098
17593	25099
17594	25101
17595	25102
17596	25104
17597	25105

Pre-revised Pension + DP (if any)	Revised Pension
17598	25106
17599	25108
17600	25109
17601	25111
17602	25112
17603	25114
17604	25115
17605	25116
17606	25118
17607	25119
17608	25121
17609	25122
17610	25124
17611	25125
17612	25126
17613	25128
17614	25129
17615	25131
17616	25132
17617	25134
17618	25135
17619	25136
17620	25138
17621	25139
17622	25141
17623	25142
17624	25144
17625	25145
17626	25146
17627	25148
17628	25149
17629	25151
17630	25152
17631	25154
17632	25155

Pre-revised Pension + DP (if any)	Revised Pension
17633	25156
17634	25158
17635	25159
17636	25161
17637	25162
17638	25164
17639	25165
17640	25166
17641	25168
17642	25169
17643	25171
17644	25172
17645	25174
17646	25175
17647	25176
17648	25178
17649	25179
17650	25181
17651	25182
17652	25184
17653	25185
17654	25186
17655	25188
17656	25189
17657	25191
17658	25192
17659	25194
17660	25195
17661	25196
17662	25198
17663	25199
17664	25201
17665	25202
17666	25203
17667	25205

Pre-revised Pension + DP (if any)	Revised Pension
17668	25206
17669	25208
17670	25209
17671	25211
17672	25212
17673	25213
17674	25215
17675	25216
17676	25218
17677	25219
17678	25221
17679	25222
17680	25223
17681	25225
17682	25226
17683	25228
17684	25229
17685	25231
17686	25232
17687	25233
17688	25235
17689	25236
17690	25238
17691	25239
17692	25241
17693	25242
17694	25243
17695	25245
17696	25246
17697	25248
17698	25249
17699	25251
17700	25252
17701	25253
17702	25255

Pre-revised Pension + DP (if any)	Revised Pension
17703	25256
17704	25258
17705	25259
17706	25261
17707	25262
17708	25263
17709	25265
17710	25266
17711	25268
17712	25269
17713	25271
17714	25272
17715	25273
17716	25275
17717	25276
17718	25278
17719	25279
17720	25281
17721	25282
17722	25283
17723	25285
17724	25286
17725	25288
17726	25289
17727	25291
17728	25292
17729	25293
17730	25295
17731	25296
17732	25298
17733	25299
17734	25301
17735	25302
17736	25303
17737	25305

Pre-revised Pension + DP (if any)	Revised Pension
17738	25306
17739	25308
17740	25309
17741	25310
17742	25312
17743	25313
17744	25315
17745	25316
17746	25318
17747	25319
17748	25320
17749	25322
17750	25323
17751	25325
17752	25326
17753	25328
17754	25329
17755	25330
17756	25332
17757	25333
17758	25335
17759	25336
17760	25338
17761	25339
17762	25340
17763	25342
17764	25343
17765	25345
17766	25346
17767	25348
17768	25349
17769	25350
17770	25352
17771	25353
17772	25355

Pre-revised Pension + DP (if any)	Revised Pension
17773	25356
17774	25358
17775	25359
17776	25360
17777	25362
17778	25363
17779	25365
17780	25366
17781	25368
17782	25369
17783	25370
17784	25372
17785	25373
17786	25375
17787	25376
17788	25378
17789	25379
17790	25380
17791	25382
17792	25383
17793	25385
17794	25386
17795	25388
17796	25389
17797	25390
17798	25392
17799	25393
18000	25395
18001	25396
18002	25398
18003	25399
18004	25400
18005	25402
18006	25403
18007	25405

Pre-revised Pension + DP (if any)	Revised Pension
17808	25406
17809	25408
17810	25409
17811	25410
17812	25412
17813	25413
17814	25415
17815	25416
17816	25417
17817	25419
17818	25420
17819	25422
17820	25423
17821	25425
17822	25426
17823	25427
17824	25429
17825	25430
17826	25432
17827	25433
17828	25435
17829	25436
17830	25437
17831	25439
17832	25440
17833	25442
17834	25443
17835	25445
17836	25446
17837	25447
17838	25449
17839	25450
17840	25452
17841	25453
17842	25455

Pre-revised Pension + DP (if any)	Revised Pension
17843	25456
17844	25457
17845	25459
17846	25460
17847	25462
17848	25463
17849	25465
17850	25466
17851	25467
17852	25469
17853	25470
17854	25472
17855	25473
17856	25475
17857	25476
17858	25477
17859	25479
17860	25480
17861	25482
17862	25483
17863	25485
17864	25486
17865	25487
17866	25489
17867	25490
17868	25492
17869	25493
17870	25495
17871	25496
17872	25497
17873	25499
17874	25500
17875	25502
17876	25503
17877	25505

Pre-revised Pension + DP (if any)	Revised Pension
17878	25506
17879	25507
17880	25509
17881	25510
17882	25512
17883	25513
17884	25515
17885	25516
17886	25517
17887	25519
17888	25520
17889	25522
17890	25523
17891	25524
17892	25526
17893	25527
17894	25529
17895	25530
17896	25532
17897	25533
17898	25534
17899	25536
17900	25537
17901	25539
17902	25540
17903	25542
17904	25543
17905	25544
17906	25546
17907	25547
17908	25549
17909	25550
17910	25552
17911	25553
17912	25554

Pre-revised Pension + DP (if any)	Revised Pension
17913	25556
17914	25557
17915	25559
17916	25560
17917	25562
17918	25563
17919	25564
17920	25566
17921	25567
17922	25569
17923	25570
17924	25572
17925	25573
17926	25574
17927	25576
17928	25577
17929	25579
17930	25580
17931	25582
17932	25583
17933	25584
17934	25586
17935	25587
17936	25589
17937	25590
17938	25592
17939	25593
17940	25594
17941	25596
17942	25597
17943	25599
17944	25600
17945	25602
17946	25603
17947	25604

Pre-revised Pension + DP (if any)	Revised Pension
17948	25606
17949	25607
17950	25609
17951	25610
17952	25612
17953	25613
17954	25614
17955	25616
17956	25617
17957	25619
17958	25620
17959	25622
17960	25623
17961	25624
17962	25626
17963	25627
17964	25629
17965	25630
17966	25631
17967	25633
17968	25634
17969	25636
17970	25637
17971	25639
17972	25640
17973	25641
17974	25643
17975	25644
17976	25646
17977	25647
17978	25649
17979	25650
17980	25651
17981	25653
17982	25654

Pre-revised Pension + DP (if any)	Revised Pension
17983	25656
17984	25657
17985	25659
17986	25660
17987	25661
17988	25663
17989	25664
17990	25666
17991	25667
17992	25669
17993	25670
17994	25671
17995	25673
17996	25674
17997	25676
17998	25677
17999	25679
18000	25680
18001	25681
18002	25683
18003	25684
18004	25686
18005	25687
18006	25689
18007	25690
18008	25691
18009	25693
18010	25694
18011	25696
18012	25697
18013	25699
18014	25700
18015	25701
18016	25703
18017	25704

Pre-revised Pension + DP (if any)	Revised Pension
18018	25706
18019	25707
18020	25709
18021	25710
18022	25711
18023	25713
18024	25714
18025	25716
18026	25717
18027	25719
18028	25720
18029	25721
18030	25723
18031	25724
18032	25726
18033	25727
18034	25729
18035	25730
18036	25731
18037	25733
18038	25734
18039	25736
18040	25737
18041	25738
18042	25740
18043	25741
18044	25743
18045	25744
18046	25746
18047	25747
18048	25748
18049	25750
18050	25751
18051	25753
18052	25754

Pre-revised Pension + DP (if any)	Revised Pension
18053	25756
18054	25757
18055	25758
18056	25760
18057	25761
18058	25763
18059	25764
18060	25766
18061	25767
18062	25768
18063	25770
18064	25771
18065	25773
18066	25774
18067	25776
18068	25777
18069	25778
18070	25780
18071	25781
18072	25783
18073	25784
18074	25786
18075	25787
18076	25788
18077	25790
18078	25791
18079	25793
18080	25794
18081	25796
18082	25797
18083	25798
18084	25800
18085	25801
18086	25803
18087	25804

Pre-revised Pension + DP (if any)	Revised Pension
18088	25806
18089	25807
18090	25808
18091	25810
18092	25811
18093	25813
18094	25814
18095	25816
18096	25817
18097	25818
18098	25820
18099	25821
18100	25823
18101	25824
18102	25826
18103	25827
18104	25828
18105	25830
18106	25831
18107	25833
18108	25834
18109	25836
18110	25837
18111	25838
18112	25840
18113	25841
18114	25843
18115	25844
18116	25845
18117	25847
18118	25848
18119	25850
18120	25851
18121	25853
18122	25854

Pre-revised Pension + DP (if any)	Revised Pension
18123	25855
18124	25857
18125	25858
18126	25860
18127	25861
18128	25863
18129	25864
18130	25865
18131	25867
18132	25868
18133	25870
18134	25871
18135	25873
18136	25874
18137	25875
18138	25877
18139	25878
18140	25880
18141	25881
18142	25883
18143	25884
18144	25885
18145	25887
18146	25888
18147	25890
18148	25891
18149	25893
18150	25894
18151	25895
18152	25897
18153	25898
18154	25900
18155	25901
18156	25903
18157	25904

Pre-revised Pension + DP (if any)	Revised Pension
18158	25905
18159	25907
18160	25908
18161	25910
18162	25911
18163	25913
18164	25914
18165	25915
18166	25917
18167	25918
18168	25920
18169	25921
18170	25923
18171	25924
18172	25925
18173	25927
18174	25928
18175	25930
18176	25931
18177	25933
18178	25934
18179	25935
18180	25937
18181	25938
18182	25940
18183	25941
18184	25943
18185	25944
18186	25945
18187	25947
18188	25948
18189	25950
18190	25951
18191	25952
18192	25954

Pre-revised Pension + DP (if any)	Revised Pension
18193	25955
18194	25957
18195	25958
18196	25960
18197	25961
18198	25962
18199	25964
18200	25965
18201	25967
18202	25968
18203	25970
18204	25971
18205	25972
18206	25974
18207	25975
18208	25977
18209	25978
18210	25980
18211	25981
18212	25982
18213	25984
18214	25985
18215	25987
18216	25988
18217	25990
18218	25991
18219	25992
18220	25994
18221	25995
18222	25997
18223	25998
18224	26000
18225	26001
18226	26002
18227	26004

Pre-revised Pension + DP (if any)	Revised Pension
18228	26005
18229	26007
18230	26008
18231	26010
18232	26011
18233	26012
18234	26014
18235	26015
18236	26017
18237	26018
18238	26020
18239	26021
18240	26022
18241	26024
18242	26025
18243	26027
18244	26028
18245	26030
18246	26031
18247	26032
18248	26034
18249	26035
18250	26037
18251	26038
18252	26040
18253	26041
18254	26042
18255	26044
18256	26045
18257	26047
18258	26048
18259	26050
18260	26051
18261	26052
18262	26054

Pre-revised Pension + DP (if any)	Revised Pension
18263	26055
18264	26057
18265	26058
18266	26059
18267	26061
18268	26062
18269	26064
18270	26065
18271	26067
18272	26068
18273	26069
18274	26071
18275	26072
18276	26074
18277	26075
18278	26077
18279	26078
18280	26079
18281	26081
18282	26082
18283	26084
18284	26085
18285	26087
18286	26088
18287	26089
18288	26091
18289	26092
18290	26094
18291	26095
18292	26097
18293	26098
18294	26099
18295	26101
18296	26102
18297	26104

Pre-revised Pension + DP (if any)	Revised Pension
18298	26105
18299	26107
18300	26108
18301	26109
18302	26111
18303	26112
18304	26114
18305	26115
18306	26117
18307	26118
18308	26119
18309	26121
18310	26122
18311	26124
18312	26125
18313	26127
18314	26128
18315	26129
18316	26131
18317	26132
18318	26134
18319	26135
18320	26137
18321	26138
18322	26139
18323	26141
18324	26142
18325	26144
18326	26145
18327	26147
18328	26148
18329	26149
18330	26151
18331	26152
18332	26154

Pre-revised Pension + DP (if any)	Revised Pension
18333	26155
18334	26157
18335	26158
18336	26159
18337	26161
18338	26162
18339	26164
18340	26165
18341	26166
18342	26168
18343	26169
18344	26171
18345	26172
18346	26174
18347	26175
18348	26176
18349	26178
18350	26179
18351	26181
18352	26182
18353	26184
18354	26185
18355	26186
18356	26188
18357	26189
18358	26191
18359	26192
18360	26194
18361	26195
18362	26196
18363	26198
18364	26199
18365	26201
18366	26202
18367	26204

Pre-revised Pension + DP (if any)	Revised Pension
18368	26205
18369	26206
18370	26208
18371	26209
18372	26211
18373	26212
18374	26214
18375	26215
18376	26216
18377	26218
18378	26219
18379	26221
18380	26222
18381	26224
18382	26225
18383	26226
18384	26228
18385	26229
18386	26231
18387	26232
18388	26234
18389	26235
18390	26236
18391	26238
18392	26239
18393	26241
18394	26242
18395	26244
18396	26245
18397	26246
18398	26248
18399	26249
18400	26251
18401	26252
18402	26254

Pre-revised Pension + DP (if any)	Revised Pension
18403	26255
18404	26256
18405	26258
18406	26259
18407	26261
18408	26262
18409	26264
18410	26265
18411	26266
18412	26268
18413	26269
18414	26271
18415	26272
18416	26273
18417	26275
18418	26276
18419	26278
18420	26279
18421	26281
18422	26282
18423	26283
18424	26285
18425	26286
18426	26288
18427	26289
18428	26291
18429	26292
18430	26293
18431	26295
18432	26296
18433	26298
18434	26299
18435	26301
18436	26302
18437	26303

Pre-revised Pension + DP (if any)	Revised Pension
18438	26305
18439	26306
18440	26308
18441	26309
18442	26311
18443	26312
18444	26313
18445	26315
18446	26316
18447	26318
18448	26319
18449	26321
18450	26322
18451	26323
18452	26325
18453	26326
18454	26328
18455	26329
18456	26331
18457	26332
18458	26333
18459	26335
18460	26336
18461	26338
18462	26339
18463	26341
18464	26342
18465	26343
18466	26345
18467	26346
18468	26348
18469	26349
18470	26351
18471	26352
18472	26353

Pre-revised Pension + DP (if any)	Revised Pension
18473	26355
18474	26356
18475	26358
18476	26359
18477	26361
18478	26362
18479	26363
18480	26365
18481	26366
18482	26368
18483	26369
18484	26371
18485	26372
18486	26373
18487	26375
18488	26376
18489	26378
18490	26379
18491	26380
18492	26382
18493	26383
18494	26385
18495	26386
18496	26388
18497	26389
18498	26390
18499	26392
18500	26393
18501	26395
18502	26396
18503	26398
18504	26399
18505	26400
18506	26402
18507	26403

Pre-revised Pension + DP (if any)	Revised Pension
18508	26405
18509	26406
18510	26408
18511	26409
18512	26410
18513	26412
18514	26413
18515	26415
18516	26416
18517	26418
18518	26419
18519	26420
18520	26422
18521	26423
18522	26425
18523	26426
18524	26428
18525	26429
18526	26430
18527	26432
18528	26433
18529	26435
18530	26436
18531	26438
18532	26439
18533	26440
18534	26442
18535	26443
18536	26445
18537	26446
18538	26448
18539	26449
18540	26450
18541	26452
18542	26453

Pre-revised Pension + DP (if any)	Revised Pension
18543	26455
18544	26456
18545	26458
18546	26459
18547	26460
18548	26462
18549	26463
18550	26465
18551	26466
18552	26468
18553	26469
18554	26470
18555	26472
18556	26473
18557	26475
18558	26476
18559	26478
18560	26479
18561	26480
18562	26482
18563	26483
18564	26485
18565	26486
18566	26487
18567	26489
18568	26490
18569	26492
18570	26493
18571	26495
18572	26496
18573	26497
18574	26499
18575	26500
18576	26502
18577	26503

Pre-revised Pension + DP (if any)	Revised Pension
18578	26505
18579	26506
18580	26507
18581	26509
18582	26510
18583	26512
18584	26513
18585	26515
18586	26516
18587	26517
18588	26519
18589	26520
18590	26522
18591	26523
18592	26525
18593	26526
18594	26527
18595	26529
18596	26530
18597	26532
18598	26533
18599	26535
18600	26536
18601	26537
18602	26539
18603	26540
18604	26542
18605	26543
18606	26545
18607	26546
18608	26547
18609	26549
18610	26550
18611	26552
18612	26553

Pre-revised Pension + DP (if any)	Revised Pension
18613	26555
18614	26556
18615	26557
18616	26559
18617	26560
18618	26562
18619	26563
18620	26565
18621	26566
18622	26567
18623	26569
18624	26570
18625	26572
18626	26573
18627	26575
18628	26576
18629	26577
18630	26579
18631	26580
18632	26582
18633	26583
18634	26585
18635	26586
18636	26587
18637	26589
18638	26590
18639	26592
18640	26593
18641	26594
18642	26596
18643	26597
18644	26599
18645	26600
18646	26602
18647	26603

Pre-revised Pension + DP (if any)	Revised Pension
18648	26604
18649	26606
18650	26607
18651	26609
18652	26610
18653	26612
18654	26613
18655	26614
18656	26616
18657	26617
18658	26619
18659	26620
18660	26622
18661	26623
18662	26624
18663	26626
18664	26627
18665	26629
18666	26630
18667	26632
18668	26633
18669	26634
18670	26636
18671	26637
18672	26639
18673	26640
18674	26642
18675	26643
18676	26644
18677	26646
18678	26647
18679	26649
18680	26650
18681	26652
18682	26653

Pre-revised Pension + DP (if any)	Revised Pension
18683	26654
18684	26656
18685	26657
18686	26659
18687	26660
18688	26662
18689	26663
18690	26664
18691	26666
18692	26667
18693	26669
18694	26670
18695	26672
18696	26673
18697	26674
18698	26676
18699	26677
18700	26679
18701	26680
18702	26682
18703	26683
18704	26684
18705	26686
18706	26687
18707	26689
18708	26690
18709	26692
18710	26693
18711	26694
18712	26696
18713	26697
18714	26699
18715	26700
18716	26701
18717	26703

Pre-revised Pension + DP (if any)	Revised Pension
18718	26704
18719	26706
18720	26707
18721	26709
18722	26710
18723	26711
18724	26713
18725	26714
18726	26716
18727	26717
18728	26719
18729	26720
18730	26721
18731	26723
18732	26724
18733	26726
18734	26727
18735	26729
18736	26730
18737	26731
18738	26733
18739	26734
18740	26736
18741	26737
18742	26739
18743	26740
18744	26741
18745	26743
18746	26744
18747	26746
18748	26747
18749	26749
18750	26750
18751	26751
18752	26753

Pre-revised Pension + DP (if any)	Revised Pension
18753	26754
18754	26756
18755	26757
18756	26759
18757	26760
18758	26761
18759	26763
18760	26764
18761	26766
18762	26767
18763	26769
18764	26770
18765	26771
18766	26773
18767	26774
18768	26776
18769	26777
18770	26779
18771	26780
18772	26781
18773	26783
18774	26784
18775	26786
18776	26787
18777	26789
18778	26790
18779	26791
18780	26793
18781	26794
18782	26796
18783	26797
18784	26799
18785	26800
18786	26801
18787	26803

Pre-revised Pension + DP (if any)	Revised Pension
18788	26804
18789	26806
18790	26807
18791	26808
18792	26810
18793	26811
18794	26813
18795	26814
18796	26816
18797	26817
18798	26818
18799	26820
18800	26821
18801	26823
18802	26824
18803	26826
18804	26827
18805	26828
18806	26830
18807	26831
18808	26833
18809	26834
18810	26836
18811	26837
18812	26838
18813	26840
18814	26841
18815	26843
18816	26844
18817	26846
18818	26847
18819	26848
18820	26850
18821	26851
18822	26853

Pre-revised Pension + DP (if any)	Revised Pension
18823	26854
18824	26856
18825	26857
18826	26858
18827	26860
18828	26861
18829	26863
18830	26864
18831	26866
18832	26867
18833	26868
18834	26870
18835	26871
18836	26873
18837	26874
18838	26876
18839	26877
18840	26878
18841	26880
18842	26881
18843	26883
18844	26884
18845	26886
18846	26887
18847	26888
18848	26890
18849	26891
18850	26893
18851	26894
18852	26896
18853	26897
18854	26898
18855	26900
18856	26901
18857	26903

Pre-revised Pension + DP (if any)	Revised Pension
18858	26904
18859	26906
18860	26907
18861	26908
18862	26910
18863	26911
18864	26913
18865	26914
18866	26915
18867	26917
18868	26918
18869	26920
18870	26921
18871	26923
18872	26924
18873	26925
18874	26927
18875	26928
18876	26930
18877	26931
18878	26933
18879	26934
18880	26935
18881	26937
18882	26938
18883	26940
18884	26941
18885	26943
18886	26944
18887	26945
18888	26947
18889	26948
18890	26950
18891	26951
18892	26953

Pre-revised Pension + DP (if any)	Revised Pension
18893	26954
18894	26955
18895	26957
18896	26958
18897	26960
18898	26961
18899	26963
18900	26964
18901	26965
18902	26967
18903	26968
18904	26970
18905	26971
18906	26973
18907	26974
18908	26975
18909	26977
18910	26978
18911	26980
18912	26981
18913	26983
18914	26984
18915	26985
18916	26987
18917	26988
18918	26990
18919	26991
18920	26993
18921	26994
18922	26995
18923	26997
18924	26998
18925	27000
18926	27001
18927	27003

Pre-revised Pension + DP (if any)	Revised Pension
18928	27004
18929	27005
18930	27007
18931	27008
18932	27010
18933	27011
18934	27013
18935	27014
18936	27015
18937	27017
18938	27018
18939	27020
18940	27021
18941	27022
18942	27024
18943	27025
18944	27027
18945	27028
18946	27030
18947	27031
18948	27032
18949	27034
18950	27035
18951	27037
18952	27038
18953	27040
18954	27041
18955	27042
18956	27044
18957	27045
18958	27047
18959	27048
18960	27050
18961	27051
18962	27052

Pre-revised Pension + DP (if any)	Revised Pension
18963	27054
18964	27055
18965	27057
18966	27058
18967	27060
18968	27061
18969	27062
18970	27064
18971	27065
18972	27067
18973	27068
18974	27070
18975	27071
18976	27072
18977	27074
18978	27075
18979	27077
18980	27078
18981	27080
18982	27081
18983	27082
18984	27084
18985	27085
18986	27087
18987	27088
18988	27090
18989	27091
18990	27092
18991	27094
18992	27095
18993	27097
18994	27098
18995	27100
18996	27101
18997	27102

Pre-revised Pension + DP (if any)	Revised Pension
18998	27104
18999	27105
19000	27107
19001	27108
19002	27110
19003	27111
19004	27112
19005	27114
19006	27115
19007	27117
19008	27118
19009	27120
19010	27121
19011	27122
19012	27124
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19021	27137
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19025	27142
19026	27144
19027	27145
19028	27147
19029	27148
19030	27149
19031	27151
19032	27152

Pre-revised Pension + DP (if any)	Revised Pension
19033	27154
19034	27155
19035	27157
19036	27158
19037	27159
19038	27161
19039	27162
19040	27164
19041	27165
19042	27167
19043	27168
19044	27169
19045	27171
19046	27172
19047	27174
19048	27175
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19050	27178
19051	27179
19052	27181
19053	27182
19054	27184
19055	27185
19056	27187
19057	27188
19058	27189
19059	27191
19060	27192
19061	27194
19062	27195
19063	27197
19064	27198
19065	27199
19066	27201
19067	27202

Pre-revised Pension + DP (if any)	Revised Pension
19068	27204
19069	27205
19070	27207
19071	27208
19072	27209
19073	27211
19074	27212
19075	27214
19076	27215
19077	27217
19078	27218
19079	27219
19080	27221
19081	27222
19082	27224
19083	27225
19084	27227
19085	27228
19086	27229
19087	27231
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19091	27236
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19093	27239
19094	27241
19095	27242
19096	27244
19097	27245
19098	27246
19099	27248
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19101	27251
19102	27252

Pre-revised Pension + DP (if any)	Revised Pension
19103	27254
19104	27255
19105	27256
19106	27258
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19135	27299
19136	27301
19137	27302

Pre-revised Pension + DP (if any)	Revised Pension
19138	27304
19139	27305
19140	27306
19141	27308
19142	27309
19143	27311
19144	27312
19145	27314
19146	27315
19147	27316
19148	27318
19149	27319
19150	27321
19151	27322
19152	27324
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19154	27326
19155	27328
19156	27329
19157	27331
19158	27332
19159	27334
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19161	27336
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19163	27339
19164	27341
19165	27342
19166	27343
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19170	27349
19171	27351
19172	27352

Pre-revised Pension + DP (if any)	Revised Pension
19173	27353
19174	27355
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19200	27392
19201	27393
19202	27395
19203	27396
19204	27398
19205	27399
19206	27401
19207	27402

Pre-revised Pension + DP (if any)	Revised Pension
19208	27403
19209	27405
19210	27406
19211	27408
19212	27409
19213	27411
19214	27412
19215	27413
19216	27415
19217	27416
19218	27418
19219	27419
19220	27421
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19222	27423
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19227	27431
19228	27432
19229	27433
19230	27435
19231	27436
19232	27438
19233	27439
19234	27441
19235	27442
19236	27443
19237	27445
19238	27446
19239	27448
19240	27449
19241	27450
19242	27452

Pre-revised Pension + DP (if any)	Revised Pension
19243	27453
19244	27455
19245	27456
19246	27458
19247	27459
19248	27460
19249	27462
19250	27463
19251	27465
19252	27466
19253	27468
19254	27469
19255	27470
19256	27472
19257	27473
19258	27475
19259	27476
19260	27478
19261	27479
19262	27480
19263	27482
19264	27483
19265	27485
19266	27486
19267	27488
19268	27489
19269	27490
19270	27492
19271	27493
19272	27495
19273	27496
19274	27498
19275	27499
19276	27500
19277	27502

Pre-revised Pension + DP (if any)	Revised Pension
19278	27503
19279	27505
19280	27506
19281	27508
19282	27509
19283	27510
19284	27512
19285	27513
19286	27515
19287	27516
19288	27518
19289	27519
19290	27520
19291	27522
19292	27523
19293	27525
19294	27526
19295	27528
19296	27529
19297	27530
19298	27532
19299	27533
19300	27535
19301	27536
19302	27538
19303	27539
19304	27540
19305	27542
19306	27543
19307	27545
19308	27546
19309	27548
19310	27549
19311	27550
19312	27552

Pre-revised Pension + DP (if any)	Revised Pension
19313	27553
19314	27555
19315	27556
19316	27557
19317	27559
19318	27560
19319	27562
19320	27563
19321	27565
19322	27566
19323	27567
19324	27569
19325	27570
19326	27572
19327	27573
19328	27575
19329	27576
19330	27577
19331	27579
19332	27580
19333	27582
19334	27583
19335	27585
19336	27586
19337	27587
19338	27589
19339	27590
19340	27592
19341	27593
19342	27595
19343	27596
19344	27597
19345	27599
19346	27600
19347	27602

Pre-revised Pension + DP (if any)	Revised Pension
19348	27603
19349	27605
19350	27606
19351	27607
19352	27609
19353	27610
19354	27612
19355	27613
19356	27615
19357	27616
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19361	27622
19362	27623
19363	27625
19364	27626
19365	27627
19366	27629
19367	27630
19368	27632
19369	27633
19370	27635
19371	27636
19372	27637
19373	27639
19374	27640
19375	27642
19376	27643
19377	27645
19378	27646
19379	27647
19380	27649
19381	27650
19382	27652

Pre-revised Pension + DP (if any)	Revised Pension
19383	27653
19384	27655
19385	27656
19386	27657
19387	27659
19388	27660
19389	27662
19390	27663
19391	27664
19392	27666
19393	27667
19394	27669
19395	27670
19396	27672
19397	27673
19398	27674
19399	27676
19400	27677
19401	27679
19402	27680
19403	27682
19404	27683
19405	27684
19406	27686
19407	27687
19408	27689
19409	27690
19410	27692
19411	27693
19412	27694
19413	27696
19414	27697
19415	27699
19416	27700
19417	27702

Pre-revised Pension + DP (if any)	Revised Pension
19418	27703
19419	27704
19420	27706
19421	27707
19422	27709
19423	27710
19424	27712
19425	27713
19426	27714
19427	27716
19428	27717
19429	27719
19430	27720
19431	27722
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19433	27724
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19436	27729
19437	27730
19438	27732
19439	27733
19440	27734
19441	27736
19442	27737
19443	27739
19444	27740
19445	27742

Pre-revised Pension + DP (if any)	Revised Pension
19446	27743
19447	27744
19448	27746
19449	27747
19450	27749
19451	27750
19452	27752
19453	27753
19454	27754
19455	27756
19456	27757
19457	27759
19458	27760
19459	27762
19460	27763
19461	27764
19462	27766
19463	27767
19464	27769
19465	27770
19466	27771
19467	27773
19468	27774
19469	27776
19470	27777
19471	27779
19472	27780
19473	27781

Pre-revised Pension + DP (if any)	Revised Pension
19474	27783
19475	27784
19476	27786
19477	27787
19478	27789
19479	27790
19480	27791
19481	27793
19482	27794
19483	27796
19484	27797
19485	27799
19486	27800
19487	27801
19488	27803
19489	27804
19490	27806
19491	27807
19492	27809
19493	27810
19494	27811
19495	27813
19496	27814
19497	27816
19498	27817
19499	27819
19500	27820
22500	32100

Proposed Revised Commutation Table

Age	Factor
20	9.188
21	9.187
22	9.186
23	9.185
24	9.184
25	9.183
26	9.182
27	9.180
28	9.178
29	9.176
30	9.173
31	9.169
32	9.164
33	9.159
34	9.152
35	9.145
36	9.136
37	9.126
38	9.116
39	9.103
40	9.090

Age	Factor
41	9.075
42	9.059
43	9.040
44	9.019
45	8.996
46	8.971
47	8.943
48	8.913
49	8.881
50	8.846
51	8.808
52	8.768
53	8.724
54	8.678
55	8.627
56	8.572
57	8.512
58	8.446
59	8.371
60	8.287
61	8.194

Age	Factor
62	8.093
63	7.982
64	7.862
65	7.731
66	7.591
67	7.431
68	7.262
69	7.083
70	6.897
71	6.703
72	6.502
73	6.296
74	6.085
75	5.872
76	5.657
77	5.443
78	5.229
79	5.018
80	4.812
81	4.611

[Basis: LIC(94-96) Ultimate Tables and 8.00% interest]

6.1 E Government

1. The term e-government is of recent origin and there exists no standard definition since the conceptual understanding is still evolving. The generally accepted definition is: "e-government" or electronic government refers to the use of Information and Communication Technologies (ICTs) by government agencies for any or all of the following reasons:

- Exchange of information with citizens, businesses or other government departments
- Speedier and more efficient delivery of public services
- Improving internal efficiency
- Reducing costs or increasing revenue
- Re-structuring of administrative processes (<http://www.nisg.org>).

2. The essence of e-Government can be summarized as: "The enhanced value for stakeholders through transformation" Conventional delivery systems will continue to be important given the restricted coverage though internet, limited spread of education, lack of infrastructure like power etc. There is widespread societal bureaucratic routine, paperwork, procedures and delays, overcentralization, systematic rigidities and poor service quality. Change in institutional practices and institutional environment is necessary to maintain systemic viability in the face of global competition. Technology impacts the way work is organized and how employees work. Not all the existing processes add value and still remain valid.

- a) ICT offers an opportunity for improvement in public service delivery and most administrative best practices build upon the process redesign and convergence that ICT facilitates. ICT leads to a transformation in work processes and service delivery, lowers transaction cost with improvement in transparency and accountability. It enables transformational change rather than merely technical change. E- Governance information systems should not mean electronic reproduction of existing institutional patterns and relations, and the same patterns of inter-department co-operation.
- b) ICT enabled E-Governance models and best practices enable integration of Government processes and communication with access enabled across space and time on an on-line real time basis, with status tracking and status information. Integrated user group interface through ICT platforms help provide minimal

public interface for time bound delivery of services with reduction in delay and corruption, improved transparency and help bridge the performance gap. Examples of best practices are the Passenger Reservation System (PRS) and the Freight Operation Information System (FOIS) of the Indian Railways.

- c) The integration of back-end services and transformation of process design for basic service delivery linked to organizational level restructuring is at the heart of the transformation.
- d) It is also important to integrate Government services with inter-operable standards with convergence across departments breaking up the silos and duplication of meta-data and processes and divisions between the technical / operational side and between field and secretariat. Architectural change of organisations is also part of this transformation. The concept of networking of organizations and information systems, with public administration functioning on a networked horizontal structural base, marking a departure from hierarchical command structures is the future administrative roadmap.

3. Stages of E- Governance

Stage I – WEB PRESENCE- The first phase is marked by web presence of public institutions and dissemination of information. This has been facilitated by the Right to Information Act, 2005 (RTI) and this has been developed as a basic feature of all public services where type of service and service provider details are made available in a proactive manner. This information is also being integrated for citizen access through the National and State Portals which provide basic information on Government programmes and services. Web presence can range from basic and static information to access to databases, documents, policies etc with the aid of help features and site map.

Stage II – INTERACTIVE PRESENCE- The next stage is marked by an interactive interface with stakeholders with pro-active solutions to problem solving and electronic requests for services and financial transactions. The service starts on the internet but does not always end there. Applications related to property tax, land registration, property titles and programmes like 'bhoomi' are now being replicated at the national level. Efforts to widen the reach of these basic services to ordinary citizens through community access in several ways – through Online Sections at Government Offices, integrated service delivery through one-stop service centres – E kiosks, e-seva kendras etc, Post Offices, call centres, cooperative centres etc. – are now well tested in states like Andhra Pradesh, Karnataka, Maharashtra, Rajasthan, Gujarat, UP etc. (see Annex 6.3.3)

Stage III – TRANSACTIONAL PRESENCE- Completion of transactions on the internet and access to internet. This interaction in turn results in vertical and horizontal integration which changes the way a service is delivered, the effort being for completion of the transaction for the service through the internet with putting in place of back-end integration. The architectural model for this stage requires interoperability and convergence. There is electronic communication between the platform and citizen and the transaction is completed online.

Stage IV – NETWORKED PRESENCE AND E-PARTICIPATION- The fourth stage is marked by a Government to Citizen (G2C) framework based on an integrated network of public agencies, process certification and participation in basic process design and political processes. Web comment forms, upcoming events, on line polling mechanism, discussion forums and online consultation facilities are part of this stage. Integrated Portals are central to this integration. Web based political participation and institutionalization of stakeholder participation with tools like citizen polling mark important benchmarks in this stage. The promise of inclusion of all is an important hallmark of this stage. The Sixth Central Pay Commission’s use of the online portal for inviting feedback and consultation on various relevant aspects through the questionnaire and processing of the same electronically is an instance of the same. These responses have been placed online with search facilities and can be viewed at the Commission’s website (<http://india.gov.in/govt/paycommission.php>) and have been analysed at Annex A-1 of the Report.

4. There are innumerable knowledge pieces and best practices available for Stage II and III. It is the last two stages with integration of e-participation which are of strategic/critical importance for transformation towards E-Governance. In India’s case the Second UN World Public Sector Report 2003 had evaluated the country’s **service delivery by stage**. India’s ‘emerging presence’ score is at 100; ‘enhanced presence’ at 63; ‘interactive presence’ at 64; ‘transactional presence’ at 2.4; and networked presence at 4.65 - with a total score of 45. This is higher than that in OECD countries like Spain and similar to Japan but substantially below the leaders (for further details see UN Global E-Government Survey and Graph 4.4 in the Second UN World Public Sector Report. “E-Government at the Crossroads”, 2003, http://unpan1.un.org/intradoc/groups/public/documents/un/unpan_012733.pdf).

National e-governance Plan

5. The NeGP Vision consists of making all Government services accessible to the common man in his locality, through common service delivery outlets and ensure efficiency, transparency & reliability of such services at affordable costs to realise the basic needs of the common man. The Government has approved the National e-Governance Plan (NeGP), comprising of 27 Mission Mode Projects (MMPs) and 10 components.

MCA 21 - The first Mission Mode Project to be launched under NeGP

6. The MCA 21 project is an outcome of the MCA's quest for simplifying forms, making forms e-centric, promoting online transactions, and reaching out to stakeholders in an economy that is growing fast and adjusting to the demands of globalization. MCA 21 services are available 24X7 anytime and anywhere through MCA Portal. With more

than 8 Lakhs registered entities, the MCA has over 60 million pages of corporate information in its database. Until recently, corporate representatives were required to visit ROCs just because most transactions were paper-based, leaving little or no room for value-added services. Procedures relating to sorting, storage and retrieval of paper-based records were cumbersome and time-consuming. Due to manual collection of information and verification processes, long queues were inevitable at official counters. During the peak season (Oct-Dec), the situation used to become unmanageable. The process of obtaining information was time-consuming for stakeholders, while the information the erstwhile system yielded was often inaccurate or outdated. The MCA21 covers a network of 25 MCA offices across the country, with more than eight Lakh registered companies. E-filing of all documents is mandatory since September 16, 2006, with the amendment in Companies Act mandating use of digital signatures of companies' authorized representatives. The new system enables payment of statutory fees through off-line as well as on-line modes. As of July 20, 2007, the portal registered an average of 17 lakh hits per day. The e-filings till then totaled 23.77 lakhs. For details see <http://www.nisg.org/previewproject.php>. The MCA 21 has obtained the Excellence in Government Process Re-engineering Category Award 2007-08 (gold).

Passport Seva - A Mission Mode Project under NeGP

7. The Passport Seva Project is intended to transform the delivery of all passport-related services across the country, with accent on process efficiency, citizen focus, employee productivity and system transparency. This transformation is sought to be achieved through citizen-facing processes identified for aggregation in the proposed Passport Facilitation Centers (PFCs) and in service-oriented processes streamlined for efficiency at existing passport offices. The project is being implemented in the public-private partnership mode. The project is expected to result in the issue of passports within 3 days and in cases, which require police verification, within 3 days after the completion of the verification process. It envisages 68 Passport Facilitation Centres all over the country where the non-sovereign functions, involved in the passport issuance process, such as initial scrutiny of the application forms, acceptance of fee, scanning of the documents, taking photos, etc. will be done by the service provider to be selected through an open bidding process. The Government staff at the Passport Facilitation Centres will verify the documents and decide on granting of passport. The other activities such as printing and dispatch will also be done by the Government staff. Police verification will be expedited through electronic linkage of the Passport Facilitation Centres. For further details see http://www.nisg.org/projects/81_SummaryPassportSeva.pdf.

8. Other **Central Mission Mode Projects (MMPS) of the NeGP** include
- **DARPG -E-Office**-This project is aimed at significantly improving the operational efficiency of the Government, by transitioning to a Less Paper Office within next five years. The design this MMP is to achieve work flow automation and knowledge management.

- **Banking** - Core Banking Technology for online fund settlement, electronic mass payment system http://finmin.nic.in/the_ministry/dept_eco_affairs/index.html
- **Central Excise** - filing of service tax & excise returns through <http://www.cbec.gov.in/>.
- **Income Tax** - 19 defined services including e - filing & online submission of forms & online payment of taxes are being covered. The MMP will include processing, correspondence, Tax accounting and allocation of PAN. (http://finmin.nic.in/the_ministry/dept_revenue/cbdt/index.html)
- **NIC** - National Portal of India being implemented to provide a single window access to the information and services of the Indian Government at all levels from Central Government to State Government to District Administration and Panchayat for the Citizens (<http://india.gov.in/>).
- **DGS&D**, Ministry of Commerce and Industry - To reduce cycle time and cost of procurement, to enhance transparency and efficiency of procurement covering all aspect of procurement from indent of tender-to-tender preparation, bidding, bid evaluation and award of contract with security features (<http://www.commerce.nic.in/>).
- **eBiz Project** implemented by Department of Industry Policy & Promotion (DIPP) for provision of Government to Business (G2B) services to stakeholders. Pilot has been initiated in four states, namely, UP, Maharashtra , Haryana at 1 district in each state. 25 G2B services relating to 14 departments of central, state and local governments would be provided online (<http://dipp.nic.in/>).

State level Mission Mode Projects:

9. State level Mission Mode Projects include Agriculture, Commercial Taxes , e-District , Employment Exchange, Land Records, Municipalities, Panchayats, Police, Property Registration, Road Transport and Treasuries (<http://www.mit.gov.in/default.aspx?id=831>).

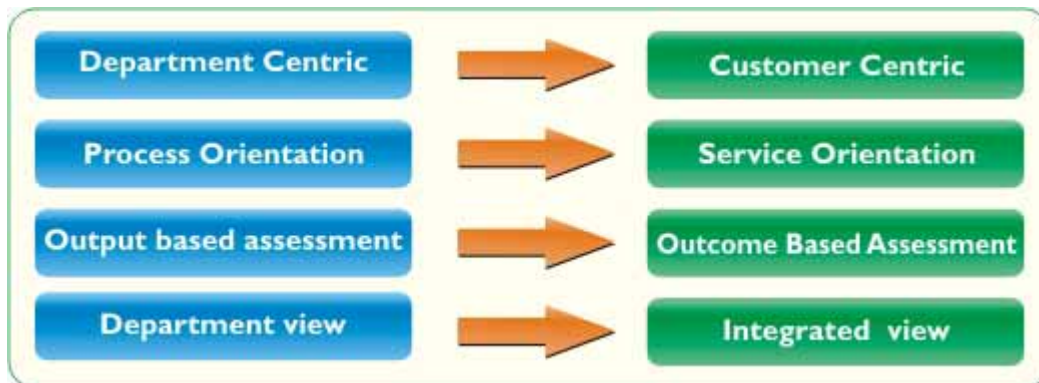
Awards for Exemplary Implementation of e-Governance Initiatives:

10. These are presented by the Department of Administrative Reforms and Public Grievances (DARPG) every year. The category of awards include Excellence in Government Process Re-engineering, Exemplary Horizontal Transfer of ICT-based Best Practice, Outstanding performance in Citizen-Centric Service Delivery, Innovative Technology Usage in e-Governance, Exemplary Usage of ICT by PSUs, Best Government Website, Sectoral Award and Special Award for achievements in areas not covered in any of the above specified award category such as projects focused on knowledge management, information Security, project management etc. The Evaluation Criteria (Parameters) for Excellence in Government Process Re-Engineering for instance are citizen centricity, user convenience, efficiency enhancement, cost effectiveness, capacity building & organizational sustainability, accountability, innovation and

appropriate delegation. Outstanding performance in Citizen-Centric Service Delivery has stakeholder consultation, citizen centricity & relevance, user convenience, cost to user, citizen charter adherence, problem resolution, privacy & security policy, innovation, e-inclusion, sustainability and no of users & services etc. as parameters. For further details on Best Practices and Reforms Initiatives see the DARPG website <http://darpn.nic.in> and the Governance Knowledge Centre at www.indiagovernance.gov.in. The Performance Related Incentive Scheme (PRIS) can be an effective tool to disseminate these best practices and initiatives.

The National Institute of Smart Governance:

11. NISG has been incorporated as a 'not-for-profit company' under Section 25 of the Companies Act 1956 India, at Hyderabad in 2002. <http://www.nisg.org/>. Its vision is to establish itself as a Centre of Excellence in e-Governance by leveraging private sector resources through public private partnership mode for the spread of e-Governance. NISG believes that the key to unlocking potential in the government sector lies in educating stakeholders about the unlimited possibilities in an e-centric dispensation. Informed stakeholders will complement efforts to re-invent government through modified procedures that mirror efficiency, convenience, fairness, equity and justice. Such transformation calls for a paradigm shift in thinking. The illustration given below highlights the key ingredients of government transformation:-



6.3.2 BEST PRACTICES

1. A Best Practice is the improvement in efficiency of management systems for the delivery of basic services, communication of information and facilitating public decision making. (Learn from Them, A compilation of Best Practices, DARPG, 2007). **The UN defines best practices as successful initiatives which have a demonstrable and tangible impact on improving people’s quality of life; are the result of effective partnerships between the public, private and civic sectors of society; and are socially, culturally,**

economically and environmentally sustainable. While basic analytical models are available (what works and why) there are problems in going to scale, in sustainability and replicability. Best Practices often incorporate active solutions for problem solving based on effective partnerships and institutionalized interface with stakeholders and citizens.

2. The MIT identified six key similarities among Best Practices, which are applicable to both private and public sector organizations:

- i. A focus on simultaneous improvement in quality, costs and delivery
- ii. Closer links to customers
- iii. Closer relationships with suppliers
- iv. The effective use of technology for strategic advantage
- v. Less hierarchical and less compartmentalized organization for greater flexibility
- vi. Human Resources policies that promote continuous learning, teamwork, participation and flexibility

3. The Second UN Conference on Human Settlements (Habitat II) launched the call of Best Practice as a means of identifying what works in improving living conditions on a sustainable basis. The international community adopted a single definition of a Best Practice based on three criteria comprising Partnership, Impact and Sustainability and an additional criterion of Leadership and Community Empowerment.)

4. The Administrative Reforms Commission has lamented our incapacity to institutionalize best practices. There are a large number of demonstrated best practices, knowledge pieces and instruments for transforming public service delivery and improving the quality of life. There is a rapid pace of expansion of public interface at the ground level in many states ushering in a period of rapid change. E-governance service centres, offering multiple services with local language content development, are run on sustainable business models with process re-engineering and back-end integration. These are now being replicated across the country. **State Governments are now speedily delivering cutting edge services with development of Best Practices across sectors. Mission Mode Projects in the Central Government are also transforming public service delivery in key areas. These reforms at the Centre and in the States are highly context bound and the PRIS can be used to facilitate these changes.**

6.3.3 STATE LEVEL BEST PRACTICES – SAMPLE EXAMPLES

<p>Andhra Pradesh</p>	<ul style="list-style-type: none"> - <i>E-Seva</i> centres have been established in over 200 villages and towns delivering services to citizens based on a low-cost networking model. Of the 46 bigger e-Seva Centres at mandal headquarters, 16 are headed by MACTS (Mutually Aided Cooperative Societies) which are led by women and have at least 2,000 women members (http://unpan1.un.org/intradoc/groups/public/documents/UNPAN023551[1].pdf). - <i>Bhu Bharati</i>, an integrated land information system, has been piloted in Nizamabad district and details can be seen at http://www.nisg.org/preview_project.php; - <i>e-village Chiluvuru</i> in Guntur District with Wi-fi connectivity, e-village web site and databases MPHS (Multi Purpose House-hold Survey), Land Record Management System and Pattadar Pass Books, Ration Cards Management System, Cooperative Bank Loans Management System, System for School Children attendance and mid day meals on net, health records, crop marketing and counseling for farmers, e-commerce including insurance and transfers etc. - Andhra Performance Tracking System for improving delivery of services and infrastructure. - For further case studies see UNPAN virtual library; Andhra Pradesh: Pioneering E-governance State, Improving Citizen – Government Interface through e-Governance: A Study of India http://unpan1.un.org/intradoc/groups/public/documents/UNPAN021281[1].pdf etc.
<p>Assam</p>	<ul style="list-style-type: none"> - ASHA Web portal for agriculture business in partnership with farmers and producers organizations, financial institutions and community information centres (CICs), localized content with value added services like insurance, credit, trading etc. - Project SANWAD offering citizen oriented services like certificate (income, caste, domicile, land records etc.) and online grievance redressal system. PPP Business Model for kiosks.
<p>Delhi</p>	<ul style="list-style-type: none"> - Has planned a roll out of 8000 ‘Government to citizen kiosks’ in 2008 through a project called <i>Jeevan</i>. While 23 departments and 104 services have been identified to be brought under the ‘‘Jeevan’’ project, 45 priority services would be made available initially through computerised citizen service centres or portals with

	<p>online payment gateway on a BOT basis. Services will include payment of utility bills, getting licenses or certificates, issue of forms etc on a single online platform.</p>
Gujarat	<ul style="list-style-type: none"> - The One-Day Governance model provides eight citizen services across the counter in one hour. These eight services are income certificate, domicile certificate, addition/deletion/modification of name in ration card etc based on business process re-engineering and set procedures. 125 out of 143 municipal centres and all 225 talukas have these One Day Governance Centres or Jan Seva Kendras. - Computerized Inter-state Check-posts in Gujarat http://unpan1.un.org/intradoc/groups/public/documents/Other/UNPAN022731.pdf. - The Chiranjiv Yojana for controlling maternal mortality. - Nirmal Gujarat Project for cleanliness. - Municipal Reforms in Surat where decentralization freed the municipal commissioner to focus on policy issues and empowered zonal commissioners to deal with a fast-changing situation. - Swantah Sukhay - Every District/taluka level officer selects a project, with quantifiable targets and specific deadlines with freedom and flexibility to implement one project in a campaign mode for services to general public. Projects include 24X7 days medical facilities in rural areas, model fair price shops, telemarketing of rural produce incorporating ICT, biometric attendance, citizen centres etc. - Power Sector Reforms for reliable rural power supply. - Vat Information System - Excellence in Government Process Re-engineering Category Award 2007-08 (silver).
Karnataka	<ul style="list-style-type: none"> - Has opened 800 Citizen Service Centres offering an integrated range of services like certificates, pensions, social security payments and special packages like Bhoomi and Kaveri e-registration at 'one stop shops'. - Bhoomi allows computerized easy access and facilities for 'mutations and updation of 20 million land records belonging to 6.7 million farmers in an efficient and transparent way based on a self sustaining business models." - The State is now developing procurement reforms linked with e-GP state wide end to end programme from indent to payment with e-tendering, electronic submission of bids, contract management and e-payment integrated with the treasury system in a phased manner.

	<ul style="list-style-type: none"> - VAT Processing System obtained the Exemplary Horizontal Transfer of ICT based Best Practice category 2007-08 (bronze) - Other successful initiatives are <i>khajane</i> (online treasury project), <i>Gram Swaraj</i> Project to improve service delivery and management of public resources at the Panchayat level etc.
Haryana	<ul style="list-style-type: none"> - Best Practices on 'Integrated Workflow System for Paperless Admission' with online offcampus counseling for all technical courses including post graduate, undergraduate and diploma education has obtained Central award for Exemplary Horizontal Transfer of ICT based Best Practice category 2007-08; - Mustard Procurement management System has obtained an award in the Special Sectoral Award Category, 2007-2008. - <i>Janani Suvidha Yojana</i> for maternal health care.
Kerala	<ul style="list-style-type: none"> - Successfully piloted Rural ICT access points <i>Akshaya</i> with e-payment facilities. The SWIFT pilot programme provides one point solution for 25 types of certificates. - PEARL for administration of registration laws and documents, Agriculture management Information System, etc. - <i>Asraya</i> a community based initiative to remove destitution.
Madhya Pradesh	<ul style="list-style-type: none"> - <i>Gyandoot</i> Community-Owned Rural Internet Kiosks in Dhar where the entire expenditure for the Gyandoot network has been borne by Panchayats and the community with no expenditure burden for the state or national government. (http://unpan1.un.org/intradoc/groups/public/documents/Other/UNPAN022122.pdf) - Decentralizing Teacher Management in MP lowered teacher absenteeism and reinforced accountability. Use of para-teachers made it possible to extend a decentralized model of teacher management in MP that boosted school enrollment in a fiscally-constrained setting. - <i>Rogi Kalyan Samitis</i> with autonomy to charge user fees and deploy them for purchase of equipment and maintenance' are other important experiments. - City Bus Service, Indore.
Maharashtra	<ul style="list-style-type: none"> - Has introduced special legislation, the Maharashtra Government Servants Regulation of Transfers and Prevention of Delay in Discharge of Official Duties Act, 2006 for improved public service delivery with time limit of seven days for pendency with any government servant and overall time limit of forty-five days for

	<p>clearance of the file. Appropriate disciplinary action has been laid against defaulters. The Act also prescribes delegation with up to a maximum of three levels of submission before final decision.</p> <ul style="list-style-type: none"> - It has also impressive best practices including <i>Koshvahini</i> or e-treasury package, e-registration etc. - Warana "Wired Village" project http://unpan1.un.org/intradoc/groups/public/documents/Other/UNPAN_022417[1].pdf, etc.
Rajasthan	<ul style="list-style-type: none"> - Has set up over 500 <i>e- mitra</i> service centres on PPP basis in 31 out of 32 districts with services including certificates, payment of bills, transport ticketing, ration card etc with business process re-engineering in linked departments. - SARATHI (Stamp and Registration Automation with Technology and Information) e-registration in an hour.
Tamilnadu	<ul style="list-style-type: none"> - <i>E- Registration Star</i> and <i>Reginet</i> on a self sustaining basis, - SARI Project Madurai District pilot phase services include farming advice by the Madurai Agricultural College & Research Centre; applications for government loans; e-mail, chatting and voicemail; eyecare and treatment; income, caste, birth and death certificates; old age pension; computer education etc. - Universal Public Distribution System using ICT for online PDS system with smart cards and biometrics.
Tripura	<ul style="list-style-type: none"> - <i>E Suvidha Kendras</i> or service facilitation centres in all SDM offices providing 22 citizen services with tracking.
Uttar Pradesh	<ul style="list-style-type: none"> - The <i>Lokavani</i> pilot of Sitapur District incorporated franchisee e-kiosks which offer services related to grievances, land records, employment services, tender services, court information system etc 15 services on a self-sustaining basis. The programme allows for registration and tracking of applications. Has been rolled out in 21 districts with over 398 kiosks, pilots in land records, e-registration etc underway. Over 16000 Common Service Centres are proposed. -
West Bengal	<ul style="list-style-type: none"> - Gram Panchayat Accounts and Management in 400 panchayats with total coverage by 2009; GIS based information system at GP level. Pilots for Citizen Service Centres ongoing. Tele-medicine projects linking Referral and District Nodal Centres or Hospitals providing teleconsultation with referral centres. 6697 Citizen Service Centres for delivery of various services planned.

6.3.4 Case Study of Machine Tool Prototype Factory (MPF) Ambarnath

The Machine Tool Prototype Factory (MPF), Ambarnath, presents an example of the transformation motivational tools and productivity practices can achieve to improve service delivery quality in an organisation.

2. At MPF, Ambarnath, a highly proactive approach as under has been adopted for quantification and monitoring of productivity amongst office staff:
 - Identification of key performance areas through brainstorming and interaction amongst officers and staff.
 - Extensive use of Information Technology resources for the purpose of constant monitoring, feedback to all concerned with an aim to improve the same.
 - To improve office productivity, “Management by Objective” was encouraged amongst the staff through tools like Total Productivity Management (TPM) wherein staff actively and voluntarily participates in the process to improve the working environment.
 - Adopting the TPM philosophy as a way of life by the office staff thereby ensuring continuous, small improvements that are perceived as attainable by the dealing staff.
3. Insofar as identification of key performance areas is concerned, the following indicators have been identified:
 - Monitoring the movement of dak from the stage of the receipt of letters till it enters the online system. and further monitoring of the desired/allocated work till it is disposed off
 - Identification of important attributes related to the job assigned to the particular staff, desired skill levels, requirement of training and change in the level of skill after completion of training, etc through what is known as ‘Brain Mapping’.
4. The practice of TPM has been started in all the offices of MPF.
 - i. Taking oath in the morning before starting of the work has developed a sense of commitment in the employees. The biggest stumbling block in the Government sector is negative attitude of persons towards their work content and poor team spirit. The biggest gain which MPF has achieved after introducing first step of TPM i.e. 5S is gain in respect of positive change in the attitude.
 - ii. Staff involvement in problem identification and measures to improve their organizational functioning and service deliverables is most important. In the Establishment section for instance the main problems identified were congestion, no cross ventilation and poor natural light, haphazard record management system with papers and files not traceable in time and poor staff motivation. The Staff removed all unwanted papers, files, almirahs, broken tables, chairs etc. from their offices and sent them for either storage of old files at Central Record Room as per the life of the files or old furniture and other office equipments for disposal action.

- iii. The staff was divided into three groups : **Strategic Group** – to handle all matters pertaining to Recruitment, Promotions, RTI Queries etc., **Services Group** – to handle all matters pertaining to Pensions, LTC, Leave Records, Service Records etc and **Dak Group** – to handle receipt, dispatch and monitoring of all incoming and outgoing Dak. The senior most staff within the group was designated as the Group Incharge and all staff was asked to create and maintain a work-flow chart and a check-list for each item of work. As part of the attitudinal change, monitoring the movement of the files, letters etc. through computer was taken up. There has been improvement in the productivity of the individual and consequently the overall productivity of the sections. Appreciating the fact that goals can be achieved only when they are coupled with the best efforts, continuity of performance remains the benchmark and targets are being monitored by the General Manager.
- iv. A major gain achieved is the innovation at the workplace. All the employees in the offices have achieved some spare time during their duty hours, and, during that period, they have started thinking of improving the work by adopting better methods for doing their jobs.
- Records retrieval time has been slashed from 300 seconds to 30 seconds.
 - All Reports and Returns being sent on the 1st of every month.
 - Personal information schedule (PIS) being updated on the 2nd of every month, Periodical Increment Certificate (PIC) being issued on the 4th of every month
 - A pension case is sorted out within 06 working hours as compared with earliest response time of more than 35 days prior to introduction of TPM.
- v. Employees can view their records and status of pending requests, biometric attendance details, salary calculations, overtime and piece work rates on-line on a real time basis. Suppliers and vendors can see reports on pending dues and status of bills online. All papers are tracked with levels of pendency and period of pendency being shown clearly online. Similarly, documents and works pending with given officers are shown clearly on real time basis.
5. Employees are not caught up in non-productive routine and focus clearly on every day work, completing it well in time. The improvements have culminated in excellent service, contributing to employee satisfaction making them more productive in turn. Pride in the workplace is tangible. The approach is being extended to all production as well as non-production areas with targets for processes with excellent results wherever it had been adopted and at the same time, has shown the potential of yielding similar excellent results everywhere.
6. The example of MPF Ambarnath shows how transformation and excellence in performance and public service delivery is possible with development of employee involvement and motivation through
- an enabling work environment;
 - utilization of the process redesign, convergence and integration that Information and Communication Technology (ICT) facilitates through on-line real time basis,

with status tracking, status information and integrated user group interface to minimize delay;

- strengthening of delegation and accountability at the delivery level with creation of teams and reduction of hierarchy; and
- introduction of transparency and pride in the workplace.

7. The Commission has noted the initiatives taken by the organization with satisfaction and this is an instance of the type of motivated organizational level excellence and change it seeks to achieve through the tool of Performance Related Incentives.

List of Regulatory Bodies*

Name of the Regulatory Body	Governing Act and functions (in brief)	No. of Members and salaries
1. Coastal Aquaculture Authority M/o Agriculture Department of Animal Husbandry, Dairying & Fisheries	The Coastal Aquaculture Authority Act, 2005 To make regulations for the construction and operation aquaculture farms within the coastal areas.	Chairperson : 1 Members : 10 Chairman: Rs.26000/- Member Secretary: Rs.22400-24500 Others paid fees and TA/DA
2. Khadi and Village Industries Commission M/o Agro & Rural Industries	Khadi and Village Industries Commission Act, 1956 To plan, promote, facilitate, organize and assist in the establishment and development of Khadi and Village Industries in the rural areas in coordination with other agencies engaged in rural development wherever necessary.	Chairperson : 1 Members : 10 Chairman: Rs.12,000/-p.m. (consolidated) Part time Members: Sitting Fee @ Rs.300 per day for attending meeting official work on tour subject to a ceiling of Rs.3,600 p.m. plus accommodation, transport facility , TA/DA, Mobile Phone and secretarial assistance when called for official work.

* Based on information received by the Commission.

<p>3. Veterinary Council of India M/o Agriculture Department of Animal Husbandry, Dairying & Fisheries</p>	<p>The Indian Veterinary Council Act, 1984 To make provision for the regulation of veterinary practice and the maintenance of registers of persons qualified to engage in veterinary practice for the whole of India and for matters connected therewith or ancillary thereto.</p>	<p>President : 1 Vice President : 1 Members : 25</p> <p>The President, Vice President and Members are paid TA/DA and Fees for attending various meetings of the Council/Committees.</p>
<p>4. Coir Board M/o Agro & Rural Industries</p>	<p>Coir Industry Act, 1953 To promote development of coir industry, facilitate export of coir fibre, coir mats and other articles made of coir.</p>	<p>Chairperson : 1 Members : 40</p> <p>Chairman: Rs.12000 p.m. +other allowances Members:Rs.500 per day sitting fee + TA/DA+transport+mobile telephone.</p>
<p>5. The Agricultural and Processed Food Products Export Development Authority, Ministry of Commerce & Industry</p>	<p>The Agricultural and Processed Food Products Export Development Authority Act, 1985 To undertake measures for the development and promotion of export of scheduled products.</p>	<p>Chairperson : 1 Members : 38</p> <p>Chairman: Rs.18400-500-22400</p> <p>The Chairman and Members of the Authority are paid such other allowances and benefits are as per Central Government norms.</p>
<p>6. Telecom Regulatory Authority of India Ministry of Communications & IT, D/o Telecommunications</p>	<p>The Telecom Regulatory Authority of India Act, 1997. To make measures to facilitate competition and promote efficiency in the operation of telecommunication services</p>	<p>Chairperson : 1 Members : 2 Full time : 2 Part time : 2</p> <p>Chairperson - Rs.30000/- (fixed)</p>

	so as to facilitate growth in such services and to lay down the standards of quality of service to be provided by the service providers.	Members - Rs.26000 (fixed) Part time Member: Sitting fee of Rs.2000 (subject to maximum of Rs.26000 p.m.) + conveyance allowance Rs.500/-. Chairperson - Rs.30000/- (fixed) Members - Rs.26000 (Full time) (fixed) Part time Member: Sitting fee of Rs.2000 (subject to maximum of Rs.26000 p.m.) + conveyance allowance Rs.500/-.
7. TDSAT	The Telecom Regulatory Authority of India Act, 1997. To adjudicate disputes in the telecom, broadcasting and cable sector services.	Chairperson : 1 Members : 2 Chairperson - Rs.30000/ (fixed) Members - Rs.26000 (fixed)
8. Office of Controller of Certifying Authorities M/o Communications & Information Technology, D/o Information Technology	Information Technology Act, 2000 To exercise supervision over the activities of the Certifying Authorities and lay down the standards to be maintained by the Certifying Authorities;	A Controller of Certifying Authorities and such number of Deputy Controllers and Assistant Controllers as the Government deems fit. Controller of Certifying Authorities - Rs.26000 (fixed)
9. Cyber Regulations Appellate Tribunal M/o Communications & Information Technology, D/o Information Technology	Information Technology Act, 2000 Summoning and enforcing the attendance of any person and examining him on oath;(b) requiring the discovery and production of	Presiding Officer: 1. Presiding Officer - Rs.26000 (fixed)

	documents or other electronic records;(c) receiving evidence on affidavits;(d)issuing commissions for the examination of witness or documents;(e)reviewing its decisions;(f) dismissing an application for default or deciding it <i>ex parte</i> ;(g) any other matter which may be prescribed.	
10. The Competition Commission of India M/o Company Affairs	The Competition Act, 2002 To prevent practices having adverse effect on competition; to promote and sustain competition in the market; to protect the interest of consumers and to ensure freedom of trade.	The Commission shall consist of a Chairperson and not less than two and not more than ten other Members. Chairman & Members Rs.26000 (fixed)
11. Forward Markets Commission M/o Consumer Affairs, D/o Consumer Affairs	The Forward Contracts (Regulation) Act, 1952 To keep forward markets under observation and to take such action in relation to them as it may consider necessary, and to make recommendations generally with a view to improving the organization and working of forward markets.	Chairperson : 1 Members : 3 Chairman: Rs.22400-525-24500 Members: Rs.18400-22400
12. Securities Appellate Tribunal M/o Finance D/o Economic Affairs	SAT Rules, 2003 To adjudicate on the orders passed under Securities and Exchange Board of India Act, 1992.	Presiding Officer: 1 Members : 2 Presiding Officer Rs.30000/- (fixed) Member Rs.26000/- (fixed)

<p>13. Securities & Exchange Board of India M/o Finance D/o Economic Affairs</p>	<p>Securities and Exchange Board of India Act, 1992 To protect the interests of investors in securities and to promote the development of, and to regulate the securities market, by such measures as it thinks fit.</p>	<p>Chairperson : 1 Members : 8 Chairperson - Rs 26000 Members - Rs 22400-24500</p>
<p>14. Insurance Regulatory and Development Authority M/o Finance</p>	<p>Insurance Regulatory and Development Authority Act, 1999 To protect of the interests of the policy holders in matters concerning assigning of policy, nomination by policy holders, insurable interest, settlement of insurance claim, etc. and to regulate investment of funds by insurance companies.</p>	<p>Chairperson : 1 Members : 5 Full time : 5 Part time : 4 Chairperson - Rs 26000 Members Rs 22400-24500</p>
<p>15. Food Authority (being set up) M/o Food Processing Industries</p>	<p>The Food Safety and Standards Act, 2006 To regulate and monitor the manufacture, processing distribution, sale and import of food so as to ensure safe and wholesome food.</p>	<p>Chairperson : 1 Members : 22 The salary and allowances payable to and the other terms and conditions of service of the Chairperson and Members other than ex officio Members are as prescribed by the Central Government.</p>
<p>16. Medical Council of India M/o Health & Family Welfare The Indian Medical Council Act, 1956</p>	<p>The Indian Medical Council Act, 1956 The Council may confer or impose upon it by any regulations such as permission for establishment of new medical college, new course</p>	<p>President : 1 Vice President: 1 Members: (a) one member from each State other than a Union Territory; (b) one member from each University (c) one member from each</p>

	of study etc., non-recognition of Medical qualifications in certain cases, recognition of medical qualification granted by Universities or Medical Institutions in India, etc.	State in which a State Medical Register is maintained (d) seven members from persons enrolled on any of the State Medical Registers. Eight members to be nominated by the Central Government Only fees and TA/DA paid
17. Pharmacy Council of India M/o Health & Family Welfare	The Pharmacy Act, 1948 The Functions of the Pharmacy Council of India include, education regulations, application of Education Regulations to States, approved Courses of study and examinations, withdrawal of approval, etc	President : 1 Vice President: 1 Members: 18 + one member to represent each state elected from each state council and who is a registered pharmacist, and one member to represent each Union Territory, nominated by the Union Territory Council. The Central Council shall , with the previous sanction of the Central Government , (i) fix the remuneration and allowances to be paid to the President, Vice President, and other members of that Council; (ii) the pay and allowances and other conditions of service of officers and servants of that Council.
18. Indian Nursing Council M/o Health & Family Welfare	The Indian Nursing Council Act, 1947 The functions include, recognition of qualifications,	President : 1 Vice President: 1 Members:: 35

	effect of recognition, power to require information as to courses of study and training and examinations, etc.	Fees and allowances paid to the President, Vice President and members
19. Dental Council of India M/o Health & Family Welfare	The Dentists Act, 1948 The functions include, recognition of dental qualifications, qualifications of dental hygienists, qualifications of dental mechanics, withdrawal of recognition of recognized dental qualification, etc.	Members: 15 Fees and allowances paid to the President, Vice President and other members of the Council
20. The Homeopathy Central Council M/o Health & Family Welfare, D/o Ayurveda, Yoga & Naturopathy, Unani, Siddha & Homeopathy (AYUSH)	The Homeopathy Central Council Act, 1973 The powers/functions of the Central Council include, recognition of medical qualifications granted by certain medical institutions in India; recognition of medical qualifications granted by medical institutions in States or countries, withdrawal of recognitions, etc.	President : 1 Vice President: 1 Members: (a) such number of members not exceeding five from each State (b) one member from each University (c) such number of members, not exceeding forty percent of the total number of members from amongst persons having special knowledge in Homeopathy or other related disciplines. Fees and allowances paid to the President, Vice President and members
21. The Indian Medicine Central Council, M/o Health & Family Welfare, D/o Ayurveda, Yoga & Naturopathy, Unani, Siddha & Homeopathy (AYUSH)	The Indian Medicine Central Council Act, 1970 The Functions/powers of the Council include, recognition of medical qualifications granted by certain medical institutions	President : 1 Vice President: 1 Members: (a) such number of members not exceeding five for each of the Ayurveda, Siddha and Unani systems of medicine

	<p>in India; recognition of medical qualifications granted by certain medical institutions whose qualifications are not included in Second Schedule; recognition of medical qualifications granted by medical institutions in countries with which there is a scheme of reciprocity; etc.</p>	<p>from each State (b) one member for each of the Ayurveda, Siddha and Unani systems of medicine from each University (c) such number of members, not exceeding thirty per cent of the total number of members from amongst persons having special knowledge or practical experience in respect of Indian medicine;</p> <p>fees and allowances paid to the President, Vice President and members</p>
<p>22. Petroleum and Natural Gas Regulatory Board M/o Petroleum & natural Gas</p>	<p>The Petroleum and Natural Gas Regulatory Board Act, 2006</p> <p>To protect the interest of consumers by fostering fair trade and competition amongst the entities; register entities to, lay down the technical standards and specifications including safety standards in activities relating to petroleum, petroleum products and natural gas, including the construction and operation of pipeline and infrastructure projects related to downstream petroleum and natural gas sector, etc.</p>	<p>Chairperson : 1 Members : 4</p> <p>Chairperson: Rs.26000/- Member: Rs.22400-24500</p>
<p>23. Brahmaputra Board M/o Water Resources</p>	<p>The Brahmaputra Board Act, 1980</p> <p>To carry out surveys and</p>	<p>Chairperson : 1 Vice Chairperson : 1 Genl. Manager : 1 Members : 17</p>

	investigations in the Brahmaputra Valley and prepare a Master Plan for the control of floods and bank erosion and improvement of drainage in the Brahmaputra valley; etc.	Chairman Rs.22400-525-24500 Vice Chairman Rs.18400-500-22400 + spl.pay Rs.1000 General Manager Rs.18400-500-22400 + spl.pay Rs.500
24. Tungabhadra Board M/o Water Resources	Andhra State Act, 1953 To deal with all matters relating to works on or connected with the Tungabhadra Project which are common to both the States of Andhra Pradesh and Karnataka,	Chairman : 1 Members : 3 Chairman (Nominated by the Government of India) Members: (i) Representative of the Government of Andhra Pradesh (ii) Representative of the Government of Karnataka (iii) Representative of the Government of India Only fees and TA/DA are paid.
25. Narmada Control Authority M/o Water Resources	Inter State Water Disputes Act, 1956 Overall coordination and direction of the implementation of all the projects including the engineering works, the environmental protection measures and the rehabilitation programme	Chairman : 1 Members : 16 Chairman (Secretary to the Govt. of India, M/o Water Resources) Members also officials Fee and TA/DA

	and to ensure the faithful compliance of the terms and conditions stipulated by the Central Government at the time of clearance of the aforesaid projects	
26. The Betwa River Board M/o Water Resources	The Betwa River Board Act, 1976 To carry out surveys and investigations in the Betwa Inter-State river valley and prepare a comprehensive project report for the construction of Rajghat Dam and appurtenant works and for the generation of power at Rajghat Dam, including the construction of a power house near the dam, etc	Chairman : 1 Members : 3 The Union Minister in charge of Irrigation shall be the Chairman of the Board Fee and TA/DA are paid.
27. Central Silk Board M/o Textiles	Central Silk Board Act, 1948 To undertake, assist or encourage scientific, technological and economic research; devising means for improved methods of mulberry cultivation, rearing, developing, etc., improving the quality and production of raw silk, improving the marketing of raw silk etc.	Chairman : 1 Members : 30 For Chairperson honorarium of Rs.8000 p.m. & allowances For Board Members Only TA/DA is available.
28. Commissioner of Payments M/o Textiles	The Sick Textile Undertakings (Nationalisation) Act, 1974 and The Swadeshi Cotton Mills Company Limited (Acquisition and Transfer of Undertakings) Act, 1986	Government may appoint such number of persons as it may think fit to be Commissioners of Payments; and may also appoint such other persons as it may think fit to assist the Commissioner

	The Functions include, examination of Claims, admission or rejection of claims, disbursement of money to claimants, disbursement of amounts to the owners of sick textile undertakings and depositing the undisbursed or unclaimed amounts to the general revenue account	Chairperson/HOD/ Presiding Officer Rs.18400-500-22400
29. Jute Manufactures Development Council M/o Textiles	The Jute Manufactures Development Council Act, 1983 Evolve an integrated approach to jute cultivation in the matter of formulation of schemes, extension work, implementation and evaluation of schemes aimed at increasing the yield of jute and improving the quality thereof etc.	Chairman : 1 Vice Chairman : 1 Members : 29 (i) The Chairman & Members are paid such salary and allowances as may be fixed by the Central Governmen
30. Textiles Committee M/o Textiles	Textiles Committee Act, 1963 To ensure qualities of textiles both for internal marketing and export purposes and the manufacture and use of standard type of textile machinery, undertake, assist and encourage scientific, technological and economic research in textile industry and textile machinery, etc.	Chairman : 1 Vice Chairman : 1 Joint Secretary : 1 Members : such other members as the Central Government may think who have special knowledge or practical experience in the field. No remuneration other than TA/DA is paid

<p>31. National Highways Tribunal</p> <p>M/o Shipping, Road Transport & Highways D/o Road Transport and Highways</p>	<p>The Control of National Highways (Land and Traffic) Act, 2002</p> <p>To provide for control of land within the National Highways, right of way and traffic moving on the National Highways and also for removal of unauthorized occupation thereon.</p>	<p>Presiding Officer : 1</p> <p>Presiding Officer: Rs.18400-500-22400</p>
<p>32. Central Electricity Regulatory Commission</p> <p>M/o Power</p>	<p>Electricity Regulatory Commissions Act, 1998</p> <p>To regulate the tariff of generating companies owned or controlled by the Central Government; to regulate the tariff of generating companies, other than those owned or controlled by the Central Government; to regulate the inter-State transmission of energy including tariff of the transmission utilities; to promote competition, efficiency and economy in the activities of the electricity industry, etc.</p>	<p>Chairman : 1 Members : 3</p> <p>Rs.26000/- per month for Chairperson and Members.</p>
<p>33. Atomic Energy Regulatory Board</p> <p>D/o Atomic Energy</p>	<p>Atomic Energy Act, 1962</p>	<p>Chairman : 1 Ex-Officio Member: 1 Members : 3</p> <p>The Chairman of AERB draws salary and allowances as applicable to the post of Secretary to the Government of India.</p>

		Other Members of the AERB are eminent scientists from various organizations and are paid only honorarium for the days of the meeting .
34. Central Pollution Control Board M/o Environment & Forests	The Water (Prevention and Control of Pollution) Act, 1974 To provide for the prevention and control of water pollution and the maintaining of restoring of wholesomeness of water.	Chairman : 1 Members : 15 Member Secretary : 1 Chairman: Rs.22400-24500 Member Secretary: Rs.16400-20000 Members: As may be prescribed from time to time
35. Protection of Plant Varieties and Farmers' Rights Authority D/o Agriculture & Cooperation	The Protection of Plant Varieties and Farmers' Rights Act, 2001 To promote for the development of new varieties of plants and to protect the rights of the farmers and breeders.	Chairman : 1 Members : 15 Chairman: Rs.26000 (fixed) Members: As prescribed from time to time.
36. National Rainfed Area Authority D/o Agriculture & Cooperation		Chief Executive Officer : 1 Members : 5 Chief Executive Officer: Rs.26000 (fixed) Members: (Additional Secretary/Joint Secretary level officers)

Responses to the Sixth Central Pay Commission Questionnaire

1. The Sixth Central Pay Commission devised a questionnaire consisting of 37 questions in 19 key areas and decided to obtain feedback from not only employees and their representative organisations – trade unions and associations- but also from all stakeholders of Government including citizens. The National Informatics Centre (NIC), the nodal ICT organization of the Government of India, was requested to facilitate this initiative through its National Portal Project. Thus, emerged the concept of devising an online Decision Support System (DSS) to invite comments and suggestions from the public in response to the Pay Commission’s questionnaire. Responses were invited through an Online DSS, e-Mails and Paper Form through Postal service. The questionnaire was publicized through both the print and electronic media. The questionnaire was open to the public for two months. The DSS was developed in modular fashion using Open Source Technology. A user had to register with the National Portal of India to submit his/her response. This registration was mandatory. There were 1674 respondents in all including 412 employee unions/associations (group responses) and 1262 individuals (individual responses).

2. The 19 key areas of the questions and responses received against each group are given in the Table-1 and 2. These 19 groups were further divided into 37 sub-questions. The details of number of responses against each type of question (including aggregation of sub responses) are placed below.

Table 1: Responses received against the type of questions (includes all responses received for the key areas)

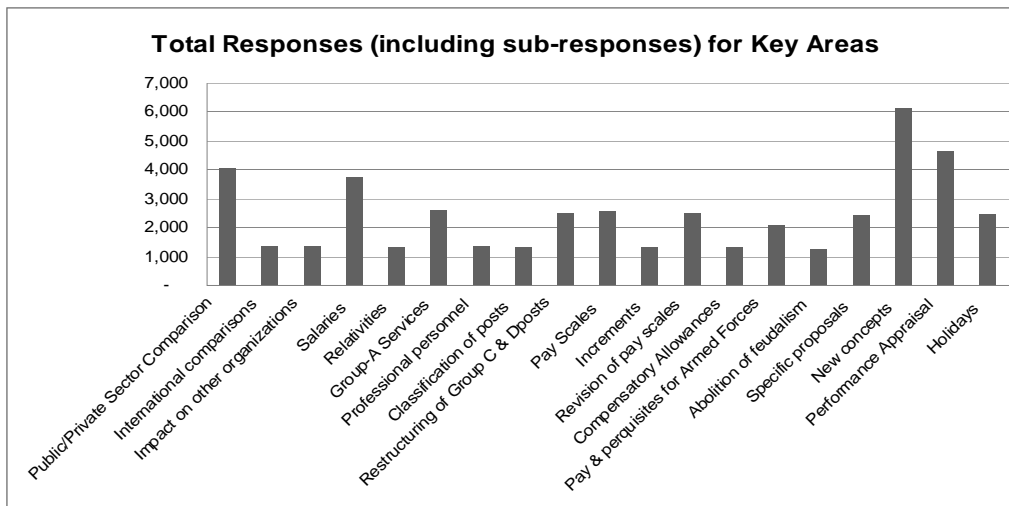


Table 2: Total number of responses (including sub-questions)

Sl. No.	Question x No: sub-questions	Question on Key Areas	Responses
1	1 x 3	Public/Private Sector Comparison	4,061
2	2 x 1	International comparisons	1,375
3	3 x 1	Impact on other organizations	1,361
4	4 x 3	Salaries	3,776
5	5 x 1	Relativities	1,314
6	6 x 2	Group-A Services	2,587
7	7 x 1	Professional personnel	1,354
8	8 x 1	Classification of posts	1,344
9	9 x 2	Restructuring of Group C & Dposts	2,514
10	10 x 2	Pay Scales	2,542
11	11 x 1	Increments	1,306
12	12 x 2	Revision of pay scales	2,512
13	13 x 1	Compensatory Allowances	1,337
14	14 x 2	Pay & perquisites for Armed Forces	2,081
15	15 x 1	Abolition of feudalism	1,266
16	16 x 2	Specific proposals	2,440
17	17 x 5	New concepts	6,139
18	18 x 4	Performance Appraisal	4,632
19	19 x 2	Holidays	2,479
		Total Responses	46,420

3. Another key finding was that less than 0.4% of the responses were considered to be irrelevant in comparison to the normal level of spam messages. *This indicates the maturity level of Internet users in India and the fact that Internet could be an effective mode of government information and service delivery and for gathering public opinion on important national/ regional issues.* The entire process of obtaining responses to the questionnaire was simplified with enhanced transparency and wider reach as a result of this effort. Automated and broader category wise analysis was possible in a relatively simple manner and trends could be analyzed. The effort led to greater ease in access and analysis of suggestions received from stakeholders. From the National Portal's perspective it moved a step ahead towards achieving one of its mandates i.e. Citizen's Participation in the process of governance. It received around 30 million hits during the period in which the questionnaire was open for the public i.e. 10 million hits exclusively for the 6th CPC page. (The web-statistics application Web Trends Ver. 7.0b configured to access the traffic analysis of the National Portal of India - <http://webstat.nic.in>). This experiment was the motivation for genesis of an exclusive upcoming Sub-Portal "Public Participation Corner

(<http://participate.gov.in>)” under the umbrella of the National Portal of India. The detailed process is as Figure-1.

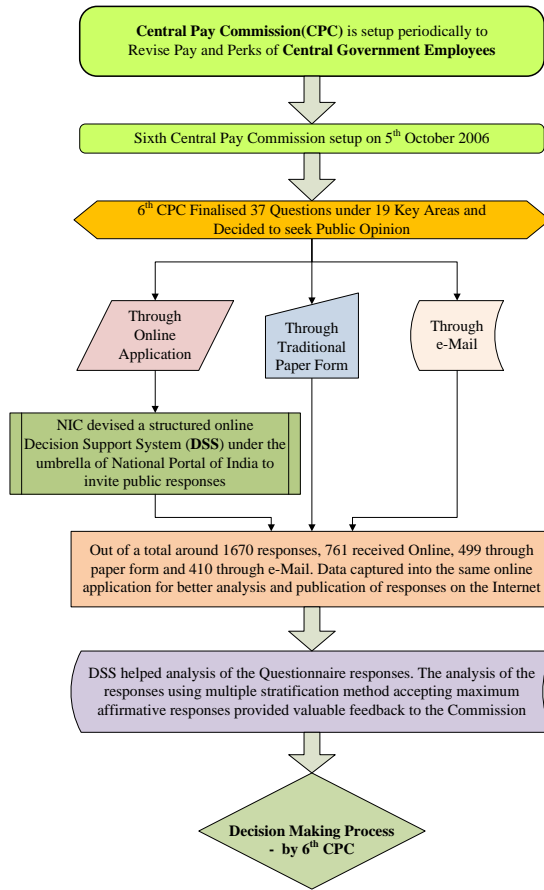
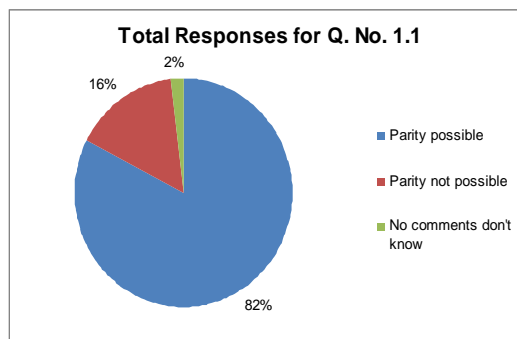


Figure 1: Sixth CPC and the Public Participation Process

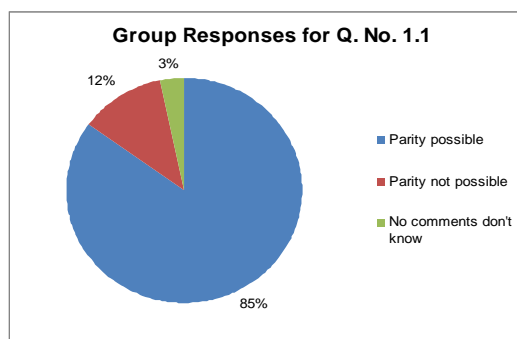
6. The responses were further categorized into total responses, group responses and individual responses and enabled with search capabilities category wise on the Pay Commission's website on the National Portal to enable detailed and easy access to the stakeholder community. The responses were collected and analysed in an open ended format using as methodology multiple stratification method accepting maximum affirmative options with limited error. In questions where multiple responses or options have been captured, the total number of responses may be larger than the total number of respondents i.e. 1674. In such cases the legend *multiple option* is indicated against the question. The main trends in responses may be seen in this section.

Question 1.1 (Single Option): Should there be any comparison/parity between pay scales and prerequisites in Government and the public/private sector?

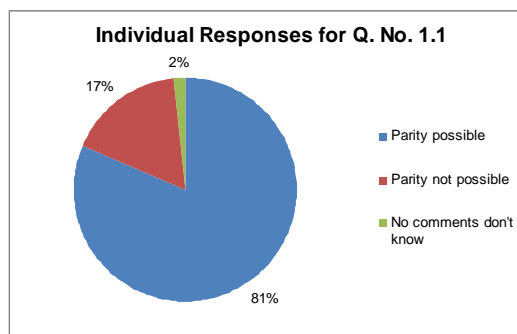
S No.	Options	Total Responses	
		Figures	%
1	Parity possible	1148	82.41
2	Parity not possible	216	15.51
3	No comments / Don't know	29	2.08
	Total	1393	100.00



S No.	Options	Group Responses	
		Figures	%
1	Parity possible	325	85.08
2	Parity not possible	44	11.52
3	No comments / Don't know	13	3.40
	Total	382	100.00

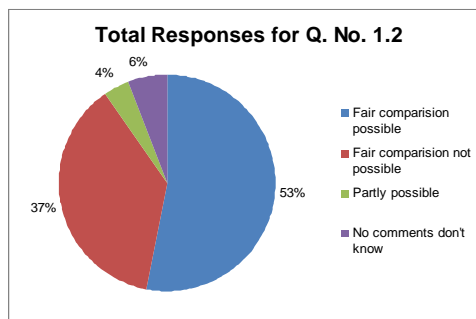


S No.	Options	Individual Responses	
		Figures	%
1	Parity possible	823	81.40
2	Parity not possible	172	17.01
3	No comments / Don't know	16	1.58
	Total	1011	100.00

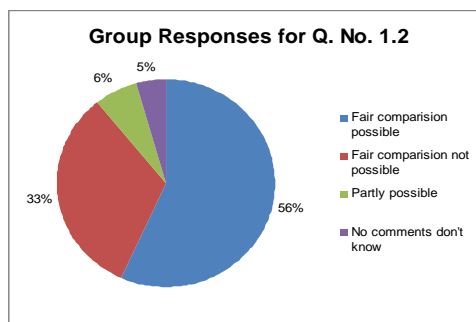


Question 1.2 (Single Option): Is it possible to quantify all other benefits, excluding pay, derived by employees in Government and the public and private sectors from security of tenure, promotional avenues, retirement packages, housing and other invisibles? In view of these benefits, can there be any fair comparison between the salaries available in the government vis-à-vis the salaries in the private sector?

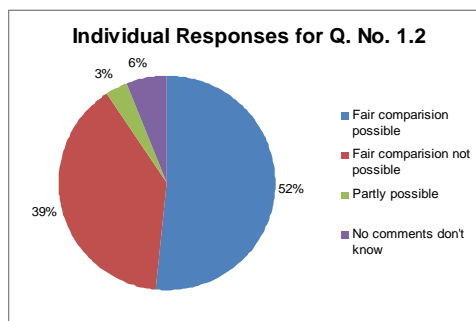
S No.	Options	Total Responses	
		Figures	%
1	Fair comparison possible	703	53.14
2	Fair comparison not possible	491	37.11
3	Partly possible	53	4.01
4	No comments / Don't know	76	5.74
	Total	1323	100.00



S No.	Options	Group Responses	
		Figures	%
1	Fair comparison possible	210	56.60
2	Fair comparison not possible	121	32.61
3	Partly possible	23	6.20
4	No comments / Don't know	17	4.58
	Total	371	100.00

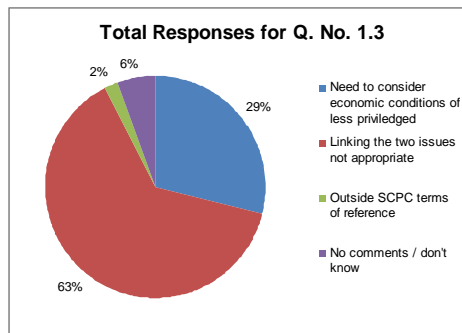


S No.	Options	Individual Responses	
		Figures	%
1	Fair comparison possible	493	51.79
2	Fair comparison not possible	370	38.87
3	Partly possible	30	3.15
4	No comments / Don't know	59	6.20
	Total	952	100.00

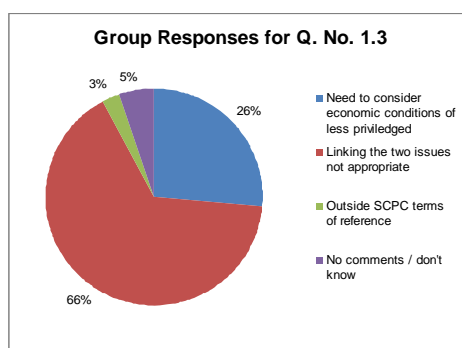


Question 1.3: In order to ensure a fair comparison based on principles of equity and social justice, would it not also be appropriate to take into account the economic conditions of large sections of the community that are less privileged than Government employees and many of whom live below the poverty line?

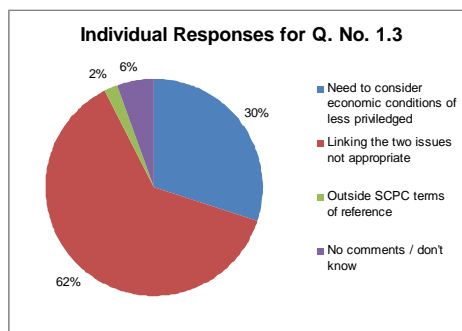
S No	Options	Total Responses	
		Figures	%
1	Need to consider economic conditions of less privileged	383	29.02
2	Linking the two issues not appropriate	837	63.41
3	Outside SCPC terms of reference	27	2.05
4	No comments / Don't know	73	5.53
	Total	1320	100.00



S No	Options	Group Responses	
		Figures	%
1	Need to consider economic conditions of less privileged	97	26.29
2	Linking the two issues not appropriate	243	65.85
3	Outside SCPC terms of reference	10	2.71
4	No comments/Don't know	19	5.15
	Total	369	100.00

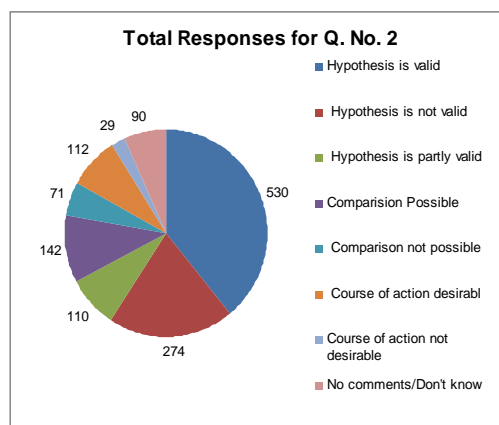


S No	Options	Individual Responses	
		Figures	%
1	Need to consider economic conditions of less privileged	286	30.07
2	Linking the two issues not appropriate	594	62.46
3	Outside SCPC terms of reference	17	1.79
4	No comments/Don't know	54	5.68
	Total	951	100.00

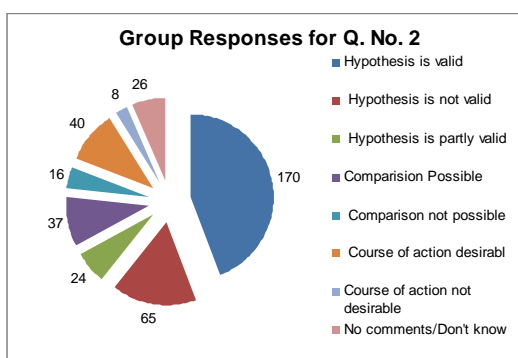


Question 2 (Single Option): Some countries have raised civil service pay scales almost to the levels prevalent in the private sector on the hypothesis that a well-paid bureaucracy is likely to be honest and diligent. To what extent would such a hypothesis be valid and how far would such a course of action be desirable?

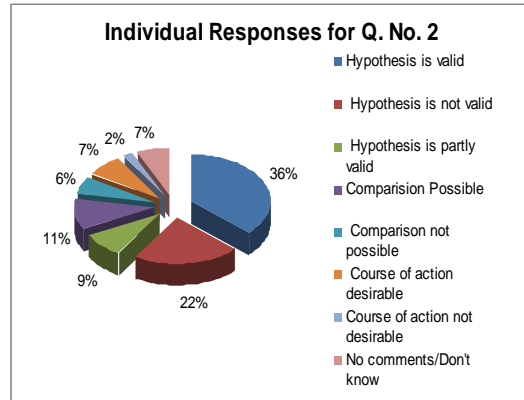
S No.	Options	Total Responses	
		Figures	%
1	Hypothesis is valid	530	39.03
2	Hypothesis is not valid	274	20.18
3	Hypothesis is partly valid	110	8.10
4	Comparision Possible	142	10.46
5	Comparison not possible	71	5.23
6	Course of action desirable	112	8.25
7	Course of action not desirable	29	2.14
8	No comments/ Don't know	90	6.63
	Total	1358	100.00



S No.	Options	Group Responses	
		Figures	%
1	Hypothesis is valid	170	44.04
2	Hypothesis is not valid	65	16.84
3	Hypothesis is partly valid	24	6.22
4	Comparision Possible	37	9.59
5	Comparison not possible	16	4.15
6	Course of action desirable	40	10.36
7	Course of action not desirable	8	2.07
8	No comments/ Don't know	26	6.74
	Total	386	100.00

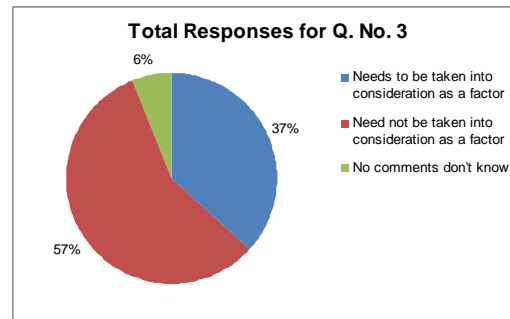


S No.	Options	Individual Responses	
		Figures	%
1	Hypothesis is valid	360	37.04
2	Hypothesis is not valid	209	21.50
3	Hypothesis is partly valid	86	8.85
4	Comparison Possible	105	10.80
5	Comparison not possible	55	5.66
6	Course of action desirable	72	7.41
7	Course of action not desirable	21	2.16
8	No comments /Don't know	64	6.58
	Total	972	100.00

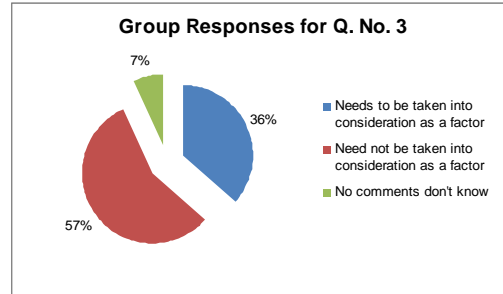


Question 3 (Single Option): Salary structure in the Central and State Governments is broadly similar. The recommendations of the Pay Commission are likely to lead to similar demands from employees of State Governments, municipal bodies, panchayati raj institutions & autonomous institutions. Their paying capacity is considerably limited. To what extent should this factor be considered in devising a reasonable remuneration package for Central Government employees?

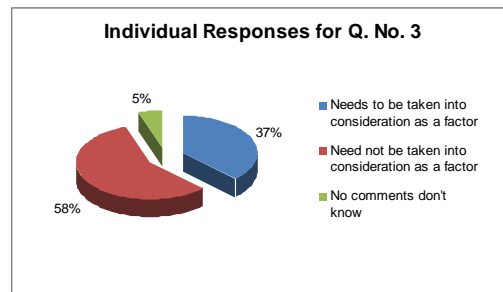
S No.	Options	Total Responses	
		Figures	%
1	Needs to be taken into consideration as a factor	496	36.66
2	Need not be taken into consideration as a factor	773	57.13
3	No comments /Don't know	84	6.21
	Total	1353	100.00



S No.	Options	Group Responses	
		Figures	%
1	Needs to be taken into consideration as a factor	351	36.37
2	Need not be taken into consideration as a factor	551	57.10
3	No comments / Don't know	63	6.53
	Total	965	100.00

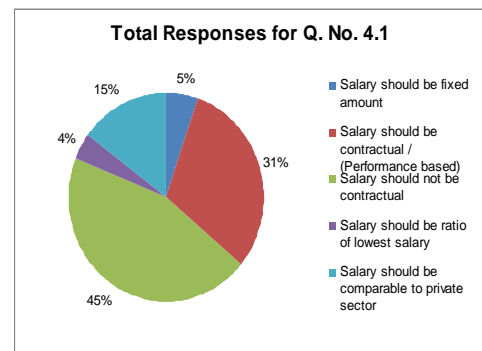


S No.	Options	Individual Responses	
		Figures	%
1	Needs to be taken into consideration as a factor	145	37.37
2	Need not be taken into consideration as a factor	222	57.22
3	No comments / Don't know	21	5.41
	Total	388	100.00

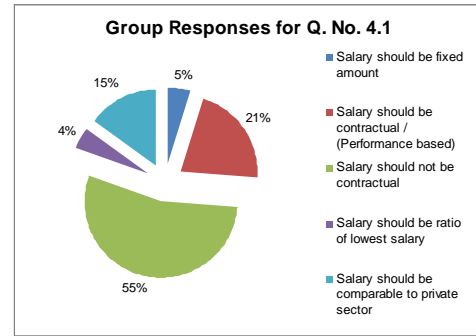


Question 4.1 (Multiple Options): How should we determine the salary to be paid to a Secretary in the Central Government? Please suggest an appropriate basic pay for a Secretary? Can appointment to this post be made on a contractual basis where salaries and tenure are linked to the performance in terms of achieving defined targets?

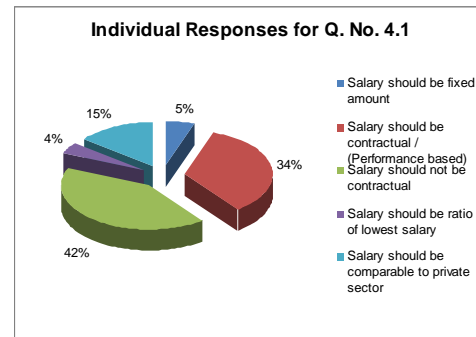
S No.	a) Options	Total Responses	
		Figures	%
1	Salary should be fixed amount	52	5.2
2	Salary should be contractual / (Performance based)	309	30.9
3	Salary should not be contractual	451	45.1
4	Salary should be ratio of lowest salary	42	4.2
5	Salary should be comparable to private sector	146	14.6
	Total	1000	100.00



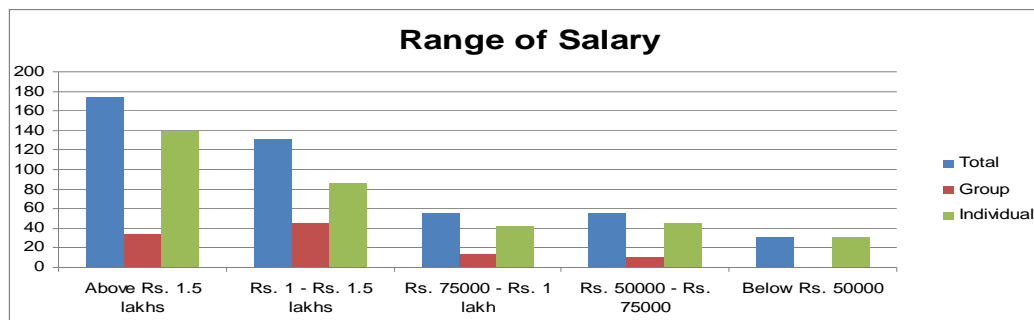
S No.	Options	Group Responses	
		Figures	%
1	Salary should be fixed amount	13	4.83
2	Salary should be contractual / (Performance based)	57	21.19
3	Salary should not be contractual	147	54.65
4	Salary should be ratio of lowest salary	12	4.46
5	Salary should be comparable to private sector	40	14.87
	Total	269	100.00



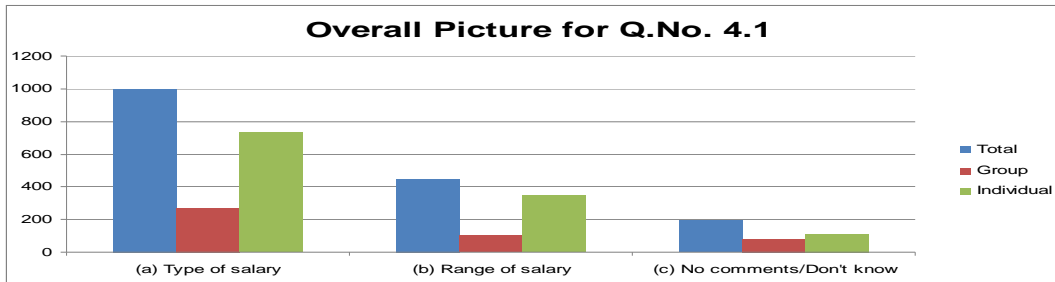
S No.	Options	Individual Responses	
		Figures	%
1	Salary should be fixed amount	39	5.34
2	Salary should be contractual / (Performance based)	252	34.47
3	Salary should not be contractual	304	41.59
4	Salary should be ratio of lowest salary	30	4.10
5	Salary should be comparable to private sector	106	14.50
	Total	731	100.00



S No.	Options	Total Responses	Group Responses	Individual Responses
		(b) Range of salary		449
1	Above Rs. 1.5 lakhs	174	34	140
2	Rs. 1 - Rs. 1.5 lakhs	132	46	86
3	Rs. 75000 - Rs. 1 lakh	56	14	42
4	Rs. 50000 - Rs. 75000	56	10	46
5	Below Rs. 50000	31	0	31

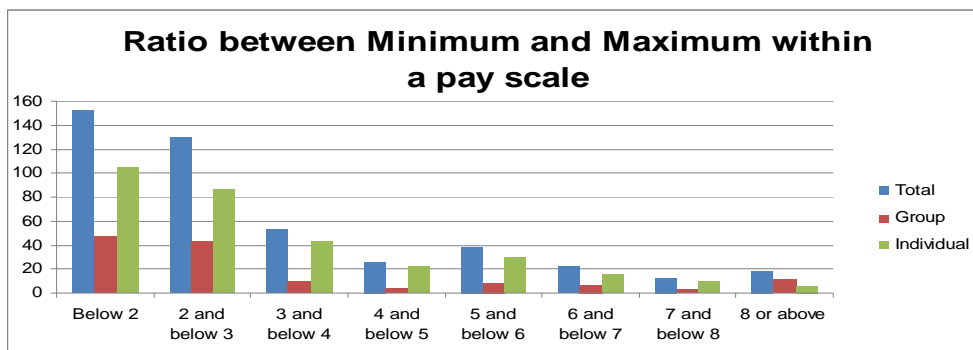


S No.	Overall Picture	Total Responses	Group Responses	Individual Responses
(a)	Type of salary	1000	269	731
(b)	Range of salary	449	104	345
(c)	No comments/Don't know	195	82	113
	Grand Total	1644	455	1189

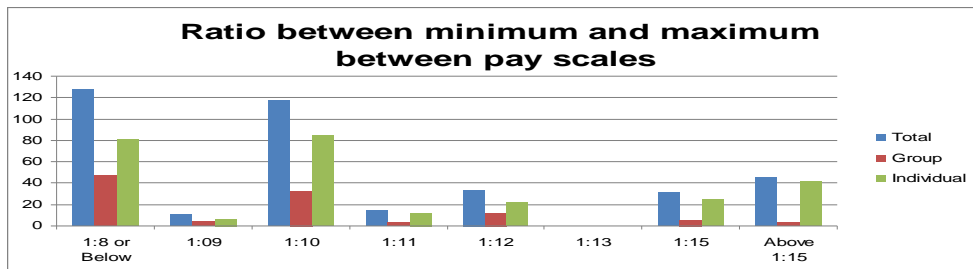


Question 4.2 (Multiple Options): What should be the reasonable ratio between the minimum and the maximum of a pay scale?

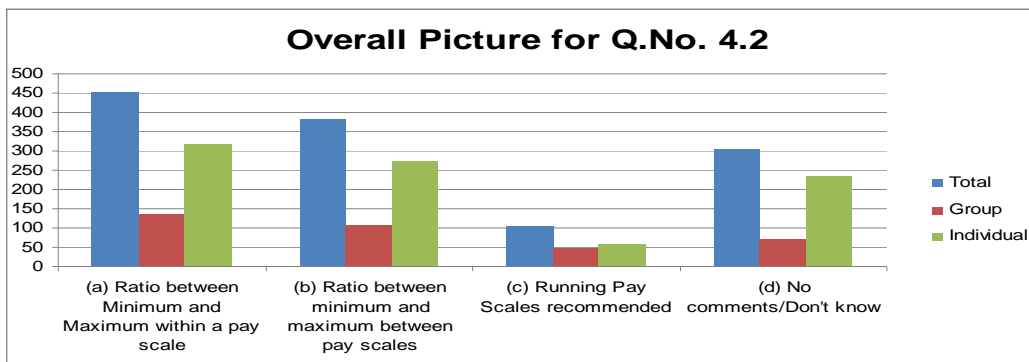
S No.	Options	Total Responses	Group Responses	Individual Responses
		(a) Ratio between Minimum and Maximum within a pay scale	453	135
1	Below 2	152	47	105
2	2 and below 3	130	43	87
3	3 and below 4	53	10	43
4	4 and below 5	26	4	22
5	5 and below 6	39	9	30
6	6 and below 7	22	7	15
7	7 and below 8	13	3	10
8	8 or above	18	12	6



S No.	Options	Total Responses	Group Responses	Individual Responses
	(b) Ratio between minimum and maximum between pay scales	382	108	274
1	1::8 or Below	128	47	81
2	1: 9	11	4	7
3	1:10	118	33	85
4	1:11	15	3	12
5	1:12	34	12	22
6	1:13	0	0	0
7	1:15	31	6	25
8	Above 1:15	45	3	42

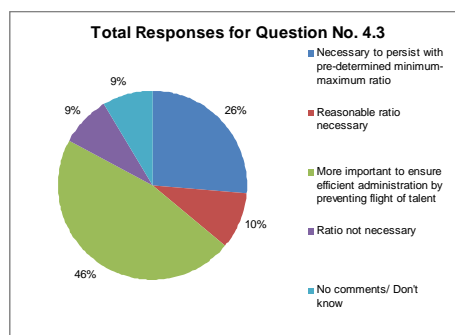


S No.	Overall Picture	Total Responses	Group Responses	Individual Responses
(a)	Ratio between Minimum and Maximum within a pay scale	453	135	318
(b)	Ratio between minimum and maximum between pay scales	382	108	274
(c)	Running Pay Scales recommended	106	48	58
(d)	No comments/Don't know	305	71	234
	Grand Total	1246	362	884

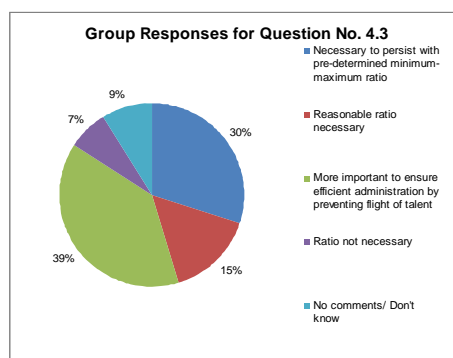


Question 4.3 (Single Option): Is it necessary to persist with a pre-determined minimum-maximum ratio on ideological considerations? Or is it more important to ensure efficient administration by preventing flight of outstanding talent from Government?

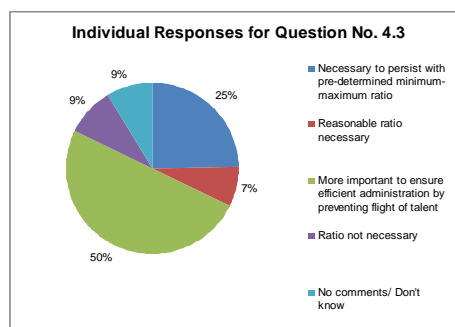
S No	Options	Total Responses	
		Figures	%
1	Necessary to persist with pre-determined minimum-maximum ratio	322	26.33
2	Reasonable ratio necessary	118	9.65
3	More important to ensure efficient administration by preventing flight of talent	572	46.77
4	Ratio not necessary	104	8.50
5	No comments/ Don't know	107	8.75
	Total	1223	100.00



S No.	Options	Group Responses	
		Figures	%
1	Necessary to persist with pre-determined minimum-maximum ratio	106	30.11
2	Reasonable ratio necessary	53	15.06
3	More important to ensure efficient administration by preventing flight of talent	137	38.92
4	Ratio not necessary	25	7.10
5	No comments/ Don't know	31	8.81
	Total	352	100.00

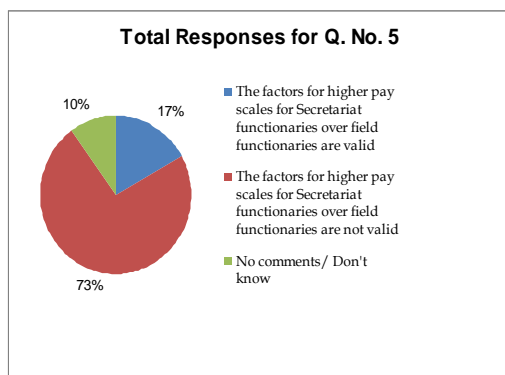


S No.	Options	Individual Responses	
		Figures	%
1	Necessary to persist with pre-determined minimum-maximum ratio	216	24.80
2	Reasonable ratio necessary	65	7.46
3	More important to ensure efficient administration by preventing flight of talent	435	49.94
4	Ratio not necessary	79	9.07
5	No comments/ Don't know	76	8.73
	Total	871	100.00

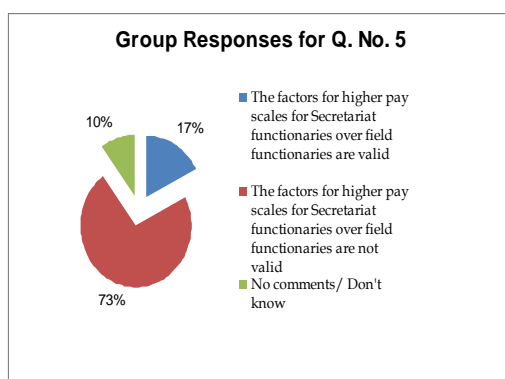


Question 5 (Single Option): Employees in the Secretariat and analogous establishments are entitled to higher pay scales than the corresponding field functionaries. This was supposed to compensate them for the loss of certain facilities available to them in field assignments and the extra effort required for decision-making at the policy level. Are these factors valid even today particularly in the context of decentralization and devolution of administrative powers? Is this discrimination between field and secretariat functionaries even justified today?

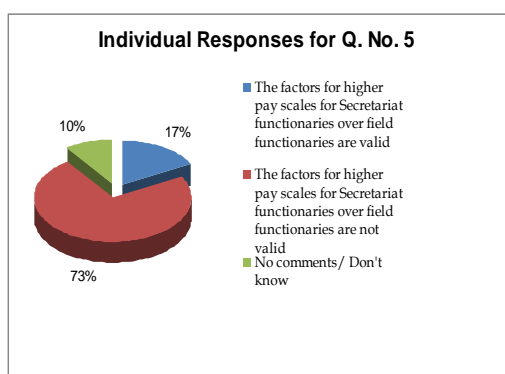
S No.	Options	Total Responses	
		Figures	%
1	The factors for higher pay scales for Secretariat functionaries over field functionaries are valid	223	17.05
2	The factors for higher pay scales for Secretariat functionaries over field functionaries are not valid	955	73.01
3	No comments/ Don't know	130	9.94
	Total	1308	100.0



S No.	Options	Group Responses	
		Figures	%
1	The factors for higher pay scales for Secretariat functionaries over field functionaries are valid	67	17.45
2	The factors for higher pay scales for Secretariat functionaries over field functionaries are not valid	277	72.14
3	No comments/ Don't know	40	10.42
	Total	384	100.00

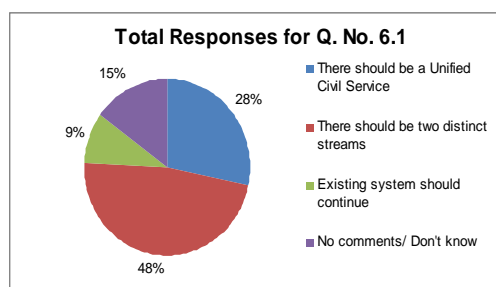


S No.	Options	Individual Responses	
		Figures	%
1	The factors for higher pay scales for Secretariat functionaries over field functionaries are valid	156	16.88
2	The factors for higher pay scales for Secretariat functionaries over field functionaries are not valid	678	73.38
3	No comments/ Don't know	90	9.74
	Total	924	100.00

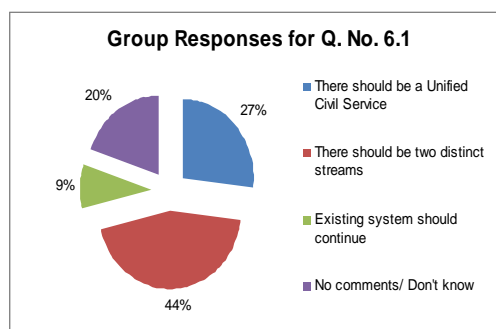


Question 6.1 (Single Option): Is there a case for a Unified Civil Service, merging therein all Central (both technical and non-technical) and All India Services, allowing vertical and horizontal movement? Or should there be two distinct streams, one embracing all the technical services and the other for non-technical services?

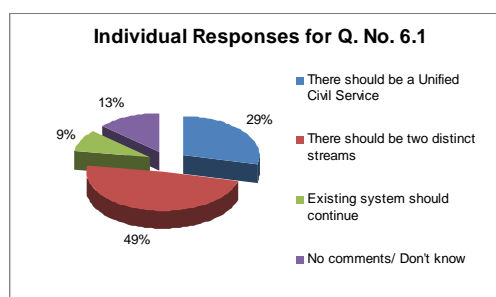
S No.	Options	Total Responses	
		Figures	%
1	There should be a Unified Civil Service	375	28.45
2	There should be two distinct streams	626	47.50
3	Existing system should continue	118	8.95
4	No comments/ Don't know	199	15.10
	Total	1318	100.00



S No.	Options	Group Responses	
		Figures	%
1	There should be a Unified Civil Service	100	27.03
2	There should be two distinct streams	163	44.05
3	Existing system should continue	34	9.19
4	No comments/ Don't know	73	19.73
	Total	370	100.00

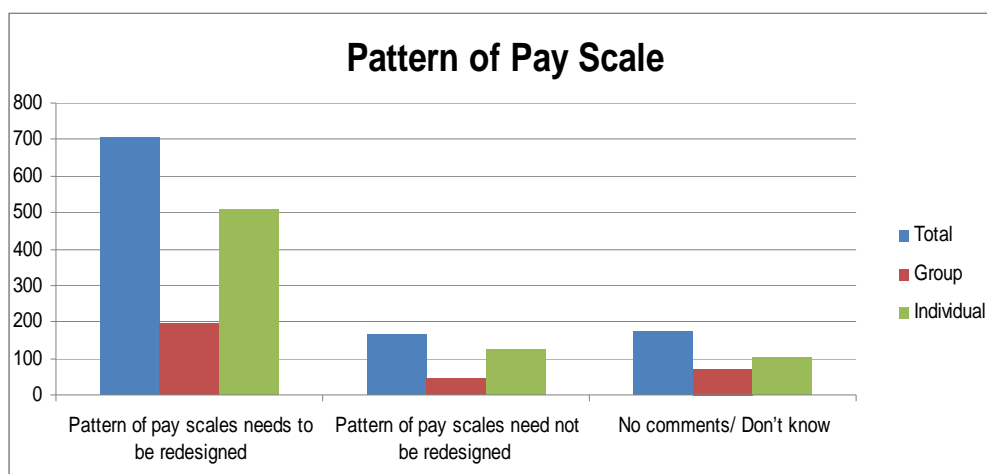


S No.	Options	Individual Responses	
		Figures	%
1	There should be a Unified Civil Service	275	29.01
2	There should be two distinct streams	463	48.84
3	Existing system should continue	84	8.86
4	No comments/ Don't know	126	13.29
	Total	948	100.00



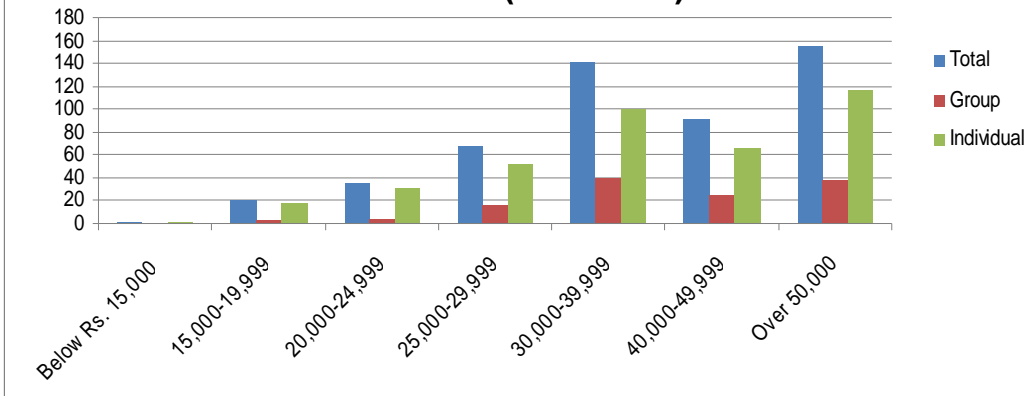
Question 6.2 (Multiple Options): Should there be a higher compensation package for scientists in certain specialized streams/departments like Department of Space, Department of Atomic Energy? If so, what should be the reasonable package in their case?

S No.	Options	Total Responses	Group Responses	Individual Responses
	(a) Pattern of Pay Scale	1045	313	732
1	Pattern of pay scales need to be redesigned	706	198	508
2	Pattern of pay scales need not be redesigned	166	43	123
3	No comments/ Don't know	173	72	101



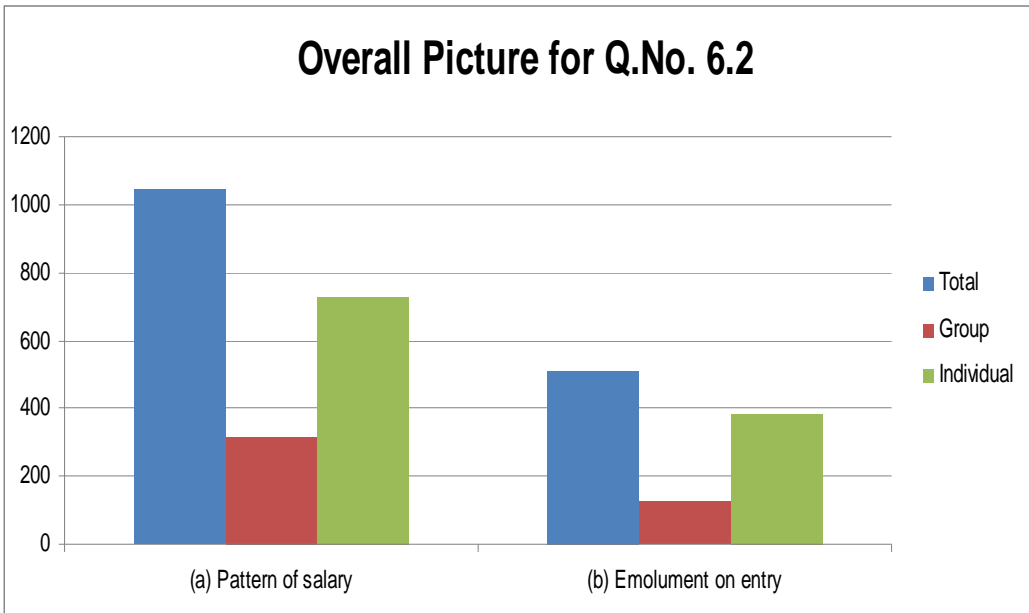
S No.	Options	Total Responses	Group Responses	Individual Responses
	(b) Emolument suggested for entrants into Group-A in Govt.(Rs/month)	513	127	386
1	Below Rs. 15,000	2	0	2
2	15,000-19,999	20	3	17
3	20,000-24,999	36	5	31
4	25,000-29,999	68	16	52
5	30,000-39,999	141	40	101
6	40,000-49,999	91	25	66
7	Over 50,000	155	38	117

Emolument suggested for entrants into Group-A in Govt. (Rs/month)



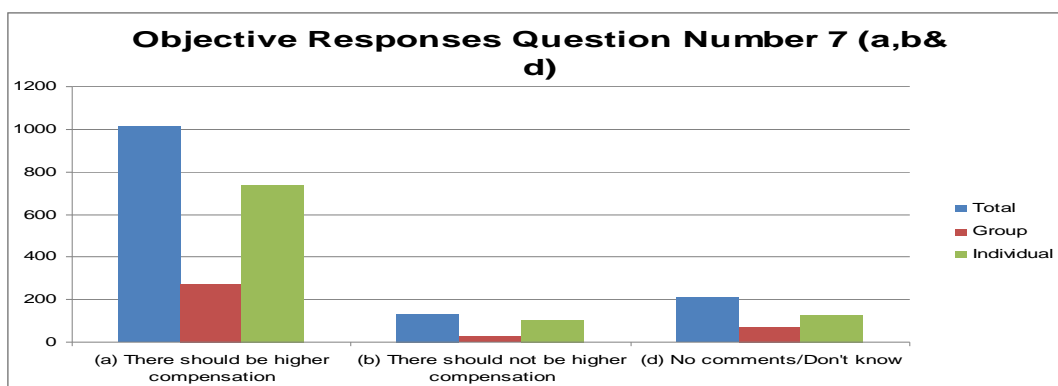
S No.	Overall Picture	Total Responses	Group Responses	Individual Responses
(a)	Pattern of salary	1045	313	732
(b)	Emolument on entry	513	127	386

Overall Picture for Q.No. 6.2

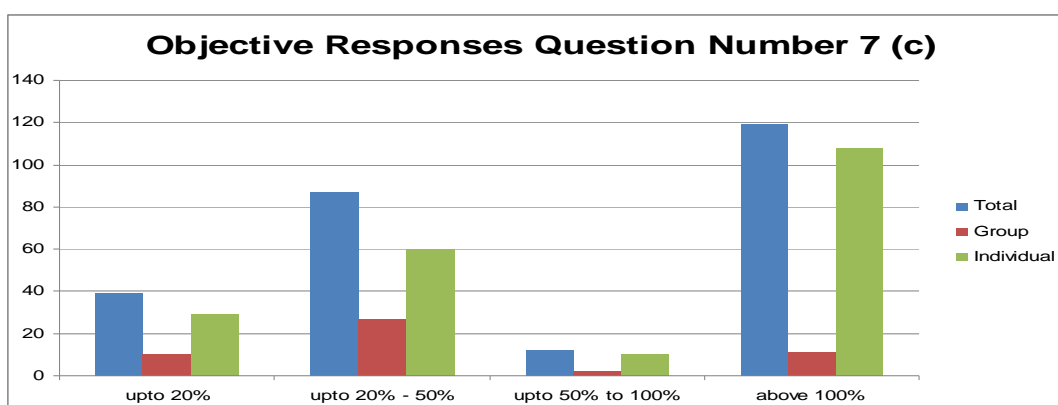


Question 7 (Multiple Options): Should there be a higher compensation package for scientists in certain specialized streams/departments like Department of Space, Department of Atomic Energy? If so, what should be the reasonable package in their case?

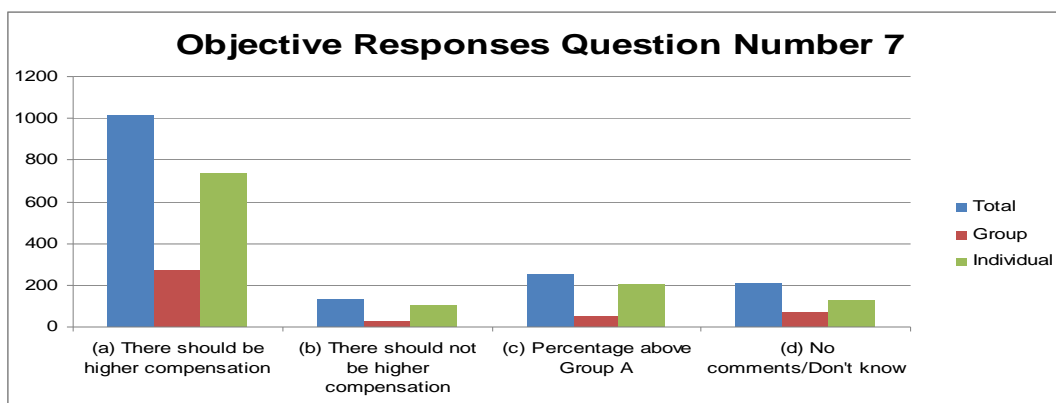
S No.	Options	Total Responses	Group Responses	Individual Responses
(a)	There should be higher compensation	1011	273	738
(b)	There should not be higher compensation	133	28	105
(d)	No comments/Don't know	210	72	129



S No.	(c) Compensation greater than Group A by	Total Responses	Group Responses	Individual Responses
		257	50	207
1	upto 20%	39	10	29
2	upto 20% - 50%	87	27	60
3	upto 50% to 100%	12	2	10
4	above 100%	119	11	108

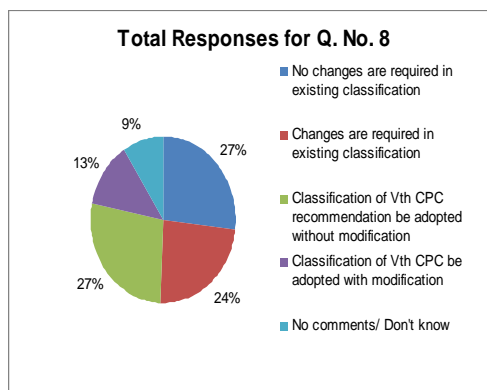


S No.	Overall Picture	Total Responses	Group Responses	Individual Responses
(a)	There should be higher compensation	1011	273	738
(b)	There should not be higher compensation	133	28	105
(c)	Percentage above Group A	257	50	207
(d)	No comments/Don't know	210	72	129
	Grand Total	1611	423	1179

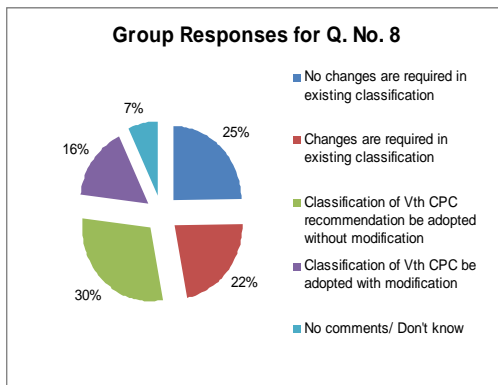


Question 8 (Single Option): Presently, civilian posts in the Central Government are classified into four Groups (A, B, C and D) with reference to their scales of pay. The Fifth Central Pay Commission had recommended their reclassification into Executive, Supervisory, Supporting and Auxiliary Staff. Would you suggest any changes in the existing classification or should the classification recommended by Fifth Central Pay Commission be adopted with/without modifications?

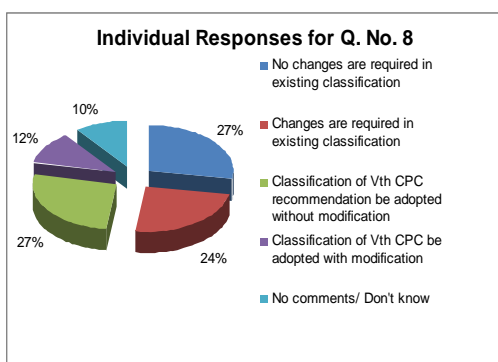
S No.	Options	Total Responses	
		Figures	%
1	No changes are required in existing classification	360	26.93
2	Changes are required in existing classification	315	23.56
3	Classification of Vth CPC recommendation be adopted without modification	368	27.52
4	Classification of Vth CPC be adopted with modification	172	12.86
5	No comments/ Don't know	122	9.12
	Total	1337	100.00
	Sub-Total of S.No. 2,3 and 4	855	63.95



S No.	Options	Group Responses	
		Figures	%
1	No changes are required in existing classification	94	24.67
2	Changes are required in existing classification	85	22.31
3	Classification of Vth CPC recommendation be adopted without modification	114	29.92
4	Classification of Vth CPC be adopted with modification	62	16.27
5	No comments/ Don't know	26	6.82
	Total	381	100.00
	Sub-Total of S. No. 2,3 and 4	261	68.50

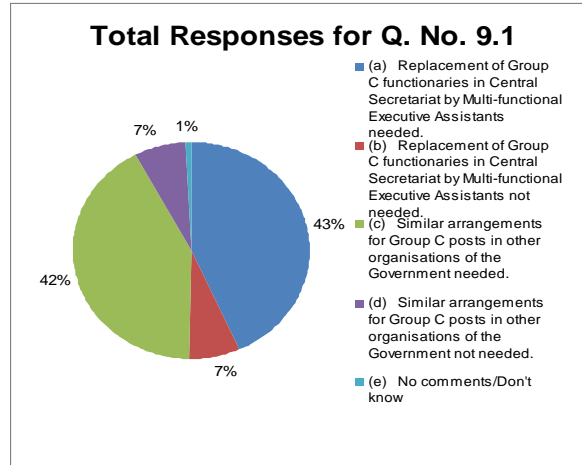


S No	Options	Individual Responses	
		Figures	%
1	No changes are required in existing classification	266	27.82
2	Changes are required in existing classification	230	24.06
3	Classification of Vth CPC recommendation be adopted without modification	254	26.57
4	Classification of Vth CPC be adopted with modification	110	11.51
5	No comments/ Don't know	96	10.04
	Total	956	100.00
	Sub-Total of S. No. 2,3 and 4	594	62.13

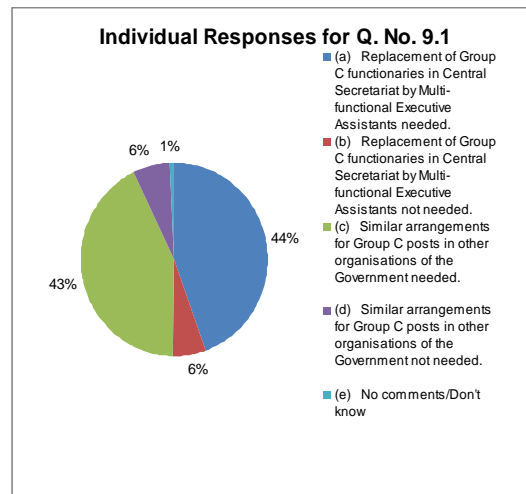
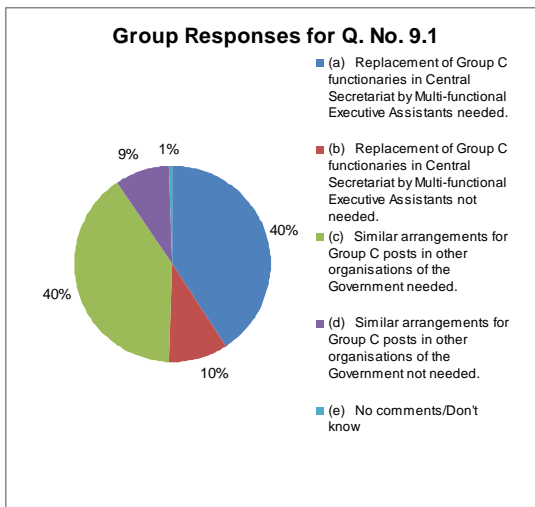


Question 9.1 (Multiple Options): Should all lower Group C functionaries in the Secretariat be replaced by multi-functional Executive Assistants, who would be graduates and well versed in office work, secretarial skills and use of modern office equipment including computers? Should similar arrangements be evolved for Group C posts in other organisations of Government?

S No.	Options	Total Responses	
		Figures	%
1	Replacement of Group C functionaries in Central Secretariat by Multi-functional Executive Assistants needed.	969	43.38
2	Replacement of Group C functionaries in Central Secretariat by Multi-functional Executive Assistants not needed.	155	6.94
3	Similar arrangements for Group C posts in other organisations of the Government needed.	937	41.94
4	Similar arrangements for Group C posts in other organisations of the Government not needed.	155	6.94
5	No comments/Don't know	18	0.81
	Total	2234	100.00



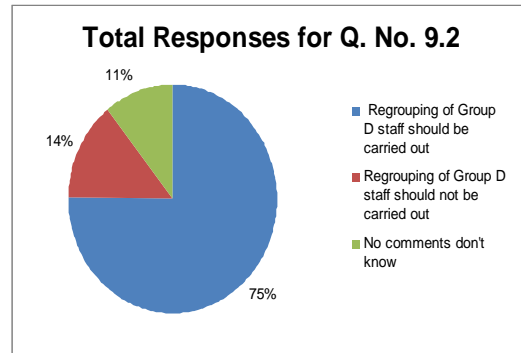
S No.	Options	Group Responses	
		Figures	%
1	Replacement of Group C functionaries in Central Secretariat by Multi-functional Executive Assistants needed.	256	40.76
2	Replacement of Group C functionaries in Central Secretariat by Multi-functional Executive Assistants not needed.	61	9.71
3	Similar arrangements for Group C posts in other organisations of the Government needed.	252	40.13
4	Similar arrangements for Group C posts in other organisations of the Government not needed.	55	8.76
5	No comments/Don't know	4	0.64
	Total	628	100.00



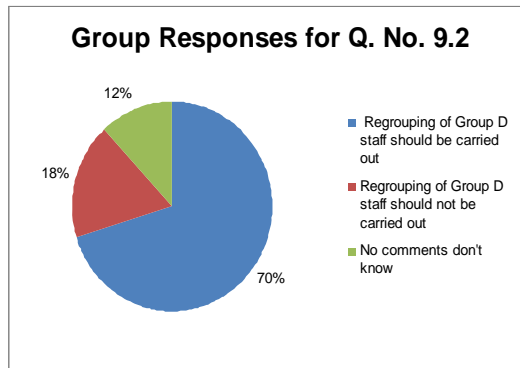
S No.	Options	Individual Responses	
		Figures	%
1	Replacement of Group C functionaries in Central Secretariat by Multi-functional Executive Assistants needed.	711	44.38
2	Replacement of Group C functionaries in Central Secretariat by Multi-functional Executive Assistants not needed.	94	5.87
3	Similar arrangements for Group C posts in other organisations of the Government needed.	683	42.63
4	Similar arrangements for Group C posts in other organisations of the Government not needed.	100	6.24
5	No comments/Don't know	14	0.87
	Total	1602	100.00

Question 9.2 (Single Option): Should a similar regrouping of Group D staff into fewer categories capable of performing diverse functions also be carried out?

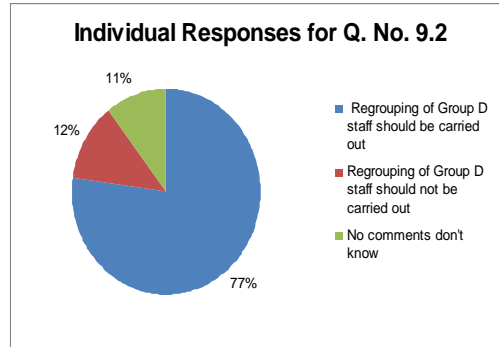
S No.	Options	Total Responses	
		Figures	%
1	Regrouping of Group D staff should be carried out	909	75.31
2	Regrouping of Group D staff should not be carried out	166	13.75
3	No comments/Don't know	132	10.94
	Total	1207	100.00



S No.	Options	Group Responses	
		Figures	%
1	Regrouping of Group D staff should be carried out	242	70.35
2	Regrouping of Group D staff should not be carried out	61	17.73
3	No comments/Don't know	41	11.92
	Total	344	100.00

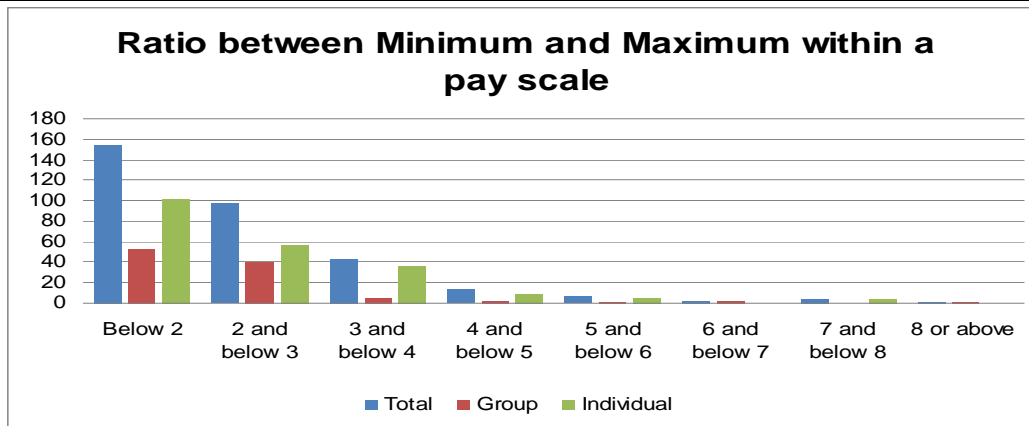


S No.	Options	Individual Responses	
		Figures	%
1	Regrouping of Group D staff should be carried out	667	77.29
2	Regrouping of Group D staff should not be carried out	105	12.17
3	No comments/ Don't know	91	10.54
	Total	863	100.00

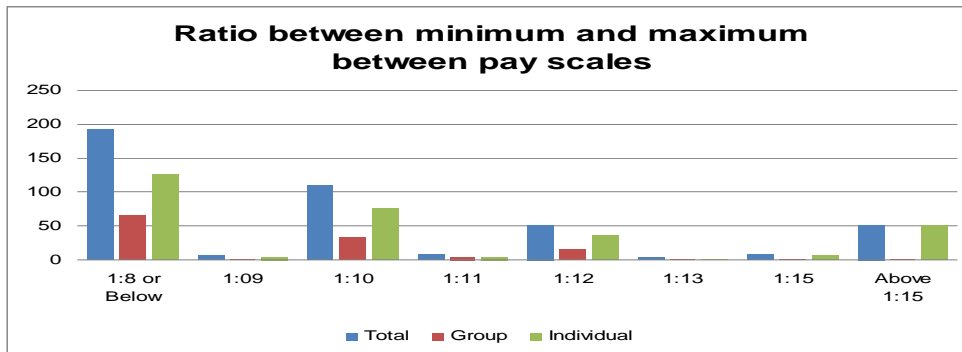


Question 10.1 (Multiple Options): How should a pay scale be structured? What is a reasonable ratio between the minimum and maximum of a pay scale?

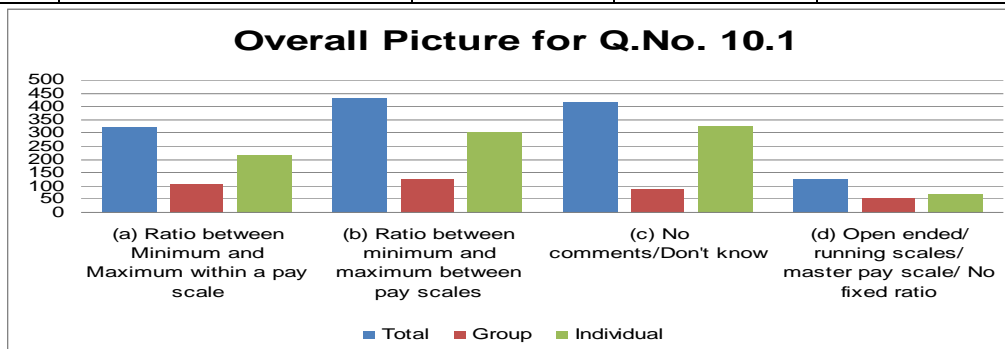
S No.	Options	Total Responses	Group Responses	Individual Responses
	(a) Ratio between Minimum and Maximum within a pay scale	324	109	215
1	Below 2	154	53	101
2	2 and below 3	98	41	57
3	3 and below 4	43	6	37
4	4 and below 5	13	3	10
5	5 and below 6	7	1	6
6	6 and below 7	3	3	0
7	7 and below 8	4	0	4
8	8 or above	2	2	0



S No.	Options	Total Responses	Group Responses	Individual Responses
	(b) Ratio between minimum and maximum between pay scales	430	124	306
1	1:8 or Below	192	65	127
2	1: 9	6	1	5
3	1:10	109	33	76
4	1:11	8	4	4
5	1:12	52	15	37
6	1:13	3	2	1
7	1:15	8	2	6
8	Above 1:15	52	2	50

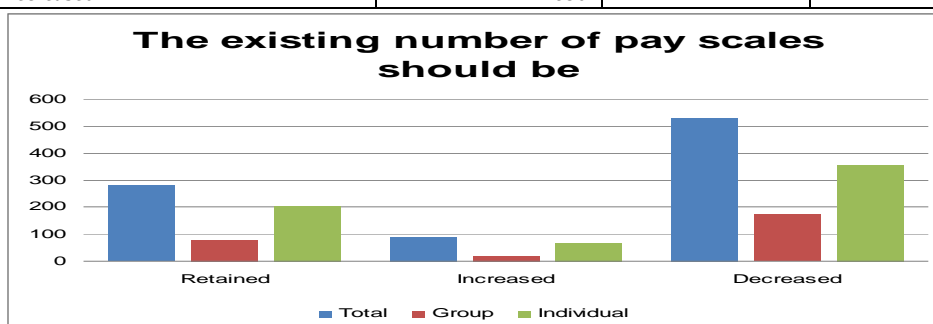


S No.	Overall Picture	Total Responses	Group Responses	Individual Responses
(a)	Ratio between Minimum and Maximum within a pay scale	324	109	215
(b)	Ratio between minimum and maximum between pay scales	430	124	306
(c)	No comments/Don't know	417	90	327
(d)	Open ended/ running scales/ master pay scale/ No fixed ratio	123	56	67
	Grand Total	1294	379	915

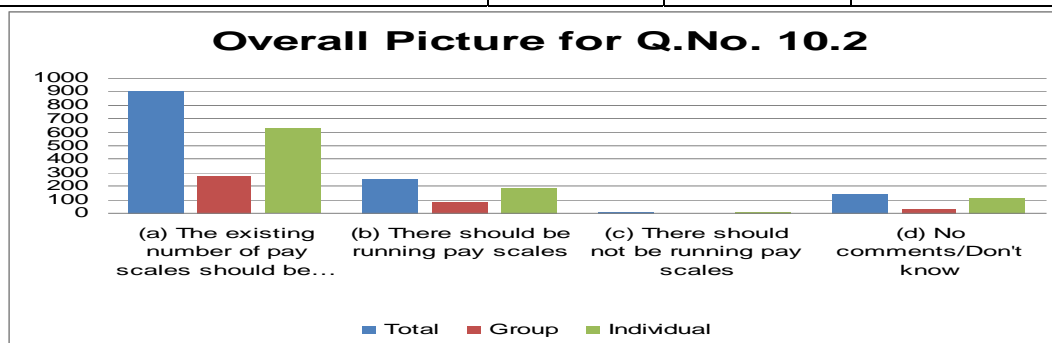


Question 10.2 (Multiple Options): The successive Pay Commissions have progressively reduced the number of distinct pay scales. The number of scales has therefore come down from more than 500 scales at the time of the Second Central Pay Commission to 51 scales before Fifth Central Pay Commission, which was brought down to 33 scales by the Fifth Central Pay Commission. The reduction in the number of pay scales brings in attendant problems like the promotion and the feeder grades coming to lie in the same pay scale, etc. Do you feel whether the existing number of pay scales should be retained or increased or decreased or whether the same should be replaced by a running pay scale?

Options	Total Responses	Group Responses	Individual Responses
(a) The existing number of pay scales should be	902	271	631
Retained	282	79	203
Increased	90	20	70
Decreased	530	172	358

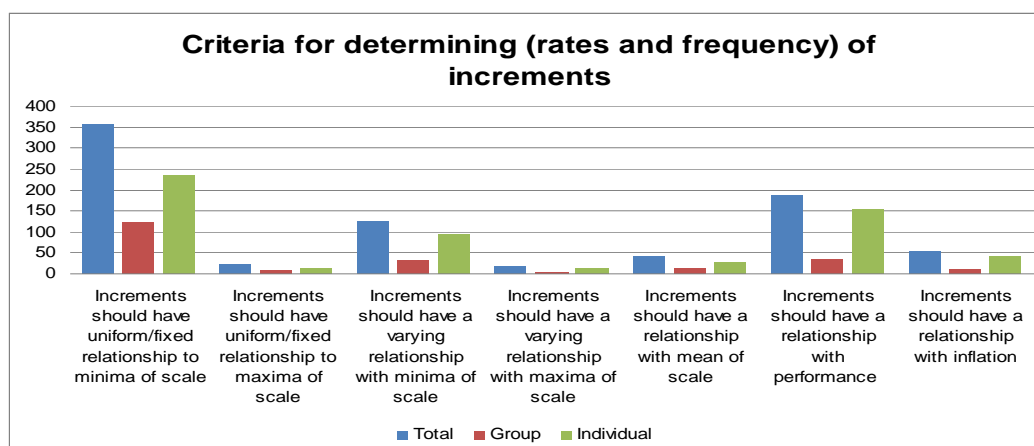


Overall Picture	Total Responses	Group Responses	Individual Responses
(a) The existing number of pay scales should be...	902	271	631
(b) There should be running pay scales	261	78	183
(c) There should not be running pay scales	12	4	8
(d) No comments/Don't know	144	32	112
Grand Total	1319	385	934

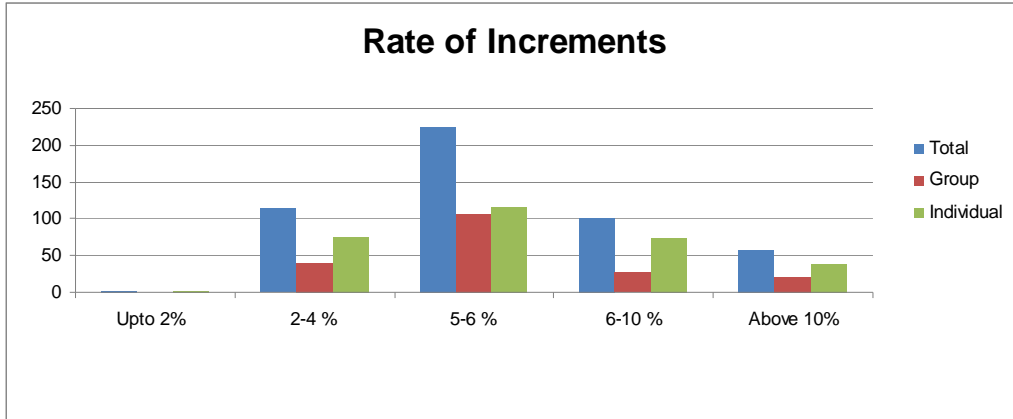


Question 11 (Multiple Options): What should be the criteria for determining the rates and frequency of increments in respect of different scales of pay? Should these bear a uniform or varying relationship with the minima and/or maxima of the scales?

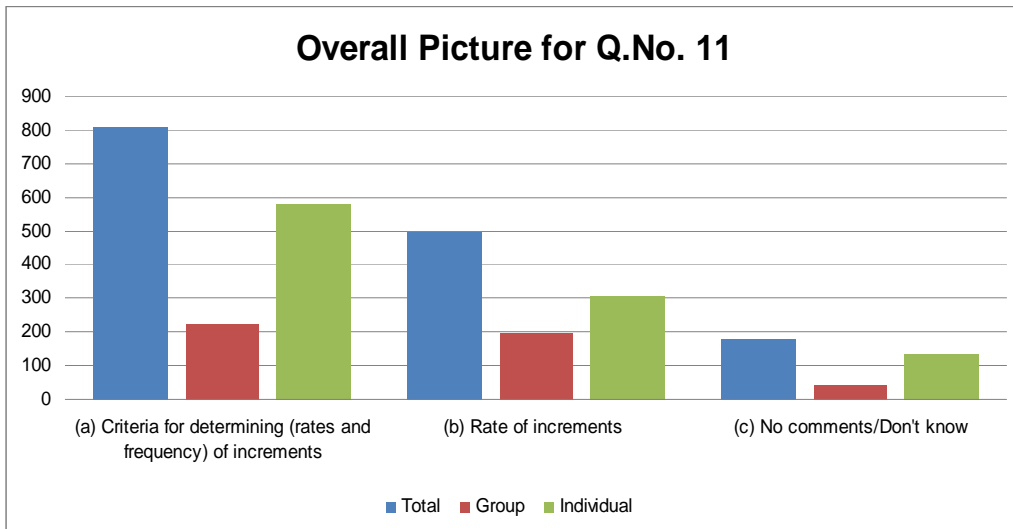
S No.	Options	Total Responses	Group Responses	Individual Responses
	(a) Criteria for determining (rates and frequency) of increments	808	225	583
1	Increments should have uniform/ fixed relationship to minima of scale	358	122	236
2	Increments should have uniform/ fixed relationship to maxima of scale	24	9	15
3	Increments should have a varying relationship with minima of scale	124	31	93
4	Increments should have a varying relationship with maxima of scale	18	4	14
5	Increments should have a relationship with mean of scale	43	14	29
6	Increments should have a relationship with performance	186	33	153
7	Increments should have a relationship with inflation	55	12	43



S No.	Options	Total Responses	Group Responses	Individual Responses
	(b) Rate of increments	500	195	305
1	Upto 2%	1	0	1
2	2-4 %	115	40	75
3	5-6 %	224	107	117
4	6-10 %	101	27	74
5	Above 10%	59	21	38

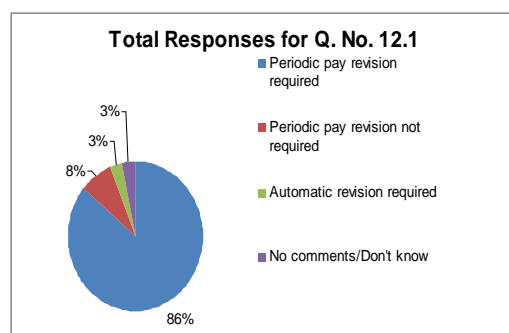


S No.	Overall Picture	Total Responses	Group Responses	Individual Responses
(a)	Criteria for determining (rates and frequency) of increments	808	225	583
(b)	Rate of increments	500	195	305
(c)	No comments/Don't know	178	42	136
	Grand Total	1486	462	1024

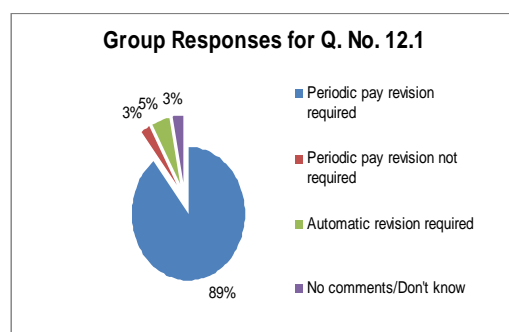


Question 12.1 (Single Option): Is there any need to revise the pay scales periodically especially when 100% neutralization for inflation is available in form of dearness allowance?

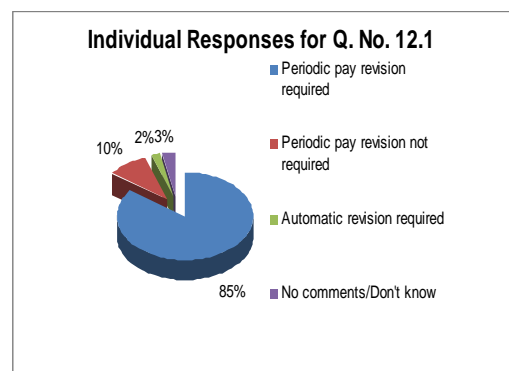
S No.	Options	Total Responses	
		Figures	%
1	Periodic pay revision required	1136	86.19
2	Periodic pay revision not required	103	7.81
3	Automatic revision required	36	2.73
4	No comments/Don't know	43	3.26
	Total	1318	100.00



S No.	Options	Group Responses	
		Figures	%
1	Periodic pay revision required	336	89.36
2	Periodic pay revision not required	10	2.66
3	Automatic revision required	18	4.79
4	No comments/Don't know	12	3.19
	Total	376	100.00

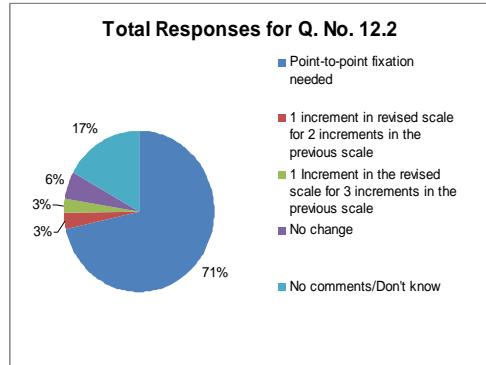


S No.	Options	Individual Responses	
		Figures	%
1	Periodic pay revision required	800	84.93
2	Periodic pay revision not required	93	9.87
3	Automatic revision required	18	1.91
4	No comments/Don't know	31	3.29
	Total	942	100.00

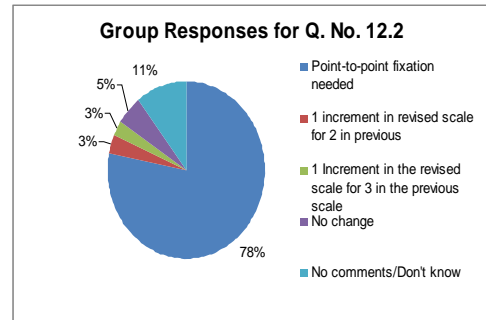


Question 12.2 (Single Option): How should pay be fixed in the revised pay scales? Should there be a point-to-point fixation? If not, please suggest a method by which it can be ensured that senior personnel are not placed at a disadvantage vis-à-vis their juniors and due weightage is given for the longer service rendered by the former.

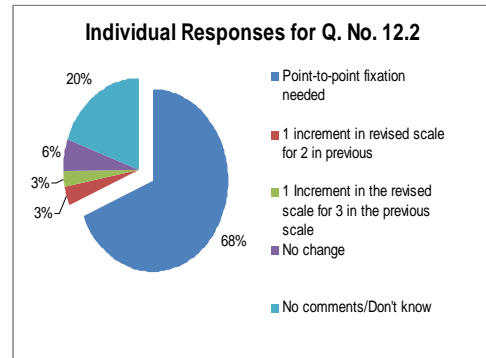
S No.	Options	Total Responses	
		Figures	%
1	Point-to-point fixation needed	840	71.4
2	1 increment in revised scale for 2 in previous	39	3.3
3	1 Increment in the revised scale for 3 in the previous scale	33	2.8
4	No change	65	5.5
5	No comments /Don't know	199	16.9
	Total	1176	100.00



S No	Options	Group Responses	
		Figures	%
1	Point-to-point fixation needed	278	78.09
2	1 increment in revised scale for 2 in previous	12	3.37
3	1 Increment in the revised scale for 3 in the previous scale	10	2.81
4	No change	18	5.06
5	No comments /Don't know	38	10.67
	Total	356	100.00

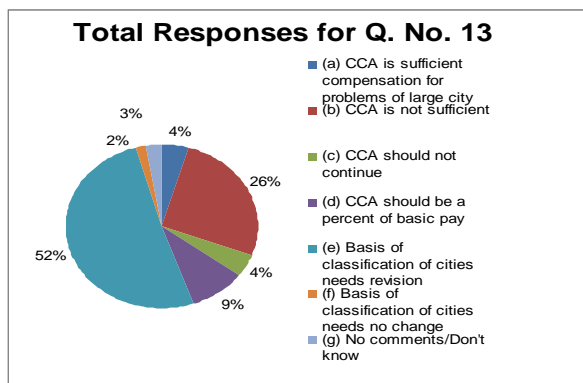


S No.	Options	Individual Responses	
		Figures	%
1	Point-to-point fixation needed	562	68.54
2	1 increment in revised scale for 2 in previous	27	3.29
3	1 Increment in the revised scale for 3 in the previous scale	23	2.80
4	No change	47	5.73
5	No comments /Don't know	161	19.63
	Total	820	100.00

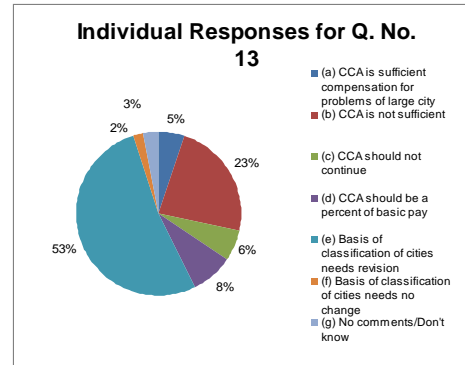
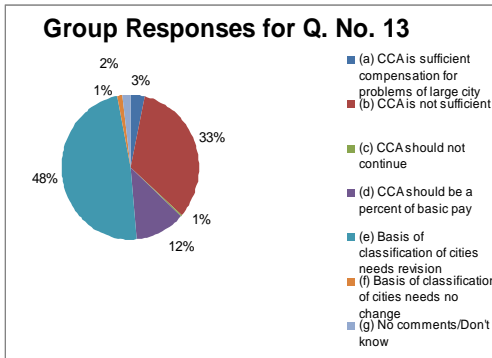


Question 13 (Multiple Options): Is City Compensatory Allowance a sufficient compensation for the problems of a large city? If DA and HRA provide full neutralization, do you think CCA should continue? Is there a need for changing the basis of classification of cities and the rates of CCA? If so, please suggest the revised basis and rates.

S No.	Options	Total Responses	
		Figures	%
1	CCA is sufficient compensation for problems of large city	82	4.43
2	CCA is not sufficient	488	26.39
3	CCA should not continue	82	4.43
4	CCA should be a percent of basic pay	173	9.36
5	Basis of classification of cities needs revision	944	51.05
6	Basis of classification of cities needs no change	29	1.57
7	No comments/Don't know	51	2.76
	Total	1849	100.00



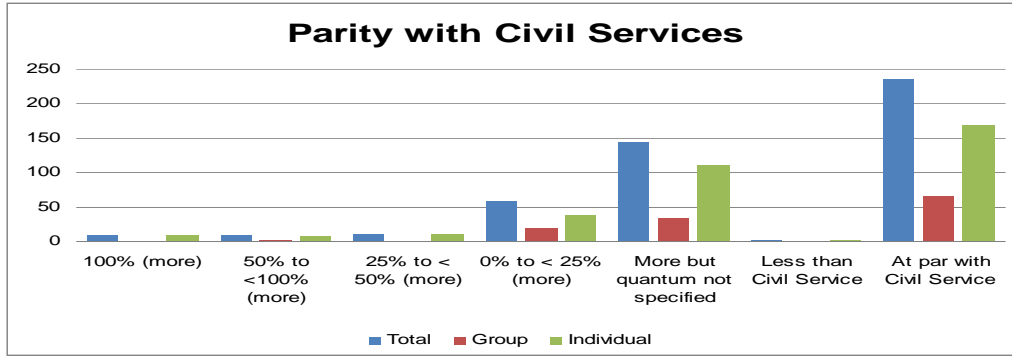
S No.	Options	Group Responses	
		Figures	%
1	CCA is sufficient compensation for problems of large city	19	3.24
2	CCA is not sufficient	194	33.11
3	CCA should not continue	4	0.68
4	CCA should be a percent of basic pay	68	11.60
5	Basis of classification of cities needs revision	283	48.29
6	Basis of classification of cities needs no change	6	1.02
7	No comments/Don't know	12	2.05
	Total	586	100.00



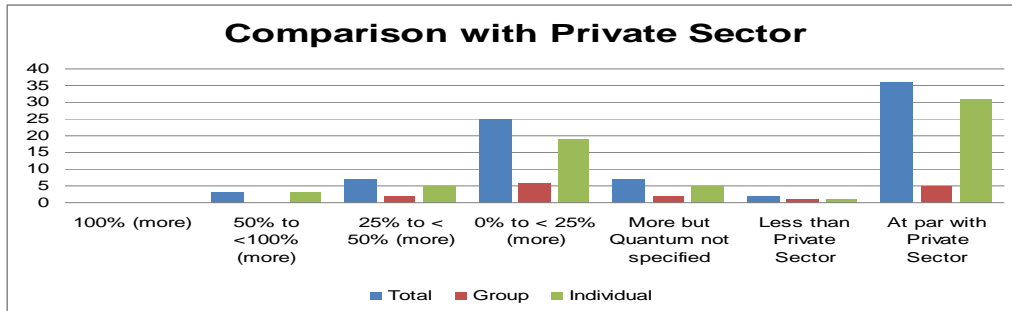
S No.	Options	Individual Responses	
		In Figures	In %
1	CCA is sufficient compensation for problems of large city	63	4.99
2	CCA is not sufficient	294	23.28
3	CCA should not continue	78	6.18
4	CCA should be a percent of basic pay	105	8.31
5	Basis of classification of cities needs revision	661	52.34
6	Basis of classification of cities needs no change	23	1.82
7	No comments/Don't know	39	3.09
	Total	1263	100.00

Question Number 14.1 (Multiple Options): What should be the basis for determination of pay scales for Armed Forces Personnel? What percentage weightage should be assigned to (i) parity with civil services, (ii) comparison with private sector, (iii) special and hazardous nature of duties, (iv) short career span and (v) restricted rights?

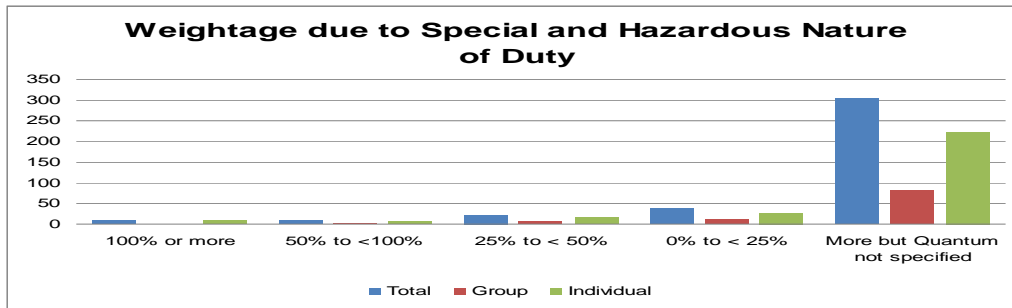
S No.	Options	Total Responses	Group Responses	Individual Responses
	(a) Parity with Civil Services	471	122	349
1	100% (more)	10	0	10
2	50% to <100% (more)	9	2	7
3	25% to < 50% (more)	11	0	11
4	0% to < 25% (more)	59	20	39
5	More but quantum not specified	145	34	111
6	Less than Civil Service	1	0	1
7	At par with Civil Service	236	66	170



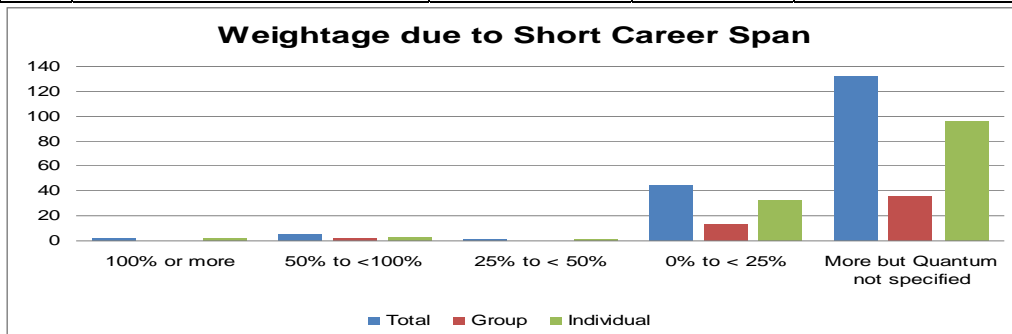
S No.	Options	Total Responses	Group Responses	Individual Responses
	(b) Comparison with Private Sector	80	16	64
1	100% (more)	0	0	0
2	50% to <100% (more)	3	0	3
3	25% to <50% (more)	7	2	5
4	0% to <25% (more)	25	6	19
5	More but Quantum not specified	7	2	5
6	Less than Private Sector	2	1	1
7	At par with Private Sector	36	5	31



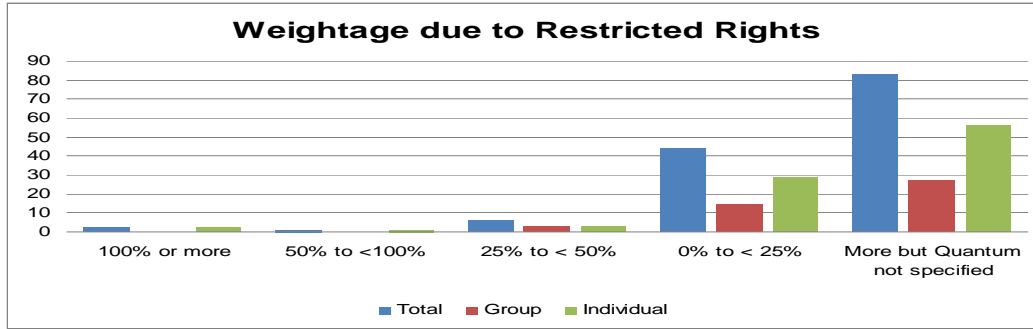
S No	Options	Total Responses	Group Responses	Individual Responses
	(c) Weightage due to Special and Hazardous Nature of Duty	381	102	279
1	100% or more	9	1	8
2	50% to <100%	8	2	6
3	25% to <50%	22	6	16
4	0% to <25%	38	12	26
5	More but Quantum not specified	304	81	223



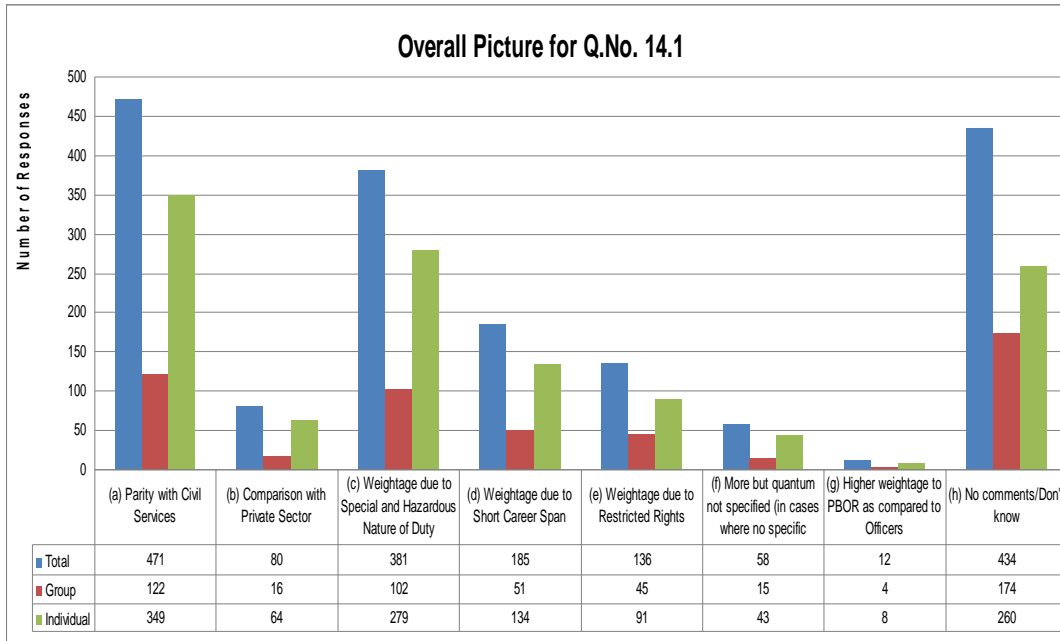
S No.	Options	Total Responses	Group Responses	Individual Responses
	(d) Weightage due to Short Career Span	185	51	134
1	100% or more	2	0	2
2	50% to <100%	5	2	3
3	25% to < 50%	1	0	1
4	0% to < 25%	45	13	32
5	More but Quantum not specified	132	36	96



S No.	Options	Total Responses	Group Responses	Individual Responses
	(e) Weightage due to Restricted Rights	136	45	91
1	100% or more	2	0	2
2	50% to <100%	1	0	1
3	25% to < 50%	6	3	3
4	0% to < 25%	44	15	29
5	More but Quantum not specified	83	27	56

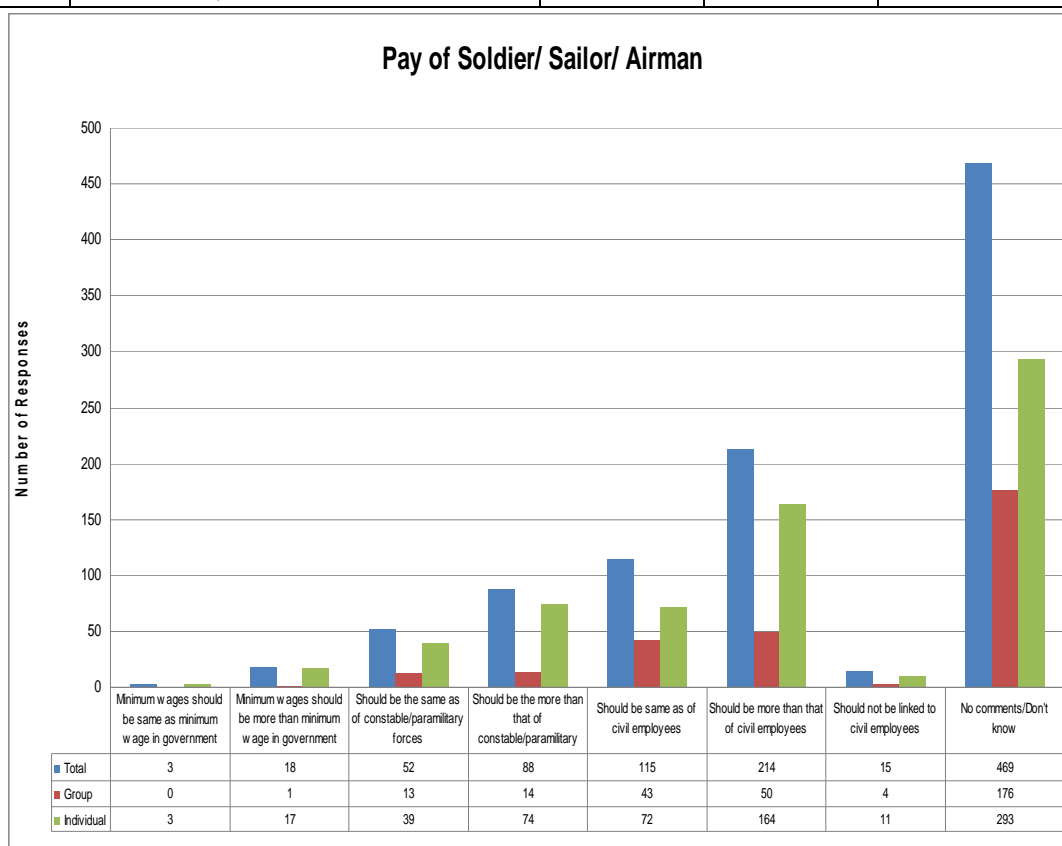


S No.	Overall Picture	Total Responses	Group Responses	Individual Responses
(a)	Parity with Civil Services	471	122	349
(b)	Comparison with Private Sector	80	16	64
(c)	Weightage due to Special and Hazardous Nature of Duty	381	102	279
(d)	Weightage due to Short Career Span	185	51	134
(e)	Weightage due to Restricted Rights	136	45	91
(f)	More but quantum not specified (in cases where no specific weightage specified)	58	15	43
(g)	Higher weightage to PBOR as compared to Officers	12	4	8
(h)	No comments/Don't know	434	174	260
	Grand Total	1757	529	1228



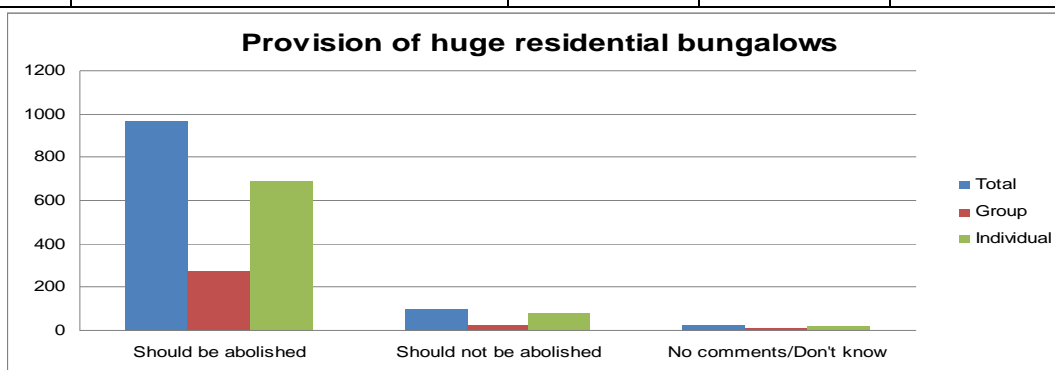
Question 14.2 (Multiple Options): How should the pay of a soldier, sailor and airman be determined? How should it relate to the minimum wage in Government and the pay of a constable in paramilitary or internal security forces?

S No.	Options	Total Responses	Group Responses	Individual Responses
	Pay of Soldier/ Sailor/ Airman	974	301	673
1	Minimum wages should be same as minimum wage in government	3	0	3
2	Minimum wages should be more than minimum wage in government	18	1	17
3	Should be the same as constable/paramilitary forces	52	13	39
4	Should be the more than as constable/paramilitary forces	88	14	74
5	Should be same as civil employees	115	43	72
6	Should be more than civil employees	214	50	164
7	Should not be linked to civil employees	15	4	11
8	No comments/Don't know	469	176	293

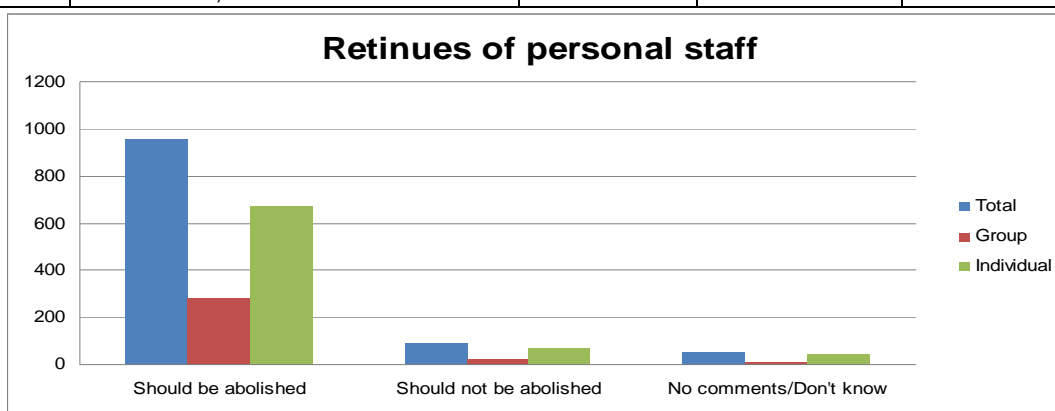


Question 15 (Multiple Options) :Should all vestiges of feudalism in the country like huge residential bungalows sprawling over several acres, large number of servant quarters, retinues of personal staff, bungalow peons, use of uniformed personnel as batmen or on unnecessary security or ceremonial duties etc. be abolished? Please make concrete suggestions.

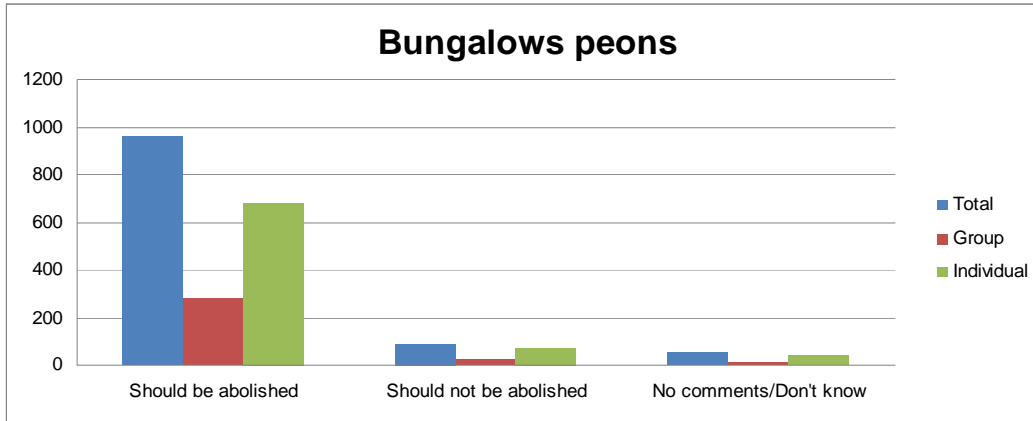
S No.	Options	Total Responses	Group Responses	Individual Responses
	(a) Provision of huge residential bungalows	1099	312	787
1	Should be abolished	968	278	690
2	Should not be abolished	103	26	77
3	No comments/ don't know	28	8	20



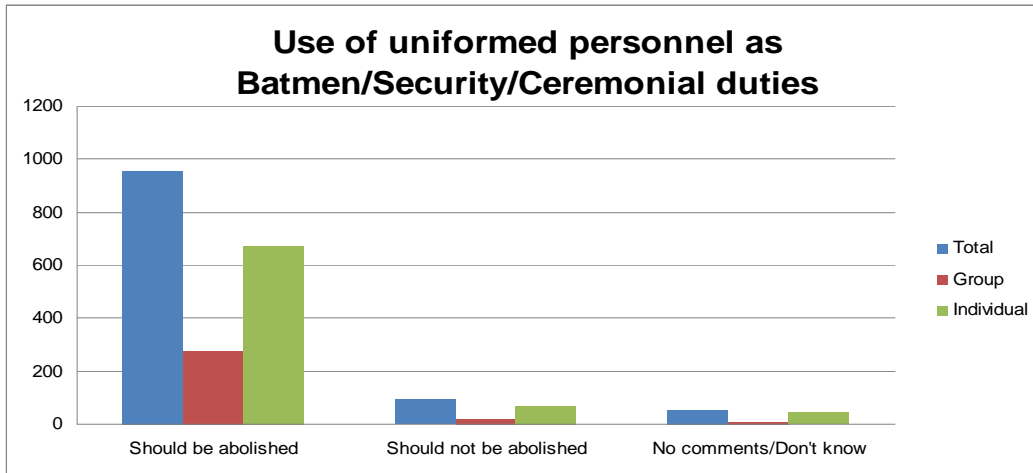
S No.	Options	Total Responses	Group Responses	Individual Responses
	(b) Retinues of personal staff	1102	312	790
1	Should be abolished	956	280	676
2	Should not be abolished	92	22	70
3	No comments/ don't know	54	10	44



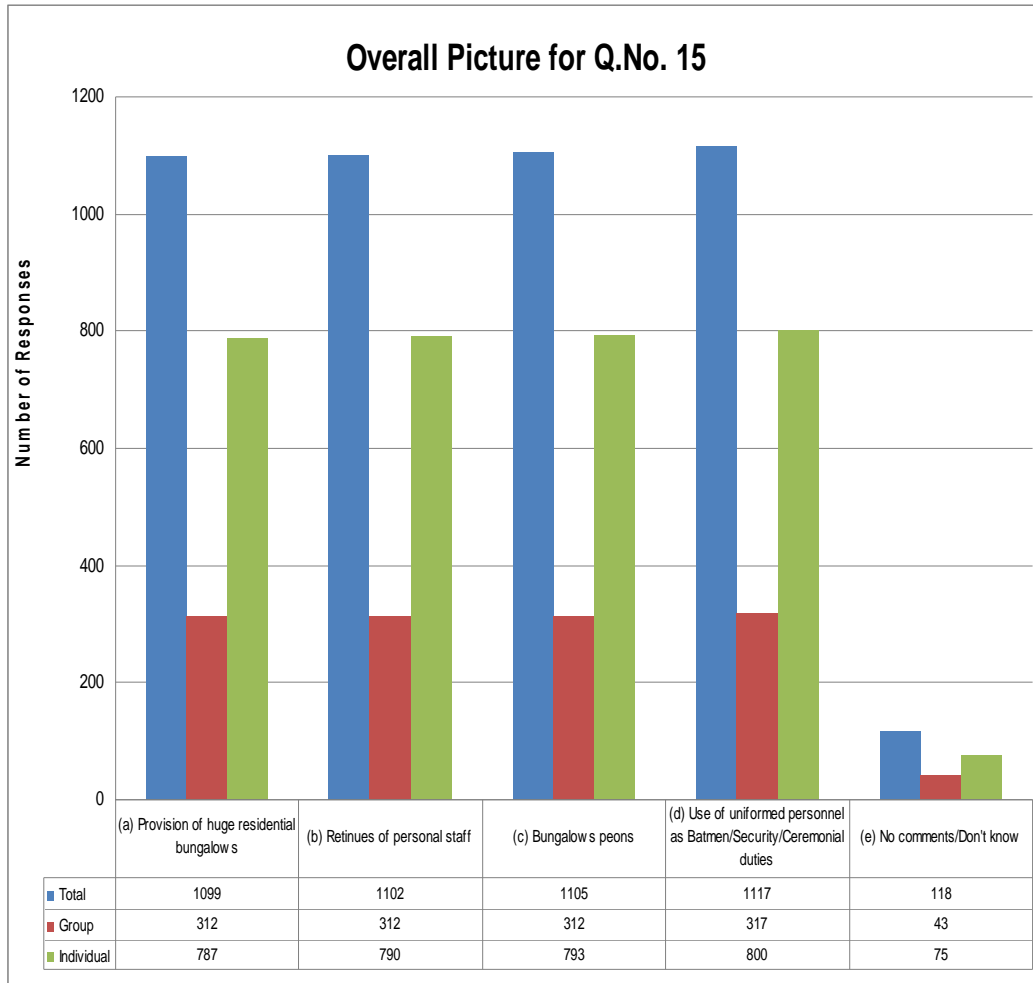
S No.	Options	Total Responses	Group Responses	Individual Responses
	(c) Bungalows peons	1105	312	793
1	Should be abolished	962	280	682
2	Should not be abolished	91	21	70
3	No comments/Don't know	52	11	41



S No.	Options	Total Responses	Group Responses	Individual Responses
	(d) Use of uniformed personnel as Batmen /Security/Ceremonial duties	1117	317	800
1	Should be abolished	926	271	655
2	Should not be abolished	128	32	96
3	No comments/Don't know	63	14	49

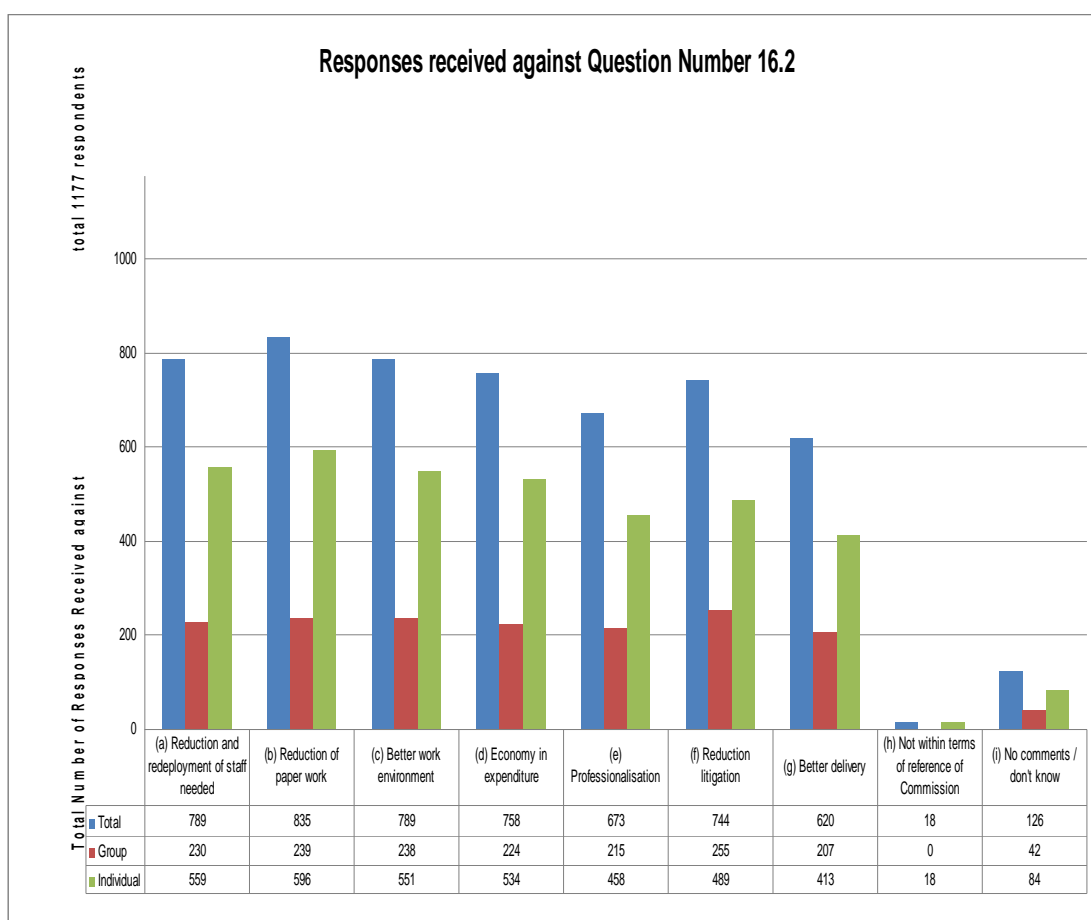


S No.	Overall Picture	Total Responses	Group Responses	Individual Responses
(a)	Provision of huge residential bungalows	1099	312	787
(b)	Retinues of personal staff	1102	312	790
(c)	Bungalows peons	1105	312	793
(d)	Use of uniformed personnel as Batmen/Security/Ceremonial duties	1117	317	800
(e)	No comments/Don't know	118	43	75
	Grand Total	4541	1296	3245



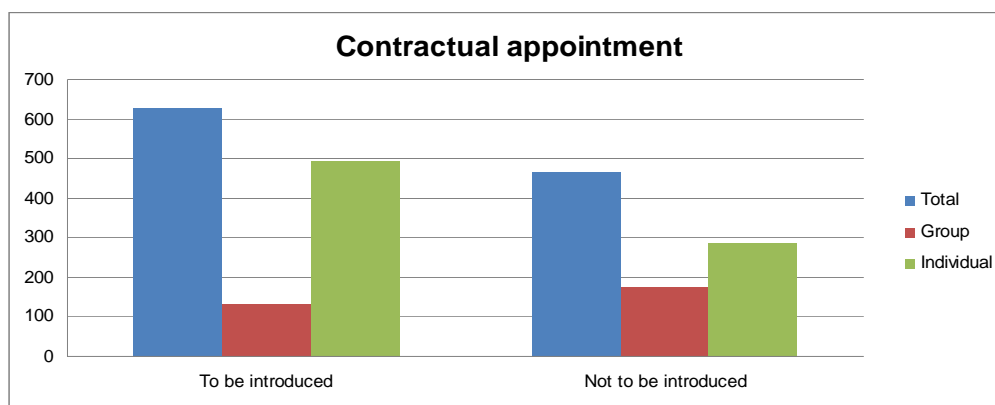
Question 16.2 (Multiple Options): Please outline specific proposals, which could result in: (i) Reduction and redeployment of staff, (ii) Reduction of paper work, (iii) Better work environment, (iv) Economy in expenditure, (v) Professionalisation of services, (vi) Reduction in litigation on service matters, (vii) Better delivery of service by government agencies to their users.

S No.	Options	Total Responses	Group Responses	Individual Responses
(a)	Reduction and redeployment of staff needed	789	230	559
(b)	Reduction of paper work	835	239	596
(c)	Better work environment	789	238	551
(d)	Economy in expenditure	758	224	534
(e)	Professionalisation	673	215	458
(f)	Reduction litigation	744	255	489
(g)	Better delivery	620	207	413
(h)	Not within terms of reference of Commission	18	0	18
(i)	No comments / don't know	126	42	84
	Total Responses for all these options	5352	1650	3702

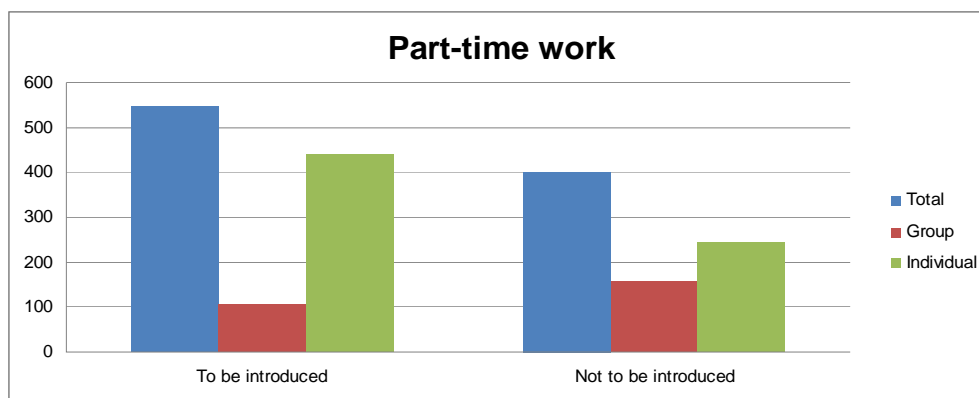


Question No. 17.1 (Multiple Options): Do you think the concepts of contractual appointment, part-time work, flexible job description, flexi time etc. need to be introduced in Government to change the environment, provide more jobs and impart flexibility to the working conditions of employees?

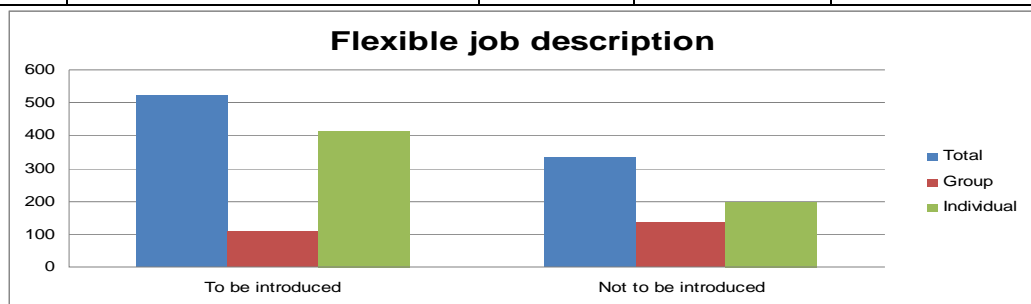
S No.	Options	Total Responses	Group Responses	Individual Responses
	(a) Contractual appointment		1093	309
1	To be introduced	628	133	495
2	Not to be introduced	465	176	289



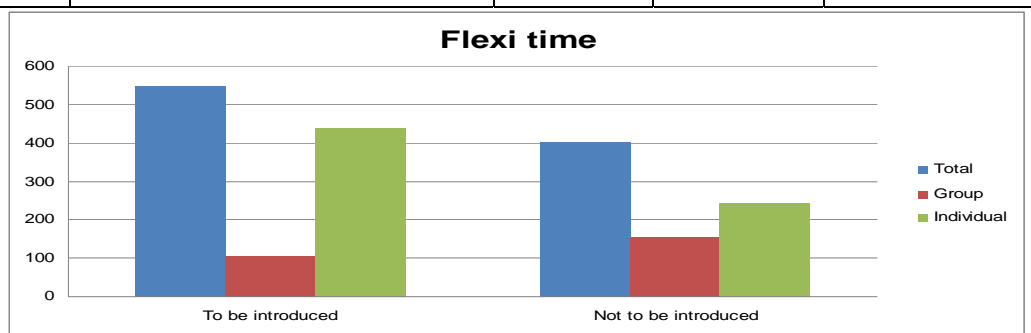
S No.	Options	Total Responses	Group Responses	Individual Responses
	(b) Part-time work		947	264
1	To be introduced	546	107	439
2	Not to be introduced	401	157	244



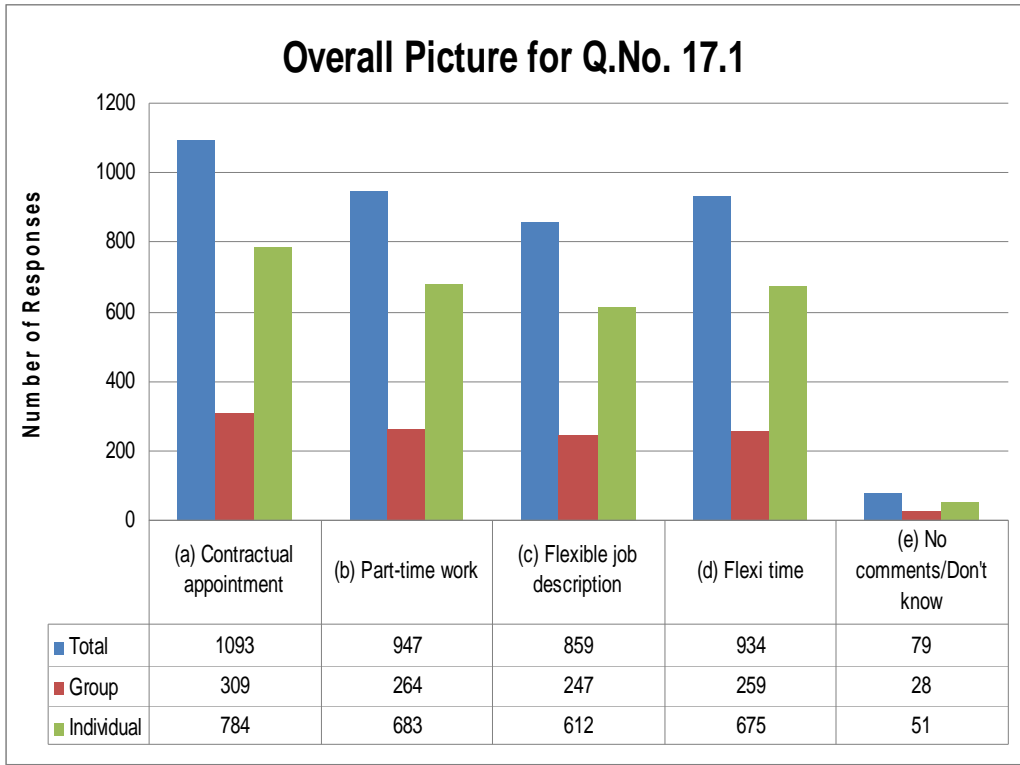
S No.	Options	Total Responses	Group Responses	Individual Responses
	(c) Flexible job description	859	247	612
1	To be introduced	523	110	413
2	Not to be introduced	336	137	199



S No.	Options	Total Responses	Group Responses	Individual Responses
	(d) Flexi time	934	259	675
1	To be introduced	584	125	459
2	Not to be introduced	350	134	216

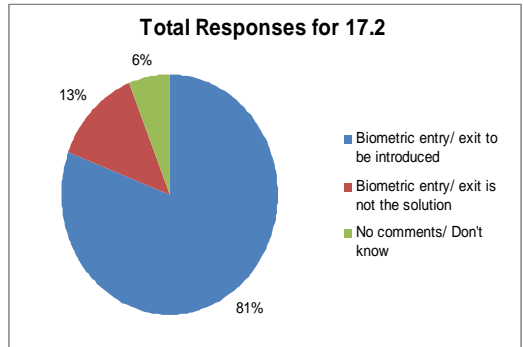


S No.	Overall Picture	Total Responses	Group Responses	Individual Responses
(a)	Contractual appointment	1093	309	784
(b)	Part-time work	947	264	683
(c)	Flexible job description	859	247	612
(d)	Flexi time	934	259	675
(e)	No comments/Don't know	79	28	51
	Grand Total	3912	1107	2805

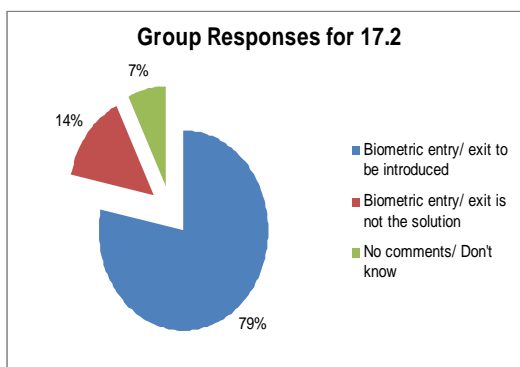


Question No. 17.2 (Single Option): For improving punctuality/introducing new concepts like flexi-time, should biometric entry/exit be introduced?

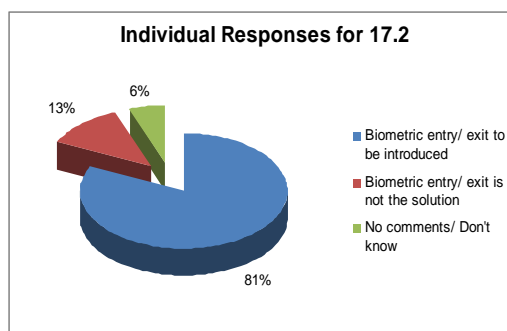
S No.	Options	Total Responses	
		Figures	%
1	Biometric entry/ exit to be introduced	985	80.87
2	Biometric entry/ exit is not the solution	159	13.05
3	No comments/ Don't know	74	6.08
	Total	1218	100.00



S No.	Options	Group Responses	
		Figures	%
1	Biometric entry/ exit to be introduced	268	78.36
2	Biometric entry/ exit is not the solution	49	14.33
3	No comments/ Don't know	25	7.31
	Total	342	100.00

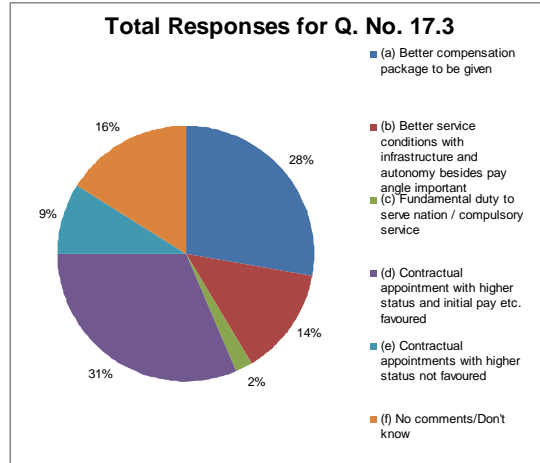


S No.	Options	Individual Responses	
		Figures	%
1	Biometric entry/ exit to be introduced	717	81.85
2	Biometric entry/ exit is not the solution	110	12.56
3	No comments/ Don't know	49	5.59
	Total	876	100

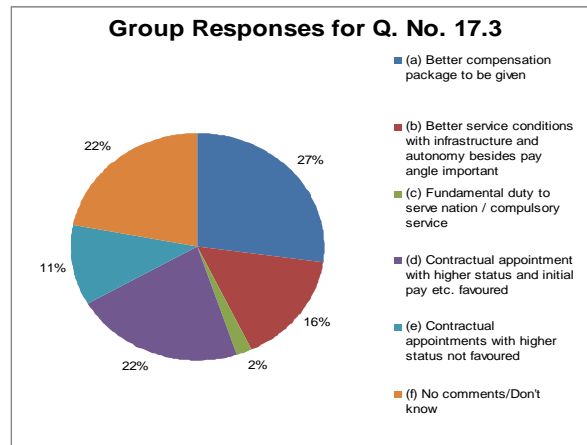


Question 17.3 (Multiple Options): What steps should be taken to ensure that scientists, doctors, engineers and other professionals with sophisticated education and skills are retained in their specialized fields in Government? Should they be appointed on contract with a higher status and initial pay, advance increments, better service conditions, etc.?

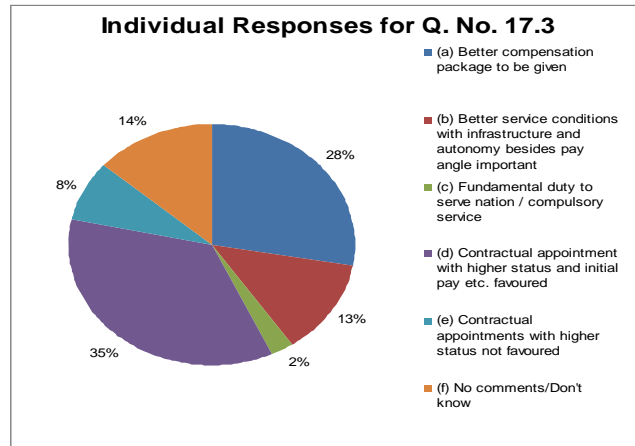
S No.	Options	Total Responses	
		Figures	%
1	Better compensation package to be given	370	27.65
2	Better service conditions with infrastructure and autonomy besides pay angle important	184	13.75
3	Fundamental duty to serve nation / compulsory service	30	2.24
4	Contractual appointment with higher status and initial pay etc. favoured	419	31.32
5	Contractual appointments with higher status not favoured	121	9.04
6	No comments/Don't know	214	15.99
	Total	1338	100.00



S No.	Options	Group Responses	
		Figures	%
1	Better compensation package to be given	104	27.23
2	Better service conditions with infrastructure and autonomy besides pay angle important	61	15.97
3	Fundamental duty to serve nation / compulsory service	7	1.83
4	Contractual appointment with higher status and initial pay etc. favoured	83	21.73
5	Contractual appointments with higher status not favoured	43	11.26
6	No comments/Don't know	84	21.99
	Total	382	100.00

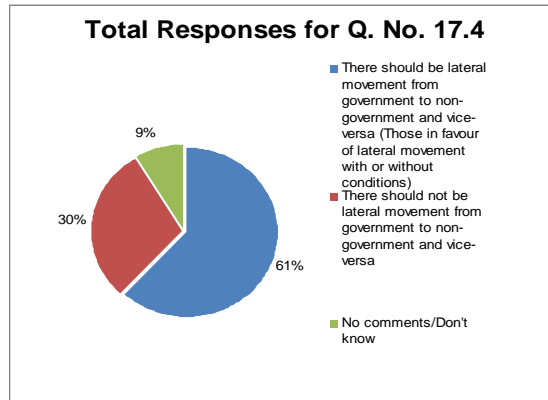


S No.	Options	Individual Responses	
		Figures	%
1	Better compensation package to be given	266	27.82
2	Better service conditions with infrastructure and autonomy besides pay angle important	123	12.87
3	Fundamental duty to serve nation / compulsory service	23	2.41
4	Contractual appointment with higher status and initial pay etc. favoured	336	35.15
5	Contractual appointments with higher status not favoured	78	8.16
6	No comments/Don't know	130	13.60
	Total	956	100.00

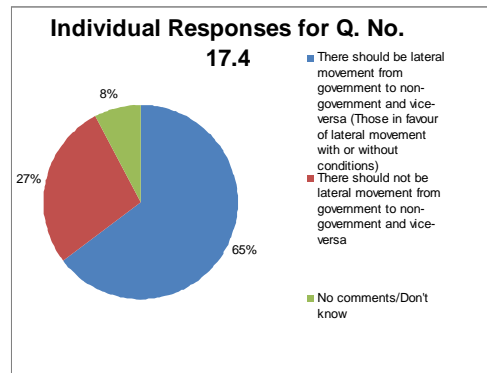
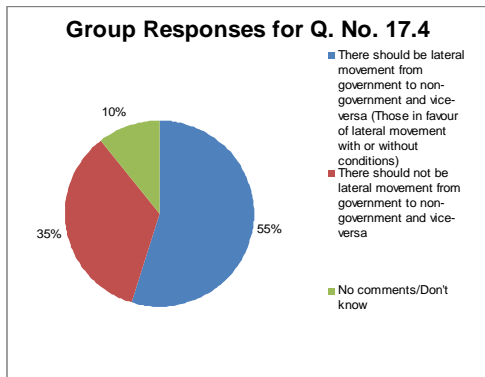


Question No. 17.4 (Single Option): Should there be lateral movement from Government to non-Government jobs and vice versa? If so, in which sphere(s) and to what extent?

S No.	Options	Total Responses	
		Figures	%
1	There should be lateral movement from government to non-government and vice-versa (Those in favour of lateral movement with or without conditions)	740	61.87
2	There should not be lateral movement from government to non-government and vice-versa	353	29.52
3	No comments/Don't know	103	8.61
	Total	1196	100.00



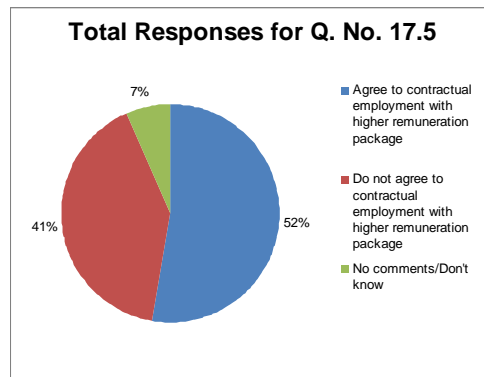
S No.	Options	Group Responses	
		Figures	%
1	There should be lateral movement from government to non-government and vice-versa (Those in favour of lateral movement with or without conditions)	189	54.78
2	There should not be lateral movement from government to non-government and vice-versa	120	34.78
3	No comments/Don't know	36	10.43
Total		345	100.00



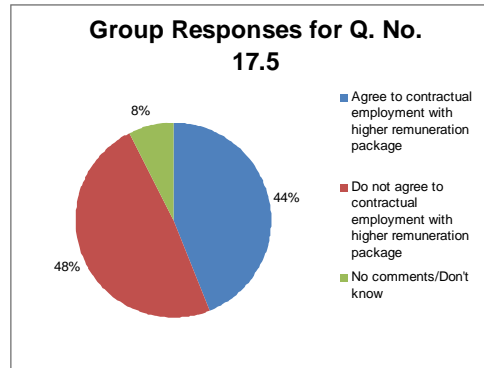
S No.	Options	Individual Responses	
		Figures	%
1	There should be lateral movement from government to non-government and vice-versa (Those in favour of lateral movement with or without conditions)	551	64.75
2	There should not be lateral movement from government to non-government and vice-versa	233	27.38
3	No comments/Don't know	67	7.87
	Total	851	100.00

Question 17.5 (Single Option): It has been suggested that existing Government employees should be encouraged to shift to employment on contract for specified periods in return for a substantially higher remuneration package. Would you agree?

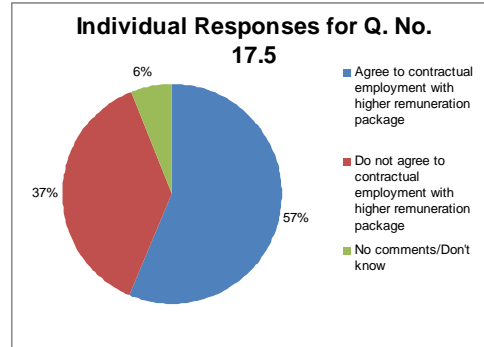
S No.	Options	Total Responses	
		Figures	%
1	Agree to contractual employment with higher remuneration package	630	52.76
2	Do not agree to contractual employment with higher remuneration package	485	40.62
3	No comments/Don't know	79	6.62
	Total	1194	100.00



S No.	Options	Group Responses	
		Figures	%
1	Agree to contractual employment with higher remuneration package	151	43.90
2	Do not agree to contractual employment with higher remuneration package	167	48.55
3	No comments/Don't know	26	7.56
	Total	344	100

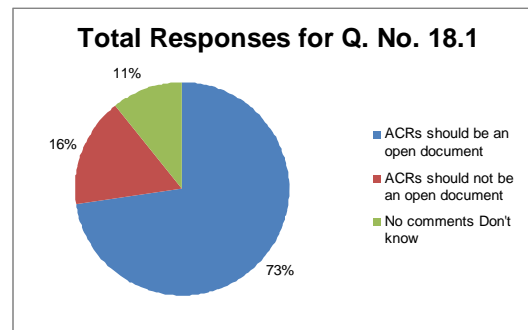


S No.	Options	Individual Responses	
		Figures	%
1	Agree to contractual employment with higher remuneration package	479	56.35
2	Do not agree to contractual employment with higher remuneration package	318	37.41
3	No comments/Don't know	53	6.24
	Total	850	100

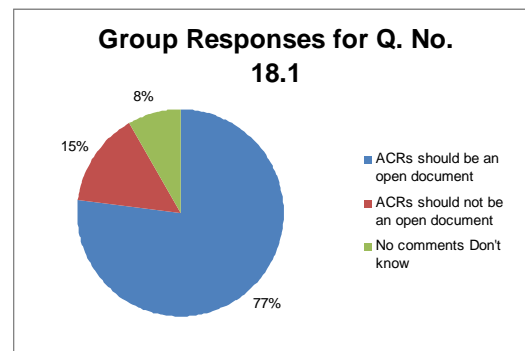


Question 18.1 (Single Option): In what way should present system or performance appraisal be changed? Should ACR be an open document?

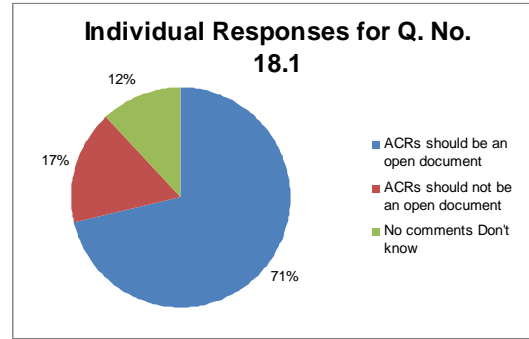
S No.	Options	Total Responses	
		Figures	%
1	ACRs should be an open document	914	72.89
2	ACRs should not be an open document	204	16.27
3	No comments /Don't know	136	10.85
	Total	1254	100.00



S No.	Options	Group Responses	
		Figures	%
1	ACRs should be an open document	275	76.82
2	ACRs should not be an open document	53	14.80
3	No comments/Don't know	30	8.38
	Total	358	100.00

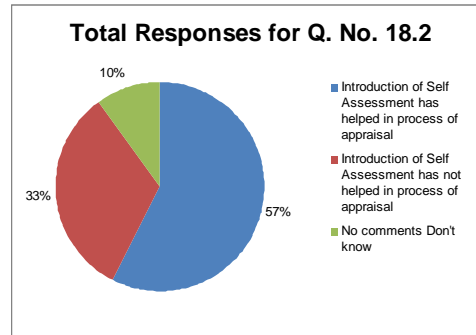


S No.	Options	Individual Responses	
		Figures	%
1	ACRs should be an open document	639	71.32
2	ACRs should not be an open document	151	16.85
3	No comments/ Don't know	106	11.83
	Total	896	100

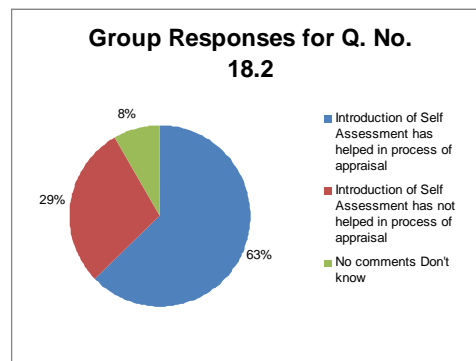


Question 18.2 (Single Option): How far has the introduction of self-assessment helped in the process of appraisal?

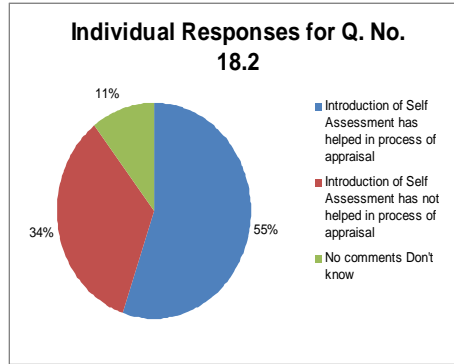
S No.	Options	Total Responses	
		Figures	%
1	Introduction of Self Assessment has helped in process of appraisal	634	57.53
2	Introduction of Self Assessment has not helped in process of appraisal	359	32.58
3	No comments/ Don't know	109	9.89
	Total	1102	100.00



S No.	Options	Group Responses	
		Figures	%
1	Introduction of Self Assessment has helped in process of appraisal	205	62.88
2	Introduction of Self Assessment has not helped in process of appraisal	94	28.83
3	No comments/ Don't know	27	8.28
	Total	326	100.00

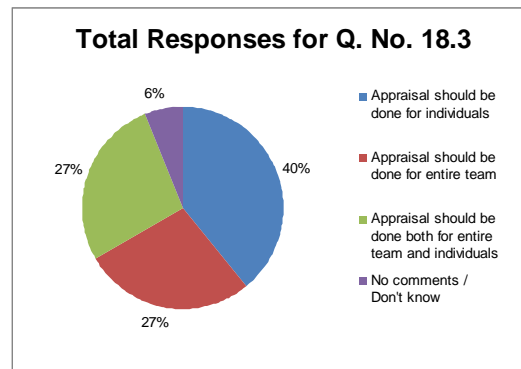


S No.	Options	Individual Responses	
		Figures	%
1	Introduction of Self Assessment has helped in process of appraisal	429	55.28
2	Introduction of Self Assessment has not helped in process of appraisal	265	34.15
3	No comments/ Don't know	82	10.57
	Total	776	100

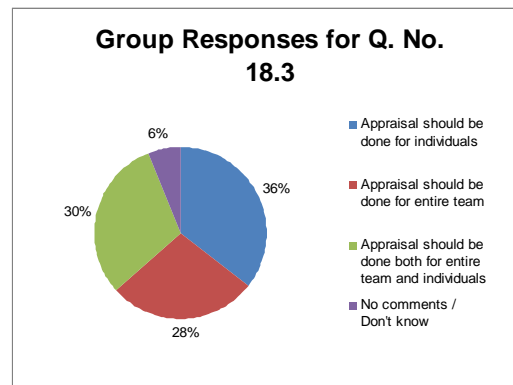


Question 18.3 (Single Option): Should appraisal be done for an entire team instead or for individuals?

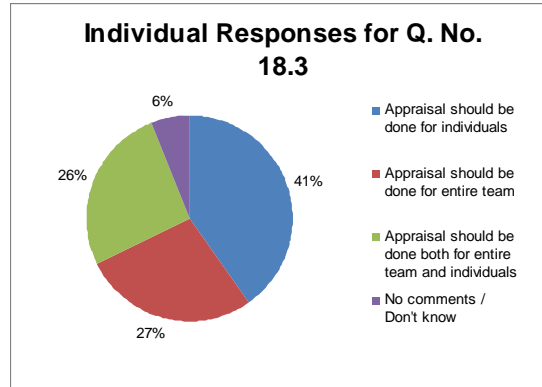
S No.	Options	Total Responses	
		Figures	%
1	Appraisal should be done for individuals	469	39.21
2	Appraisal should be done for entire team	328	27.42
3	Appraisal should be done both for entire team and individuals	327	27.34
4	No comments/ Don't know	72	6.02
	Total	1196	100.00



S No.	Options	Group Responses	
		Figures	%
1	Appraisal should be done for individuals	121	35.48
2	Appraisal should be done for entire team	95	27.86
3	Appraisal should be done both for entire team and individuals	104	30.50
4	No comments/ Don't know	21	6.16
	Total	341	100.00

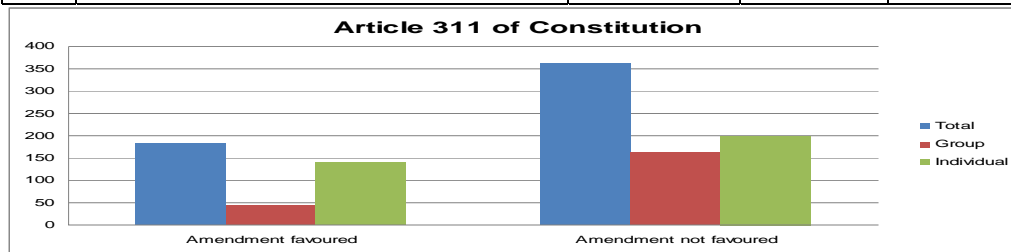


S No.	Options	Individual Responses	
		Figures	%
1	Appraisal should be done for individuals	342	40.28
2	Appraisal should be done for entire team	233	27.44
3	Appraisal should be done for entire team and individuals	223	26.27
4	No comments / Don't know	51	6.01
	Total	849	100

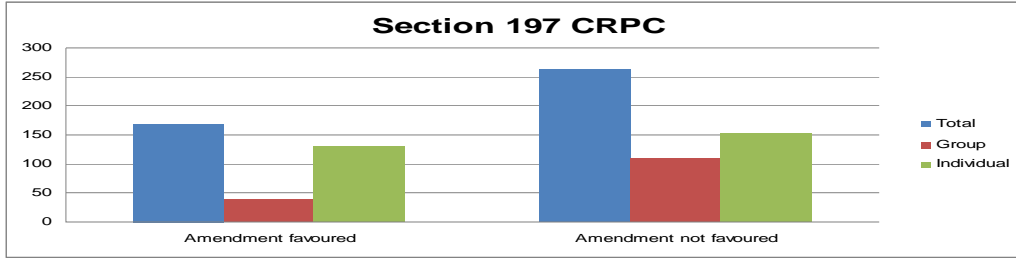


Question No. 18.4 (Multiple Options): In what manner can Government employees be made personally accountable for their acts of omission or commission, without any special safeguards? Would you recommend any amendments to Article 311 of the Constitution, Section 197 of the Code of Criminal Procedure, Section 17 and 19 of the Prevention of Corruption Act, 1988 and various rules relating to conduct of Government servants and disciplinary proceedings?

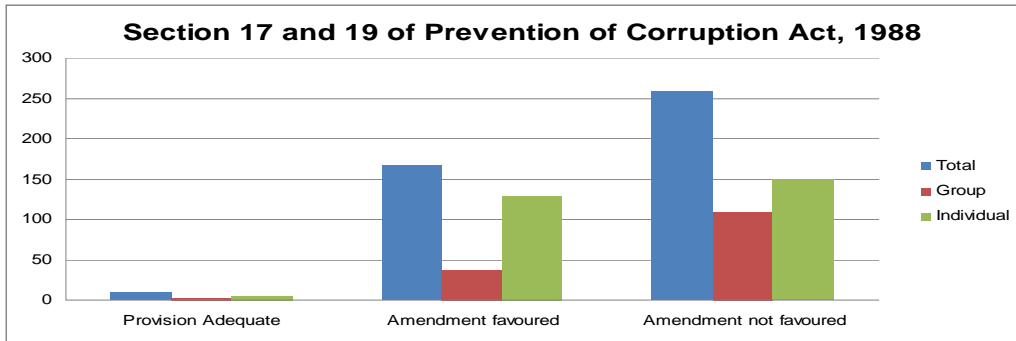
S No.	Options	Total Responses	Group Responses	Individual Responses
	(a) Article 311 of Constitution	545	206	339
1	Amendment favoured	183	44	139
2	Amendment not favoured/ Safeguards to be strengthened further	362	162	200



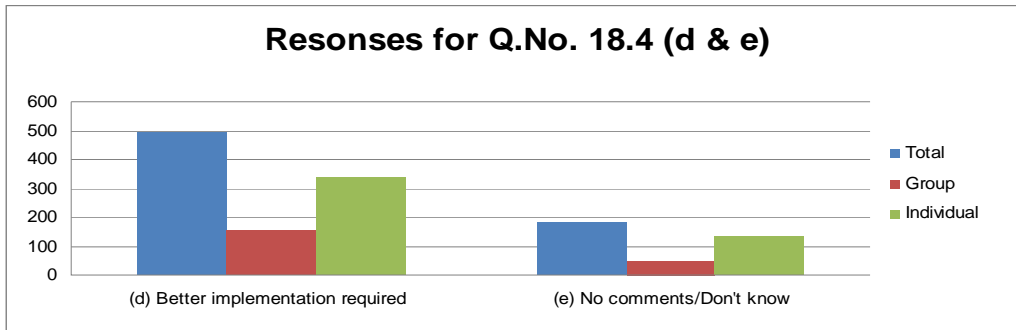
S No.	Options	Total Responses	Group Responses	Individual Responses
	(b) Section 197 CRPC	432	149	283
1	Amendment favoured	169	39	130
2	Amendment not favoured	263	110	153



S No.	Options	Total Responses	Group Responses	Individual Responses
	(c) Section 17 and 19 of Prevention of Corruption Act, 1988	435	150	285
1	Provision Adequate	9	3	6
2	Amendment favoured	167	38	129
3	Amendment not favoured	259	109	150

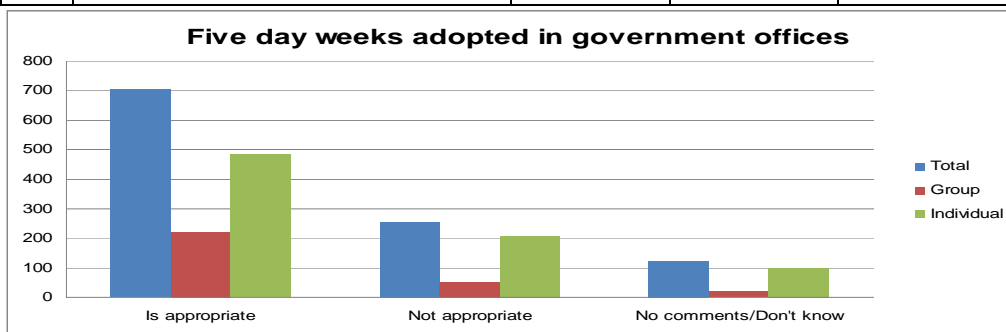


Options	Total Responses	Group Responses	Individual Responses
(d) Better implementation required	495	155	340
(e) No comments/Don't know	182	49	133

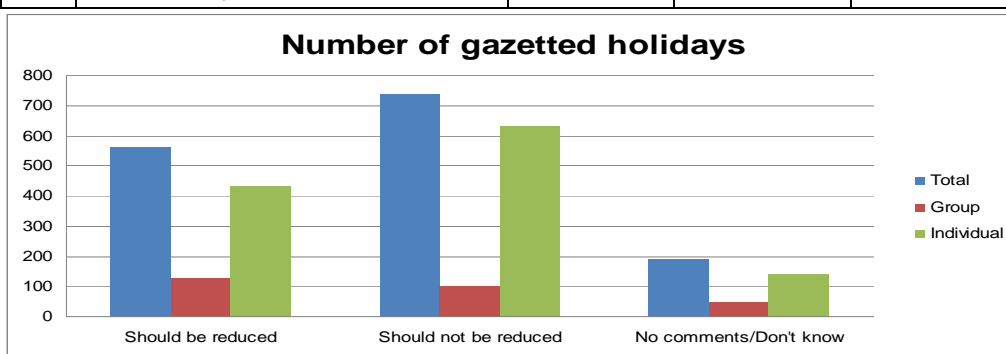


Question 19.1 (Multiple Options): Kindly comment on the appropriateness of adopting a five-day week in Government offices when other sectors follow a six day week. Please also state whether the number of Gazetted holidays in Government offices should be reduced? Please also comment on the appropriateness of declaring Gazetted holidays for all major religious festivals.

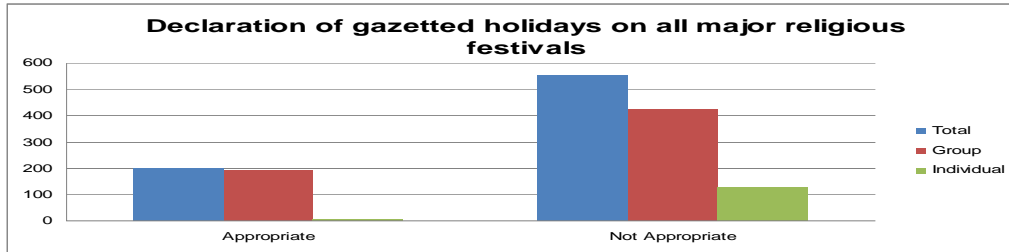
S No.	Options	Total Responses	Group Responses	Individual Responses
	(a) Five day week be adopted in government offices	1083	293	790
1	Is appropriate	706	221	485
2	Not appropriate	256	50	206
3	No comments/Don't know	121	22	99



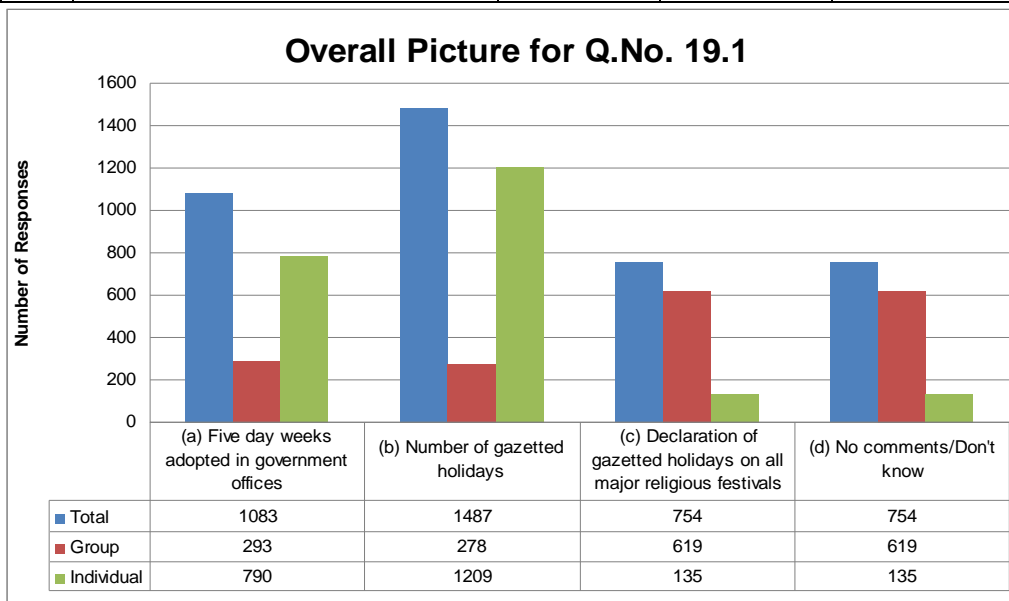
S No.	Options	Total Responses	Group Responses	Individual Responses
	(b) Number of gazetted holidays	1487	278	1209
1	Should be reduced	561	126	435
2	Should not be reduced	735	102	633
3	No comments/Don't know	191	50	141



S No.	Options	Total Responses	Group Responses	Individual Responses
	(c) Declaration of gazetted holidays on all major religious festivals	754	619	135
1	Appropriate	200	194	6
2	Not Appropriate	554	425	129

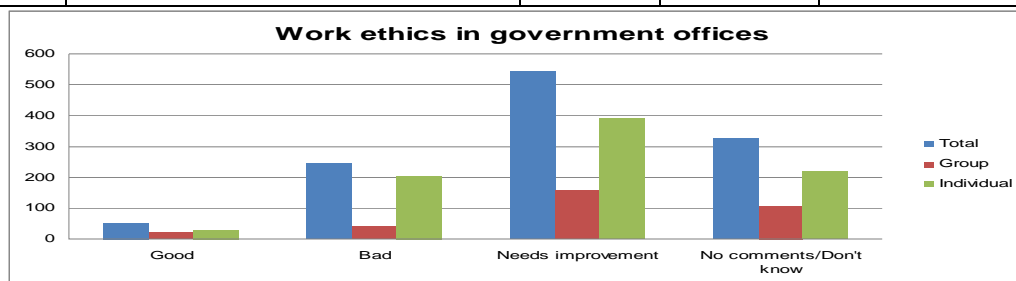


S No	Overall Picture	Total Responses	Group Responses	Individual Responses
(a)	Five day weeks adopted in government offices	1083	293	790
(b)	Number of gazetted holidays	1487	278	1209
(c)	Declaration of gazetted holidays on all major religious festivals	754	619	135
(d)	No comments/Don't know	754	619	135
	Grand Total	4078	1809	2269

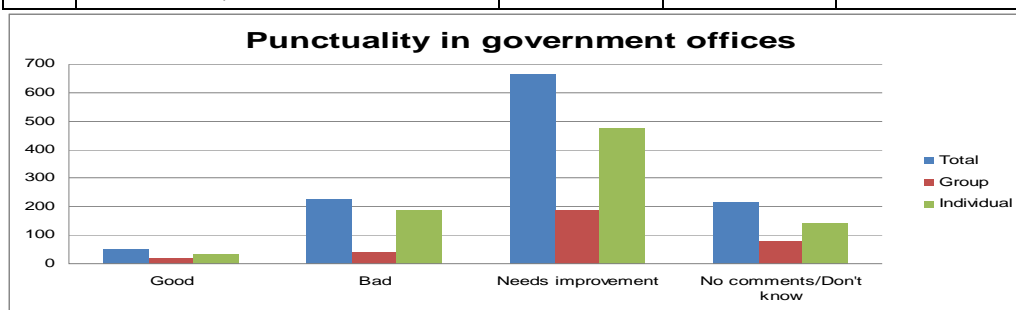


Question No. 19.2 (Multiple Options): What do you think is the state of work ethics and punctuality in Government offices? Kindly suggest ways of improving these.

S No.	Options	Total Responses	Group Responses	Individual Responses
	(a) Work ethics in government offices	1169	326	843
1	Good	52	21	31
2	Bad	245	41	204
3	Needs improvement	546	157	389
4	No comments/Don't know	326	107	219



S No.	Options	Total Responses	Group Responses	Individual Responses
	(b) Punctuality in government offices	1163	326	837
1	Good	53	21	32
2	Bad	227	39	188
3	Needs improvement	665	189	476
4	No comments/Don't know	218	77	141



S No.	Overall Picture	Total Responses	Group Responses	Individual Responses
(a)	Work ethics in government offices	1169	326	843
(b)	Punctuality in government offices	1163	326	837
	Grand Total	2332	652	1680

