

INDIA EVANGELICAL LUTHERAN CHURCH															
Grade I Pastor's Salary revision - Slab I - 15000 - 450 - 19050															
Service Year	Claims								Deduction						Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	MA	C PF (6%)	Gross Amount	PF	FBF	MBF	Ins	Pension Fund (5%)	Total Deduct	
1	15000	-----	15000	25%	3750	500	900	20150	1800	500	100	900	750	4050	16100
2	15000	450	15450	26%	4017	500	927	20894	1854	500	100	900	773	4127	16768
3	15450	450	15900	27%	4293	500	954	21647	1908	500	100	900	795	4203	17444
4	15900	450	16350	28%	4578	500	981	22409	1962	500	100	900	818	4280	18130
5	16350	450	16800	29%	4872	500	1008	23180	2016	500	100	900	840	4356	18824
6	16800	450	17250	30%	5175	500	1035	23960	2070	500	100	900	863	4433	19528
7	17250	450	17700	31%	5487	500	1062	24749	2124	500	100	900	885	4509	20240
8	17700	450	18150	32%	5808	500	1089	25547	2178	500	100	900	908	4586	20962
9	18150	450	18600	33%	6138	500	1116	26354	2232	500	100	900	930	4662	21692
10	18600	450	19050	34%	6477	500	1143	27170	2286	500	100	900	953	4739	22432

On completion of 10 years of service the pastor will reach - Grade I Selection Grade.

On attaining selection grade, he is given a notional increment of Rs.950/- and the basic scale of pay will become Rs. 20000/- and go to slab II

INDIA EVANGELICAL LUTHERAN CHURCH															
Grade I Selection Grade Pastor's Salary revision - Slab II - 20000 - 700 - 27000															
Service Year	Claims								Deduction						Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	MA	C PF (6%)	Gross Amount	PF	FBF	MBF	Ins	Pension Fund (5%)	Total Deduct	
11	20000	700	20700	35%	7245	500	1242	29687	2484	500	100	900	1035	5019	24668
12	20700	700	21400	36%	7704	500	1284	30888	2568	500	100	900	1070	5138	25750
13	21400	700	22100	37%	8177	500	1326	32103	2652	500	100	900	1105	5257	26846
14	22100	700	22800	38%	8664	500	1368	33332	2736	500	100	900	1140	5376	27956
15	22800	700	23500	39%	9165	500	1410	34575	2820	500	100	900	1175	5495	29080
16	23500	700	24200	40%	9680	500	1452	35832	2904	500	100	900	1210	5614	30218
17	24200	700	24900	41%	10209	500	1494	37103	2988	500	100	900	1245	5733	31370
18	24900	700	25600	42%	10752	500	1536	38388	3072	500	100	900	1280	5852	32536
19	25600	700	26300	43%	11309	500	1578	39687	3156	500	100	900	1315	5971	33716
20	26300	700	27000	44%	11880	500	1620	41000	3240	500	100	900	1350	6090	34910

On completion of 20 years of service the pastor will reach - Grade I Special Grade.

On attaining special grade, he is given a notional increment of Rs.1000/- and the basic scale of pay will become Rs. 28000/- and go to slab III

INDIA EVANGELICAL LUTHERAN CHURCH															
Grade I Special Grade Pastor's Salary revision - Slab III - 28000 - 800 - 36000															
Service Year	Claims								Deduction						Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	MA	C PF (6%)	Gross Amount	PF	FBF	MBF	Ins	Pension Fund (5%)	Total Deduct	
21	28000	800	28800	45%	12960	500	1728	43988	3456	500	100	900	1440	6396	37592
22	28800	800	29600	46%	13616	500	1776	45492	3552	500	100	900	1480	6532	38960
23	29600	800	30400	47%	14288	500	1824	47012	3648	500	100	900	1520	6668	40344
24	30400	800	31200	48%	14976	500	1872	48548	3744	500	100	900	1560	6804	41744
25	31200	800	32000	49%	15680	500	1920	50100	3840	500	100	900	1600	6940	43160
26	32000	800	32800	50%	16400	500	1968	51668	3936	500	100	900	1640	7076	44592
27	32800	800	33600	51%	17136	500	2016	53252	4032	500	100	900	1680	7212	46040
28	33600	800	34400	52%	17888	500	2064	54852	4128	500	100	900	1720	7348	47504
29	34400	800	35200	53%	18656	500	2112	56468	4224	500	100	900	1760	7484	48984
30	35200	800	36000	54%	19440	500	2160	58100	4320	500	100	900	1800	7620	50480

On completion of 30 years of service the pastor will reach - Grade I Super Grade.

On attaining super grade, he is given a notional increment of Rs.1000/- and the basic scale of pay will become Rs. 37000/- and go to slab IV

In slab IV, since there is stagnation of service the increment is given once in 2 years.

INDIA EVANGELICAL LUTHERAN CHURCH															
Grade I Super Grade Pastor's Salary revision - Slab IV - 37000 - 1000 - 45000															
Service Year	Claims								Deduction						Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	MA	C PF (6%)	Gross Amount	PF	FBF	MBF	Ins	Pension Fund (5%)	Total Deduct	
31-32	37000	1000	38000	55%	20900	500	2280	61680	4560	500	100	900	1900	7960	53720
33-34	38000	1000	39000	56%	21840	500	2340	63680	4680	500	100	900	1950	8130	55550
35-36	39000	1000	40000	57%	22800	500	2400	65700	4800	500	100	900	2000	8300	57400
37-38	40000	1000	41000	58%	23780	500	2460	67740	4920	500	100	900	2050	8470	59270
39-40	41000	1000	42000	59%	24780	500	2520	69800	5040	500	100	900	2100	8640	61160
41-42	42000	1000	43000	60%	25800	500	2580	71880	5160	500	100	900	2150	8810	63070
43-44	43000	1000	44000	61%	26840	500	2640	73980	5280	500	100	900	2200	8980	65000
45-46	44000	1000	45000	62%	27900	500	2700	76100	5400	500	100	900	2250	9150	66950

All the Pastors, their families and dependents will be enrolled in Health insurance schemes for an amount of Rs. 4 Lakhs per year. On getting admitted and treated in the Hospitals specified by the insurance company in its Network. They are eligible to spend up to Rs. 4 Lakhs at one time or multiple times in a year, for them or their dependents.

**Candidates Ready for Ministry (CRM) will receive a consolidated salary of Rs. 12000/- per month throughout their carrier.**

**\* Special Increments**

For Every Theological Higher Studies like MTh, STM and PhD. from recognised universities, will be paid one special increment. This increment will be equal to the amount of increment he is paid at the time of completion of the PG course.

**Special Allowances will be given for those who are working in hills**

**The retirement of a pastor is when he completes 65 years of his age**

### **Benefits on Retirement**

1 He will be eligible for the amount accumulated in his provident fund account with the monthly contribution from IELC. The Accumulated amount along with the contribution from IELC, will attract and be paid back with a cumulative interest of 7% per annum.

2 He will be entitled for a lumpsum of Rs. 3 lakhs as Corpus fund. This Corpus fund will be raised up to Rs. 5 lakhs on completion of 5 years from the date of implementation of this revised Pay scales.

This is to ensure a lumpsum payment of Rs. 3 Lakhs for who is currently retiring immediate to the implementation of the revised pay scales up to 5 years.

3 He will be entitled to receive a monthly pension as per the slab of pension to pastors given separately

INDIA EVANGELICAL LUTHERAN CHURCH															
Grade II Pastor's Salary revision - Slab I - 14000 - 400 - 17600															
Service Year	Claims								Deduction						Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	MA	C PF (6%)	Gross Amount	PF	FBF	MBF	Ins	Pension Fund (5%)	Total Deduct	
1	14000	-----	14000	25%	3500	500	840	18840	1680	500	100	900	700	3880	14960
2	14000	400	14400	26%	3744	500	864	19508	1728	500	100	900	720	3948	15560
3	14400	400	14800	27%	3996	500	888	20184	1776	500	100	900	740	4016	16168
4	14800	400	15200	28%	4256	500	912	20868	1824	500	100	900	760	4084	16784
5	15200	400	15600	29%	4524	500	936	21560	1872	500	100	900	780	4152	17408
6	15600	400	16000	30%	4800	500	960	22260	1920	500	100	900	800	4220	18040
7	16000	400	16400	31%	5084	500	984	22968	1968	500	100	900	820	4288	18680
8	16400	400	16800	32%	5376	500	1008	23684	2016	500	100	900	840	4356	19328
9	16800	400	17200	33%	5676	500	1032	24408	2064	500	100	900	860	4424	19984
10	17200	400	17600	34%	5984	500	1056	25140	2112	500	100	900	880	4492	20648

On completion of 10 years of service the pastor will reach - Grade II Selection Grade.  
He will be eligible for an annual increment of Rs. 600/- as Grade II Selection Grade Pastor.

INDIA EVANGELICAL LUTHERAN CHURCH															
Grade II Selection Grade Pastor's Salary revision - Slab II - 17600 - 600 - 23600															
Service Year	Claims								Deduction						Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	MA	C PF (6%)	Gross Amount	PF	FBF	MBF	Ins	Pension Fund (5%)	Total Deduct	
11	17600	600	18200	35%	6370	500	1092	26162	2184	500	100	900	910	4594	21568
12	18200	600	18800	36%	6768	500	1128	27196	2256	500	100	900	940	4696	22500
13	18800	600	19400	37%	7178	500	1164	28242	2328	500	100	900	970	4798	23444
14	19400	600	20000	38%	7600	500	1200	29300	2400	500	100	900	1000	4900	24400
15	20000	600	20600	39%	8034	500	1236	30370	2472	500	100	900	1030	5002	25368
16	20600	600	21200	40%	8480	500	1272	31452	2544	500	100	900	1060	5104	26348
17	21200	600	21800	41%	8938	500	1308	32546	2616	500	100	900	1090	5206	27340
18	21800	600	22400	42%	9408	500	1344	33652	2688	500	100	900	1120	5308	28344
19	22400	600	23000	43%	9890	500	1380	34770	2760	500	100	900	1150	5410	29360
20	23000	600	23600	44%	10384	500	1416	35900	2832	500	100	900	1180	5512	30388

On completion of 20 years of service the pastor will reach - Grade II Special grade.  
He will be eligible for an annual increment of Rs. 700/- as Grade II Special Grade Pastor.

INDIA EVANGELICAL LUTHERAN CHURCH															
Grade II Special Grade Pastor's Salary revision - Slab III - 23600 - 700 - 30600															
Service Year	Claims								Deduction						Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	MA	C PF (6%)	Gross Amount	PF	FBF	MBF	Ins	Pension Fund (5%)	Total Deduct	
21	23600	700	24300	45%	10935	500	1458	37193	2916	500	100	900	1215	5631	31562
22	24300	700	25000	46%	11500	500	1500	38500	3000	500	100	900	1250	5750	32750
23	25000	700	25700	47%	12079	500	1542	39821	3084	500	100	900	1285	5869	33952
24	25700	700	26400	48%	12672	500	1584	41156	3168	500	100	900	1320	5988	35168
25	26400	700	27100	49%	13279	500	1626	42505	3252	500	100	900	1355	6107	36398
26	27100	700	27800	50%	13900	500	1668	43868	3336	500	100	900	1390	6226	37642
27	27800	700	28500	51%	14535	500	1710	45245	3420	500	100	900	1425	6345	38900
28	28500	700	29200	52%	15184	500	1752	46636	3504	500	100	900	1460	6464	40172
29	29200	700	29900	53%	15847	500	1794	48041	3588	500	100	900	1495	6583	41458
30	29900	700	30600	54%	16524	500	1836	49460	3672	500	100	900	1530	6702	42758

On completion of 30 years of service the pastor will reach - Grade II Super grade.  
He will be eligible for an annual increment of Rs. 900/- as Grade II Super Grade Pastor.

In slab IV, since there is stagnation of service the increment is given once in 2 years.



INDIA EVANGELICAL LUTHERAN CHURCH															
Grade II Super Grade Pastor's Salary revision - Slab IV - 30600 - 900 - 39600															
Service Year	Claims								Deduction						Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	MA	C PF (6%)	Gross Amount	PF	FBF	MBF	Ins	Pension Fund (5%)	Total Deduct	
31-32	30600	900	31500	55%	17325	500	1890	51215	3780	500	100	900	1575	6855	44360
33-34	31500	900	32400	56%	18144	500	1944	52988	3888	500	100	900	1620	7008	45980
35-36	32400	900	33300	57%	18981	500	1998	54779	3996	500	100	900	1665	7161	47618
37-38	33300	900	34200	58%	19836	500	2052	56588	4104	500	100	900	1710	7314	49274
39-40	34200	900	35100	59%	20709	500	2106	58415	4212	500	100	900	1755	7467	50948
41-42	35100	900	36000	60%	21600	500	2160	60260	4320	500	100	900	1800	7620	52640
43-44	36000	900	36900	61%	22509	500	2214	62123	4428	500	100	900	1845	7773	54350
45-46	36900	900	37800	62%	23436	500	2268	64004	4536	500	100	900	1890	7926	56078
47-48	37800	900	38700	63%	24381	500	2322	65903	4644	500	100	900	1935	8079	57824
49-50	38700	900	39600	64%	25344	500	2376	67820	4752	500	100	900	1980	8232	59588

All the Pastors, their families and dependents will be enrolled in Health insurance schemes for an amount of Rs. 4 Lakhs per year. On getting admitted and treated in the Hospitals specified by the insurance company in its Network. They are eligible to spend up to Rs. 4 Lakhs at one time or multiple times in a year, for them or their dependents.

**Special Allowances will be given for those who are working in hills**

## **The retirement of a pastor is when he completes 65 years of age**

### **Benefits on Retirement**

- 1 He will be eligible for the amount accumulated in his provident fund account with the monthly contribution from IELC. The Accumulated amount along with the contribution from IELC, will attract and be paid back with a cumulative interest of 7% per annum.
  
- 2 He will be entitled for a lumpsum of Rs. 3 lakhs as Corpus fund. This Corpus fund will be raised up to Rs. 5 lakhs on completion of 5 years from the date of implementation of this revised Pay scales.  
This is to ensure a lumpsum payment of Rs. 3 Lakhs for who is currently retiring immediate to the implementation of the revised pay scales up to 5 years.
  
- 3 He will be entitled to receive a monthly pension as per the slab of pension to pastors given separately

INDIA EVANGELICAL LUTHERAN CHURCH															
Salary revision Catechist - Slab I - 10000 - 300 - 12700															
Service Year	Claims								Deduction						Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	MA	C PF (6%)	Gross Amount	PF	FBF	MBF	Ins	Pension Fund (5%)	Total Deduct	
1	10000	-----	10000	25%	2500	500	600	13600	1200	500	100	900	500	3200	10400
2	10000	300	10300	26%	2678	500	618	14096	1236	500	100	900	515	3251	10845
3	10300	300	10600	27%	2862	500	636	14598	1272	500	100	900	530	3302	11296
4	10600	300	10900	28%	3052	500	654	15106	1308	500	100	900	545	3353	11753
5	10900	300	11200	29%	3248	500	672	15620	1344	500	100	900	560	3404	12216
6	11200	300	11500	30%	3450	500	690	16140	1380	500	100	900	575	3455	12685
7	11500	300	11800	31%	3658	500	708	16666	1416	500	100	900	590	3506	13160
8	11800	300	12100	32%	3872	500	726	17198	1452	500	100	900	605	3557	13641
9	12100	300	12400	33%	4092	500	744	17736	1488	500	100	900	620	3608	14128
10	12400	300	12700	34%	4318	500	762	18280	1524	500	100	900	635	3659	14621

On completion of 10 years of service the Catechist reaches Selection grade a notional Increment of Rs. 300/- will be given.

INDIA EVANGELICAL LUTHERAN CHURCH															
Salary revision Catechist - Slab II - 13000 - 400 - 17000															
Service Year	Claims								Deduction						Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	MA	C PF (6%)	Gross Amount	PF	FBF	MBF	Ins	Pension Fund (5%)	Total Deduct	
11	13000	400	13400	35%	4690	500	804	19394	1608	500	100	900	670	3778	15616
12	13400	400	13800	36%	4968	500	828	20096	1656	500	100	900	690	3846	16250
13	13800	400	14200	37%	5254	500	852	20806	1704	500	100	900	710	3914	16892
14	14200	400	14600	38%	5548	500	876	21524	1752	500	100	900	730	3982	17542
15	14600	400	15000	39%	5850	500	900	22250	1800	500	100	900	750	4050	18200
16	15000	400	15400	40%	6160	500	924	22984	1848	500	100	900	770	4118	18866
17	15400	400	15800	41%	6478	500	948	23726	1896	500	100	900	790	4186	19540
18	15800	400	16200	42%	6804	500	972	24476	1944	500	100	900	810	4254	20222
19	16200	400	16600	43%	7138	500	996	25234	1992	500	100	900	830	4322	20912
20	16600	400	17000	44%	7480	500	1020	26000	2040	500	100	900	850	4390	21610

On completion of 20 years of service the Catechist reaches Special grade a notional Increment of Rs. 600/- will be given.

INDIA EVANGELICAL LUTHERAN CHURCH															
Salary revision Catechist - Slab III - 17600 - 500 - 22600															
Service Year	Claims								Deduction						Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	MA	C PF (6%)	Gross Amount	PF	FBF	MBF	Ins	Pension Fund (5%)	Total Deduct	
21	17600	500	18100	45%	8145	500	1086	27831	2172	500	100	900	905	4577	23254
22	18100	500	18600	46%	8556	500	1116	28772	2232	500	100	900	930	4662	24110
23	18600	500	19100	47%	8977	500	1146	29723	2292	500	100	900	955	4747	24976
24	19100	500	19600	48%	9408	500	1176	30684	2352	500	100	900	980	4832	25852
25	19600	500	20100	49%	9849	500	1206	31655	2412	500	100	900	1005	4917	26738
26	20100	500	20600	50%	10300	500	1236	32636	2472	500	100	900	1030	5002	27634
27	20600	500	21100	51%	10761	500	1266	33627	2532	500	100	900	1055	5087	28540
28	21100	500	21600	52%	11232	500	1296	34628	2592	500	100	900	1080	5172	29456
29	21600	500	22100	53%	11713	500	1326	35639	2652	500	100	900	1105	5257	30382
30	22100	500	22600	54%	12204	500	1356	36660	2712	500	100	900	1130	5342	31318

On completion of 30 years of service the Catchist reaches Super grade a Notional Increment of Rs. 800/- will be given.

In slab IV, since there is stagnation of service the increment is given once in 2 years.

INDIA EVANGELICAL LUTHERAN CHURCH															
Salary revision Catechist - Slab IV - 23400 - 600 - 29400															
Service Year	Claims								Deduction						Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	MA	C PF (6%)	Gross Amount	PF	FBF	MBF	Ins	Pension Fund (5%)	Total Deduct	
31-32	23400	600	24000	55%	13200	500	1440	39140	2880	500	100	900	1200	5580	33560
33-34	24000	600	24600	56%	13776	500	1476	40352	2952	500	100	900	1230	5682	34670
35-36	24600	600	25200	57%	14364	500	1512	41576	3024	500	100	900	1260	5784	35792
37-38	25200	600	25800	58%	14964	500	1548	42812	3096	500	100	900	1290	5886	36926
39-40	25800	600	26400	59%	15576	500	1584	44060	3168	500	100	900	1320	5988	38072
41-42	26400	600	27000	60%	16200	500	1620	45320	3240	500	100	900	1350	6090	39230
43-44	27000	600	27600	61%	16836	500	1656	46592	3312	500	100	900	1380	6192	40400
45-46	27600	600	28200	62%	17484	500	1692	47876	3384	500	100	900	1410	6294	41582
47-48	28200	600	28800	63%	18144	500	1728	49172	3456	500	100	900	1440	6396	42776
49-50	28800	600	29400	64%	18816	500	1764	50480	3528	500	100	900	1470	6498	43982

All the Catechists, their families and dependents will be enrolled in Health insurance schemes for an amount of Rs. 4 Lakhs per year. On getting admitted and treated in the Hospitals specified by the insurance company in its Network. They are eligible to spend up to Rs. 4 Lakhs at one time or multiple times in a year, for them or their dependents.

**Special Allowances will be given for those who are working in hills**

**Decons** will receive a consolidated salary of Rs. 8000/- per month and will be entitled to receive an annual increment of Rs. 300/- for their entire service period

## **The retirement of a Catechist is when he completes 65 years of age**

### **Benefits on Retirement**

1 He will be eligible for the amount accumulated in his provident fund account with the monthly contribution from IELC. The Accumulated amount along with the contribution from IELC, will attract and be paid back with a cumulative interest of 7% per annum.

2 He will be entitled for a lumpsum of Rs. 1 lakhs as Corpus fund. This Corpus fund will be raised up to Rs. 2 lakhs on completion of 5 years from the date of implementation of this revised Pay scales.

This is to ensure a lumpsum payment of Rs. 1 Lakhs for who is currently retiring immediate to the implementation of the revised pay scales up to 5 years.

3 He will be entitled to receive a monthly pension as per the slab of pension to Catechist given separately

Office Managers will receive salary same as Pastors Grade I.

Office Clerks will receive salary same as Pastors Grade II.

Office Assistant cum Driver will receive a consolidated salary of Rs. 12000/- Per month with an annual increment of Rs. 1000/-

Office Worker, Attendant will receive a consolidated salary of Rs. 7000/- per month.

### **Pension Slabs**

Pastors Grade I and Office Managers will receive a pension of Rs. 10000/- per month.

Slab I	1 to 5 years	Rs. 10000/-
Slab II	6 to 10 Years 10 % increase	Rs. 11000/-
Slab III	11 to 15 years 10% increase	Rs. 12100/-
Slab IV	16 to 25 years 20% increase	Rs. 14520/



Pastors Grade II and Office Clerks will receive an pension of Rs. 9000/- per month.

Slab I	1 to 5 years	Rs. 9000/-
Slab II	6 to 10 Years 10 % increase	Rs. 9900/-
Slab III	11 to 15 years 10% increase	Rs. 10890/-
Slab IV	16 to 25 years 20% increase	Rs. 13068/-

Catchist and Office Assistant will receive an pension of Rs. 8000/- per month.

Slab I	1 to 5 years	Rs. 8000/-
Slab II	6 to 10 Years 10 % increase	Rs. 8800/-
Slab III	11 to 15 years 10% increase	Rs. 9680/-
Slab IV	16 to 25 years 20% increase	Rs. 11616/-

Decons will receive a pension of Rs. 5000/- per month through out.