

**INDIA EVANGELICAL LUTHERAN CHURCH - JUNE 2023**

**Salary Revision for Grade I Pastors - Slab I - 14000 - 400 - 17600**

Service Year	Claims											Deduction					Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	RSIA or CCA	WA	FTA	MA	C PF (3%)	Gross Amount	PF	Corpus Fund	Ins	Pension Fund (3%)	Total Deduct	
1	14000	-----	14000	11%	1540	500	100	400	200	420	17160	840	200	600	420	2060	15100
2	14000	400	14400	12%	1728	500	100	400	200	432	17760	864	200	600	432	2096	15664
3	14400	400	14800	13%	1924	500	100	400	200	444	18368	888	200	600	444	2132	16236
4	14800	400	15200	14%	2128	500	100	400	200	456	18984	912	200	600	456	2168	16816
5	15200	400	15600	15%	2340	500	100	400	200	468	19608	936	200	600	468	2204	17404
6	15600	400	16000	16%	2560	500	100	400	200	480	20240	960	200	600	480	2240	18000
7	16000	400	16400	17%	2788	500	100	400	200	492	20880	984	200	600	492	2276	18604
8	16400	400	16800	18%	3024	500	100	400	200	504	21528	1008	200	600	504	2312	19216
9	16800	400	17200	19%	3268	500	100	400	200	516	22184	1032	200	600	516	2348	19836
10	17200	400	17600	20%	3520	500	100	400	200	528	22848	1056	200	600	528	2384	20464

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

On attaining selection grade,

1. He is given a notional increment of Rs.500/-
  2. The basic scale of pay will become Rs. 18100/-
  3. An annual increment of Rs. 600/- will be given on completion of 10 yrs of qualifying service.
- and go to Slab II

INDIA EVANGELICAL LUTHERAN CHURCH - JUNE 2023																	
Salary Revision for Grade I Pastors - Slab II - 18100 - 600 - 24100																	
Service Year	Claims											Deduction					Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	RSIA or CCA	WA	FTA	MA	C PF (3%)	Gross Amount	PF	Corpus Fund	Ins	Pension Fund (3%)	Total Deduct	
11	18100	600	18700	21%	3927	500	100	400	200	561	24388	1122	200	600	561	2483	21905
12	18700	600	19300	22%	4246	500	100	400	200	579	25325	1158	200	600	579	2537	22788
13	19300	600	19900	23%	4577	500	100	400	200	597	26274	1194	200	600	597	2591	23683
14	19900	600	20500	24%	4920	500	100	400	200	615	27235	1230	200	600	615	2645	24590
15	20500	600	21100	25%	5275	500	100	400	200	633	28208	1266	200	600	633	2699	25509
16	21100	600	21700	26%	5642	500	100	400	200	651	29193	1302	200	600	651	2753	26440
17	21700	600	22300	27%	6021	500	100	400	200	669	30190	1338	200	600	669	2807	27383
18	22300	600	22900	28%	6412	500	100	400	200	687	31199	1374	200	600	687	2861	28338
19	22900	600	23500	29%	6815	500	100	400	200	705	32220	1410	200	600	705	2915	29305
20	23500	600	24100	30%	7230	500	100	400	200	723	33253	1446	200	600	723	2969	30284

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

On attaining special grade,

1. He is given a notional increment of Rs.750/-
  2. The basic scale of pay will become Rs. 24850/-
  3. An annual increment of Rs. 800/- will be given on completion of 20 yrs of qualifying service.
- and go to slab III.

INDIA EVANGELICAL LUTHERAN CHURCH - JUNE 2023																	
Salary Revision for Grade I Pastors - Slab III - 24850 - 800 - 32850																	
Service Year	Claims											Deduction					Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	RSIA or CCA	WA	FTA	MA	C PF (3%)	Gross Amount	PF	Corpus Fund	Ins	Pension Fund (3%)	Total Deduct	
21	24850	800	25650	31%	7952	500	100	400	200	770	35571	1539	200	600	770	3108.5	32463
22	25650	800	26450	32%	8464	500	100	400	200	794	36908	1587	200	600	794	3181	33727
23	26450	800	27250	33%	8993	500	100	400	200	818	38260	1635	200	600	818	3253	35008
24	27250	800	28050	34%	9537	500	100	400	200	842	39629	1683	200	600	842	3325	36304
25	28050	800	28850	35%	10098	500	100	400	200	866	41013	1731	200	600	866	3397	37617
26	28850	800	29650	36%	10674	500	100	400	200	890	42414	1779	200	600	890	3469	38945
27	29650	800	30450	37%	11267	500	100	400	200	914	43830	1827	200	600	914	3541	40290
28	30450	800	31250	38%	11875	500	100	400	200	938	45263	1875	200	600	938	3613	41650
29	31250	800	32050	39%	12500	500	100	400	200	962	46711	1923	200	600	962	3685	43027
30	32050	800	32850	40%	13140	500	100	400	200	986	48176	1971	200	600	986	3757	44419

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

On attaining super grade,

1. He is given a notional increment of Rs.1000/-
  2. The basic scale of pay will become Rs. 33850/-
  3. An annual increment of Rs. 1000/- will be given on completion of 30 yrs of qualifying service.
- and go to slab IV.

In slab IV, since there is stagnation of service, from day 1 to more than 30 years, the increment is given once in 2 years.

**INDIA EVANGELICAL LUTHERAN CHURCH - JUNE 2023**

**Salary Revision for Grade I Pastors - Slab IV - 33850 - 1000 - 43850**

Service Year	Claims											Deduction					Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	RSIA or CCA	WA	FTA	MA	C PF (3%)	Gross Amount	PF	Corpus Fund	Ins	Pension Fund (3%)	Total Deduct	
31-32	33850	1000	34850	41%	14289	500	100	400	200	1046	51384	2091	200	600	1046	3936.5	47448
33-34	34850	1000	35850	42%	15057	500	100	400	200	1076	53183	2151	200	600	1076	4027	49156
35-36	35850	1000	36850	43%	15846	500	100	400	200	1106	55001	2211	200	600	1106	4117	50885
37-38	36850	1000	37850	44%	16654	500	100	400	200	1136	56840	2271	200	600	1136	4207	52633
39-40	37850	1000	38850	45%	17483	500	100	400	200	1166	58698	2331	200	600	1166	4297	54402
41-42	38850	1000	39850	46%	18331	500	100	400	200	1196	60577	2391	200	600	1196	4387	56190
43-44	39850	1000	40850	47%	19200	500	100	400	200	1226	62475	2451	200	600	1226	4477	57999
45-46	40850	1000	41850	48%	20088	500	100	400	200	1256	64394	2511	200	600	1256	4567	59827
47-48	41850	1000	42850	49%	20997	500	100	400	200	1286	66332	2571	200	600	1286	4657	61676
49-50	42850	1000	43850	50%	21925	500	100	400	200	1316	68291	2631	200	600	1316	4747	63544

Details of insurance, retirement, benefits on retirement and expansions of abbreviations for allowances are given at the end.

**INDIA EVANGELICAL LUTHERAN CHURCH - JUNE 2023**

**Salary Revision for Grade II Pastors - Slab I - 11500 - 350 - 14650**

Service Year	Claims											Deduction					Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	RSIA or CCA	WA	FTA	MA	C PF (3%)	Gross Amount	PF	Corpus Fund	Ins	Pension Fund (3%)	Total Deduct	
1	11500	-----	11500	11%	1265	500	100	400	200	345	14310	690	200	600	345	1835	12475
2	11500	350	11850	12%	1422	500	100	400	200	356	14828	711	200	600	356	1867	12961
3	11850	350	12200	13%	1586	500	100	400	200	366	15352	732	200	600	366	1898	13454
4	12200	350	12550	14%	1757	500	100	400	200	377	15884	753	200	600	377	1930	13954
5	12550	350	12900	15%	1935	500	100	400	200	387	16422	774	200	600	387	1961	14461
6	12900	350	13250	16%	2120	500	100	400	200	398	16968	795	200	600	398	1993	14975
7	13250	350	13600	17%	2312	500	100	400	200	408	17520	816	200	600	408	2024	15496
8	13600	350	13950	18%	2511	500	100	400	200	419	18080	837	200	600	419	2056	16024
9	13950	350	14300	19%	2717	500	100	400	200	429	18646	858	200	600	429	2087	16559
10	14300	350	14650	20%	2930	500	100	400	200	440	19220	879	200	600	440	2119	17101

On completion of 10 years of qualifying service, the pastor will reach - Grade II Selection Grade.

On attaining selection grade,

1. The basic scale of pay will become Rs. 14650/-

2. An annual increment of Rs. 500/- will be given on completion of 10 yrs of qualifying service.

and go to Slab II

**INDIA EVANGELICAL LUTHERAN CHURCH - JUNE 2023**

**Salary Revision for Grade II Pastors - Slab II - 14650 - 500 - 19650**

Service Year	Claims											Deduction					Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	RSIA or CCA	WA	FTA	MA	C PF (3%)	Gross Amount	PF	Corpus Fund	Ins	Pension Fund (3%)	Total Deduct	
11	14650	500	15150	21%	3182	500	100	400	200	455	19986	909	200	600	455	2163.5	17823
12	15150	500	15650	22%	3443	500	100	400	200	470	20763	939	200	600	470	2209	18554
13	15650	500	16150	23%	3715	500	100	400	200	485	21549	969	200	600	485	2254	19296
14	16150	500	16650	24%	3996	500	100	400	200	500	22346	999	200	600	500	2299	20047
15	16650	500	17150	25%	4288	500	100	400	200	515	23152	1029	200	600	515	2344	20809
16	17150	500	17650	26%	4589	500	100	400	200	530	23969	1059	200	600	530	2389	21580
17	17650	500	18150	27%	4901	500	100	400	200	545	24795	1089	200	600	545	2434	22362
18	18150	500	18650	28%	5222	500	100	400	200	560	25632	1119	200	600	560	2479	23153
19	18650	500	19150	29%	5554	500	100	400	200	575	26478	1149	200	600	575	2524	23955
20	19150	500	19650	30%	5895	500	100	400	200	590	27335	1179	200	600	590	2569	24766

On completion of 20 years of qualifying service, the pastor will reach - Grade II Special Grade.

On attaining special grade,

1. The basic scale of pay will become Rs. 19650/-

2. An annual increment of Rs. 750/- will be given on completion of 20 yrs of qualifying service.

and go to Slab III

**INDIA EVANGELICAL LUTHERAN CHURCH - JUNE 2023**

**Salary Revision for Grade II Pastors - Slab III - 19650 - 750 - 27150**

Service Year	Claims											Deduction					Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	RSIA or CCA	WA	FTA	MA	C PF (3%)	Gross Amount	PF	Corpus Fund	Ins	Pension Fund (3%)	Total Deduct	
21	19650	750	20400	31%	6324	500	100	400	200	612	28536	1224	200	600	612	2636	25900
22	20400	750	21150	32%	6768	500	100	400	200	635	29753	1269	200	600	635	2704	27049
23	21150	750	21900	33%	7227	500	100	400	200	657	30984	1314	200	600	657	2771	28213
24	21900	750	22650	34%	7701	500	100	400	200	680	32231	1359	200	600	680	2839	29392
25	22650	750	23400	35%	8190	500	100	400	200	702	33492	1404	200	600	702	2906	30586
26	23400	750	24150	36%	8694	500	100	400	200	725	34769	1449	200	600	725	2974	31795
27	24150	750	24900	37%	9213	500	100	400	200	747	36060	1494	200	600	747	3041	33019
28	24900	750	25650	38%	9747	500	100	400	200	770	37367	1539	200	600	770	3109	34258
29	25650	750	26400	39%	10296	500	100	400	200	792	38688	1584	200	600	792	3176	35512
30	26400	750	27150	40%	10860	500	100	400	200	815	40025	1629	200	600	815	3244	36781

On completion of 30 years of qualifying service, the pastor will reach - Grade II Super Grade.

On attaining super grade,

1. He is given a notional increment of Rs.100/-
  2. The basic scale of pay will become Rs. 27250/-
  3. An annual increment of Rs. 900/- will be given on completion of 30 yrs of qualifying service.
- and go to slab IV.

In slab IV, since there is stagnation of service, from day 1 to more than 30 years, the increment is given once in 2 years.

**INDIA EVANGELICAL LUTHERAN CHURCH - JUNE 2023**

**Salary Revision for Grade II Pastors - Slab IV - 27250 - 900 - 36250**

Service Year	Claims											Deduction					Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	RSIA or CCA	WA	FTA	MA	C PF (3%)	Gross Amount	PF	Corpus Fund	Ins	Pension Fund (3%)	Total Deduct	
31-32	27250	900	28150	41%	11542	500	100	400	200	845	41736	1689	200	600	845	3333.5	38403
33-34	28150	900	29050	42%	12201	500	100	400	200	872	43323	1743	200	600	872	3415	39908
35-36	29050	900	29950	43%	12879	500	100	400	200	899	44927	1797	200	600	899	3496	41432
37-38	29950	900	30850	44%	13574	500	100	400	200	926	46550	1851	200	600	926	3577	42973
39-40	30850	900	31750	45%	14288	500	100	400	200	953	48190	1905	200	600	953	3658	44533
41-42	31750	900	32650	46%	15019	500	100	400	200	980	49849	1959	200	600	980	3739	46110
43-44	32650	900	33550	47%	15769	500	100	400	200	1007	51525	2013	200	600	1007	3820	47706
45-46	33550	900	34450	48%	16536	500	100	400	200	1034	53220	2067	200	600	1034	3901	49319
47-48	34450	900	35350	49%	17322	500	100	400	200	1061	54932	2121	200	600	1061	3982	50951
49-50	35350	900	36250	50%	18125	500	100	400	200	1088	56663	2175	200	600	1088	4063	52600

Details of insurance, retirement, benefits on retirement and expansions of abbreviations for allowances are given at the end.



**INDIA EVANGELICAL LUTHERAN CHURCH - JUNE 2023**

**Salary Revision for Catechist - Slab I - 7000 - 300 - 9700**

Service Year	Claims											Deduction					Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	RSIA or CCA	WA	FTA	MA	C PF (3%)	Gross Amount	PF	Corpus Fund	Ins	Pension Fund (3%)	Total Deduct	
1	7000	-----	7000	11%	770	500	100	400	200	210	9180	420	200	600	210	1430	7750
2	7000	300	7300	12%	876	500	100	400	200	219	9595	438	200	600	219	1457	8138
3	7300	300	7600	13%	988	500	100	400	200	228	10016	456	200	600	228	1484	8532
4	7600	300	7900	14%	1106	500	100	400	200	237	10443	474	200	600	237	1511	8932
5	7900	300	8200	15%	1230	500	100	400	200	246	10876	492	200	600	246	1538	9338
6	8200	300	8500	16%	1360	500	100	400	200	255	11315	510	200	600	255	1565	9750
7	8500	300	8800	17%	1496	500	100	400	200	264	11760	528	200	600	264	1592	10168
8	8800	300	9100	18%	1638	500	100	400	200	273	12211	546	200	600	273	1619	10592
9	9100	300	9400	19%	1786	500	100	400	200	282	12668	564	200	600	282	1646	11022
10	9400	300	9700	20%	1940	500	100	400	200	291	13131	582	200	600	291	1673	11458

On completion of 10 years of qualifying service, the catechist will reach Selection Grade.

On attaining selection grade,

1. The basic scale of pay will become Rs. 9700/-

2. An annual increment of Rs. 400/- will be given on completion of 10 yrs of qualifying service.

and go to Slab II

**INDIA EVANGELICAL LUTHERAN CHURCH - JUNE 2023**

**Salary Revision for Catechist - Slab II - 9700 - 400 - 13700**

Service Year	Claims											Deduction				Net Salary	
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	RSIA or CCA	WA	FTA	MA	C PF (3%)	Gross Amount	PF	Corpus Fund	Ins	Pension Fund (3%)		Total Deduct
11	9700	400	10100	21%	2121	500	100	400	200	303	13724	606	200	600	303	1709	12015
12	10100	400	10500	22%	2310	500	100	400	200	315	14325	630	200	600	315	1745	12580
13	10500	400	10900	23%	2507	500	100	400	200	327	14934	654	200	600	327	1781	13153
14	10900	400	11300	24%	2712	500	100	400	200	339	15551	678	200	600	339	1817	13734
15	11300	400	11700	25%	2925	500	100	400	200	351	16176	702	200	600	351	1853	14323
16	11700	400	12100	26%	3146	500	100	400	200	363	16809	726	200	600	363	1889	14920
17	12100	400	12500	27%	3375	500	100	400	200	375	17450	750	200	600	375	1925	15525
18	12500	400	12900	28%	3612	500	100	400	200	387	18099	774	200	600	387	1961	16138
19	12900	400	13300	29%	3857	500	100	400	200	399	18756	798	200	600	399	1997	16759
20	13300	400	13700	30%	4110	500	100	400	200	411	19421	822	200	600	411	2033	17388

On completion of 20 years of qualifying service, the catechist will reach Special Grade

On attaining special grade,

1. A notional Increment of Rs.500/- will be given
  2. The basic scale of pay will become Rs. 14200/-
  3. An annual increment of Rs.500/- will be given on completion of 20 yrs of qualifying service.
- and go to Slab III

**INDIA EVANGELICAL LUTHERAN CHURCH - JUNE 2023**

**Salary Revision for Catechist - Slab III - 14200 - 500 - 19200**

Service Year	Claims											Deduction				Net Salary	
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	RSIA or CCA	WA	FTA	MA	C PF (3%)	Gross Amount	PF	Corpus Fund	Ins	Pension Fund (3%)		Total Deduct
21	14200	500	14700	31%	4557	500	100	400	200	441	20898	882	200	600	441	2123	18775
22	14700	500	15200	32%	4864	500	100	400	200	456	21720	912	200	600	456	2168	19552
23	15200	500	15700	33%	5181	500	100	400	200	471	22552	942	200	600	471	2213	20339
24	15700	500	16200	34%	5508	500	100	400	200	486	23394	972	200	600	486	2258	21136
25	16200	500	16700	35%	5845	500	100	400	200	501	24246	1002	200	600	501	2303	21943
26	16700	500	17200	36%	6192	500	100	400	200	516	25108	1032	200	600	516	2348	22760
27	17200	500	17700	37%	6549	500	100	400	200	531	25980	1062	200	600	531	2393	23587
28	17700	500	18200	38%	6916	500	100	400	200	546	26862	1092	200	600	546	2438	24424
29	18200	500	18700	39%	7293	500	100	400	200	561	27754	1122	200	600	561	2483	25271
30	18700	500	19200	40%	7680	500	100	400	200	576	28656	1152	200	600	576	2528	26128

On completion of 30 years of qualifying service, the catechist will reach Super Grade

On attaining super grade,

1. A notional Increment of Rs.500/- will be given
2. The basic scale of pay will become Rs. 19700/-
3. An annual increment of Rs.600/- will be given on completion of 30 yrs of qualifying service.

and go to Slab IV

In slab IV, since there is stagnation of service from day 1 to more than 30 years the increment is given once in 2 years.

**INDIA EVANGELICAL LUTHERAN CHURCH - JUNE 2023**

**Salary Revision for Catechist - Slab IV - 19700 - 600 - 25700**

Service Year	Claims											Deduction					Net Salary
	Basic Pay	Annual Increment	Total Pay	% of DA Eligible	DA	RSIA or CCA	WA	FTA	MA	C PF (3%)	Gross Amount	PF	Corpus Fund	Ins	Pension Fund (3%)	Total Deduct	
31-32	19700	600	20300	41%	8323	500	100	400	200	609	30432	1218	200	600	609	2627	27805
33-34	20300	600	20900	42%	8778	500	100	400	200	627	31505	1254	200	600	627	2681	28824
35-36	20900	600	21500	43%	9245	500	100	400	200	645	32590	1290	200	600	645	2735	29855
37-38	21500	600	22100	44%	9724	500	100	400	200	663	33687	1326	200	600	663	2789	30898
39-40	22100	600	22700	45%	10215	500	100	400	200	681	34796	1362	200	600	681	2843	31953
41-42	22700	600	23300	46%	10718	500	100	400	200	699	35917	1398	200	600	699	2897	33020
43-44	23300	600	23900	47%	11233	500	100	400	200	717	37050	1434	200	600	717	2951	34099
45-46	23900	600	24500	48%	11760	500	100	400	200	735	38195	1470	200	600	735	3005	35190
47-48	24500	600	25100	49%	12299	500	100	400	200	753	39352	1506	200	600	753	3059	36293
49-50	25100	600	25700	50%	12850	500	100	400	200	771	40521	1542	200	600	771	3113	37408

Details of insurance, retirement, benefits on retirement and expansions of abbreviations for allowances are given at the end.





