

FINDINGDS

1. In pursuance to the AFNOE MC letter no. AFNO/064 dated 06th August 2026, the BOO Assembled on 07th August 2026 and perused the relevant documents related to the Pay structure of the staff /employees falling under different categories. The Board took into consideration their length of service since their recruitment, their performance satisfaction, loyalty towards the Society and output,
2. The Board also took into account their existing basic salaries since the same were last fixed almost 10 years ago on 29th November 2016, which now needed reassessment without further delay. It was also observed that the basic salary of Housekeeping staff is low.
3. The BOO also took into account the general price escalation over the last few years of essential goods ie food & grocery items, vegetables, fuel, house rent etc.
4. The BOO observed that the existing Salary of Electricians needs to be upgraded.
5. The BOO noticed that Emergency Medical Care of employees, while on Duty, had not found in any Policy document.

RECOMMENDATIONS

1. The basic salary of all categories of employees may be **increased** as a 'One Time measure' as follows wef 01st December 2026, being the date of grant of annual increment :

(a) Electricians -- Rs 2,000.00 per month

(b) House Keeping Staff -- Rs 1,500.00 "

(c) Rest of employees --- Rs 1,000.00 "

*(whose basic pay is Rs 6604/2 PM.)
and Rs 7075/2*

2. The revision of Basic salary, as above, will involve an additional expenditure of Rs ~~5.15~~ ^{5.15} lakh approx per annum.

3. The annual increment of 6% is considered reasonable. As such no change is necessary.

4. House/MC may like to consider payment to employees towards 'Emergency Medical expenses 'while On Duty'.

Presiding Officer

Member

Member

A. Chandra

Shary

Maurya

(Gp Capt Swadhin Chandra)

(Mrs Shobha Garg)

(Wg Cdr P Maurya)

10 Aug 26

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