

**A COMPARATIVE CHART OF INITIAL AND TIME BOUND PAY- SCALES OF JUNIOR ENGINEERS**  
**IN THE DIFFERENT STATES OF THE INDIAN DOMINION**

Sl.	State	Designation	BEFORE 6 <sup>TH</sup> PAY COMMISSION			AFTER 6 <sup>TH</sup> PAY COMMISSION		
			Initial Pay Scale	Time Bound Pay Scale		Initial Pay Scale	Time Bound Pay Scale	M.A.C.P.
1.	Arunachal Pradesh	Junior Engineer	5500-9000/-	After 12 Yrs. After 24 Yrs.	8000-13500/- 10000-15200/-	9300-34800/- Gr. Pay - 4200/-	-	M.A.C.P. - 10, 20, 30
2.	Bihar	Junior Engineer	5000-8000/-	After 12 Yrs. After 24 Yrs.	6500-10500/- 10000-15200/-	9300-34800/- Gr. Pay - 4200/-	-	M.A.C.P. - 10, 20, 30
3.	C.P.W.D.	Junior Engineer	5000-8000/-	After 12 Yrs. After 24 Yrs.	6500-10500/- 10000-15200/-	9300-34800/- Gr. Pay - 4200/-	-	M.A.C.P. - 10, 20, 30
4.	Chhattisgarh	Sub-Engineer	5000-8000/-	After 12 Yrs. After 20 Yrs. After 25 Yrs.	6500-9100/- 8000-13500/- 10000-15200/-	9300-34800/-	-	M.A.C.P. - Implemented
5.	Gujrat	Addl. Asst. Engineer	5500-9000/-			9300-34800/- Gr. Pay - 4200/-		
6.	Himachal Pradesh	Junior Engineer	5800-9200/-	After 8 Yrs. After 16 Yrs. [With designation of Asstt. Engineer]	6400-10600/- 7220-11320/-	10300-34800/- Gr. Pay - 3800/-	-	M.A.C.P.
7.	Jammu & Kashmir	Junior Engineer	5700-10100/-	After 9 Yrs. After 18 Yrs.	6700-10700/- 7450-11500/- 8000-12950/-	9300-34800/- Gr. Pay - 4200/-		
8.	Jharkhand	Junior Engineer	5000-8000/-	After 12 Yrs. After 24 Yrs.	6500-10500/- 10000-15200/-	9300-34800/- Gr. Pay - 4200/-	-	M.A.C.P.
9.	Karnataka	Junior Engineer	4575-7500/-	---	---	9300-34800/- Gr. Pay - 4200/-	-	M.A.C.P.
10.	Madhya Pradesh	Sub-Engineer	5000-8000/-	After 12 Yrs. After 20 Yrs. After 28 Yrs.	6500-10500/- 8000-13500/- 10000-15200/-	9300-34800/- Gr. Pay - 4200/-	-	M.A.C.P.
11.	Maharashtra	Junior Engineer	5500-9000/-	After 5 Yrs. After 12 Yrs.	6500-10500/- 8000-13500/-	10100-34800/- Gr. Pay - 4300/-	5 yrs. - 5400/- 12 yrs. - 6600/-	
12.	Meghalaya	Junior Engineer	5300-9400/-	---	---	14100-27250/-	-	
13.	Orissa	Junior Engineer	5000-8000/-	After 15 Yrs. After 25 Yrs.	5500-9000/- 6500-10500/-	9300-34800/- Gr. Pay - 4200/-	-	M.A.C.P.
14.	Railways	Junior Engineer	5000-8000/- For 29% members	For 24% members For 29% members For 18% members	5500-9000/- 6500-10500/- 7450-11500/-			
15.	Tamilnadu	Junior Engineer	5500-9000/-	After 10 Yrs. After 20 Yrs.	6500-10500/- 8000-13500/-	9300-34800/- Gr. Pay - 4400/-	-	
16.	Uttarakhand	Junior Engineer	5000-8000/-	After 8 Yrs. After 14 Yrs. After 19 Yrs. After 24 Yrs.	One spl. Increment 8000-13500/- Another spl. Increment 10000-15200/-	9300-34800/- Gr. Pay - 4200/-	5 yrs. - 4600/-	
17.	Uttar Pradesh	Junior Engineer	5000-8000/-	After 8 Yrs. After 14 Yrs. After 19 Yrs. After 24 Yrs.	One Spl. Increment 8000-13500/- Another Spl. Increment 10000-14500/-	9300-34800/- Gr. Pay - 4200/-	-	M.A.C.P.
18.	West Bengal	Sub-Assistant Engineer	4800-10925/-	After 8 Yrs. After 16 Yrs. After 25 Yrs.	5000-11275/- 5500-11325/- 6000-12000/-	9000-40500/- Gr. Pay - 4400/-	8 yrs. - 4500/- 16 yrs. - 4600/- 25 yrs. - 4700/-	