

**GOSSNER EVANGELICAL – LUTHERAN CHURCH
IN CHOTANAGPUR AND ASSAM**

GELC ARCHIVE

Call Number: **GELC-A _ 001 _ 1151**

Classification:

Original File No: 40

Title

SALARY SCALE

Volume:

Running from year: 1969

till year: 1980

Content:

- Scale of pay for the GEL Church's Pastors and other staff members

Ambassador

FLAT-FILE

CAMBRIC

SUPERIOR QUALITY

File No.

40

Name

SALARY SCALE

Subject

Serial Nos.

to

From

to

Year

1969

19

1980

I Pracharaks

40

Untrained		Trained
1. Below Middle	125-2-135-3-150-4-170	140-3-155-3-170-4-190
2 Middle Pass	130-2-140-3-155-4-175	145-3-160-4-180-4-200
3. 9th Pass	135-2-145-3-160-4-180	150-3-170-4-190-4-210
4. U/Matric	140-2-150-3-165-4-185	155-4-175-4-195-4-220
5. Matric	150-2-160-3-175-4-195	165-5-190-6-220-7-255
6. H.Sec/PreU	155-2-165-3-180-4-200	175-5-200-6-230-7-265
7. IA	165-3-180-4-200-4-220	185-5-210-6-240-7-275
8. BA	180-3-195-4-220-5-245	225-5-250-6-280-7-315

II Pastors & Candidates

1. U/M Short Course	250-5-275-10-325-10-375
2. Matric short course	260-5-285-10-335-10-385
3. U/M Seminary	280-5-305-10-355-15-430
4. Mat. Sem. or L.Th.	250-5-275 300-5-325-10-375-15-450
5. Mat. B. Th. I.A.L. Th	275-5-300 325-5-350-10-400-15-475
6. I.A.B. Th. B.A.L. Th	300-5-325 350-5-375-10-425-15-500
7. B.A.B. Th. or B.D.	325-5-325 375-8-415-10-465-15-540
8. B.A. B.D.	350-5-375 400-10-450-10-500-15-575
9. B.A.B.D.M. Th	375-5-400 425-10-475-15-550-15-625
10. B.A.M. Th. MABD	400-5-425 450-10-500-15-575-15-650
11. M.A.M. Th.	425-5-450 500-10-550-15-625-15-700
12. Ph.D. D.D.	450-6-480 550-10-600-15-675-15-750

III Elective Posts

1. Pramukh Adhyaksh	- Rs. 800.00
2. Anchal Adhyaksh	- Rs. 600.00
3. Anchal Secretary	- Rs. 500.00
4. Anchal Treasurer	- Rs. 500.00

IV Appointments

1. Education Officer	- 500-10-550-15-625-15-700
2. Executive Officer	- 500-10-550-15-625-15-700
3. Anchal School Supr	- 450-10-500-15-575-15-650
4. Manager Prop. Bd	- 450-10-500-15-575-15-650
5. Asst. Manager	- 400-10-450-10-500-10-550
6. A.T.C. Director	- 450-10-500-10-575-15-650

V Office Staff

1. Head Accountant	- 400-10-450-10-500-10-550
2. Senior "(UDC)	- 350-10-400-10-450-10-500
3. Junior "(LDC)	- 300-5-325 - 7-360-8 - 400
4. Office Peon	- 145-5-170-7-205-8-245
5. Driver	- 200-5-225-7-260-8-300

VI Allowance

1. Pramukh Adhyaksh	- Rs. 100
2. Anchal Adhyaksh	- Rs. 50
3. Principal G.Th. College	- Rs. 100
4. Head of Tabita & P.T.S.	- Rs. 40
5. Youth Department	- Rs. 30
6. Ilaka Chairman	- Rs. 30
7. Director- BEL	- Rs. 100
8. M/F. Supervisor	- Rs. 60
9. ,, Pastors	- Rs. 25
10. ,, Pracharak	- Rs. 15

For implementation :- The same as of the 1975 Pay Scale.

With effect from 1.9.80

PROPOSED PAY SCALE OF THE G.E.L.CHURCH.

I. PRACHARAKS:-

Un-Trained.

Trained.

1. Below Middle.	- 125-2-135-3-150-4-170.	- 140-3-155-3-170-4-190.
2. Middle Pass.	- 130-2-140-3-155-4-175.	- 145-3-160-4-180-4-200.
3. 9th Pass.	- 135-2-145-3-160-4-180.	- 150-3-170-4-190-4-210.
4. U/Matric.	- 140-2-150-3-165-4-185.	- 155-4-175-4-195-4-220.
5. Matric.	- 150-2-160-3-175-4-195.	- 165-4-185-5-205-5-230. 165-5-190-6-220-7-255.
6. H.Sec./Pre.U.	- 155-2-165-3-180-4-200.	- 175-5-200-6-230-7-265.
7. I.A.	- 165-3-180-4-200-4-220.	- 185-5-210-6-240-7-275.
8. B.A.	- 180-3-195-4-220-5-245.	- 225-5-250-6-280-7-315.

II. PASTORS & CANDIDATES:-

Candidates.

Pastors.

1. U/Mat.Short Course.		- 250-5-275-10-325-10-375.
2. Mat. " "		- 260-5-285-10-335-10-385.
3. U/Mat. Seminary.		- 280-5-305-10-355-15-430.
4. Mat.Semi. or L.Th.	250-5-275.	- 300-5-325-10-375-15-450.
5. Mat.B.Th.; I.A.L.Th.	275-5-300.	- 325-5-350-10-400-15-475.
6. I.A.-B.Th.; B.A.-L.Th.	300-5-325.	- 350-5-375-10-425-15-500.
7. B.A.-B.Th. or B.D.	325-5-350.	- 375-5-415-10-465-15-540.
8. B.A.-B.D.	350-5-375.	- 400-10-450-10-500-15-575.
9. B.A.-B.D. - M.Th.	375-5-400.	- 425-10-475-15-550-15-625.
10. B.A.-M.Th; MA-BD.	400-5-425.	- 450-10-500-15-575-15-650.
11. MA-M.Th.	425-5-450.	- 500-10-550-15-625-15-700.
12. Ph.D. - D.D.	450-6-480.	- 550-10-600-15-675-15-750.

III. ELECTIVE POSTS:-

1. Pramukh Adhyaksh.	...	Rs. 800.00.
2. Anchal " "	...	Rs. 600.00.
3. /,, Secretary.	...	Rs. 500.00.
4. ,, Treasurer.	...	Rs. 500.00.

IV. APPOINTMENTS:-

1. Education Officer.	...	500-10-550-15-625-15-700.
2. Executive Officer.	...	500-10-550-15-625-15-700.
3. Anchal School Supr.	...	450-10-500-15-575-15-650.
4. Manager Prop:Bd.	...	450-10-500-15-575-15-650.
5. Asstt.Manager.	...	400-10-450-10-500-10-550.
6. A.T.C.Director.	...	450-10-500-15-575-15-650.

V. OFFICE STAFF:-

1. Head Accountant.	...	400-10-450-10-500-10-550.
2. Senior ,, (UDC)	...	340-10-390-10-440-10-490.
3. Junior ,, (LDC)	...	300-10-350-10-400-10-450. 300- 5-325- 7-360- 8-400.
4. Office Peon.	...	145- 5-170- 7-205- 8-245.
5. Driver.	...	200- 5-225- 7-260- 8-300.

VI:- ALLOWANCE:-

1. Principal, G.Th.College.	...	Rs. 75.00. +25
2. Head of Tabita & P.T.S.	...	Rs. 30.00. +10
3. Youth Dept.	...	Rs. 40.00. +10
4. Ilaka Chairman.	...	Rs. 20.00. +10
5. Director BEL.	...	Rs. 70.00. +30
6. M/F Supervisor.	...	Rs. 50.00. +10
7. ,, Pastors.	...	Rs. 20.00. +5
8. ,, Pracharaks.	...	Rs. 10.00. +5

Note:- Rule for implementation - the same as of the 1975 Pay scale.

(40)

PROPOSED PAY SCALE OF THE
GEL CHURCH IN CHOTANAGPUR AND ASSAM

PRACHARAKS

UNTRAINED

TRAINED

1. Below Middle	100-1-105-1-110-1-117-1-125	125-3-140-3-155-4-175
2. M.E.9 fail	105-1-110-1-115-1-122-1-130	130-3-145-3-160-4-180
3. Under Matric	110-1-115-1-120-1-127-1-135	135-3-150-3-165-4-185
4. Mtric Pass	120-2-130-2-140-2-150	150-5-175-7-210-8-250
5. H/Sec. Pre/U	125-2-135-2-145-2-155	155-5-180-7-215-8-255
6. I.A.B.A. Fail	135-2-145-155-2-165	165-5-190-7-225-8-265
7. B.A. Pass	150-165-3-180-4-200	200-5-225-7-260-8-300

CANDIDATES

1. L. Th. --- --- ---	175-5-200
2. B. Th. Inter/L. Th.	200-5-225
3. B.A.L. Th., B. Th. or B.D.	225-5-250
4. B.A.B.D., M. Th.	250-5-275
5. B.A.M. Th., M.A.B.D.	275-5-300
6. M.A.M. Th.	300-5-325
7. D.D.	350-5-375

PASTORS

1. Short course under Matric.....	200-5-225-8-265-12-325
2. ---do---Matric... ..	210-5-235-8-275-12-335
3. U/Matric Seminary--	230-5-255-10-305-15-380
4. Matric Seminary/L. Th.....	250-5-275-10-325-15-400
5. L. Th., Inter/B. Th.	275-5-300-10-350-15-425
6. B.A.L. Th/B.A.Bth./B.D.....	325-10-375-15-450-15-525
7. B.A.B.D./M. Th.	375-10-425-15-500-15-575
8. B.A.M. Th./M.A.B.D.	400-10-450-15-525-15-600
9. M.A.M. Th.	425-10-475-15-550-15-625
10. D.D... ..	500-10-550-15-625-15-700

ELECTIVE POSTS

1. Pramukh Adhyaksh.....	750-00
2. Anchal Adhyaksh... ..	550-00
3. " Secretary...	450-00
4. " Treasurer... ..	450-00

APPOINTMENTS

1. Education Officer...	450-10-500-15-575-15-650
2. Executive Officer...	400-10-450-15-525-15-600
3. Anchal School Supervisor	390-10-440-15-515-15-590
4. Manager Property Board ..	400-10-450-15-525-15-600
5. Asstt. Manager...	350-10-400-10-450-10-500
6. ATC Director...	400-10-450-15-525-15-600

OFFICE STAFF

1. Office Superintendent....	400-10-450-15-525-15-600
2. Head Accountant...	350-10-400-10-450-10-500
3. Senior Acctt / U.D.C.	300-10-350-10-400-10-450
4. Junior Acctt./L.D.C.	250-5-275-7-310-8-350
5. Peon...	125-5-150-7-185-8-225
6. Driver..	175-5-200-7-235-8-285

Pay Scale Committee:- 1. Rev. M. Jojo (Convener) 2. Rev. N. Bhuinya
3. Rev. Dr. N. Minz. 4. Mr. C.A. Tirkey.

Note.- Services stated next time.

SALARY SCALE OF G.E.L.CHURCH IN CHOTANAGPUR & ASSAM.
(Introduced with effect from 1.6.69)

Qualification	Untrained Pracharak	Trained Pracharak.
Below Middle	60-1-65-E.B.-1-70-EB-1-75	70-2-80-EB-2-90-EB-2-100
Middle Pass	65-1-70-EB-1-75-EB-1-80	75-2-85-EB-2-95-EB-2-105
9th Pass read upto		
Matric.	70-1-75-EB-1-80-EB-1-85	80-2-90-EB-2-100-EB-2-110
Matric Pass	75-1-80-EB-1-85-EB-1-90	85-2-95-EB-2-105-EB-2-115

CANDIDATES

Short course under matric		110-3-125-EB-4-145-EB-4-165
" " Matric		120-3-135-EB-4-155-EB-4-175
Seminary under matric	110-3-125	140-4-160-EB-5-185-EB-5-210
Seminary matric or L.Th.	120-3-135-	150-4-170-EB-5-195-EB-5-220
L.Th. Intermediate	130-4-150	160-4-180-EB-5-205-EB-5-230
B.Th.	140-4-160	180-4-200-EB-5-225-EB-6-255
B.Th. Bech. or B.D. Bth.	150-4-170	200-5-225-EB-6-255-EB-6-285
B.A.B.D. or B.A.B.Th.	175-5-200	230-6-260-EB-7-295-EB-7-330
M.A.B.D. or B.A.B.D.S.T.M.	206-6-230	270-7-305-EB-8-345-EB-8-385
M.A.B.D.STM. or Ph.D.	225-7-260	300-8-340-EB-9-385-EB-9-430
M.A.B.D.STM.Ph.D. or D.D.	250-8-290	325-10-375-EB-10-425-EB-10-475

APPOINTMENTS

Education officer	300-8-340-EB-9-385-EB-9-430
Supr. of Anchals (School)	250-7-285-EB-8-325-EB-8-365

ELECTIVE POSTS

ALLOWANCES.

Pramukh Adhyaksh	Rs. 500/-	Principal Theological Coll.	Rs. 75/-
Anchal Adhyaksh	Rs. 350/-	Heads of Tabita and	
Anchal Secretary		Pracharak Training School	Rs. 30/-
and Treasurer	Rs. 300/-	Youth Department	Rs. 40/-
Synod Sanchak	Rs. 200/-	Ilaka Chairman	Rs. 20/-

Allowance, Department of Evangelism.

Director	Rs. 50/-	Pastor	Rs. 20/-
Field Supervisor	Rs. 30/-	Pracharak	Rs. 10/-

K.S.S. Staff

Office Superintendent	300-8-340-EB-9-385-EB-9-430
Head Accountant	250-8-290-EB-8-330-EB-8-370
Senior "	200-6-230-EB-6-260-EB-6-290
Junior "	125-4-145-EB-4-165-EB-4-185
Clerk U.D.	150-5-175-EB-5-200-EB-5-225
" L.D.	125-4-145-EB-4-165-EB-4-185
Peon	75-2-85-2-95-2-105
Driver	120-5-5-5-150

TABITA SCHOOL

B.A. Bible Trained or B.D.	190-5-215-EB-6-245-EB-6-275
B.A. Bible Trained or L.Th.	140-4-160-EB-5-205-EB-5-210
Matric Bible trained or LTH.	110-3-125-EB-4-145-EB-4-165

IMPLEMENTATION OF NEW SALARY SCALE

- This scale passed by the K.S.S. on its meeting Nov. 26. Dec. 1968, be enforced with effect from 1st June 1969. All workers of the G.E.L. Church be fitted in the new scale according to their present qualification in the manner shown below.
 - All workers be fitted in the new scale wherever they stand. In fitting into the new scale the amount one is getting, if not found itself fitting to the new scale the amount required for fitting to next higher step be immediately given.
 - After fitting into the new scale, those who have been serving since 66 or before be at once given two increments, those serving since 67 shall get one increment and those since 1968 shall get no increment. Next increment shall be given in January '70.

2. Example:- Old pay under Matric short course - 112/-
 (a) New scale ... 116/-
 2 increments @ 3/- 6/-

Present pay in 69

122/-

(b) Old pay 234/-
 New pay 250/-
 2 increments 18/-
268/-

(C.A. Tirkey)
 10/4/69
 13/5/69
 (C. A. Tirkey)
 Treasurer.
 G.E.L. CHURCH IN CHOTANAGPUR
 AND ASSAM.
 for
 KSS., G.E.L.C.

(S. Bhengra)
 13/5/69
 (S. Bhengra)
 Head Accountant
 G.E.L. Church in Chotanagpur
 and Assam.
 for
 KSS., G.E.L.C.

GOSSNER EVANGELICAL LUTHERAN CHURCH

(Regd. under Societies Registration act XXI of 1860)

ACTING PRAMUKH ADHYAKSH : REV. DR. N. MINZ
SECRETARY : REV. P. D. SORENG
TREASURER : REV. M. JOJO

HEAD OFFICE
G. E. L. Church, Ranchi
Bihar/India
Phone : 23358

No. 302/74/KSS-82

Ranchi Dated 6th July '74.

To

Mr. S. Bhengra,
Accountant KSS
GEL Church Ranchi.

Dear Mr. Bhengra,

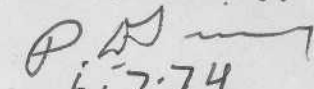
An extract from the minutes of the KSS Officers meeting dated 2nd July '74 is appended below for your information and needful action.

Officers Meeting 2-7.74: The matter of interim allowance was put before the officers of the KSS.

After thorough discussions it was decided that the Centrally paid workers be paid as under.

1. Persons getting Rs.1 - 200.00 be paid Rs. 30.00 per month.
2. Persons getting Rs.201 - 300.00 be paid Rs. 20.00 per month.
3. Persons getting Rs.301 - above be paid Rs. 15.00 per month.

Yours faithfully,


6.7.74
(Rev. P. D. Spreng)
Secretary, KSS.

cc: Rev. Dr. CKP. Singh.