



THE PRESIDENCY
NATIONAL SALARIES, INCOMES
AND WAGES COMMISSION



**QUARTERLY ANALYSIS OF REAL AND
APPROPRIATE WAGE IN THE FEDERAL
PUBLIC SERVICE FOR THE SECOND QUARTER,
APRIL - JUNE, 2014**

MAY, 2014



THE PRESIDENCY

NATIONAL SALARIES, INCOMES AND WAGES COMMISSION, ABUJA

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TABLE OF CONTENTS

Foreword.....	iii
Acknowledgment.....	iv
1.0 INTRODUCTION.....	1
2.0 FUNDAMENTAL CONCEPTS.....	1
2.1 Nominal, Real and Appropriate Wages.....	1
2.2 Consume Price Index.....	2
3.0 METHODOLOGY.....	3
4.0: ANALYSIS OF NOMINAL, REAL AND APPROPRIATE WAGES FOR FIRST QUARTER, 2014.....	4
4.1: Consolidated Public Salary Structure (CONPSS).....	4
4.2: Consolidated Police Salary Structure (CONPOSS) and Consolidated Para-Military Salary Structure (CONPASS).....	4
4.3: Consolidated Tertiary Institutions Salary Structure (CONTISS II)/Consolidated Research and Allied Institution Salary Structure (CONRAISS).....	5
4.4: Consolidated Medical Salary Structure (CONMESS).....	5
4.5: Consolidated Health Salary Structure (CONHESS).....	6
4.6: Consolidated University Academic Staff Salary Structure (CONUASS II).....	6
5.0: COMPARATIVE ANALYSIS OF REAL AND APPROPRIATE WAGES FOR FIRST QUARTER, 2013 AND FIRSTARTER, 2014.....	7
6.0: Conclusion.....	8
7.0: RECOMMENDATION.....	8

LIST OF TABLES

Table 4.1: Consolidated Public Service Salary Structure (CONPSS 01-CONPSS 17) January- March, 2014.....	9
Table 4.2: Consolidated Police Salary Structure (Conposs 01-16) And Consolidated Para-Military Structure (Conpass 01-16)-January, 2014.....	18
Table 4.3: Consolidated Tertiary Institutions Salary Structure II/CONRAISS (CONTISS 01-CONTISS 15)-January-March, 2014.....	25
Table 4.4: Consolidated Medical Salary Structures (CONMESS 01-CONMESS 07) April-June, 2014.....	34
Table 4.5: Consolidated Health Salary Structure (CONHESS 01-CONHESS 15) April-June, 2014.....	38
Table 4.6: Consolidated University Academic Salary Structure II (CONUASS 01-CONUASS 07)- April-June, 2014.....	48
Table 5.1: Comparative Analysis Of Real And Appropriate Wage For 2nd Quarter, 2013 And 2nd Quarter, 2014.....	54
Table 5.2: Comparative Analysis of April, 2013 and April, 2014 Real and Appropriate Wages.....	54
Table 5.3: Comparative Analysis of May, 2013 and May, 2014 Real and Appropriate Wages.....	63

LIST OF FIGURES

Fig. 4.1: CONPSS 08 Real Wage for April-June, 2014.....	13
Fig.4.2: CONPSS 08 Appropriate Wage for April-June, 2014.....	13
Fig.4.3: CONPSS 17 Real Wage for April- June, 2014.....	17
Fig.4.4: CONPSS 17 Appropriate Wage for April-June,2014.....	17
Fig.4.5:CONPOSS/CONPASS 08 Real Wage April-June, 2014.....	20
Fig.4.6: CONPOSS/CONPASS 08 Appropriate Wage for April- June, 2014.....	20
Fig.4.7:CONPOSS/CONPASS 16 Real Wage for April-June,2014.....	24
Fig.4.8:CONPOSS/CONPASS 16 Appropriate Wage for April-June, 2014.....	24
Fig.4.9:CONTISS/CONRAISS 01 Real Wage for April- June,2014.....	25
Fig.4.10: CONTISS/CONRAISS 01 Appropriate Wage for April-June, 2014.....	26
Fig. 4.11: CONTISS/CONRAISS 15 Real Wage for April-June, 2014.....	33
Fig.4.12: CONTISS/CONRAISS 15 Appropriate Wage for April-June, 2014.....	33
Fig.4.13: CONMESS 02 Real Wage for April-June, 2014.....	36
Fig.4.14: CONMESS 02 Appropriate Wage for April-June, 2014.....	37
Fig.4.15: CONMESS 07 Real Wage for April-June, 2014.....	37
Fig.4.16: CONMESS 07 Appropriate Wage for April-June, 2014.....	38
Fig.4.17: CONHESS 01 Real Wage for April-June, 2014.....	39
Fig.4.18: CONHESS 01 Appropriate Wage for April-June, 2014.....	39
Fig.4.19: CONHESS 15 Real Wage for April-June,2014.....	47
Fig.4.20:CONHESS 15 Real Wage for April-June, 2014.....	47
Fig.4.21: CONUASS 01 Real Wage for April-June,2014.....	48
Fig.4.22: CONUASS 01 Appropriate Wage for April-June, 2014.....	49
Fig.4.23:CONUASS 07 Real Wage for April-June, 2014.....	53
Fig.4.24:CONUASS 07 Real Wage for April -June, 2014.....	53
Fig 5.1: Comparison of CONPSS 08 Real Wage between April.2013 and April.2014.....	55
Fig.5.2: Comparison of CONPSS 08 Appropriate Wage between April.2013 and April.2014.....	55
Fig.5.3: Comparison of CONPSS 17 Real Wage between April.2013 and April.2014.....	56
Fig.5.4: Comparison of CONPSS 17 Appropriate Wage between April.2013 and April.2014.....	57
Fig.5.5: Comparison of CONPOSS /CONPASS 07 Real Wage between April.2013 and April.2014.....	59
Fig.6.6: Comparison of CONPOSS /CONPASS 07 Appropriate Wage between April.2013 and April.2014.....	59
Fig.5.7: Comparison of CONPOSS /CONPASS 16 Real Wage between April.2013 and April.2014.....	60
Fig.5.8: Comparison of CONPOSS /CONPASS 16 Appropriate Wage between April.2013 and April.2014.....	60
Fig 5.9: Comparison of CONPPS 08 Real Wage June, 2013 and June, 2014.....	69
Fig 5.10: Comparison of CONPPS 08 Appropriate Wage June, 2013 and June, 2014.....	69
Fig5.11: Comparison of CONUAS 01 Real Wage June, 2013 and June, 2014.....	73
Fig5.12: Comparison of CONUAS 01 Appropriate Wage June, 2013 and June, 2014.....	74
Fig 5.13. Comparison of CONUAS 07 Real Wage June, 2013 and June, 2014.....	75
Fig 5.14: Comparison of CONUAS 07 Appropriate Wage June, 2013 and June, 2014.....	75

FOREWORD

“The Real and Appropriate Wage Analysis in the Federal Public Service” is a quarterly publication of the National Salaries, Incomes and Wages Commission (NSIWC) aimed at determining the effects of changes in the general price levels, of consumer goods measured using corresponding monthly consumer price index (CPI), on the purchasing power (real value) of workers' salaries under the various salary structures of the Public Service.

2. The publication is no doubt a bold attempt at providing cogent information to all the stake holders and interested parties on what the real take-home pay of public servants is and what it ought to be, taking into cognizance the inflationary pressure on monthly and quarterly basis.

3. This second quarter edition, with 2009 as the base year, indicates that the purchasing power of monthly wages of public servants was eroded by 56.2% in April, 2014; by 57.4.0% in May, 2014 and by 58.6% in June, 2014. It is however to be noted that change in prices might not be the sole determinant of inflation and by extension the real wage earned by workers.

4. The Publication is a reliable material for inferences and research purposes. It is therefore recommended to all stake holders; the public and government agencies.

High Chief R. O. Egbule Ph.D, MFR

Chairman,

National Salaries, Incomes and Wages Commission.

18th June, 2014

ACKNOWLEDGEMENT

The second quarter of 2014 Report on the Real and Appropriate Wages Analysis in the Federal Public Service would not have been successful without the support and encouragement of the Management of the National Salaries, Incomes and Wages Commission. Worthy of mention are; the Chairman, High Chief R.O Egbule Ph.D, MFR, for his constructive criticisms and recommendations which have in no small measure added value to this report, and our tireless Commissioner, Alhaji Ibrahim Abdullahi for the efforts at proof reading the draft.

My immense appreciation also goes to the management of the National Bureau of Statistics for their timely provision of the Consumer Price Index.

Also, may I say big thanks to my desk Officer for diligently handling the analysis of this report.

Mr. N.E. Obiezue

Director

Productivity, Prices and Incomes Department.

18th June, 2014

1.0: INTRODUCTION

The National Salaries, Incomes and Wages Commission's Act 99 of 1993 (CAP. N72) mandates the Commission to evaluate, on a continuing basis, trends in wages, productivity, and economic growth with a view to providing the Commission with such information as would enable the Commission determine permissible adjustment in wages in private sector and public sector of the economy. In pursuance of this, the Commission has put in place the quarterly analysis of real and appropriate wage in the Federal Public Service. Accordingly, the Productivity, Prices and Incomes Department, successfully completed the computations and analyses of the Nominal, Real and Appropriate Wages in the Federal Public Service for the second quarter, April-June, 2014.

In addition, the comparative analysis between the second quarter, 2013 and the second quarter, 2014 presents the **differences in the nominal wage, real wage and the appropriate wage** and percentages which revealed the level of disparity between one salary type and the others. The results would assist the Commission in formulating useful and timely policies on pay/wages reviews in the Public Service.

The details of the current findings are raised and discussed in this report.

2.0 FUNDAMENTAL CONCEPTS

2.1 Nominal, Real and Appropriate Wages

The Nominal Wage is the actual wage or amount of money paid to a worker for a job done within a given period of time. This is the wage (cash) payment made to the worker without any consideration for inflation.

The Real Wage on the other hand is the Nominal Wage factored for inflation. In other words, Real Wage refers to the wage that has been adjusted for inflation.

With the above basic understanding that inflation affects Nominal Wage, Appropriate Wage can then be defined as the reasonably compensated wage that should be paid to workers in order to guarantee stability in the value of wages. The Appropriate wage is therefore the wage that would mitigate the effect of inflation.

2.2 Consumer Price Index

The Consumer Price Index (CPI) is a time series measure of the price levels of consumer goods and services. The CPI is calculated by observing price changes among wide range of prices and measuring the change from a predetermined base year revealing the prevailing rate of inflation. Among other uses, the CPI helps to adjust wages to compensate for the loss of purchasing power caused by inflation.

According to the information released by the National Bureau of Statistics for the period (April-June, 2014) under review, it was observed that both the CPI and Inflationary Rate show a slight increase over the first quarter of 2014.

The Composite Consumer Price Index rose by 2.2% in the second quarter of 2014 as against 1.9% recorded in first quarter, 2014. This rise comprises of 0.6% in April, 0.8% in May and 0.8 % in June, 2014 indicating a CPI of 155.2 in March, 156.2 in April, 157.4 in May, and 158.6 in June, 2014.

The Composite (total) Food Index rose by 2.4% in the second quarter, 2014 as the same 2.4% increase was also recorded in first quarter, 2014. The food index for the present quarter comprises of 0.80% increase in April, May and June respectively.

In addition, 'All Items' less farm produce index (that is excluding the prices of agricultural produce) rose by 1.7% in the second quarter, 2014 while it rose by 1.1 % in the first quarter, 2014.

The slight increase in the consumer price index could be primarily attributed to the increase recorded by food index.

Additionally, the study showed general slower rises in monthly Consumer Prices Index since 2013. This may be connected to more prudent fiscal measures by government together with aggressive stance of monetary policy. This is justified by slow increase on the exchange rate of Dollar value to Naira value.

Observed in this analysis is a continued erosion of the wages earned by workers. From the base year 2009, the monthly wages were eroded by 56.2% in April, 57.4% in May and 58.6% in June, 2014. Consider for instance, a worker on CONPSS GL.01 step 1 with a nominal wage of N18, 900.00 in June, 2014 having a purchasing power of N11,916.77 and given the base year of 2009.

The pockets of Nigerian workers have continued to thin out as the cost of food rose month after month since March 2014. Once again, the Food index edged higher to 9.8 percent in June from 9.3 percent in March.

People generally paid more for items like bread and cereals, meats, and fish groups.

The pace of the increase, the Nigerian Bureau of Statistics [NBS], said was weighed upon by slower increases in the dairy, sugar, jam, honey, chocolate and confectionery; and coffee, tea and cocoa groups.

3.0 METHODOLOGY

This edition of Real and Appropriate Wage in the Federal Public Service was computed based on the revised consumption expenditure data generated from the Nigeria Living Standard Survey (NLSS) 2003/2004 and revalued in November, 2009 as the base for the revised Consumer Price Index.

The Real and Appropriate Wage for the period under review, April-June, 2014 was computed using the newly approved Consolidated Salary Structures namely; Consolidated Public Service Salary Structure(**CONPSS**), Consolidated Para-Military Salary/Police Structure (**CONPOSS/CONPASS**), Consolidated Tertiary Institutions Salary Structure (**CONTISS II**), Consolidated Research and Allied Institutions Salary Structure (**CONRAISS**), Consolidated Medical Salary Structure (**CONMESS**) which **consists only of Hazard Allowance and Call Duty**, Consolidated Health Salary Structure (**CONHESS**) and Consolidated Universities Academics Staff Salary Structure (**CONUASS II**) using the new revised Consumer Price Index (**CPI**) for **November, 2009 base year** as the indexing factor as provided by the National Bureau of Statistics on its monthly Statistical News Bulletin. Also, in determining the Appropriate Wage, we calculate the disparity of the wage that has been eroded by inflation and determine the amount of money to be paid to the worker for him to be able to achieve the 2009 Base Year Standard of Living. The Appropriate Wage in the second quarter is obtained by factoring back the CPI into the Nominal Wage for the month of April, May, and June, 2014.

4.0: ANALYSIS OF NOMINAL, REAL AND APPROPRIATE WAGES FOR SECOND QUARTER, 2014

4.1: Consolidated Public Salary Structure (CONPSS)

The quarterly analysis for the period, April-June, 2014 under CONPSS (Table 1 on pages 9 - 17) shows that in June, the lowest paid worker on this salary structure is on CONPSS 01 (Step 1) with an Annual Nominal income of N226, 800.00 and monthly Nominal Wage of N18, 900.00, Real Wage of N11,916.77 and Appropriate Wage of N29,975.40. However, GL.01 and GL.02 have been outsourced at the Federal level. On the other hand, the highest paid worker under this structure is on CONPSS 17(Step 9) and earns a total amount of N5,452,136 per annum, with a monthly Nominal Wage of N454,344.67, Real Wage of N286,472.05 and Appropriate Wage of N720,590.64 for the month under review. Further, the amounts for other grade levels and steps for Annual Nominal wage, and monthly income for Nominal Wage, Real Wage, and Appropriate Wage are detailed on **Table1: CONPSS June, 2014 (CPI =158.6)** on pages 9-17 . The comparative charts analysis showing the Nominal wage Real and Appropriate Wages for CONPSS 08 and CONPSS 17 are presented on Figures 1.1 to Figure 1.4 respectively.

4.2: Consolidated Police Salary Structure (CONPOSS) and Consolidated Para-Military Salary Structure (CONPASS).

The CONPOSS and CONPASS salary structures are essentially similar and different only in the name because of the agencies concerned. The money contents for the various grades and steps are the same. In each structure, for example in June, 2014, an Officer on CONPOSS/CONPASS 02 (Step 1) earns Annual Nominal Salary of N517,020.00. This translates to monthly Nominal Wage of N43,085.00, Real Wage of N27,165.83 and Appropriate Wage N68,332.81 for the period.

However, the highest paid officer is on CONPOSS/CONPASS 16(Step 05) amounting to N6, 647,581.00 annually. Also, this translates to monthly income earning of N553, 065.08, N349,284.42, N878,588.62 for Nominal Wage, Real Wage and Appropriate Wage respectively with a CPI of **158.6** for the month of June, 2014 being considered.

Further, like in the other structures discussed above, the amounts for other grade levels and steps for Annual Nominal wage, and monthly income for Nominal Wage, Real Wage, and Appropriate Wage are detailed on **Table2: CONPOSS/CONPASS June, 2014 (CPI = 158.6)** on pages 18-24. The comparative charts analysis showing the Real and Appropriate Wages for CONPOSS 02 and CONPOSS 16 are presented on **Figures 1.5-1.8**.

4.3: Consolidated Tertiary Institutions Salary Structure (CONTISS II)/Consolidated Research and Allied Institution Salary Structure (CONRAISS)

The CONTISS II and CONRAISS salary structures are essentially similar and different only in the names because of the agencies concerned. The money contents for the various grades and steps are the same. The lowest paid worker on CONTISS/CONRAISS 01(Step 1) earns an Annual Nominal Wage of N303,850.00 which translates to a monthly Nominal Wage of N25,320.83, Real Wage of N15,965.22 and Appropriate Wage of N40,158.84. For the highest paid worker on CONTISS II/CONRAISS 15 step 9, the Annual Salary is N5,316,520.00 which amounts to a monthly Nominal Wage of N443,043.33, Real Wage of N279,346.36 and Appropriate Wage of N702,666.73 respectively for the month under consideration. The amounts for other grade levels and steps are detailed on **Table 4.3: CONTISS/CONRAISS June, 2014, (CPI =158.6)** on pages 25-33. Also, comparative charts analysis showing the Real and Appropriate Wages for CONTISS/CONRAISS 01 and CONTISS/CONRAISS 17 are presented on **Figures 1.9-1.2** respectively.

4.4: Consolidated Medical Salary Structure (CONMESS)

The analysis shows that the lowest paid worker is on CONMESS 01 (step 1), earns a Salary of N1,381,608.00 per annum while the monthly earnings are N115,134.00 for Nominal Wage, N72,593.95 for Real Wage and N182,602.52 for Appropriate Wage. For the highest earner, the grade level is CONMESS 07 (Step 09) and earns, N5,306,680.00 as Annual Nominal wage which amounts to monthly income of N442,223.33 for Nominal Wage N278,829.34 for Real Wage and N701,366.01 for Appropriate Wage.

The details for other grade levels and steps for Annual Nominal Wage, and monthly income for Nominal Wage, Real Wage, and Appropriate Wage are detailed on **Table 4.4: CONMESS June, 2014 (CPI = 158.6)** on pages 34-37. Also, the comparative charts analysis showing the Real and Appropriate Wages for CONMESS 02 and CONMESS 07 are presented on **Figures 1.13-1.16** respectively.

4.5: Consolidated Health Salary Structure (CONHESS)

The analysis shows that the lowest paid worker is on CONHESS 01 (step 1), earns a Nominal Wage of N267,870.00 per annum while the monthly earnings are N22,322.50 for Nominal Wage, N14,383.05 for Real Wage and N34,544.52 for Appropriate Wage. For the highest earner, the grade level is CONHESS 15 (Step 9), earns N5,139,000 for Annual Nominal wage which amounts to monthly income of N428,250.00 for Nominal Wage, N275,934.00 for Real Wage and N664,644.00 for Appropriate Wage.

The details for other grade levels and steps for Annual Nominal Wage and monthly income for Nominal Wage, Real Wage, and Appropriate Wage are detailed on **Table 4.5: CONHESS June, 2014 (CPI =158.6)** on pages 38-47. Also, the comparative charts analysis showing the Real and Appropriate Wages for CONHESS 01 and CONHESS 15 are presented on **Figures 1.17-1.20** respectively.

4.6: Consolidated University Academic Staff Salary Structure (CONUASS II)

The analysis shows that the lowest paid worker is on CONUASS 01 (step 1), earns a Nominal Wage of N1,274,177.00 per annum while the monthly earnings are N106,181.42 for Nominal Wage, N68,415.86 for Real Wage and N164,793.56 for Appropriate Wage. For the highest earner, the grade level is CONUASS 07 earns N6,030,963.00 as Annual Nominal wage which amounts to monthly income of N502,580.25 for Nominal Wage, N323,827.48 for Real Wage and N780,004.55 for Appropriate Wage.

The details for other grade levels and steps for Annual Nominal wage, and monthly income for Nominal Wage, Real Wage, and Appropriate Wage are detailed on **Table 4.6: CONUASS June, 2014 (CPI = 158.6)** on pages 48-53. The comparative charts analysis showing the Real and Appropriate Wages for CONUASS 01 and CONUASS 07 are shown on **Figures 1.21-1.24** respectively.

5.1: COMPARATIVE ANALYSIS OF REAL AND APPROPRIATE WAGES FOR SECOND QUARTER, 2013 AND SECOND QUARTER, 2014

A comparative analysis of the wages for the second quarter in 2013 and 2014 show that there is no difference between the Nominal wage, in June, 2013 and June, 2014 for both the lowest paid worker on CONPSS 01/Step 01 and the highest paid on CONPSS 17/Step 09. That is, the lowest grade earned N18,900.00 while the highest earned N454,344.67 for the periods under consideration. The comparative analysis of second quarter 2013 and second quarter, 2014 shows no difference between the Nominal Wages for the two periods, both for the lowest and the highest paid worker. The reason is traceable to the full implementation of the new National Minimum Wage of 23rd March, 2011 being enjoyed service wide.

The difference shown on Table 4.1 by the real wage in column 6 is negative for all the salary structures as a result of the effect of the CPIs used for the second quarter, 2014 which were higher than that of the second quarter, 2013. Consequently, the real wage was progressively eroded. In actual sense, the previous real wage values recorded were higher than that of the current real wage resulting in negative values and as differences.

Further, column 10 and column 11 on Table 5 show the percentage differential between the nominal wage and appropriate wage in 2013 and between the nominal wage and appropriate wage in 2014 respectively. The figures indicate the percentage changes in the level of goods and services consumed i.e. consumer price index (CPI). In June, 2014, the 58.6% change for the month reflects the cumulative effect (inflation) in the cost of goods and services from the base year November, 2009 to June, 2014.

It follows that the cumulative effect of cost of goods and services in the second quarter, 2013 has moved from 46.6% to 58.6% in the same second quarter, 2014.

It is note worthy that the Consumer Price Index for the months of April, May and June, 2014 were 156.2, 157.4 and 158.6 respectively, while those of April, May and June, 2013 were 141.9, 145.8, and 146.6 respectively.

As a result, the comparative percentage difference between the nominal wage and appropriate wage for all the salary structures under review recorded 56.2%, 57.40% and 58.6% for the months of April, May and June, 2014 respectively.

6.0: Conclusion

In conclusion, the result of the analysis has shown a reasonable improvement in worker's take home pay due to the slow and gradual increase in Consumer Price Index and inflation rate in the economy.

The real wages for all the various salary structures continued to decrease as a result of continuous increase in inflation for the month of June, 2014. The different categories of salary structures still enjoy moderate purchasing power as a result of 53.37% increase across board and the slight increase in the National Minimum Wage by the Federal Government.

7.0: Recommendation

The analysis of Real and Appropriate Wages in the Federal Public Service has for the second quarter, April to June, 2014 revealed a slow and steady depletion of the workers' earnings.

The slow rate of increase of inflation observed on workers purchasing power is a healthy development and could be interpreted as improvement in the economy. However, more could still be achieved to avoid further erosion of the value of salary earnings so as to sustain increase in standard of living.

On this note, we therefore wish to recommend that government should continue the pursuit of economic policies and programmes such as monetary tightening measures to curb inflationary pressures and sustain financial stability in the country that would sustain the purchasing power of the worker and create jobs. This will increase demand on one hand, increase the supply of goods and services on the other hand and bring about improved purchasing power of the average Nigerian worker over time. Also, this will ensure the stability of salary/wage over a long period while putting under check the frequent agitations for salary increase by workers.

TABLE 4.1: CONSOLIDATED PUBLIC SALARY STRUCTURE (CONPSS 01-CONPSS 17)- APRIL-JUNE,2014

	CONPSS 01	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	226800	18900.00	12099.87	12007.62	11916.77	29521.80	29748.60	29975.40
2	231269	19272.42	12338.29	12244.23	12151.59	30103.51	30334.78	30566.05
3	235738	19644.83	12576.72	12480.83	12386.40	30685.23	30920.97	31156.71
4	240207	20017.25	12815.14	12717.44	12621.22	31266.94	31507.15	31747.36
5	244677	20389.75	13053.62	12954.10	12856.08	31848.79	32093.47	32338.14
6	249146	20762.17	13292.04	13190.70	13090.90	32430.50	32679.65	32928.80
7	253615	21134.58	13530.46	13427.31	13325.71	33012.22	33265.83	33519.45
8	258084	21507.00	13768.89	13663.91	13560.53	33593.93	33852.02	34110.10
9	262553	21879.42	14007.31	13900.52	13795.34	34175.65	34438.20	34700.75
10	267023	22251.92	14245.79	14137.18	14030.21	34757.49	35024.52	35291.54
11	271492	22624.33	14484.21	14373.78	14265.03	35339.21	35610.70	35882.19
12	275961	22996.75	14722.63	14610.39	14499.84	35920.92	36196.88	36472.85
13	280430	23369.17	14961.05	14846.99	14734.66	36502.64	36783.07	37063.50
14	284899	23741.58	15199.48	15083.60	14969.47	37084.35	37369.25	37654.15
15	289369	24114.08	15437.95	15320.26	15204.34	37666.20	37955.57	38244.94

	CONPSS 02	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	230128	19177.33	12277.42	12183.82	12091.64	29954.99	30185.12	30415.25
2	235971	19664.25	12589.15	12493.17	12398.64	30715.56	30951.53	31187.50
3	241815	20151.25	12900.93	12802.57	12705.71	31476.25	31718.07	31959.88
4	247658	20638.17	13212.65	13111.92	13012.72	32236.82	32484.47	32732.13
5	253501	21125.08	13524.38	13421.27	13319.72	32997.38	33250.88	33504.38
6	259345	21612.08	13836.16	13730.68	13626.79	33758.07	34017.42	34276.76
7	265188	22099.00	14147.89	14040.03	13933.80	34518.64	34783.83	35049.01
8	271032	22586.00	14459.67	14349.43	14240.86	35279.33	35550.36	35821.40
9	276875	23072.92	14771.39	14658.78	14547.87	36039.90	36316.77	36593.65
10	282718	23559.83	15083.12	14968.13	14854.88	36800.46	37083.18	37365.90
11	288562	24046.83	15394.90	15277.53	15161.94	37561.15	37849.72	38138.28
12	294405	24533.75	15706.63	15586.88	15468.95	38321.72	38616.12	38910.53
13	300249	25020.75	16018.41	15896.28	15776.01	39082.41	39382.66	39682.91
14	306092	25507.67	16330.13	16205.63	16083.02	39842.98	40149.07	40455.16
15	311935	25994.58	16641.86	16514.98	16390.03	40603.54	40915.47	41227.41

	CONPSS 03	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	232970	19414.17	12429.04	12334.29	12240.96	30324.93	30557.90	30790.87
2	240152	20012.67	12812.21	12714.53	12618.33	31259.79	31499.94	31740.09
3	247334	20611.17	13195.37	13094.77	12995.69	32194.64	32441.98	32689.31
4	254517	21209.75	13578.59	13475.06	13373.11	33129.63	33384.15	33638.66
5	261699	21808.25	13961.75	13855.30	13750.47	34064.49	34326.19	34587.88
6	268881	22406.75	14344.91	14235.55	14127.84	34999.34	35268.22	35537.11
7	276064	23005.33	14728.13	14615.84	14505.25	35934.33	36210.39	36486.46
8	283246	23603.83	15111.29	14996.08	14882.62	36869.19	37152.43	37435.68
9	290428	24202.33	15494.45	15376.32	15259.98	37804.04	38094.47	38384.90
10	297611	24800.92	15877.67	15756.62	15637.40	38739.03	39036.64	39334.25
11	304793	25399.42	16260.83	16136.86	16014.76	39673.89	39978.68	40283.47
12	311975	25997.92	16643.99	16517.10	16392.13	40608.75	40920.72	41232.70
13	319158	26596.50	17027.21	16897.40	16769.55	41543.73	41862.89	42182.05
14	326340	27195.00	17410.37	17277.64	17146.91	42478.59	42804.93	43131.27
15	333522	27793.50	17793.53	17657.88	17524.27	43413.45	43746.97	44080.49

	CONPSS 04	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	242994	20249.50	12963.83	12864.99	12767.65	31629.72	31872.71	32115.71
2	251623	20968.58	13424.19	13321.84	13221.05	32752.93	33004.55	33256.17
3	260251	21687.58	13884.50	13778.64	13674.39	33876.01	34136.26	34396.51
4	268880	22406.67	14344.86	14235.49	14127.78	34999.21	35268.09	35536.97
5	277509	23125.75	14805.22	14692.34	14581.18	36122.42	36399.93	36677.44
6	286137	23844.75	15265.52	15149.14	15034.52	37245.50	37531.64	37817.77
7	294766	24563.83	15725.89	15605.99	15487.92	38368.71	38663.47	38958.24
8	303394	25282.83	16186.19	16062.79	15941.26	39491.79	39795.18	40098.57
9	312023	26001.92	16646.55	16519.64	16394.65	40614.99	40927.02	41239.04
10	320651	26720.92	17106.86	16976.44	16847.99	41738.07	42058.72	42379.37
11	329280	27440.00	17567.22	17433.29	17301.39	42861.28	43190.56	43519.84
12	337909	28159.08	18027.58	17890.14	17754.78	43984.49	44322.40	44660.31
13	346537	28878.08	18487.89	18346.94	18208.12	45107.57	45454.10	45800.64
14	355166	29597.17	18948.25	18803.79	18661.52	46230.77	46585.94	46941.11
15	363794	30316.17	19408.56	19260.59	19114.86	47353.85	47717.65	48081.44

	CONPSS 05	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	261298	21774.83	13940.35	13834.07	13729.40	34012.29	34273.59	34534.89
2	271322	22610.17	14475.14	14364.78	14256.09	35317.08	35588.40	35859.72
3	281346	23445.50	15009.92	14895.49	14782.79	36621.87	36903.22	37184.56
4	391370	32614.17	20879.75	20720.56	20563.79	50943.33	51334.70	51726.07
5	301395	25116.25	16079.55	15956.96	15836.22	39231.58	39532.98	39834.37
6	311419	25951.58	16614.33	16487.66	16362.92	40536.37	40847.79	41159.21
7	321443	26786.92	17149.11	17018.37	16889.61	41841.16	42162.61	42484.05
8	331468	27622.33	17683.95	17549.13	17416.35	43146.08	43477.55	43809.02
9	341492	28457.67	18218.74	18079.84	17943.04	44450.88	44792.37	45133.86
10	351516	29293.00	18753.52	18610.55	18469.74	45755.67	46107.18	46458.70
11	361540	30128.33	19288.31	19141.25	18996.43	47060.46	47422.00	47783.54
12	371565	30963.75	19823.14	19672.01	19523.17	48365.38	48736.94	49108.51
13	381589	31799.08	20357.93	20202.72	20049.86	49670.17	50051.76	50433.35
14	391613	32634.42	20892.71	20733.43	20576.56	50974.96	51366.57	51758.18
15	401637	33469.75	21427.50	21264.14	21103.25	52279.75	52681.39	53083.02

	CONPSS 06	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	316229	26352.42	16870.95	16742.32	16615.65	41162.47	41478.70	41794.93
2	328448	27370.67	17522.83	17389.24	17257.67	42752.98	43081.43	43409.88
3	340667	28388.92	18174.72	18036.16	17899.70	44343.49	44684.15	45024.82
4	352886	29407.17	18826.61	18683.08	18541.72	45933.99	46286.88	46639.77
5	365105	30425.42	19478.50	19330.00	19183.74	47524.50	47889.61	48254.71
6	337324	28110.33	17996.37	17859.17	17724.04	43908.34	44245.66	44582.99
7	389543	32461.92	20782.28	20623.84	20467.79	50705.51	51095.06	51484.60
8	401762	33480.17	21434.17	21270.75	21109.82	52296.02	52697.78	53099.54
9	413981	34498.42	22086.05	21917.67	21751.84	53886.53	54300.51	54714.49
10	426200	35516.67	22737.94	22564.59	22393.86	55477.03	55903.23	56329.43
11	438419	36534.92	23389.83	23211.51	23035.89	57067.54	57505.96	57944.38
12	450638	37553.17	24041.72	23858.43	23677.91	58658.05	59108.68	59559.32
13	462857	38571.42	24693.61	24505.35	24319.93	60248.55	60711.41	61174.27
14	475076	39589.67	25345.50	25152.27	24961.96	61839.06	62314.14	62789.21
15	487295	40607.92	25997.39	25799.18	25603.98	63429.57	63916.86	64404.16

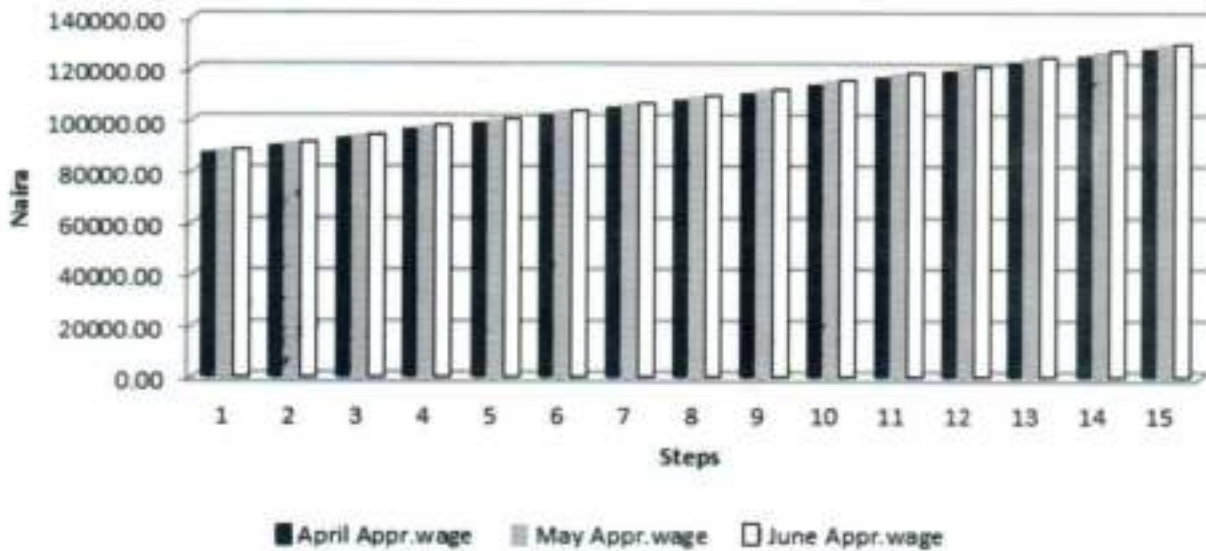
	CONPSS 07	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	517965	43163.75	27633.64	27422.97	27215.48	67421.78	67939.74	68457.71
2	536718	44726.50	28634.12	28415.82	28200.82	69862.79	70399.51	70936.23
3	555471	46289.25	29634.60	29408.67	29186.16	72303.81	72859.28	73414.75
4	574223	47851.92	30635.03	30401.47	30171.45	74744.69	75318.92	75893.14
5	592976	49414.67	31635.51	31394.32	31156.79	77185.71	77778.69	78371.66
6	611728	50977.33	32635.94	32387.12	32142.08	79626.59	80238.32	80850.05
7	630481	52540.08	33636.42	33379.98	33127.42	82067.61	82698.09	83328.57
8	649233	54102.75	34636.84	34372.78	34112.70	84508.50	85157.73	85806.96
9	667986	55665.50	35637.32	35365.63	35098.05	86949.51	87617.50	88285.48
10	686738	57228.17	36637.75	36358.43	36083.33	89390.40	90077.13	90763.87
11	705491	58790.92	37638.23	37351.28	37068.67	91831.41	92536.90	93242.39
12	724243	60353.58	38638.66	38344.08	38053.96	94272.30	94996.54	95720.78
13	742996	61916.33	39639.14	39336.93	39039.30	96713.31	97456.31	98199.30
14	761749	63479.08	40639.62	40329.79	40024.64	99154.33	99916.08	100677.83
15	780501	65041.75	41640.04	41322.59	41009.93	101595.21	102375.71	103156.22

	CONPSS 08	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	666184	55515.33	35541.19	35270.22	35003.36	86714.95	87381.13	88047.32
2	688504	57375.33	36731.97	36451.93	36176.12	89620.27	90308.77	90997.28
3	710824	59235.33	37922.75	37633.63	37348.89	92525.59	93236.41	93947.24
4	733144	61095.33	39113.53	38815.33	38521.65	95430.91	96164.05	96897.20
5	755463	62955.25	40304.26	39996.98	39694.36	98336.10	99091.56	99847.03
6	777783	64815.25	41495.04	41178.68	40867.12	101241.42	102019.20	102796.99
7	800103	66675.25	42685.82	42360.39	42039.88	104146.74	104946.84	105746.95
8	822423	68535.25	43876.60	43542.09	43212.64	107052.06	107874.48	108696.91
9	844743	70395.25	45067.38	44723.79	44385.40	109957.38	110802.12	111646.87
10	867063	72255.25	46258.16	45905.50	45558.17	112862.70	113729.76	114596.83
11	889383	74115.25	47448.94	47087.20	46730.93	115768.02	116657.40	117546.79
12	911703	75975.25	48639.72	48268.90	47903.69	118673.34	119585.04	120496.75
13	934023	77835.25	49830.51	49450.60	49076.45	121578.66	122512.68	123446.71
14	956343	79695.25	51021.29	50632.31	50249.21	124483.98	125440.32	126396.67
15	978663	81555.25	52212.07	51814.01	51421.97	127389.30	128367.96	129346.63

Fig. 4.1: CONPSS 08 Real Wage April-June, 2014



Fig4.2: CONPSS 08 Appropriate Wage for April-June, 2014



	CONPSS 09	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	780656	65054.67	41648.31	41330.79	41018.07	101615.39	102396.05	103176.70
2	807230	67269.17	43066.05	42737.72	42414.35	105074.44	105881.67	106688.90
3	833805	69483.75	44483.83	44144.70	43810.69	108533.62	109367.42	110201.23
4	860379	71698.25	45901.57	45551.62	45206.97	111992.67	112853.05	113713.42
5	886954	73912.83	47319.36	46958.60	46603.30	115451.85	116338.80	117225.75
6	913528	76127.33	48737.09	48365.52	47999.58	118910.89	119824.42	120737.95
7	940103	78341.92	50154.88	49772.50	49395.91	122370.07	123310.18	124250.28
8	966677	80556.42	51572.61	51179.43	50792.19	125829.12	126795.80	127762.48
9	993251	82770.92	52990.34	52586.35	52188.47	129288.17	130281.42	131274.67
10	1019826	84985.50	54408.13	53993.33	53584.80	132747.35	133767.18	134787.00
11	1046400	87200.00	55825.86	55400.25	54981.08	136206.40	137252.80	138299.20
12	1072975	89414.58	57243.65	56807.23	56377.42	139665.58	140738.55	141811.53
13	1099549	91629.08	58661.38	58214.16	57773.70	143124.63	144224.18	145323.73
14	1126124	93843.67	60079.17	59621.14	59170.03	146583.81	147709.93	148836.06
15	1152698	96058.17	61496.91	61028.06	60566.31	150042.86	151195.55	152348.25

	CONPSS 10	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	914511	76209.25	48789.53	48417.57	48051.23	119038.85	119953.36	120867.87
2	943734	78644.50	50348.59	49964.74	49586.70	122842.71	123786.44	124730.18
3	972957	81079.75	51907.65	51511.91	51122.16	126646.57	127619.53	128592.48
4	1002181	83515.08	53466.76	53059.14	52657.68	130450.56	131452.74	132454.92
5	1031404	85950.33	55025.82	54606.31	54193.15	134254.42	135285.82	136317.23
6	1060627	88385.58	56584.88	56153.48	55728.61	138058.28	139118.91	140179.54
7	1089850	90820.83	58143.94	57700.66	57264.08	141862.14	142951.99	144041.84
8	1119073	93256.08	59703.00	59247.83	58799.55	145666.00	146785.08	147904.15
9	1148296	95691.33	61262.06	60795.00	60335.01	149469.86	150618.16	151766.45
10	1177519	98126.58	62821.12	62342.17	61870.48	153273.72	154451.24	155628.76
11	1206742	100561.83	64380.17	63889.35	63405.95	157077.58	158284.33	159491.07
12	1235966	102997.17	65939.29	65436.57	64941.47	160881.57	162117.54	163353.51
13	1265189	105432.42	67498.35	66983.75	66476.93	164685.43	165950.62	167215.81
14	1294412	107867.67	69057.41	68530.92	68012.40	168489.30	169783.71	171078.12
15	1323635	110302.92	70616.46	70078.09	69547.87	172293.16	173616.79	174940.43

	CONPSS 12	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	1053208	87767.33	56189.07	55760.69	55338.80	137092.57	138145.78	139198.99
2	1098537	91544.75	58607.39	58160.58	57720.52	142992.90	144091.44	145189.97
3	1143865	95322.08	61025.66	60560.41	60102.20	148893.09	150036.96	151180.82
4	1189194	99099.50	63443.98	62960.29	62483.92	154793.42	155982.61	157171.81
5	1234522	102876.83	65862.25	65360.12	64865.59	160693.61	161928.14	163162.66
6	1279851	106654.25	68280.57	67760.01	67247.32	166593.94	167873.79	169153.64
7	1325179	110431.58	70698.84	70159.84	69628.99	172494.13	173819.31	175144.49
8	1370508	114209.00	73117.16	72559.72	72010.72	178394.46	179764.97	181135.47
9	1415836	117986.33	75535.42	74959.55	74392.39	184294.65	185710.49	187126.32
10	1461165	121763.75	77953.75	77359.43	76774.12	190194.98	191656.14	193117.31
11	1506493	125541.08	80372.01	79759.27	79155.79	196095.17	197601.67	199108.16

	CONPSS 13	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	1174233	97852.75	62645.81	62168.20	61697.82	159083.84	154020.23	155194.46
2	1222155	101846.25	65202.46	64705.37	64215.79	165321.69	160306.00	161528.15
3	1270077	105839.75	67759.12	67242.53	66733.76	165321.69	166591.77	167861.84
4	1317999	109833.25	70315.78	69779.70	69251.73	171559.54	172877.54	174195.53
5	1365921	113826.75	72872.44	72316.87	71769.70	177797.38	179163.30	180529.23
6	1413843	117820.25	75429.10	74854.03	74287.67	184035.23	185449.07	186862.92
7	1461765	121813.75	77985.76	77391.20	76805.64	190273.08	191734.84	193196.61
8	1509687	125807.25	80542.41	79928.37	79323.61	196510.92	198020.61	199530.30
9	1557609	129800.75	83099.07	82465.53	81841.58	202748.77	204306.38	205863.99
10	1605531	133794.25	85655.73	85002.70	84359.55	208986.62	210592.15	212197.68
11	1653453	137787.75	88212.39	87539.87	86877.52	215224.47	216877.92	218531.37

	CONPSS 14	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	1295818	107984.83	69132.42	68605.36	68086.28	168672.31	169968.13	171263.95
2	1347409	112284.08	71884.82	71336.77	70797.03	175387.74	176735.15	178082.56
3	1398999	116583.25	74637.16	74068.14	73507.72	182103.04	183502.04	184901.03
4	1450590	120882.50	77389.56	76799.56	76218.47	188818.47	190269.06	191719.65
5	1502181	125181.75	80141.97	79530.97	78929.22	195533.89	197036.07	198538.26
6	1553771	129480.92	82894.31	82262.34	81639.92	202249.19	203802.96	205356.73
7	1605362	133780.17	85646.71	84993.75	84350.67	208964.62	210569.98	212175.34
8	1656952	138079.33	88399.06	87725.12	87061.37	215679.92	217336.87	218993.82
9	1708543	142378.58	91151.46	90456.53	89772.12	222395.35	224103.89	225812.43
10	1760134	146677.83	93903.86	93187.95	92482.87	229110.78	230870.91	232631.04
11	1811724	150977.00	96656.21	95919.31	95193.57	235826.07	237637.80	239449.52

	CONPSS 15	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	1778616	137787.75	88212.39	87539.87	86877.52	215224.47	216877.92	218531.37
2	1851682	154306.83	98787.99	98034.84	97293.09	241027.27	242878.96	244730.64
3	1924747	160395.58	102686.03	101903.17	101132.15	250537.90	252462.65	254387.40
4	1997813	166484.42	106584.13	105771.55	104971.26	260048.66	262046.47	264044.28
5	2070878	172573.17	110482.18	109639.88	108810.32	269559.29	271630.16	273701.04
6	2143944	178662.00	114380.28	113508.26	112649.43	279070.04	281213.99	283357.93
7	2217009	184750.75	118278.33	117376.59	116488.49	288580.67	290797.68	293014.69
8	2290075	190839.58	122176.43	121244.97	120327.61	298091.43	300381.50	302671.58
9	263140	21928.33	14038.63	13931.60	13826.19	34252.06	34515.20	34778.34

	CONPSS 16	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	2197677	183139.75	117246.96	116353.08	115472.73	286064.29	288261.97	290459.64
2	2285489	190457.42	121931.76	121002.17	120086.64	297494.48	299779.97	302065.46
3	2373301	197775.08	126616.57	125651.26	124700.56	308924.68	311297.98	313671.28
4	2461113	205092.75	131301.38	130300.35	129314.47	320354.88	322815.99	325277.10
5	2548925	212410.42	135986.18	134949.44	133928.38	331785.07	334334.00	336882.92
6	2636737	219728.08	140670.99	139598.53	138542.30	343215.27	345852.00	348488.74
7	2724549	227045.75	145355.79	144247.62	143156.21	354645.46	357370.01	360094.56
8	2812361	234363.42	150040.60	148896.71	147770.12	366075.66	368888.02	371700.38
9	2900173	241681.08	154725.41	153545.80	152384.04	377505.85	380406.03	383306.20

	CONPSS 17	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	4183600	348633.33	223196.76	221495.13	219819.25	544565.27	548748.87	552932.47
2	4342167	361847.25	231656.37	229890.25	228150.85	565205.40	569547.57	573889.74
3	4500734	375061.17	240115.98	238285.37	236482.45	585845.54	590346.28	594847.01
4	4659301	388275.08	248575.60	246680.48	244814.05	606485.68	611144.98	615804.28
5	4817868	401489.00	257035.21	255075.60	253145.65	627125.82	631943.69	636761.55
6	4976435	414702.92	265494.83	263470.72	261477.25	647765.96	652742.39	657718.83
7	5135002	427916.83	273954.44	271865.84	269808.85	668406.09	673541.10	678676.10
8	5293569	441130.75	282414.05	280260.96	278140.45	689046.23	694339.80	699633.37
9	5452136	454344.67	290873.67	288656.08	286472.05	709686.37	715138.51	720590.64

Fig.4.3: CONPSS 17 Real Wage for April-June, 2014



Fig.4.4: CONPSS 17 Appropriate Wage for April-June, 2014

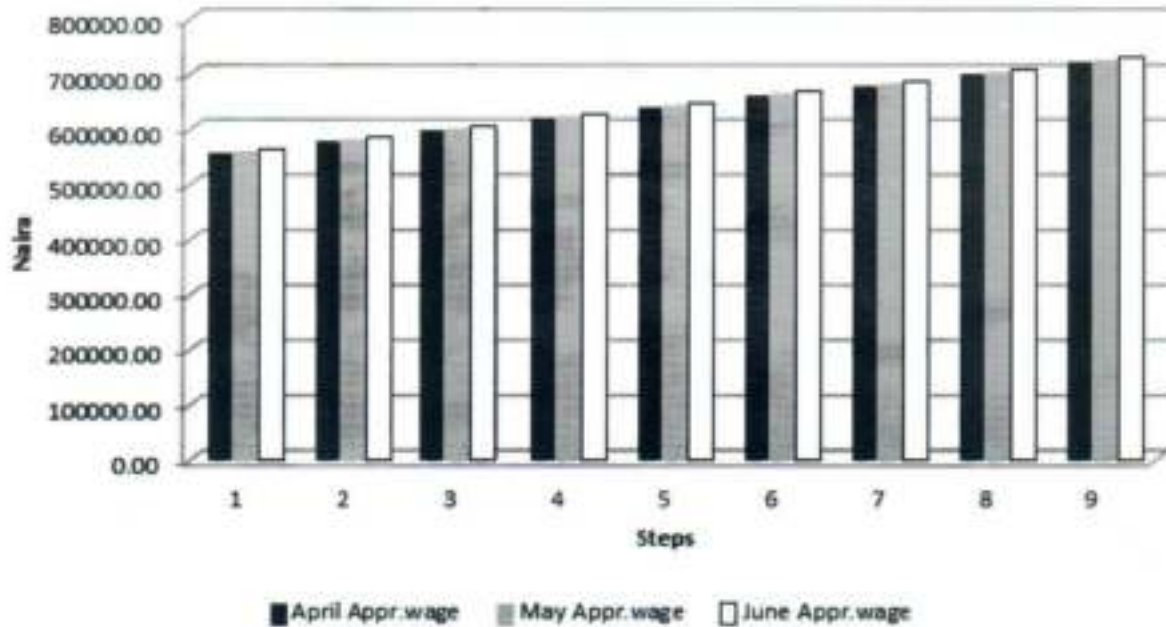


Table 4.2: CONSOLIDATED POLICE SALARY STRUCTURE (CONPOSS 01-16) AND CONSOLIDATED PARA -MILITARY SALARY STRUCTURE (CONPASS 01 -16)-JUNE, 2014

CONPOSS/CONPASS 1		Monthly	April	May	June	April	May	June
Step	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	108233	9019.42	5774.27	5730.25	5686.90	14088.33	14196.56	14304.79

CONPOSS/ STEPS	CONPASS 02 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	517020	43085.00	27583.23	27372.94	27165.83	67298.77	67815.79	68332.81
2	522863	43571.92	27894.95	27682.29	27472.84	68059.33	68582.20	69105.06
3	528706	44058.83	28206.68	27991.63	27779.84	68819.90	69348.60	69877.31
4	534549	44545.75	28518.41	28300.98	28086.85	69580.46	70115.01	70649.56
5	540393	45032.75	28830.19	28610.39	28393.92	70341.16	70881.55	71421.94
6	546236	45519.67	29141.91	28919.74	28700.92	71101.72	71647.96	72194.19
7	552079	46006.58	29453.64	29229.09	29007.93	71862.28	72414.36	72966.44
8	557921	46493.42	29765.31	29538.38	29314.89	72622.72	73180.64	73738.56
9	563764	46980.33	30077.04	29847.73	29621.90	73383.28	73947.04	74510.81
10	569607	47467.25	30388.76	30157.08	29928.91	74143.84	74713.45	75283.06

CONPOSS/ STEPS	CONPASS 03 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	526555	43879.58	28091.92	27877.75	27666.82	68539.91	69066.46	69593.02
2	533736	44478.00	28475.03	28257.94	28044.14	69474.64	70008.37	70542.11
3	540918	45076.50	28858.19	28638.18	28421.50	70409.49	70950.41	71491.33
4	548101	45675.08	29241.41	29018.48	28798.92	71344.48	71892.58	72440.68
5	555282	46273.50	29624.52	29398.67	29176.23	72279.21	72834.49	73389.77
6	562464	46872.00	30007.68	29778.91	29553.59	73214.06	73776.53	74338.99
7	569645	47470.42	30390.79	30159.10	29930.91	74148.79	74718.44	75288.08
8	576827	48068.92	30773.95	30539.34	30308.27	75083.65	75660.47	76237.30
9	584010	48667.50	31157.17	30919.63	30685.69	76018.64	76602.65	77186.66
10	591191	49265.92	31540.28	31299.82	31063.00	76953.36	77544.55	78135.74

CONPOSS/ STEPS	CONPASS 04 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	543811	45317.58	29012.54	28791.35	28573.51	70786.07	71329.88	71873.69
2	552440	46036.67	29472.90	29248.20	29026.90	71909.27	72461.71	73014.15
3	561068	46755.67	29933.21	29705.00	29480.24	73032.35	73593.42	74154.49
4	569697	47474.75	30393.57	30161.85	29933.64	74155.56	74725.26	75294.95
5	578324	48193.67	30853.82	30618.59	30386.93	75278.51	75856.83	76435.16
6	586953	48912.75	31314.18	31075.44	30840.32	76401.72	76988.67	77575.62
7	595582	49631.83	31774.54	31532.30	31293.72	77524.92	78120.51	78716.09
8	604210	50350.83	32234.85	31989.09	31747.06	78648.00	79252.21	79856.42
9	612838	51069.83	32695.16	32445.89	32200.40	79771.08	80383.92	80996.76
10	621467	51788.92	33155.52	32902.74	32653.79	80894.29	81515.75	82137.22

CONPOSS/ STEPS	CONPASS 05 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	590241	49186.75	31489.60	31249.52	31013.08	76829.70	77419.94	78010.19
2	600265	50022.08	32024.38	31780.23	31539.78	78134.49	78734.76	79335.02
3	610289	50857.42	32559.17	32310.94	32066.47	79439.28	80049.57	80659.86
4	620313	51692.75	33093.95	32841.65	32593.16	80744.08	81364.39	81984.70
5	630338	52528.17	33628.79	33372.41	33119.90	82049.00	82679.33	83309.67
6	640362	53363.50	34163.57	33903.11	33646.60	83353.79	83994.15	84634.51
7	650386	54198.83	34698.36	34433.82	34173.29	84658.58	85308.96	85959.35
8	660409	55034.08	35233.09	34964.47	34699.93	85963.24	86623.65	87284.06
9	670434	55869.50	35767.93	35495.24	35226.67	87268.16	87938.59	88609.03
10	680458	56704.83	36302.71	36025.94	35753.36	88572.95	89253.41	89933.87

CONPOSS/ STEPS	CONPASS 06 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	646121	53843.42	34470.82	34208.02	33949.19	84103.42	84749.54	85395.66
2	658339	54861.58	35122.65	34854.88	34591.16	85693.79	86352.13	87010.47
3	670557	55879.75	35774.49	35501.75	35233.13	87284.17	87954.73	88625.28
4	682776	56898.00	36426.38	36148.67	35875.16	88874.68	89557.45	90240.23
5	694995	57916.25	37078.27	36795.58	36517.18	90465.18	91160.18	91855.17
6	707213	58934.42	37730.10	37442.45	37159.15	92055.56	92762.77	93469.98
7	719432	59952.67	38381.99	38089.37	37801.18	93646.07	94365.50	95084.93
8	731651	60970.92	39033.88	38736.29	38443.20	95236.57	95968.22	96699.87
9	743868	61989.00	39685.66	39383.10	39085.12	96826.82	97570.69	98314.55
10	756087	63007.25	40337.55	40030.02	39727.14	98417.32	99173.41	99929.50

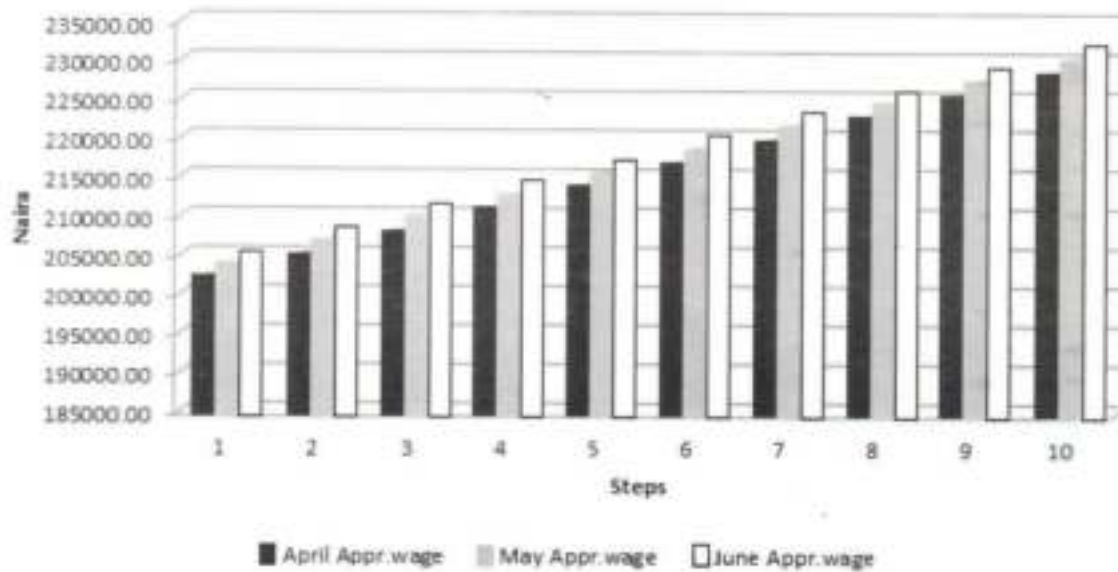
CONPOSS/ STEPS	CONPASS 07 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	890052	74171.00	47484.64	47122.62	46766.08	115855.10	116745.15	117635.21
2	908806	75733.83	48485.17	48115.52	47751.47	118296.25	119205.05	120113.86
3	927559	77296.58	49485.65	49108.38	48736.81	120737.26	121664.82	122592.38
4	946313	78859.42	50486.18	50101.28	49722.20	123178.41	124124.72	125071.03
5	965066	80422.17	51486.66	51094.13	50707.55	125619.42	126584.49	127549.56
6	983821	81985.08	52487.25	52087.09	51692.99	128060.70	129044.52	130028.34
7	1002574	83547.83	53487.73	53079.94	52678.33	130501.72	131504.29	132506.86
8	1021328	85110.67	54488.26	54072.85	53663.72	132942.86	133964.19	134985.52
9	1040081	86673.42	55488.74	55065.70	54649.06	135383.88	136423.96	137464.04
10	1058836	88236.33	56489.33	56058.66	55634.51	137825.15	138883.99	139942.82

CONPOSS/ STEPS	CONPASS 08 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	1551869	129322.42	82792.84	82161.64	81539.99	202001.61	203553.48	205105.35
2	1574188	131182.33	83983.57	83343.29	82712.69	204906.80	206480.99	208055.18
3	1596507	133042.25	85174.30	84524.94	83885.40	207811.99	209408.50	211005.01
4	1618826	134902.17	86365.02	85706.59	85058.11	210717.18	212336.01	213954.84
5	1641145	136762.08	87555.75	86888.24	86230.82	213622.37	215263.52	216904.66
6	1663463	138621.92	88746.43	88069.83	87403.48	216527.43	218190.90	219854.36
7	1685782	140481.83	89937.15	89251.48	88576.19	219432.62	221118.41	222804.19
8	1708101	142341.75	91127.88	90433.13	89748.90	222337.81	224045.91	225754.02
9	1730420	144201.67	92318.61	91614.78	90921.61	225243.00	226973.42	228703.84
10	1752739	146061.58	93509.34	92796.43	92094.31	228148.19	229900.93	231653.67

Fig.4.5: CONPOSS/COMPASS 08 Real Wage April-June, 2014



Fig.4.6: CONPOSS/COMPASS 08 Appropriate Wage for April- June, 2014



CONPOSS/ STEPS	CONPASS 09 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	1661164	138430.33	88623.77	87948.12	87282.68	216228.18	217889.34	219550.51
2	1687738	140644.83	90041.51	89355.04	88678.96	219687.23	221374.97	223062.71
3	1714312	142859.33	91459.24	90761.97	90075.24	223146.28	224860.59	226574.90
4	1740887	145073.92	92877.03	92168.94	91471.57	226605.46	228346.34	230087.23
5	1767461	147288.42	94294.76	93575.87	92867.85	230064.51	231831.97	233599.43
6	1794035	149502.92	95712.49	94982.79	94264.13	233523.56	235317.59	237111.63
7	1820609	151717.42	97130.23	96389.72	95660.41	236982.60	238803.21	240623.82
8	1847183	153931.92	98547.96	97796.64	97056.69	240441.65	242288.84	244136.02
9	1873758	156146.50	99965.75	99203.62	98453.03	243900.83	245774.59	247648.35
10	1900332	158361.00	101383.48	100610.55	99849.31	247359.88	249260.21	251160.55

CONPOSS/ STEPS	CONPASS 10 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	1808256	150688.00	96471.19	95735.71	95011.35	235374.66	237182.91	238991.17
2	1837479	153123.25	98030.25	97282.88	96546.82	239178.52	241016.00	242853.47
3	1866703	155558.58	99589.36	98830.10	98082.34	242982.51	244849.21	246715.91
4	1895926	157993.83	101148.42	100377.28	99617.80	246786.37	248682.29	250578.22
5	1925149	160429.08	102707.48	101924.45	101153.27	250590.23	252515.38	254440.53
6	1954373	162864.42	104266.59	103471.68	102688.79	254394.22	256348.59	258302.96
7	1983596	165299.67	105825.65	105018.85	104224.25	258198.08	260181.68	262165.27
8	2012819	167734.92	107384.71	106566.02	105759.72	262001.94	264014.76	266027.58
9	2042043	170170.25	108943.82	108113.25	107295.24	265805.93	267847.97	269890.02
10	2071266	172605.50	110502.88	109660.42	108830.71	269609.79	271681.06	273752.32

CONPOSS/ STEPS	CONPASS 11 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	1963070	163589.17	104730.58	103932.13	103145.75	255526.28	257489.35	259452.42
2	2008398	167366.50	107148.85	106331.96	105527.43	261426.47	263434.87	265443.27
3	2053726	171143.83	109567.11	108731.79	107909.10	267326.67	269380.39	271434.12
4	2099054	174921.17	111985.38	111131.62	110290.77	273226.86	275325.92	277424.97
5	2144382	178698.50	114403.65	113531.45	112672.45	279127.06	281271.44	283415.82
6	2189710	182475.83	116821.92	115931.28	115054.12	285027.25	287216.96	289406.67
7	2235037	186253.08	119240.13	118331.06	117435.74	290927.32	293162.35	295397.39
8	2280366	190030.50	121658.45	120730.94	119817.47	296827.64	299108.01	301388.37

CONPOSS/ STEPS	CONPASS 12 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	2091875	174322.92	111602.38	110751.54	109913.57	272292.40	274384.27	276476.15
2	2139799	178316.58	114159.14	113288.81	112431.64	278530.50	280670.30	282810.10
3	2187722	182310.17	116715.86	115826.03	114949.66	284768.48	286956.20	289143.92
4	2235645	186303.75	119272.57	118363.25	117467.69	291006.46	293242.10	295477.75
5	2283569	190297.42	121829.33	120900.52	119985.76	297244.56	299528.13	301811.70
6	2331491	194290.92	124385.99	123437.69	122503.73	303482.41	305813.90	308145.39
7	2379414	198284.50	126942.70	125974.90	125021.75	309720.39	312099.80	314479.22
8	2427337	202278.08	129499.41	128512.12	127539.78	315958.37	318385.70	320813.04

CONPOSS/ STEPS	CONPASS 13 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	2226586	185548.83	118789.27	117883.63	116991.70	289827.28	292053.86	294280.45
2	2278183	189848.58	121541.99	120615.36	119702.76	296543.49	298821.67	301099.85
3	2329778	194148.17	124294.60	123346.99	122413.72	303259.44	305589.21	307918.99
4	2381374	198447.83	127047.27	126078.67	125124.74	309975.52	312356.89	314738.26
5	2432970	202747.50	129799.94	128810.36	127835.75	316691.60	319124.57	321557.54
6	2484566	207047.17	132552.60	131542.04	130546.76	323407.67	325892.24	328376.81
7	2536162	211346.83	135305.27	134273.72	133257.78	330123.75	332659.92	335196.08
8	2587758	215646.50	138057.94	137005.40	135968.79	336839.83	339427.59	342015.35

CONPOSS/ STEPS	CONPASS 14 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	2950006	245833.83	157384.02	156184.14	155002.42	383992.45	386942.45	389892.46
2	3023070	251922.50	161282.01	160052.41	158841.42	393502.95	396526.02	399549.09
3	3096135	258011.25	165180.06	163920.74	162680.49	403013.57	406109.71	409205.84
4	3169200	264100.00	169078.10	167789.07	166519.55	412524.20	415693.40	418862.60
5	3242264	270188.67	172976.10	171657.35	170358.55	422034.70	425276.96	428519.23
6	3315330	276277.50	176874.20	175525.73	174197.67	431545.46	434860.79	438176.12
7	3388394	282366.17	180772.19	179394.01	178036.68	441055.95	444444.35	447832.74

CONPOSS/ STEPS	CONPASS 15 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	3241981	270165.08	172961.00	171642.37	170343.68	421997.86	425239.84	428481.82
2	3329794	277482.83	177645.86	176291.51	174957.65	433428.19	436757.98	440087.77
3	3417607	284800.58	182330.72	180940.65	179571.62	444858.51	448276.12	451693.73
4	3505418	292118.17	187015.47	185589.69	184185.48	456288.58	459793.99	463299.41
5	3593231	299435.92	191700.33	190238.83	188799.44	467718.90	471312.13	474905.36
6	3681043	306753.58	196385.14	194887.92	193413.36	479149.10	482830.14	486511.18

CONPOSS/	CONPASS 16	Monthly	April	May	June	April	May	June
STEPS	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	6078867	506572.25	324310.02	321837.52	319402.43	791265.85	797344.72	803423.59
2	6218292	518191.00	331748.40	329219.19	326728.25	809414.34	815632.63	821850.93
3	6364209	530350.75	339533.13	336944.57	334395.18	828407.87	834772.08	841136.29
4	6504100	542008.33	346996.37	344350.91	341745.48	846617.02	853121.12	859625.22
5	6647581	553965.08	354651.14	351947.32	349284.42	865293.46	871941.04	878588.62

Fig.4.7:CONPOSS/CONPASS 16 Real Wage for April-June,2014

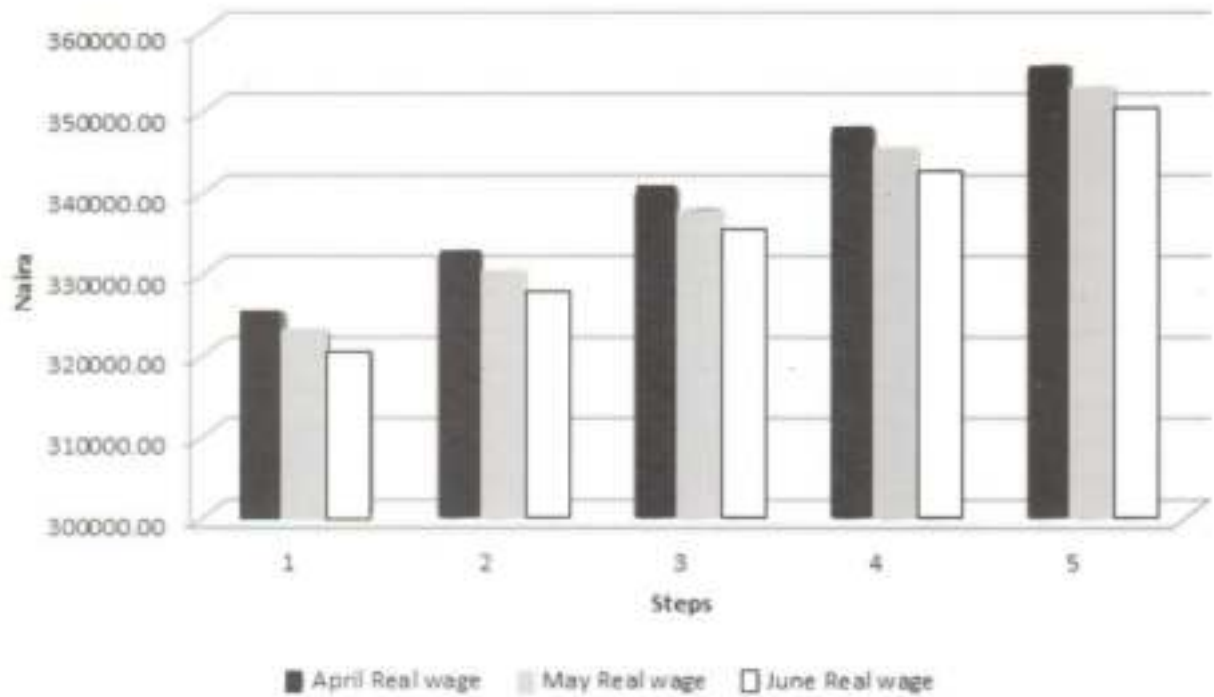


Fig.4.8:CONPOSS/CONPASS 16 Appropriate Wage for April-June, 2014

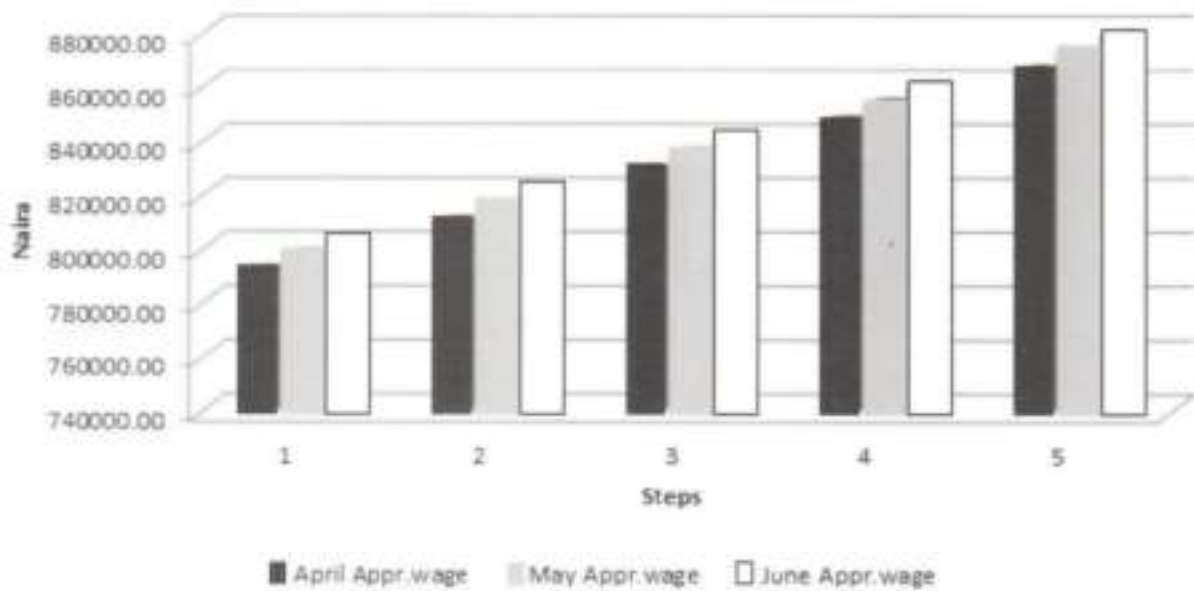


TABLE 4.3: CONSOLIDATED TERTIARY INSTITUTIONS SALARY STRUCTURE II/CONRAISS CONTISS 01-CONTISS 15)-APRIL-JUNE, 2014

CONRAISS/ Steps	CONTISS 01 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	303850	25320.83	16210.52	16086.93	15965.22	39551.14	39854.99	40158.84
2	312204	26017.00	16656.21	16529.22	16404.16	40638.55	40950.76	41262.96
3	320555	26712.92	17101.74	16971.36	16842.95	41725.58	42046.13	42366.69
4	328908	27409.00	17547.38	17413.60	17281.84	42812.86	43141.77	43470.67
5	337260	28105.00	17992.96	17855.78	17720.68	43900.01	44237.27	44574.53
6	345611	28800.92	18438.49	18297.91	18159.47	44987.03	45332.64	45678.25
7	353962	29496.83	18884.02	18740.05	18598.26	46074.05	46428.02	46781.98
8	362315	30192.92	19329.65	19182.29	19037.15	47161.34	47523.65	47885.97
9	370667	30888.92	19775.23	19624.47	19475.99	48248.49	48619.15	48989.82
10	379018	31584.83	20220.76	20066.60	19914.78	49335.51	49714.53	50093.55
11	387371	32280.92	20666.40	20508.84	20353.67	50422.79	50810.16	51197.53
12	395723	32976.92	21111.98	20951.03	20792.51	51509.94	51905.67	52301.39
13	404074	33672.83	21557.51	21393.16	21231.29	52596.97	53001.04	53405.11
14	412427	34368.92	22003.15	21835.40	21670.19	53684.25	54096.67	54509.10
15	420778	35064.83	22448.68	22277.53	22108.97	54771.27	55192.05	55612.83

Fig.4.9:CONTISS/CONRAISS 01 Real Wage for April- June,2014

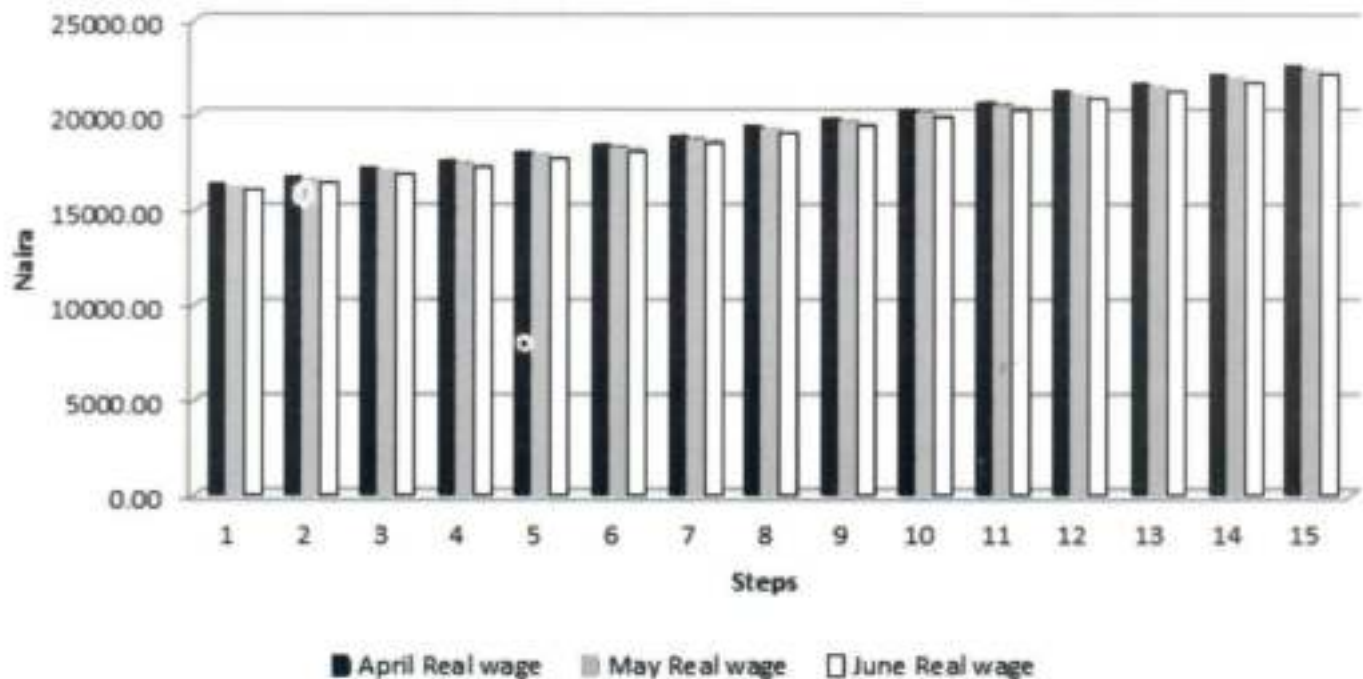
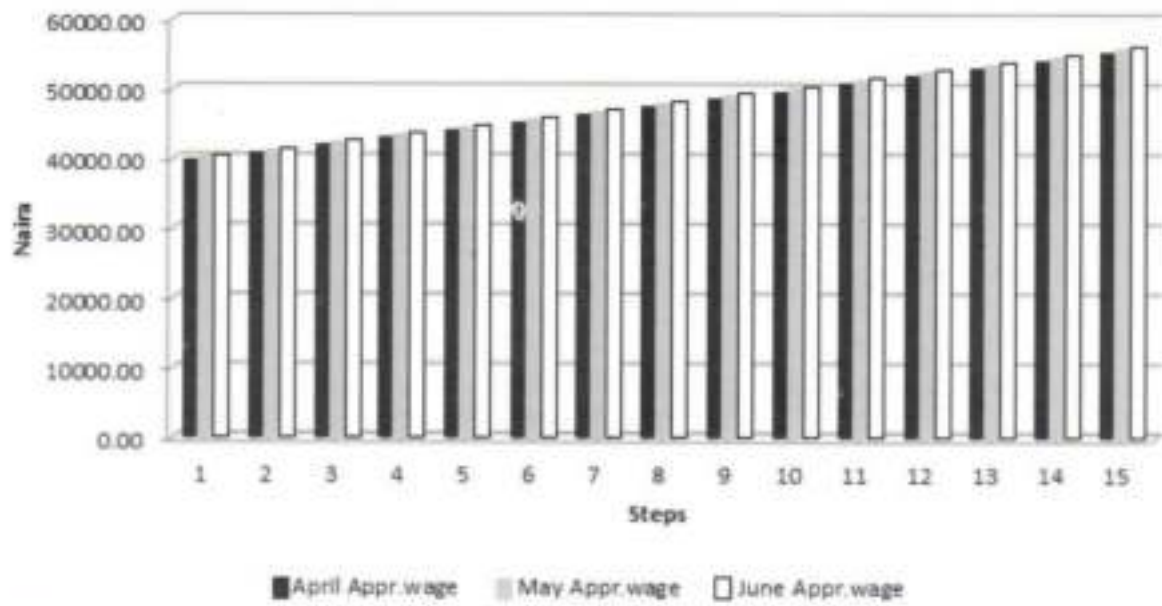


Fig.4.10: CONTISS/CONRAISS 01 Appropriate Wage for April-June, 2014



CONRAISS/ Steps	CONTISS 02 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	307910	25659.17	16427.12	16301.88	16178.54	40079.62	40387.53	40695.44
2	318176	26514.67	16974.82	16845.40	16717.95	41415.91	41734.09	42052.26
3	328442	27370.17	17522.51	17388.92	17257.36	42752.20	43080.64	43409.08
4	338708	28225.67	18070.21	17932.44	17796.76	44088.49	44427.20	44765.91
5	348975	29081.25	18617.96	18476.02	18336.22	45424.91	45773.89	46122.86
6	359240	29936.67	19165.60	19019.48	18875.58	46761.07	47120.31	47479.55
7	369506	30792.17	19713.29	19563.00	19414.99	48097.36	48466.87	48836.38
8	379773	31647.75	20261.04	20106.58	19954.45	49433.79	49813.56	50193.33
9	390040	32503.33	20808.79	20650.15	20493.91	50770.21	51160.25	51550.29
10	400305	33358.75	21356.43	21193.61	21033.26	52106.37	52506.67	52906.98
11	410571	34214.25	21904.13	21737.13	21572.67	53442.66	53853.23	54263.80
12	420838	35069.83	22451.88	22280.71	22112.13	54779.08	55199.92	55620.76
13	431103	35925.25	22999.52	22824.17	22651.48	56115.24	56546.34	56977.45
14	441369	36780.75	23547.22	23367.69	23190.89	57451.53	57892.90	58334.27
15	451636	37636.33	24094.96	23911.27	23730.35	58787.95	59239.59	59691.22

CONRAISS/ Steps	CONTISS 03 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	322242	26853.50	17191.74	17060.67	16931.59	41945.17	42267.41	42589.65
2	334573	27881.08	17849.61	17713.52	17579.50	43550.25	43884.83	44219.40
3	346906	28908.83	18507.58	18366.48	18227.51	45155.60	45502.50	45849.41
4	359237	29936.42	19165.44	19019.32	18875.42	46760.68	47119.92	47479.16
5	371569	30964.08	19823.36	19672.23	19523.38	48365.90	48737.47	49109.04
6	383900	31991.67	20481.22	20325.07	20171.29	49970.98	50354.88	50738.78
7	396232	33019.33	21139.14	20977.98	20819.25	51576.20	51972.43	52368.66
8	408564	34047.00	21797.06	21630.88	21467.21	53181.41	53589.98	53998.54
9	420896	35074.67	22454.97	22283.78	22115.17	54786.63	55207.53	55628.42
10	433227	36102.25	23112.84	22936.63	22763.08	56391.71	56824.94	57258.17
11	445559	37129.92	23770.75	23589.53	23411.04	57996.93	58442.49	58888.05
12	457890	38157.50	24428.62	24242.38	24058.95	59602.02	60059.91	60517.80
13	470222	39185.17	25086.53	24895.28	24706.91	61207.23	61677.45	62147.67
14	482552	40212.67	25744.34	25548.07	25354.77	62812.19	63294.74	63777.29
15	494885	41240.42	26402.32	26201.03	26002.78	64417.53	64912.42	65407.30

CONRAISS/ Steps	CONTISS 04 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	364300	30358.33	19435.55	19287.38	19141.45	47419.72	47784.02	48148.32
2	378632	31552.67	20200.17	20046.17	19894.49	49285.27	49663.90	50042.53
3	392965	32747.08	20964.84	20805.01	20647.59	51150.94	51543.91	51936.87
4	407297	33941.42	21729.46	21563.80	21400.64	53016.49	53423.79	53831.09
5	421630	35135.83	22494.13	22322.64	22153.74	54882.17	55303.80	55725.43
6	435962	36330.17	23258.75	23081.43	22906.79	56747.72	57183.68	57619.64
7	450294	37524.50	24023.37	23840.22	23659.84	58613.27	59063.56	59513.86
8	464627	38718.92	24788.04	24599.06	24412.94	60478.95	60943.57	61408.20
9	478959	39913.25	25552.66	25357.85	25165.98	62344.50	62823.46	63302.41
10	493292	41107.67	26317.33	26116.69	25919.08	64210.18	64703.47	65196.76
11	507624	42302.00	27081.95	26875.48	26672.13	66075.72	66583.35	67090.97
12	521957	43496.42	27846.62	27634.32	27425.23	67941.40	68463.36	68985.32
13	536289	44690.75	28611.24	28393.11	28178.28	69806.95	70343.24	70879.53
14	550621	45885.08	29375.85	29151.90	28931.33	71672.50	72223.12	72773.74
15	564954	47079.50	30140.52	29910.74	29684.43	73538.18	74103.13	74668.09

CONRAISS/ Steps	CONTOSS 05 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	442816	36901.33	23624.41	23444.30	23266.92	57639.88	58082.70	58525.51
2	460281	38356.75	24556.18	24368.96	24184.58	59913.24	60373.52	60833.81
3	477747	39812.25	25488.00	25293.68	25102.30	62186.73	62664.48	63142.23
4	495212	41267.67	26419.76	26218.34	26019.97	64460.10	64955.31	65450.52
5	512678	42723.17	27351.58	27143.05	26937.68	66733.59	67246.26	67758.94
6	530143	44178.58	28283.34	28067.71	27855.35	69006.95	69537.09	70067.23
7	547609	45634.08	29215.16	28992.43	28773.07	71280.44	71828.05	72375.66
8	565074	47089.50	30146.93	29917.09	29690.73	73553.80	74118.87	74683.95
9	582540	48545.00	31078.75	30841.80	30608.45	75827.29	76409.83	76992.37
10	600005	50000.42	32010.51	31766.47	31526.11	78100.65	78700.66	79300.66
11	617471	51455.92	32942.33	32691.18	32443.83	80374.14	80991.61	81609.08
12	634936	52911.33	33874.09	33615.84	33361.50	82647.50	83282.44	83917.37
13	652402	54366.83	34805.91	34540.55	34279.21	84920.99	85573.40	86225.80
14	669867	55822.25	35737.68	35465.22	35196.88	87194.35	87864.22	88534.09
15	687333	57277.75	36669.49	36389.93	36114.60	89467.85	90155.18	90842.51

CONRAISS/ Steps	CONTOSS 06 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	709051	59087.58	37828.16	37539.76	37255.73	92294.81	93003.86	93712.91
2	735082	61256.83	39216.92	38917.94	38623.48	95683.17	96418.26	97153.34
3	761113	63426.08	40605.69	40296.11	39991.23	99071.54	99832.66	100593.77
4	787144	65595.33	41994.45	41674.29	41358.97	102459.91	103247.05	104034.20
5	813174	67764.50	43383.16	43052.41	42726.67	105848.15	106661.32	107474.50
6	839205	69933.75	44771.93	44430.59	44094.42	109236.52	110075.72	110914.93
7	865236	72103.00	46160.69	45808.77	45462.17	112624.89	113490.12	114355.36
8	891267	74272.25	47549.46	47186.94	46829.92	116013.25	116904.52	117795.79
9	917298	76441.50	48938.22	48565.12	48197.67	119401.62	120318.92	121236.22
10	943329	78610.75	50326.98	49943.30	49565.42	122789.99	123733.32	124676.65
11	969360	80780.00	51715.75	51321.47	50933.17	126178.36	127147.72	128117.08
12	995391	82949.25	53104.51	52699.65	52300.91	129566.73	130562.12	131557.51
13	1021421	85118.42	54493.22	54077.77	53668.61	132954.97	133976.39	134997.81
14	1047452	87287.67	55881.99	55455.95	55036.36	136343.34	137390.79	138438.24
15	1073483	89456.92	57270.75	56834.13	56404.11	139731.70	140805.19	141878.67

CONRAISS/ Steps	CONTOSS 07 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	1084017	90334.75	57832.75	57391.84	56957.60	141102.88	142186.90	143270.91
2	1120895	93407.92	59800.20	59344.29	58895.28	145903.17	147024.06	148144.96
3	1157773	96481.08	61767.66	61296.75	60832.97	150703.45	151861.23	153019.00
4	1194651	99554.25	63735.12	63249.21	62770.65	155503.74	156698.39	157893.04
5	1231529	102627.42	65702.57	65201.66	64708.33	160304.02	161535.55	162767.08
6	1268406	105700.50	67669.97	67154.07	66645.96	165104.18	166372.59	167640.99
7	1305284	108773.67	69637.43	69106.52	68583.65	169904.47	171209.75	172515.04
8	1342162	111846.83	71604.89	71058.98	70521.33	174704.75	176046.92	177389.08
9	1379040	114920.00	73572.34	73011.44	72459.02	179505.04	180884.08	182263.12
10	1415918	117993.17	75539.80	74963.89	74396.70	184305.33	185721.24	187137.16
11	1452795	121066.25	77507.20	76916.30	76334.33	189105.48	190558.28	192011.07
12	1489673	124139.58	79474.77	78868.86	78272.12	193906.03	195395.70	196885.38
13	1526553	127212.75	81442.22	80821.32	80209.80	198706.32	200232.87	201759.42
14	1563430	130285.83	83409.62	82773.72	82147.44	203506.47	205069.90	206633.33
15	1600308	133359.00	85377.08	84726.18	84085.12	208306.76	209907.07	211507.37

CONRAISS/ Steps	CONTOSS 08 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	1258654	104887.83	67149.70	66637.76	66133.56	163834.80	165093.45	166352.10
2	1302057	108504.75	69465.27	68935.67	68414.09	169484.42	170786.48	172088.53
3	1345461	112121.75	71780.89	71233.64	70694.67	175134.17	176479.63	177825.10
4	1388866	115738.83	74096.56	73531.66	72975.30	180784.06	182172.92	183561.79
5	1432270	119355.83	76412.19	75829.63	75255.88	186433.81	187866.08	189298.35
6	1475675	122972.92	78727.86	78127.65	77536.52	192083.70	193559.37	195035.05
7	1519079	126589.92	81043.48	80425.61	79817.10	197733.45	199252.53	200771.61
8	1562484	130207.00	83359.15	82723.63	82097.73	203383.33	204945.82	206508.30
9	1605888	133824.00	85674.78	85021.60	84378.31	209033.09	210638.98	212244.86
10	1649293	137441.08	87990.45	87319.62	86658.94	214682.97	216332.27	217981.56
11	1692697	141058.08	90306.07	89617.59	88939.52	220332.73	222025.42	223718.12
12	1736102	144675.17	92621.75	91915.61	91220.16	225982.61	227718.71	229454.81
13	1779506	148292.17	94937.37	94213.57	93500.74	231632.36	233411.87	235191.38
14	1822909	151909.08	97252.93	96511.49	95781.26	237281.99	239104.90	240927.81
15	1866315	155526.25	99568.66	98809.56	98061.95	242932.00	244798.32	246664.63

CONRAISS/ Steps	CONTISS 09 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	1460163	121680.25	77900.29	77306.39	76721.47	190064.55	191524.71	192984.88
2	1507325	125610.42	80416.40	79803.31	79199.51	196203.47	197710.80	199218.12
3	1554487	129540.58	82932.51	82300.24	81677.54	202342.39	203896.88	205451.37
4	1601649	133470.75	85448.62	84797.17	84155.58	208481.31	210082.96	211684.61
5	1648810	137400.83	87964.68	87294.05	86633.56	214620.10	216268.91	217917.72
6	1695971	141330.92	90480.74	89790.93	89111.55	220758.89	222454.86	224150.83
7	1743134	145261.17	92996.91	92287.91	91589.64	226897.94	228641.08	230384.21
8	1790295	149191.25	95512.96	94784.78	94067.62	233036.73	234827.03	236617.32
9	1837457	153121.42	98029.08	97281.71	96545.66	239175.65	241013.11	242850.57
10	1884618	157051.50	100545.13	99778.59	99023.64	245314.44	247199.06	249083.68
11	1931781	160981.75	103061.30	102275.57	101501.73	251453.49	253385.27	255317.06
12	1978942	164911.83	105577.36	104772.45	103979.72	257592.28	259571.23	261550.17
13	2026103	168841.92	108093.42	107269.32	106457.70	263731.07	265757.18	267783.28
14	2073265	172772.08	110609.53	109766.25	108935.74	269869.99	271943.26	274016.52
15	2120427	176702.25	113125.64	112263.18	111413.78	276008.91	278129.34	280249.77

CONRAISS/ Steps	CONTISS 10 Ann.Nom	Monthly Nom.wage	April Real wage	May Real wage	June Real wage	April Appr.wage	May Appr.wage	June Appr.wage
1	1643302	136941.83	87670.83	87002.44	86344.16	213903.14	215546.45	217189.75
2	1714712	142892.67	91480.58	90783.14	90096.26	223198.35	224913.06	226627.77
3	1786123	148843.58	95290.39	94563.90	93848.41	232493.68	234279.80	236065.92
4	1857533	154794.42	99100.14	98344.61	97600.51	241788.88	243646.41	245503.94
5	1928944	160745.33	102909.94	102125.37	101352.67	251084.21	253013.15	254942.10
6	2000354	166696.17	106719.70	105906.08	105104.77	260379.41	262379.77	264380.12
7	2071765	172647.08	110529.50	109686.84	108856.93	269674.74	271746.51	273818.27
8	2143175	178597.92	114339.26	113467.55	112609.03	278969.95	281113.12	283256.30
9	2214586	184548.83	118149.06	117248.31	116361.18	288265.28	290479.86	292694.45
10	2285996	190499.67	121958.81	121029.01	120113.28	297560.48	299846.48	302132.47
11	2357407	196450.58	125768.62	124809.77	123865.44	306855.81	309213.22	311570.63

CONRAISS/	CONTISS 11	Monthly	April.	May.	June.	April.	May.	June.
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	1833967	152830.58	97842.88	97096.94	96362.28	238721.37	240555.34	242389.31
2	1909470	159122.50	101871.00	101094.35	100329.45	248549.35	250458.82	252368.29
3	1984971	165414.25	105899.01	105091.65	104296.50	258377.06	260362.03	262347.00
4	2060473	171706.08	109927.07	109089.00	108263.61	268204.90	270265.38	272325.85
5	2135976	177998.00	113955.19	113086.40	112230.77	278032.88	280168.85	282304.83
6	2211477	184289.75	117983.19	117083.70	116197.82	287860.59	290072.07	292283.54
7	2286980	190581.67	122011.31	121081.11	120164.99	297688.56	299975.54	302262.52
8	2362482	196873.50	126039.37	125078.46	124132.09	307516.41	309878.89	312241.37
9	2437983	203165.25	130067.38	129075.76	128099.15	317344.12	319782.10	322220.09
10	2513486	209457.17	134095.50	133073.17	132066.31	327172.09	329685.58	332199.07
11	2588927	215743.92	138120.31	137067.29	136030.21	336992.00	339580.92	342169.85

CONRAISS/	CONTISS 12	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	2025517	168793.08	108062.15	107238.30	106426.91	263654.80	265680.31	267705.83
2	2106799	175566.58	112398.58	111541.67	110697.72	274235.00	276341.80	278448.60
3	2188079	182339.92	116734.90	115844.93	114968.42	284814.95	287003.03	289191.11
4	2269359	189113.25	121071.22	120148.19	119239.12	295394.90	297664.26	299933.61
5	2350640	195886.67	125407.60	124451.50	123509.88	305974.97	308325.61	310676.25
6	2431920	202660.00	129743.92	128754.76	127780.58	316554.92	318986.84	321418.76
7	2513202	209433.50	134080.35	133058.13	132051.39	327135.13	329648.33	332161.53
8	2594482	216206.83	138416.67	137361.39	136322.09	337715.07	340309.56	342904.04
9	2675763	222980.25	142753.04	141664.71	140592.84	348295.15	350970.91	353646.68
10	2757043	229753.58	147089.36	145967.97	144863.55	358875.10	361632.14	364389.18
11	2838325	236527.08	151425.79	150271.34	149134.35	369455.30	372293.63	375131.95

CONRAISS/	CONTISS 13	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	2733869	227822.42	145853.02	144741.05	143645.91	355858.61	358597.48	361326.35
2	2847536	237294.67	151917.20	150759.00	149618.33	370654.27	373501.81	376349.34
3	2961203	246766.92	157981.38	156776.95	155590.74	385449.92	388411.13	391372.33
4	3074870	256239.17	164045.56	162794.90	161563.16	400245.58	403320.45	406395.32
5	3188537	265711.42	170109.74	168812.84	167535.57	415041.23	418229.77	421418.31
6	3302203	275183.58	176173.87	174830.74	173507.93	429836.76	433138.96	436441.16
7	3415870	284655.83	182238.05	180848.69	179480.35	444632.41	448048.28	451464.15
8	3529537	294128.08	188302.23	186866.63	185452.76	459428.07	462957.60	466487.14
9	3643204	303600.33	194366.41	192884.58	191425.18	474223.72	477866.92	481510.13

CONRAISS/	CONTISS 14	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	3363134	280261.17	179424.56	178056.65	176709.44	437767.94	441131.08	444494.21
2	3500526	291710.50	186754.48	185330.69	183928.44	455651.80	459152.33	462652.85
3	3637919	303159.92	194084.45	192604.78	191147.49	473535.79	477173.71	480811.63
4	3775311	314609.25	201414.37	199878.81	198366.49	491419.65	495194.96	498970.27
5	3912703	326058.58	208744.29	207152.85	205585.49	509303.51	513216.21	517128.91
6	4050095	337507.92	216074.21	214426.88	212804.49	527187.37	531237.46	535287.56
7	4187487	348957.25	223404.13	221700.92	220023.49	545071.22	549258.71	553446.20
8	4324879	360406.58	230734.05	228974.96	227242.49	562955.08	567279.96	571604.84
9	4462271	371855.92	238063.97	236248.99	234461.49	580838.94	585301.21	589763.48

CONRAISS/	CONTISS 15	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	4058262	338188.50	216509.92	214859.28	213233.61	528250.44	532308.70	536366.96
2	4215544	351295.33	224900.98	223186.36	221497.69	548723.31	552938.85	557154.40
3	4372827	364402.25	233292.09	231513.50	229761.82	569196.31	573569.14	577941.97
4	4528576	377381.33	241601.37	239759.42	237945.36	589469.64	593998.22	598526.79
5	4687392	390616.00	250074.26	248167.73	246290.04	610142.19	614829.58	619516.98
6	4844673	403722.75	258465.27	256494.76	254554.07	630614.94	635459.61	640304.28
7	5001957	416829.75	266856.43	264821.95	262818.25	651088.07	656090.03	661091.98
8	5159238	429936.50	275247.44	273148.98	271082.28	671560.81	676720.05	681879.29
9	5316520	443043.33	283638.50	281476.07	279346.36	692033.69	697350.21	702666.73

Fig. 4.11: CONTISS/CONRAISS 15 Real Wage for April-June 2014

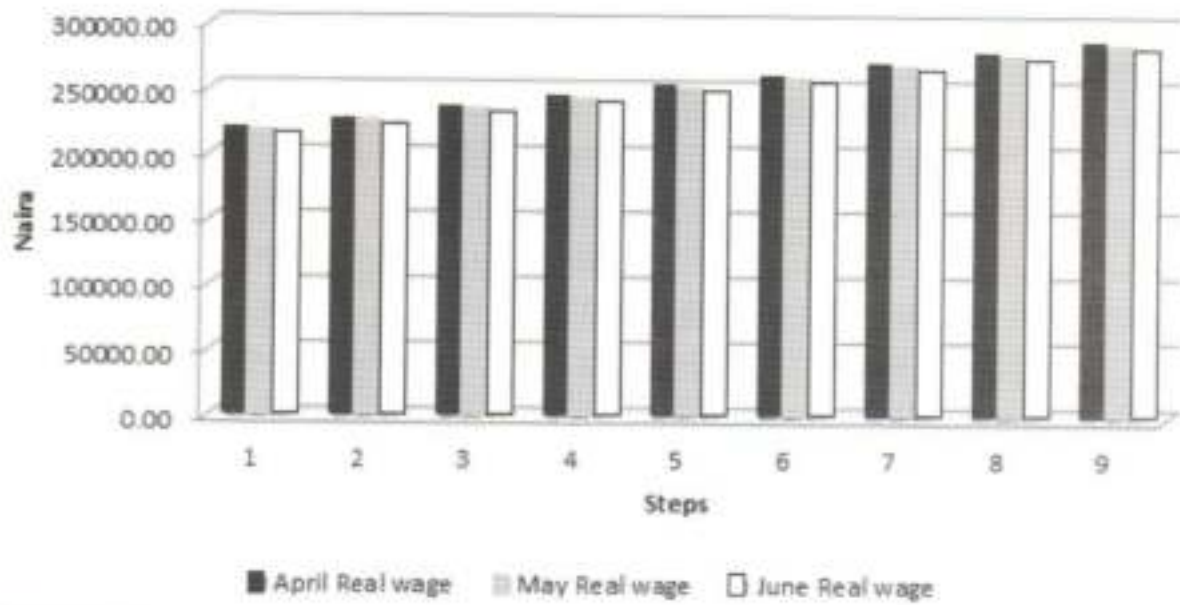


Fig.4.12: CONTISS/CONRAISS 15 Appropriate Wage for April- June, 2014

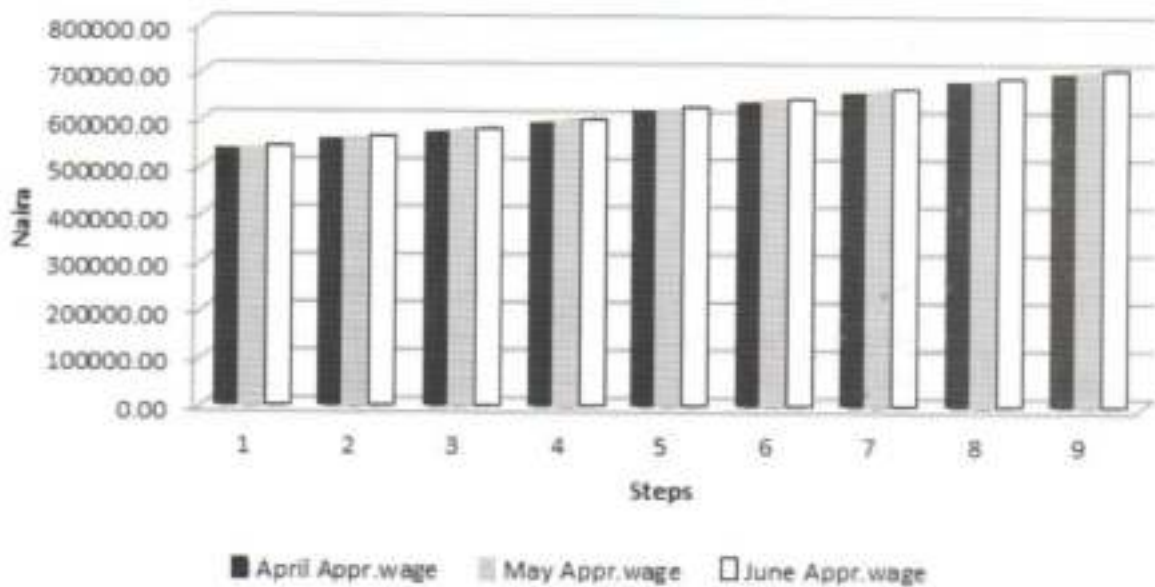


Table 4.4: CONSOLIDATED MEDICAL SALARY STRUCTURES (CONMESS 01-CONMESS 07)- APRIL-JUNE,2014

	CONMESS 01	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	1381608	115134	73709.35	73147.40	72593.95	179839.31	181220.92	182602.52

	CONMESS 02	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	1634746	136228.83	87214.36	86549.45	85894.60	212789.44	214424.18	216058.93
2	1676037	139669.75	89417.25	88735.55	88064.16	218164.15	219840.19	221516.22
3	1717328	143110.67	91620.15	90921.64	90233.71	223538.86	225256.19	226973.52
4	1758619	146551.58	93823.04	93107.74	92403.27	228913.57	230672.19	232430.81
5	1799909	149992.42	96025.87	95293.78	94572.77	234288.15	236088.06	237887.97
6	1841200	153433.33	98228.77	97479.88	96742.33	239662.87	241504.07	243345.27
7	1882491	156874.25	100431.66	99665.98	98911.89	245037.58	246920.07	248802.56
8	1923822	160318.5	102636.68	101854.19	101083.54	250417.50	252341.32	254265.14
9	1965112	163759.33	104839.52	104040.24	103253.05	255792.08	257757.19	259722.30
10	2006403	167200.25	107042.41	106226.33	105422.60	261166.79	263173.19	265179.60
11	2047734	170644.5	109247.44	108414.55	107594.26	266546.71	268594.44	270642.18

	CONMESS 03	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	1936437	161369.75	103309.70	102522.08	101746.37	252059.55	253995.99	255932.42
2	1981305	165108.75	105703.43	104897.55	104103.88	257899.87	259881.17	261862.48
3	2026173	168847.75	108097.15	107273.03	106461.38	263740.19	265766.36	267792.53
4	2071080	172590.00	110492.96	109650.57	108820.93	269585.58	271656.66	273727.74
5	2115948	176329.00	112886.68	112026.05	111178.44	275425.90	277541.85	279657.79
6	2160856	180071.33	115282.54	114403.64	113538.04	281271.42	283432.28	285593.13
7	2205724	183810.33	117676.27	116779.12	115895.54	287111.74	289317.46	291523.19
8	2250592	187549.33	120070.00	119154.60	118253.05	292952.06	295202.65	297453.24
9	2295500	191291.67	122465.86	121532.19	120612.65	298797.58	301093.08	303388.58
10	2340368	195030.67	124859.58	123907.67	122970.16	304637.90	306978.27	309318.64
11	2385277	198773.08	127255.50	126285.31	125329.81	310483.56	312868.83	315254.11

	CONMESS 04	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	2292265	191022.08	122293.27	121360.92	120442.68	298376.49	300668.76	302961.02
2	2353804	196150.33	125576.40	124619.02	123676.12	306386.82	308740.62	311094.43
3	2415343	201278.58	128859.53	127877.12	126909.57	314397.15	316812.49	319227.83
4	2476923	206410.25	132144.85	131137.39	130145.18	322412.81	324889.73	327366.66
5	2538462	211538.50	135427.98	134395.49	133378.63	330423.14	332961.60	335500.06
6	2600041	216670.08	138713.24	137655.71	136614.18	338438.67	341038.71	343638.75
7	2661580	221798.33	141996.37	140913.81	139847.63	346449.00	349110.58	351772.16
8	2723159	226929.92	145281.64	144174.03	143083.18	354464.53	357187.69	359910.85
9	2784699	232058.25	148564.82	147432.18	146316.68	362474.99	365259.69	368044.38
10	2846238	237186.50	151847.95	150690.28	149550.13	370485.31	373331.55	376177.79
11	2907777	242314.75	155131.08	153948.38	152783.58	378495.64	381403.42	384311.19

	CONMESS 05	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	2883186	240265.5	153819.14	152646.44	151491.49	375294.71	378177.90	381061.08
2	2970722	247560.17	158489.22	157280.92	156090.90	386688.98	389659.70	392630.42
3	3058258	254854.83	163159.30	161915.40	160690.31	398083.25	401141.51	404199.77
4	3145754	262146.17	167827.25	166547.76	165287.62	409472.31	412618.07	415763.82
5	3233290	269440.83	172497.33	171182.23	169887.03	420866.58	424099.87	427333.16
6	3321066	276755.5	177180.22	175829.42	174499.05	432292.09	435613.16	438934.22
7	3408362	284030.17	181837.49	180451.19	179085.86	443655.12	447063.48	450471.84
8	3495898	291324.83	186507.58	185085.66	183685.27	455049.39	458545.29	462041.19
9	3583395	298616.25	191175.58	189718.07	188282.63	466438.58	470021.98	473605.37

	CONMESS 06	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	3536938	294744.83	188697.08	187258.47	185841.64	460391.43	463928.37	467465.31
2	3640786	303398.83	194237.41	192756.57	191298.13	473908.98	477549.76	481190.55
3	3744674	312056.17	199779.88	198256.78	196756.73	487431.73	491176.41	494921.08
4	3848561	320713.42	205322.29	203756.94	202215.27	500954.36	504802.92	508651.48
5	3952409	329367.42	210862.62	209255.03	207671.76	514471.90	518424.31	522376.72
6	4056297	338024.75	216405.09	214755.24	213130.36	527994.66	532050.96	536107.25
7	4160185	346682.08	221947.56	220255.45	218588.96	541517.41	545677.60	549837.78
8	4264073	355339.42	227490.02	225755.66	224047.55	555040.17	559304.24	563568.31
9	4367920	363993.33	233030.30	231253.71	229503.99	568557.59	572925.51	577293.43

	CONMESS 07	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	4351744	362645.33	232167.31	230397.29	228654.06	566452.01	570803.75	575155.50
2	4471111	372592.58	238535.58	236717.02	234925.97	581989.62	586460.73	590931.84
3	4590478	382539.83	244903.86	243036.74	241197.88	597527.22	602117.70	606708.18
4	4709845	392487.08	251272.14	249356.47	247469.79	613064.82	617774.67	622484.51
5	4829212	402434.33	257640.42	255676.20	253741.70	628602.43	633431.64	638260.85
6	4948579	412381.58	264008.70	261995.92	260013.61	644140.03	649088.61	654037.19
7	5067946	422328.83	270376.97	268315.65	266285.52	659677.64	664745.58	669813.53
8	5187313	432276.08	276745.25	274635.38	272557.43	675215.24	680402.56	685589.87
9	5306680	442223.33	283113.53	280955.10	278829.34	690752.85	696059.53	701366.21

Fig.4.13:CONMESS 02 Real Wage for April-June,2014

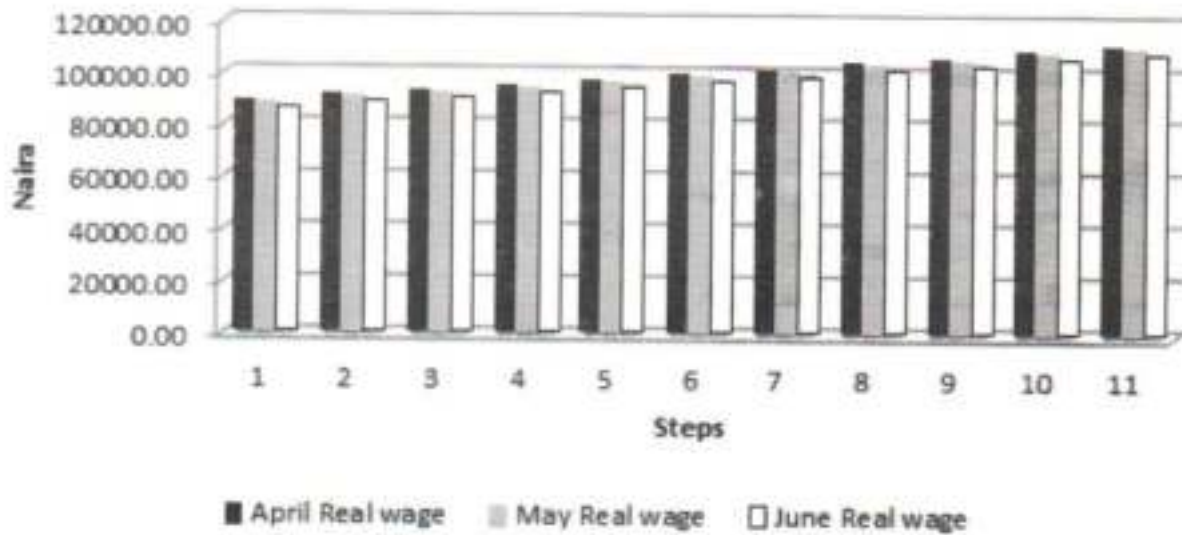


Fig.4.14: CONMESS 02 Appropriate Wage for April-June, 2014

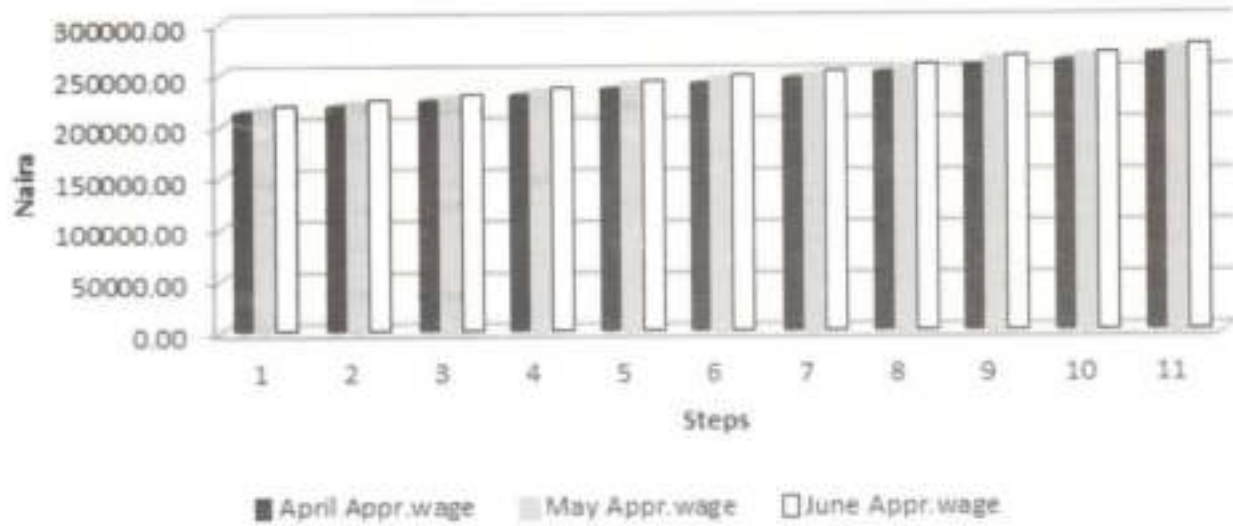


Fig.4.15: CONMESS 07 Real Wage for April-June, 2014



Fig.4.16: CONMESS 07 Appropriate Wage for April-June, 2014

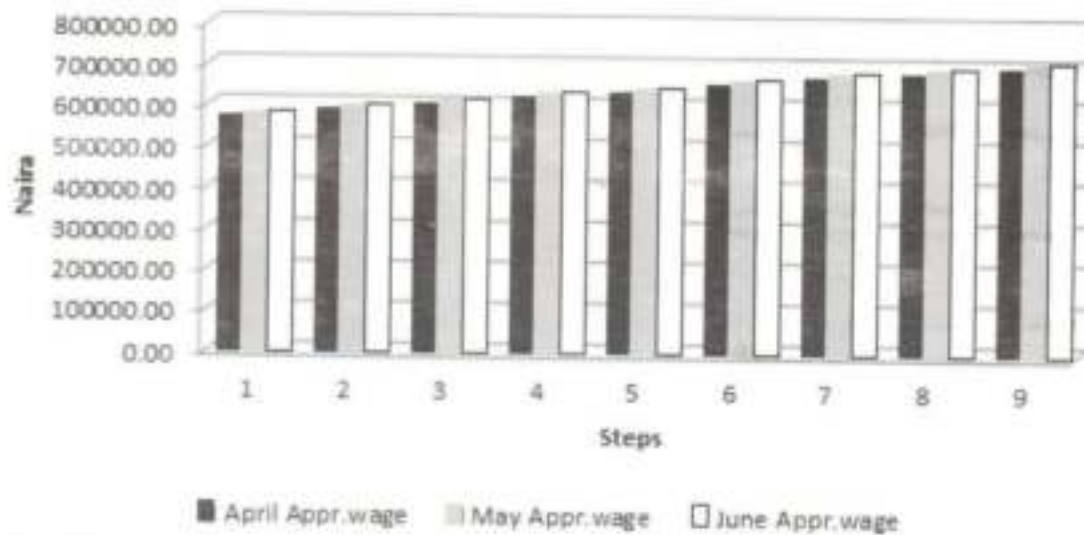


Table4.5: CONSOLIDATED HEALTH SALARY STRUCTURE (CONHESS 01-CONHESS 15)-APRIL-JUNE, 2014

Steps	CONHESS 01	Monthly	April	May	June	April	May	June
	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	267870	22322.50	14290.97	14182.02	14074.72	34867.75	35135.62	35403.49
2	275181	22931.75	14681.02	14569.09	14458.86	35819.39	36094.57	36369.76
3	282492	23541.00	15071.06	14956.16	14843.00	36771.04	37053.53	37336.03
4	289803	24150.25	15461.11	15343.23	15227.14	37722.69	38012.49	38302.30
5	297114	24759.50	15851.15	15730.30	15611.29	38674.34	38971.45	39268.57
6	304426	25368.83	16241.25	16117.43	15995.48	39626.12	39930.54	40234.97
7	311737	25978.08	16631.30	16504.50	16379.62	40577.77	40889.50	41201.24
8	319048	26587.33	17021.34	16891.57	16763.77	41529.41	41848.46	42167.51
9	326359	27196.58	17411.38	17278.64	17147.91	42481.06	42807.42	43133.78
10	333670	27805.83	17801.43	17665.71	17532.05	43432.71	43766.38	44100.05
11	340981	28415.08	18191.47	18052.78	17916.19	44384.36	44725.34	45066.32
12	348292	29024.33	18581.52	18439.86	18300.34	45336.01	45684.30	46032.59
13	355604	29633.67	18971.62	18826.98	18684.53	46287.79	46643.39	46999.00
14	362915	30242.92	19361.66	19214.05	19068.67	47239.44	47602.35	47965.27
15	370226	30852.17	19751.71	19601.12	19452.82	48191.08	48561.31	48931.54

Fig.4.17: CONHESS 01 Real Wage for April-June,2014

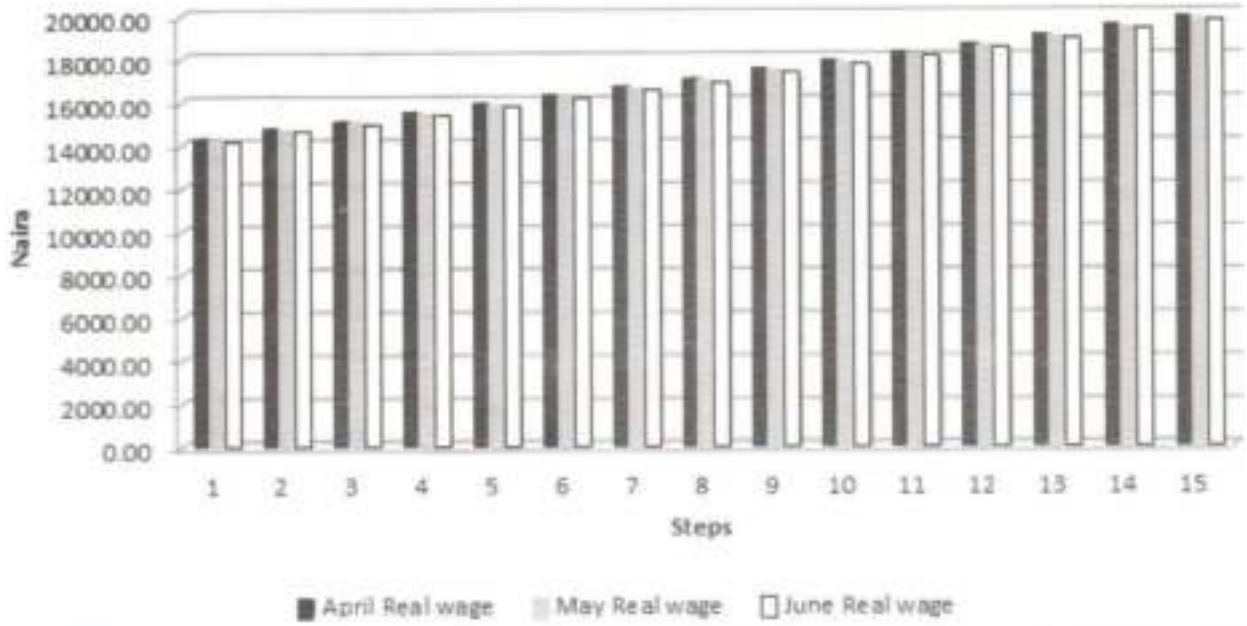
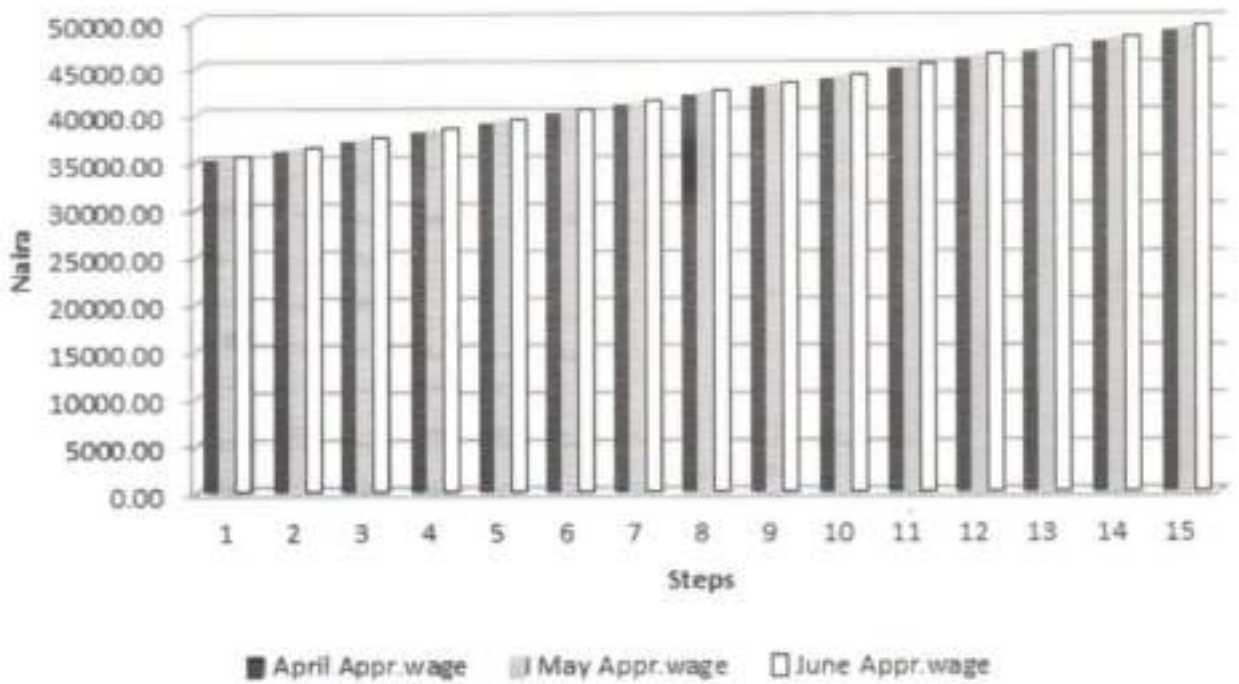


Fig.4.18:CONHESS 01 Appropriate Wage for April-June, 2014



	CONHESS 02	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	271423	22618.58	14480.53	14370.13	14261.40	35330.23	35601.65	35873.07
2	280409	23367.42	14959.93	14845.88	14733.55	36499.90	36780.31	37060.72
3	289396	24116.33	15439.39	15321.69	15205.76	37669.71	37959.11	38248.50
4	298383	24865.25	15918.85	15797.49	15677.96	38839.52	39137.90	39436.29
5	307370	25614.17	16398.31	16273.30	16150.17	40009.33	40316.70	40624.07
6	316357	26363.08	16877.77	16749.10	16622.37	41179.14	41495.49	41811.85
7	325343	27111.92	17357.18	17224.85	17094.53	42348.81	42674.16	42999.50
8	334330	27860.83	17836.64	17700.66	17566.73	43518.62	43852.95	44187.28
9	343317	28609.75	18316.10	18176.46	18038.93	44688.43	45031.75	45375.06
10	352304	29358.67	18795.56	18652.27	18511.14	45858.24	46210.54	46562.85
11	361291	30107.58	19275.02	19128.07	18983.34	47028.05	47389.34	47750.63
12	370277	30856.42	19754.43	19603.82	19455.50	48197.72	48568.00	48938.28
13	379264	31605.33	20233.89	20079.63	19927.70	49367.53	49746.79	50126.06
14	388251	32354.25	20713.35	20555.43	20399.91	50537.34	50925.59	51313.84
15	397238	33103.17	21192.81	21031.24	20872.11	51707.15	52104.38	52501.62

	CONHESS 03	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	283969	23664.08	15149.86	15034.36	14920.61	36963.30	37247.27	37531.24
2	294764	24563.67	15725.78	15605.89	15487.81	38368.45	38663.21	38957.98
3	305559	25463.25	16301.70	16177.41	16055.01	39773.60	40079.16	40384.71
4	316354	26362.83	16877.61	16748.94	16622.22	41178.75	41495.10	41811.45
5	327149	27262.42	17453.53	17320.47	17189.42	42583.89	42911.04	43238.19
6	337944	28162.00	18029.45	17891.99	17756.62	43989.04	44326.99	44664.93
7	348739	29061.58	18605.37	18463.52	18323.82	45394.19	45742.93	46091.67
8	359534	29961.17	19181.28	19035.05	18891.03	46799.34	47158.88	47518.41
9	370329	30860.75	19757.20	19606.58	19458.23	48204.49	48574.82	48945.15
10	381124	31760.33	20333.12	20178.10	20025.43	49609.64	49990.76	50371.89
11	391919	32659.92	20909.04	20749.63	20592.63	51014.79	51406.71	51798.63
12	402713	33559.42	21484.90	21321.10	21159.78	52419.81	52822.52	53225.23
13	413508	34459.00	22060.82	21892.63	21726.99	53824.96	54238.47	54651.97
14	424303	35358.58	22636.74	22464.16	22294.19	55230.11	55654.41	56078.71
15	435098	36258.17	23212.65	23035.68	22861.39	56635.26	57070.35	57505.45

	CONHESS 04	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	320786	26732.17	17114.06	16983.59	16855.09	41755.64	42076.43	42397.22
2	333333	27777.75	17783.45	17647.87	17514.34	43388.85	43722.18	44055.51
3	345879	28823.25	18452.78	18312.10	18173.55	45021.92	45367.80	45713.67
4	358426	29868.83	19122.17	18976.39	18832.81	46655.12	47013.54	47371.97
5	370972	30914.33	19791.51	19640.62	19492.01	48288.19	48659.16	49030.13
6	383519	31959.92	20460.89	20304.90	20151.27	49921.39	50304.91	50688.43
7	396065	33005.42	21130.23	20969.13	20810.48	51554.46	51950.53	52346.59
8	408612	34051.00	21799.62	21633.42	21469.74	53187.66	53596.27	54004.89
9	421159	35096.58	22469.00	22297.70	22128.99	54820.86	55242.02	55663.18
10	433705	36142.08	23138.34	22961.93	22788.20	56453.93	56887.64	57321.34
11	446252	37187.67	23807.73	23626.22	23447.46	58087.14	58533.39	58979.64
12	458798	38233.17	24477.06	24290.45	24106.66	59720.21	60179.00	60637.80
13	471345	39278.75	25146.45	24954.73	24765.92	61353.41	61824.75	62296.10
14	483891	40324.25	25815.78	25618.96	25425.13	62986.48	63470.37	63954.26
15	496438	41369.83	26485.17	26283.25	26084.38	64619.68	65116.12	65612.56

	CONHESS 05	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	389519	32459.92	20781.00	20622.56	20466.53	50702.39	51091.91	51481.43
2	404808	33734.00	21596.67	21432.02	21269.86	52692.51	53097.32	53502.12
3	420097	35008.08	22412.35	22241.48	22073.19	54682.63	55102.72	55522.82
4	435386	36282.17	23228.02	23050.93	22876.52	56672.74	57108.13	57543.52
5	450675	37556.25	24043.69	23860.39	23679.85	58662.86	59113.54	59564.21
6	465964	38830.33	24859.37	24669.84	24483.19	60652.98	61118.94	61584.91
7	481253	40104.42	25675.04	25479.30	25286.52	62643.10	63124.35	63605.60
8	496542	41378.50	26490.72	26288.75	26089.85	64633.22	65129.76	65626.30
9	511831	42652.58	27306.39	27098.21	26893.18	66623.34	67135.17	67647.00
10	527120	43926.67	28122.07	27907.67	27696.51	68613.45	69140.57	69667.69
11	542409	45200.75	28937.74	28717.12	28499.84	70603.57	71145.98	71688.39
12	557698	46474.83	29753.41	29526.58	29303.17	72593.69	73151.39	73709.09
13	572987	47748.92	30569.09	30336.03	30106.50	74583.81	75156.79	75729.78
14	588276	49023.00	31384.76	31145.49	30909.84	76573.93	77162.20	77750.48
15	603565	50297.08	32200.44	31954.94	31713.17	78564.04	79167.61	79771.17

	CONHESS 06	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	623056	51921.33	33240.29	32986.87	32737.28	81101.12	81724.18	82347.23
2	645853	53821.08	34456.52	34193.83	33935.11	84068.53	84714.39	85360.24
3	668651	55720.92	35672.80	35400.84	35132.99	87036.07	87704.72	88373.37
4	691448	57620.67	36889.03	36607.79	36330.81	90003.48	90694.93	91386.38
5	714245	59520.42	38105.26	37814.75	37528.64	92970.89	93685.14	94399.38
6	737043	61420.25	39321.54	39021.76	38726.51	95938.43	96675.47	97412.52
7	759840	63320.00	40537.77	40228.72	39924.34	98905.84	99665.68	100425.52
8	782637	65219.75	41754.00	41435.67	41122.16	101873.25	102655.89	103438.52
9	805435	67119.58	42970.28	42642.68	42320.04	104840.79	105646.22	106451.66
10	828232	69019.33	44186.51	43849.64	43517.86	107808.20	108636.43	109464.66
11	851030	70919.17	45402.80	45056.65	44715.74	110775.74	111626.77	112477.80
12	873827	72818.92	46619.02	46263.61	45913.57	113743.15	114616.97	115490.80
13	896624	74718.67	47835.25	47470.56	47111.39	116710.56	117607.18	118503.81
14	919422	76618.50	49051.54	48677.57	48309.27	119678.10	120597.52	121516.94
15	942219	78518.25	50267.77	49884.53	49507.09	122645.51	123587.73	124529.94

	CONHESS 07	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	959919	79993.25	51212.07	50821.63	50437.11	124949.46	125909.38	126869.29
2	992512	82709.33	52950.92	52547.23	52149.64	129191.98	130184.49	131177.00
3	1025104	85425.33	54689.71	54272.77	53862.13	133434.37	134459.47	135484.58
4	1057696	88141.33	56428.51	55998.31	55574.61	137676.76	138734.46	139792.15
5	1090288	90857.33	58167.31	57723.85	57287.10	141919.15	143009.44	144099.73
6	1122880	93573.33	59906.10	59449.39	58999.58	146161.55	147284.43	148407.31
7	1155472	96289.33	61644.90	61174.93	60712.06	150403.94	151559.41	152714.88
8	1188065	99005.42	63383.75	62900.52	62424.60	154646.46	155834.53	157022.59
9	1220657	101721.42	65122.55	64626.06	64137.08	158888.85	160109.51	161330.17
10	1253249	104437.42	66861.34	66351.60	65849.57	163131.24	164384.49	165637.74
11	1285841	107153.42	68600.14	68077.14	67562.05	167373.64	168659.48	169945.32
12	1318433	109869.42	70338.94	69802.68	69274.54	171616.03	172934.46	174252.89
13	1351025	112585.42	72077.73	71528.22	70987.02	175858.42	177209.45	178560.47
14	1383618	115301.50	73816.58	73253.81	72699.56	180100.94	181484.56	182868.18
15	1416210	118017.50	75555.38	74979.35	74412.04	184343.34	185759.55	187175.76

	CONHESS 08	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	1113650	92804.17	59413.68	58960.72	58514.61	144960.11	146073.76	147187.41
2	1151989	95999.08	61459.08	60990.52	60529.06	149950.57	151102.56	152254.55
3	1190327	99193.92	63504.43	63020.28	62543.45	154940.90	156131.22	157321.55
4	1228666	102388.83	65549.83	65050.08	64557.90	159931.36	161160.02	162388.69
5	1267005	105583.75	67595.23	67079.89	66572.35	164921.82	166188.82	167455.83
6	1305343	108778.58	69640.58	69109.65	68586.75	169912.15	171217.49	172522.83
7	1343682	111973.50	71685.98	71139.45	70601.20	174902.61	176246.29	177589.97
8	1382021	115168.42	73731.38	73169.26	72615.65	179893.07	181275.09	182657.11
9	1420360	118363.33	75776.78	75199.07	74630.10	184883.53	186303.89	187724.25
10	1458698	121558.17	77822.13	77228.82	76644.49	189873.86	191332.55	192791.25
11	1497037	124753.08	79867.53	79258.63	78658.94	194864.32	196361.35	197858.39
12	1535376	127948.00	81912.93	81288.44	80673.39	199854.78	201390.15	202925.53
13	1573714	131142.83	83958.28	83318.19	82687.79	204845.11	206418.82	207992.53
14	1612053	134337.75	86003.68	85348.00	84702.24	209835.57	211447.62	213059.67
15	1650392	137532.67	88049.08	87377.81	86716.69	214826.03	216476.42	218126.81

	CONHESS 09	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	1316488	109707.33	70235.17	69699.70	69172.34	171362.85	172679.34	173995.83
2	1353032	112752.67	72184.81	71634.48	71092.48	176119.67	177472.70	178825.73
3	1395310	116275.83	74440.35	73872.83	73313.89	181622.85	183018.16	184413.47
4	1437587	119798.92	76695.85	76111.13	75535.26	187125.91	188563.49	190001.08
5	1479865	123322.08	78951.40	78349.48	77756.67	192629.09	194108.96	195588.82
6	1522143	126845.25	81206.95	80587.83	79978.09	198132.28	199654.42	201176.57
7	1564421	130368.42	83462.49	82826.19	82199.51	203635.47	205199.89	206764.31
8	1606698	133891.50	85717.99	85064.49	84420.87	209138.52	210745.22	212351.92
9	1648976	137414.67	87973.54	87302.84	86642.29	214641.71	216290.69	217939.66
10	1691254	140937.83	90229.09	89541.19	88863.70	220144.90	221836.15	223527.40
11	1733531	144460.92	92484.58	91779.49	91085.07	225647.95	227381.48	229115.01
12	1775809	147984.08	94740.13	94017.84	93306.48	231151.14	232926.95	234702.76
13	1818087	151507.25	96995.68	96256.19	95527.90	236654.32	238472.41	240290.50
14	1860364	155030.33	99251.17	98494.49	97749.26	242157.38	244017.74	245878.11
15	1902642	158553.50	101506.72	100732.85	99970.68	247660.57	249563.21	251465.85

	CONHESS 10	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	1562586	130215.50	83364.60	82729.03	82103.09	203396.61	204959.20	206521.78
2	1600917	133409.75	85409.57	84758.42	84117.12	208386.03	209986.95	211587.86
3	1639248	136604.00	87454.55	86787.80	86131.15	213375.45	215014.70	216653.94
4	1677579	139798.25	89499.52	88817.19	88145.18	218364.87	220042.45	221720.02
5	1715909	142992.42	91544.44	90846.52	90159.15	223354.15	225070.06	226785.97
6	1754240	146186.67	93589.42	92875.90	92173.18	228343.57	230097.81	231852.05
7	1792571	149380.92	95634.39	94905.28	94187.21	233332.99	235125.56	236918.13
8	1830902	152575.17	97679.36	96934.67	96201.24	238322.41	240153.31	241984.21
9	1869232	155769.33	99724.29	98964.00	98215.22	243311.70	245180.93	247050.16
10	1907563	158963.58	101769.26	100993.38	100229.25	248301.12	250208.68	252116.24
11	1945894	162157.83	103814.23	103022.77	102243.27	253290.54	255236.43	257182.32

	CONHESS 11	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	1856357	154696.42	99037.40	98282.35	97538.72	241635.80	243492.16	245348.52
2	1898105	158175.42	101264.67	100492.64	99732.29	247070.00	248968.11	250866.21
3	1939853	161654.42	103491.94	102702.93	101925.86	252504.20	254444.05	256383.90
4	1981600	165133.33	105719.16	104913.17	104119.38	257938.27	259919.87	261901.47
5	2023348	168612.33	107946.44	107123.46	106312.95	263372.46	265395.81	267419.16
6	2065096	172091.33	110173.71	109333.76	108506.52	268806.66	270871.76	272936.85
7	2106844	175570.33	112400.98	111544.05	110700.08	274240.86	276347.70	278454.55
8	2148592	179049.33	114628.25	113754.34	112893.65	279675.06	281823.65	283972.24
9	2190340	182528.33	116855.53	115964.63	115087.22	285109.26	287299.60	289489.94
10	223088	18590.67	11901.84	11811.10	11721.73	29038.62	29261.71	29484.80
11	2273837	189486.42	121310.13	120385.27	119474.41	295977.78	298251.62	300525.46

	CONHESS 12	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	2204225	183685.42	117596.30	116699.76	115816.78	286916.62	289120.85	291325.07
2	2262404	188533.67	120700.17	119779.97	118873.69	294489.59	296751.99	299014.40
3	2320583	193381.92	123804.04	122860.18	121930.59	302062.55	304383.14	306703.72
4	2378763	198230.25	126907.97	125940.44	124987.55	309635.65	312014.41	314393.18
5	2436942	203078.50	130011.84	129020.65	128044.45	317208.62	319645.56	322082.50
6	2495121	207926.75	133115.72	132100.86	131101.36	324781.58	327276.70	329771.83
7	2553300	212775.00	136219.59	135181.07	134158.26	332354.55	334907.85	337461.15
8	2611479	217623.25	139323.46	138261.28	137215.16	339927.52	342539.00	345150.47
9	2669659	222471.58	142427.39	141341.54	140272.12	347500.61	350170.27	352839.93
10	2727838	227319.83	145531.26	144421.75	143329.02	355073.58	357801.42	360529.26
11	2786017	232168.08	148635.14	147501.96	146385.93	362646.55	365432.56	368218.58

	CONHESS 13	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	2786226	232185.50	148646.29	147513.02	146396.91	362673.75	365459.98	368246.20
2	2869242	239103.50	153075.22	151908.20	150758.83	373479.67	376348.91	379218.15
3	2952258	246021.50	157504.16	156303.37	155120.74	384285.58	387237.84	390190.10
4	3035274	252939.50	161933.10	160698.54	159482.66	395091.50	398126.77	401162.05
5	3118290	259857.50	166362.04	165093.71	163844.58	405897.42	409015.71	412134.00
6	3201306	266775.50	170790.97	169488.88	168206.49	416703.33	419904.64	423105.94
7	3284322	273693.50	175219.91	173884.05	172568.41	427509.25	430793.57	434077.89
8	3367338	280611.50	179648.85	178279.22	176930.33	438315.16	441682.50	445049.84
9	3450355	287529.58	184077.84	182674.45	181292.30	449121.21	452571.56	456021.92

	CONHESS 14	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	3430218	285851.50	183003.52	181608.32	180234.24	446500.04	449930.26	453360.48
2	3528666	294055.50	188255.76	186820.52	185407.00	459314.69	462843.36	466372.02
3	3627114	302259.50	193508.00	192032.72	190579.76	472129.34	475756.45	479383.57
4	3725561	310463.42	198760.19	197244.86	195752.47	484943.86	488669.42	492394.98
5	3824009	318667.42	204012.43	202457.06	200925.23	497758.50	501582.51	505406.52
6	3922457	326871.42	209264.67	207669.26	206097.99	510573.15	514495.61	518418.07
7	4020905	335075.42	214516.91	212881.46	211270.75	523387.80	527408.71	531429.61
8	4119353	343279.42	219769.15	218093.66	216443.52	536202.45	540321.80	544441.15
9	4217800	351483.33	225021.34	223305.80	221616.23	549016.97	553234.77	557452.57

	CONHESS 15	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	4233344	352778.67	225850.62	224128.76	222432.96	551040.28	555273.62	559506.97
2	4346551	362212.58	231890.26	230122.35	228381.20	565776.06	570122.61	574469.16
3	4459758	371646.50	237929.90	236115.95	234329.45	580511.83	584971.59	589431.35
4	4572965	381080.42	243969.54	242109.54	240277.69	595247.61	599820.58	604393.54
5	4686172	390514.33	250009.18	248103.13	246225.94	609983.39	614669.56	619355.73
6	4799379	399948.25	256048.82	254096.73	252174.18	624719.17	629518.55	634317.92
7	4912586	409382.17	262088.45	260090.32	258122.43	639454.94	644367.53	649280.12
8	5025793	418816.08	268128.09	266083.92	264070.67	654190.72	659216.52	664242.31
9	5139000	428250.00	274167.73	272077.51	270018.92	668926.50	674065.50	679204.50

Fig.4.19: CONHESS 15 Real Wage for April-June,2014



Fig.4.20:CONHESS 15 Real Wage for April-June, 2014

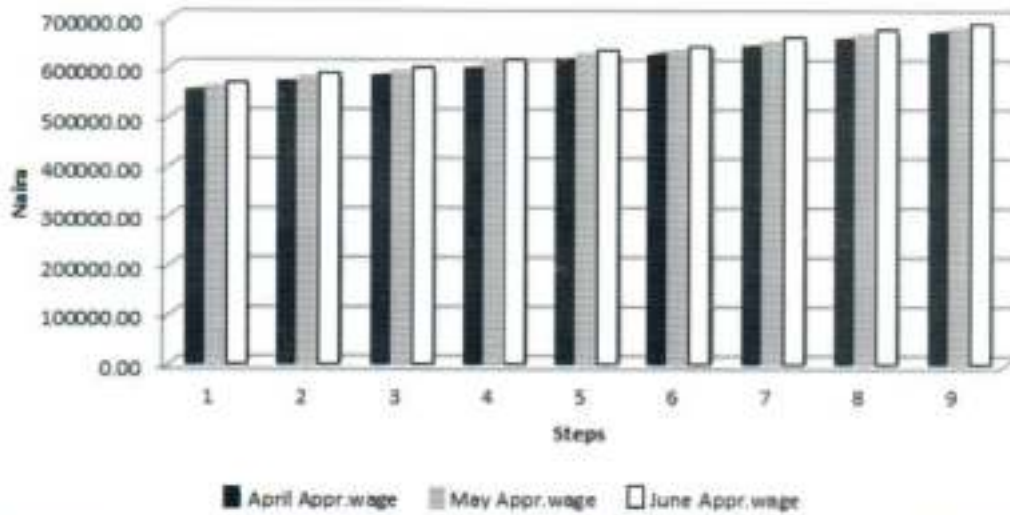


Table 4.6: CONSOLIDATED UNIVERSITY ACADEMIC SALARY STRUCTURE II (CONUASS 01-CONUASS 07)-APRIL-JUNE, 2014

	CONUASS 01	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	1274177	106181.42	67977.86	67459.60	66949.19	165855.37	167129.55	168403.73
2	1311055	109254.58	69945.32	69412.06	68886.87	170655.66	171966.71	173277.77
3	1347933	112327.75	71912.77	71364.52	70824.56	175455.95	176803.88	178151.81
4	1384811	115400.92	73880.23	73316.97	72762.24	180256.23	181641.04	183025.85
5	1421689	118474.08	75847.68	75269.43	74699.93	185056.52	186478.21	187899.90
6	1458567	121547.25	77815.14	77221.89	76637.61	189856.80	191315.37	192773.94

Fig.4.21: CONUASS 01 Real Wage for April-June, 2014

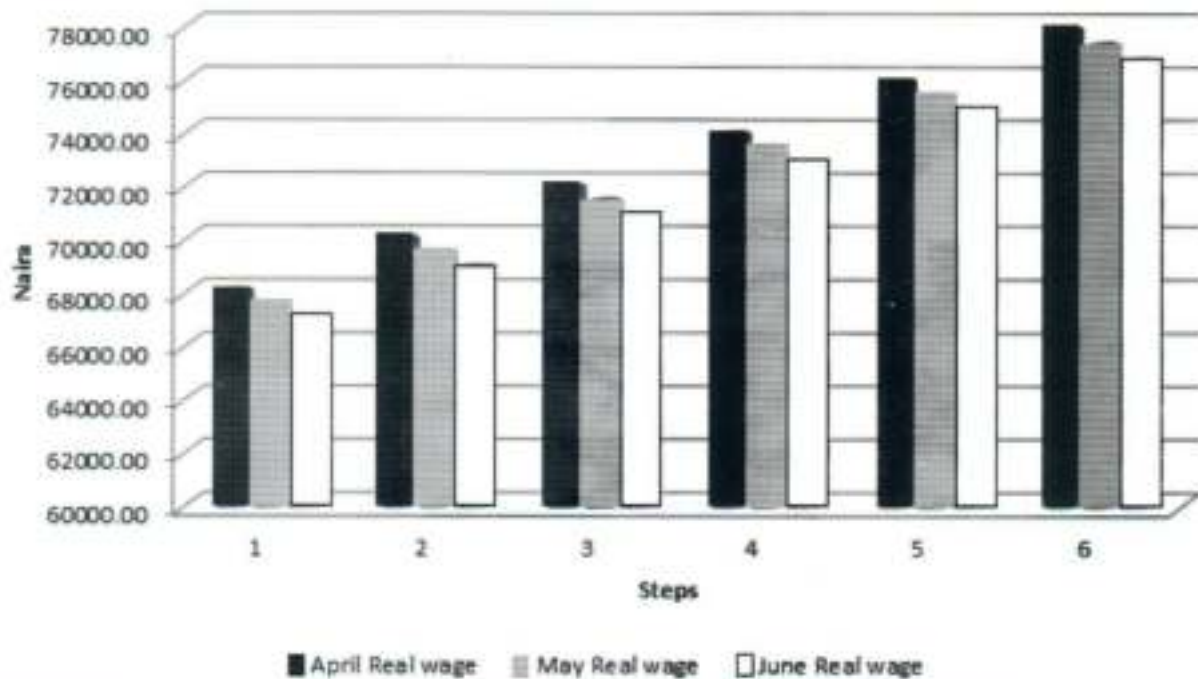
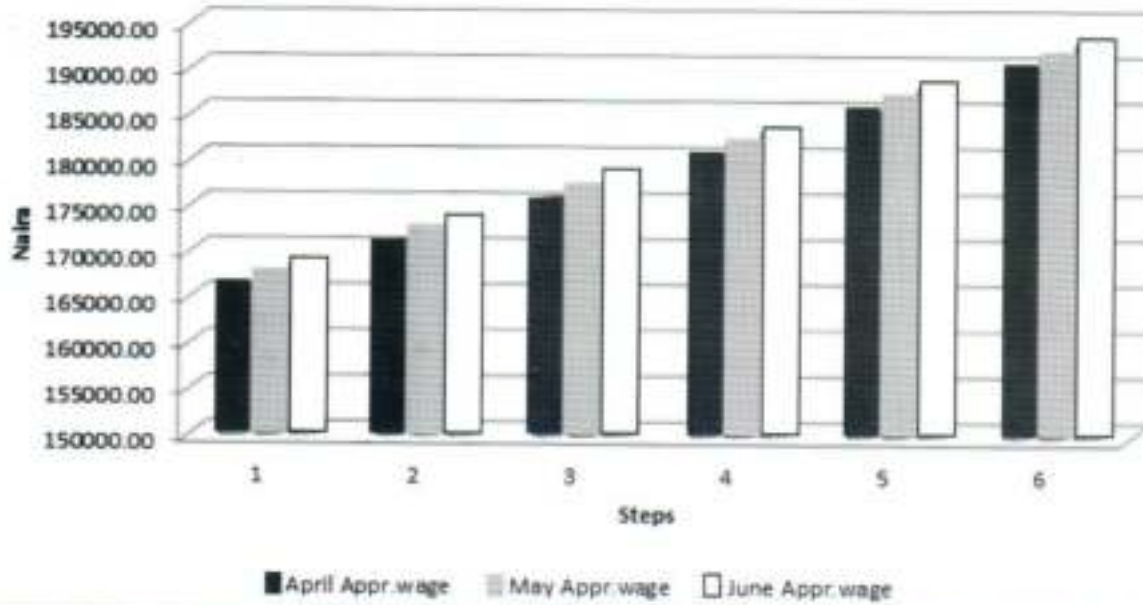


Fig.4.22: CONUASS 01 Appropriate Wage for April-June, 2014



	CONUASS 02	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	1461871	121822.58	77991.41	77396.81	76811.21	190286.88	191748.75	193210.62
2	1505274	125439.50	80306.98	79694.73	79091.74	195936.50	197441.77	198947.05
3	1548679	129056.58	82622.65	81992.75	81372.37	201586.38	203135.06	204683.74
4	1592084	132673.67	84938.33	84290.77	83653.01	207236.27	208828.35	210420.44
5	1635488	136290.67	87253.95	86588.73	85933.59	212886.02	214521.51	216157.00
6	1678893	139907.75	89569.62	88886.75	88214.22	218535.91	220214.80	221893.69
7	1722297	143524.75	91885.24	91184.72	90494.80	224185.66	225907.96	227630.25
8	1765702	147141.83	94200.92	93482.74	92775.43	229835.54	231601.25	233366.95

	CONUASS 03	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	1660309	138359.08	88578.16	87902.85	87237.76	216116.89	217777.20	219437.51
2	1707471	142289.25	91094.27	90399.78	89715.79	222255.81	223963.28	225670.75
3	1754632	146219.33	93610.33	92896.65	92193.78	228394.60	230149.23	231903.86
4	1801794	150149.50	96126.44	95393.58	94671.82	234533.52	236335.31	238137.11
5	1848956	154079.67	98642.55	97890.51	97149.85	240672.44	242521.40	244370.35
6	1896117	158009.75	101158.61	100387.39	99627.84	246811.23	248707.35	250603.46
7	1943279	161939.92	103674.72	102884.32	102105.87	252950.15	254893.43	256836.71
8	1990440	165870.00	106190.78	105381.19	104583.86	259088.94	261079.38	263069.82

	CONUASS 04	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	2090795	174232.92	111544.76	110694.36	109856.82	272151.82	274242.61	276333.41
2	2166297	180524.75	115572.82	114691.71	113823.93	281979.66	284145.96	286312.25
3	2241798	186816.50	119600.83	118689.01	117790.98	291807.37	294049.17	296290.97
4	2317301	193108.42	123628.95	122686.41	121758.14	301635.35	303952.65	306269.95
5	2392803	199400.25	127657.01	126683.77	125725.25	311463.19	313855.99	316248.80
6	2468304	205692.00	131685.02	130681.07	129692.31	321290.90	323759.21	326227.51
7	2543807	211983.92	135713.13	134678.47	133659.47	331118.88	333662.68	336206.49
8	2619309	218275.75	139741.20	138675.83	137626.58	340946.72	343566.03	346185.34
9	2694810	224567.50	143769.21	142673.13	141593.63	350774.44	353469.25	356164.06

	CONUASS 05	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	3102305	258525.42	165509.23	164247.41	163004.68	403816.70	406919.01	410021.31
2	3215972	267997.67	171573.41	170265.35	168977.09	418612.36	421828.33	425044.30
3	3329638	277469.83	177637.54	176283.25	174949.45	433407.88	436737.52	440067.16
4	3443305	286942.08	183701.72	182301.20	180921.87	448203.53	451646.84	455090.14
5	3556972	296414.33	189765.90	188319.14	186894.28	462999.19	466556.16	470113.13
6	3670639	305886.58	195830.08	194337.09	192866.70	477794.84	481465.48	485136.12
7	3784306	315358.83	201894.26	200355.04	198839.11	492590.50	496374.80	500159.11
8	3897972	324831.00	207958.39	206372.94	204811.48	507386.02	511283.99	515181.97
9	4011639	334303.25	214022.57	212390.88	210783.89	522181.68	526193.32	530204.95
10	4125306	343775.50	220086.75	218408.83	216756.31	536977.33	541102.64	545227.94
11	4238973	353247.75	226150.93	224426.78	222728.72	551772.99	556011.96	560250.93
12	4352640	362720.00	232215.11	230444.73	228701.13	566568.64	570921.28	575273.92
13	4466306	372192.17	238279.24	236462.62	234673.50	581364.16	585830.47	590296.78

	CONUASS 06	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	3779021	314918.42	201612.30	200075.23	198561.42	491902.57	495681.59	499460.61
2	3916413	326367.75	208942.22	207349.27	205780.42	509786.43	513702.84	517619.25
3	4053805	337817.08	216272.14	214623.31	212999.42	527670.28	531724.09	535777.89
4	4191197	349266.42	223602.06	221897.34	220218.42	545554.14	549745.34	553936.54
5	4328589	360715.75	230931.98	229171.38	227437.42	563438.00	567766.59	572095.18
6	4465981	372165.08	238261.90	236445.42	234656.42	581321.86	585787.84	590253.82
7	4603373	383614.42	245591.82	243719.45	241875.42	599205.72	603809.09	608412.46
8	4740765	395063.75	252921.73	250993.49	249094.42	617089.58	621830.34	626571.11
9	4878157	406513.08	260251.65	258267.52	256313.42	634973.44	639851.59	644729.75
10	5015550	417962.50	267581.63	265541.61	263532.47	652857.43	657872.98	662888.53

	CONUASS 07	Monthly	April	May	June	April	May	June
Steps	Ann.Nom	Nom.wage	Real wage	Real wage	Real wage	Appr.wage	Appr.wage	Appr.wage
1	4591149	382595.75	244939.66	243072.27	241233.13	597614.56	602205.71	606796.86
2	4751128	395927.33	253474.61	251542.14	249638.92	618438.49	623189.62	627940.75
3	4911108	409259.00	262009.60	260012.07	258044.77	639262.56	644173.67	649084.77
4	5071087	422590.58	270544.55	268481.95	266450.56	660086.49	665157.58	670228.67
5	5231065	435922.08	279079.44	276951.77	274856.29	680910.29	686141.36	691372.42
6	5391045	449253.75	287614.44	285421.70	283262.14	701734.36	707125.40	712516.45
7	5551025	462585.42	296149.43	293891.62	291667.98	722558.42	728109.45	733660.47
8	5711006	475917.17	304684.49	302361.61	300073.88	743382.61	749093.62	754804.63
9	5870984	489248.67	313219.38	310831.43	308479.61	764206.42	770077.40	775948.39
10	6030963	502580.25	321754.32	319301.30	316885.40	785030.35	791061.31	797092.28

Fig.4.23:CONUASS 07 Real Wage for April-June, 2014



Fig.4.24:CONUASS 07 Real Wage for April -June, 2014

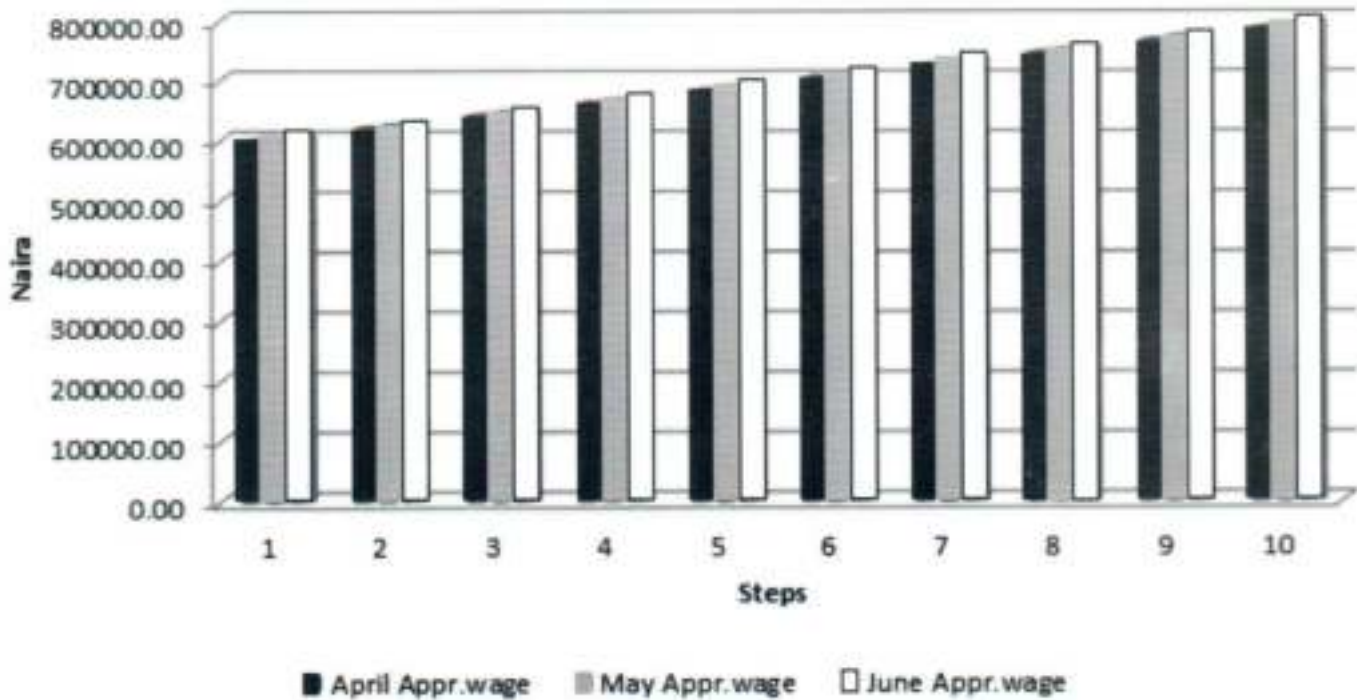


TABLE 5.1: COMPARATIVE ANALYSIS OF SALARY STRUCTURES BETWEEN THE SECOND QUARTER, 2013 AND SECOND QUARTER, 2014

Table 5.2: COMPARATIVE ANALYSIS OF APRIL, 2013 AND APRIL, 2014 REAL AND APPROPRIATE WAGES

CONPSS III

1		2		3		4		5		6		7		8		9		10		11	
NOMINAL WAGE						REAL WAGE						APPR. WAGE									
APRIL, 2013	APRIL, 2014			APRIL, 2013	APRIL, 2014			APRIL, 2013	APRIL, 2014			APRIL, 2013	APRIL, 2014					% Diff Btw Nom and Appro. APRIL, 2013	% Diff Btw Nom and Appro. APRIL, 2014		
Nom.wage	Nom.wage	DIFF.		Real wage	Real wage	DIFF.		Appr.wage	Appr.wage	DIFF.				DIFF.							
18900.00	18900.00	0.00		13052.49	12099.87	-952.61		27367.20	29521.80	2154.60		44.8	56.20								
19272.42	19272.42	0.00		13309.68	12338.29	-971.39		27906.46	30103.51	2197.06		44.8	56.20								
19644.83	19644.83	0.00		13566.87	12576.72	-990.16		28445.72	30685.23	2239.51		44.8	56.20								
20017.25	20017.25	0.00		13824.07	12815.14	-1008.93		28984.98	31266.94	2281.97		44.8	56.20								
20389.75	20389.75	0.00		14081.32	13053.62	-1027.70		29524.36	31848.79	2324.43		44.8	56.20								
20762.17	20762.17	0.00		14338.51	13292.04	-1046.47		30063.62	32430.50	2366.89		44.8	56.20								
21134.58	21134.58	0.00		14595.71	13530.46	-1065.24		30602.88	33012.22	2409.34		44.8	56.20								
21507.00	21507.00	0.00		14852.90	13768.89	-1084.01		31142.14	33593.93	2451.80		44.8	56.20								
21879.42	21879.42	0.00		15110.09	14007.31	-1102.79		31681.40	34175.65	2494.25		44.8	56.20								
22251.92	22251.92	0.00		15367.35	14245.79	-1121.56		32220.78	34757.49	2536.72		44.8	56.20								
22624.33	22624.33	0.00		15624.54	14484.21	-1140.33		32760.03	35339.21	2579.17		44.8	56.20								
22996.75	22996.75	0.00		15881.73	14722.63	-1159.10		33299.29	35920.92	2621.63		44.8	56.20								
23369.17	23369.17	0.00		16138.93	14961.05	-1177.87		33838.55	36502.64	2664.09		44.8	56.20								
23741.58	23741.58	0.00		16396.12	15199.48	-1196.64		34377.81	37084.35	2706.54		44.8	56.20								
24114.08	24114.08	0.00		16653.37	15437.95	-1215.42		34917.19	37666.20	2749.01		44.8	56.20								

CONPSS IIII

1		2		3		4		5		6		7		8		9		10		11	
NOMINAL WAGE						REAL WAGE						APPR. WAGE									
APRIL, 2013	APRIL, 2014			APRIL, 2013	APRIL, 2014			APRIL, 2013	APRIL, 2014			APRIL, 2013	APRIL, 2014					% Diff Btw Nom and Appro. APRIL, 2013	% Diff Btw Nom and Appro. APRIL, 2014		
Nom.wage	Nom.wage	DIFF.		Real wage	Real wage	DIFF.		Appr.wage	Appr.wage	DIFF.				DIFF.							
55515.33	55515.33	0.00		38339.32	35541.19	-2798.13		80386.20	86714.95	6328.75		44.8	56.20								
57375.33	57375.33	0.00		39623.85	36731.97	-2891.88		83079.48	89620.27	6540.79		44.8	56.20								
59235.33	59235.33	0.00		40908.38	37922.75	-2985.63		85772.76	92525.59	6752.83		44.8	56.20								
61095.33	61095.33	0.00		42192.91	39113.53	-3079.38		88466.04	95430.91	6964.87		44.8	56.20								
62955.25	62955.25	0.00		43477.38	40304.26	-3173.13		91159.20	98336.10	7176.90		44.8	56.20								
64815.25	64815.25	0.00		44761.91	41495.04	-3266.87		93852.48	101241.42	7388.94		44.8	56.20								
66675.25	66675.25	0.00		46046.44	42685.82	-3360.62		96545.76	104146.74	7600.98		44.8	56.20								
68535.25	68535.25	0.00		47330.97	43876.60	-3454.37		99239.04	107052.06	7813.02		44.8	56.20								
70395.25	70395.25	0.00		48615.50	45067.38	-3548.12		101932.32	109957.38	8025.06		44.8	56.20								
72255.25	72255.25	0.00		49900.03	46258.16	-3641.87		104625.60	112862.70	8237.10		44.8	56.20								
74115.25	74115.25	0.00		51184.56	47448.94	-3735.62		107318.88	115768.02	8449.14		44.8	56.20								
75975.25	75975.25	0.00		52469.10	48639.72	-3829.37		110012.16	118673.34	8661.18		44.8	56.20								
77835.25	77835.25	0.00		53753.63	49830.51	-3923.12		112705.44	121578.66	8873.22		44.8	56.20								
79695.25	79695.25	0.00		55038.16	51021.29	-4016.87		115398.72	124483.98	9085.26		44.8	56.20								
81555.25	81555.25	0.00		56322.69	52212.07	-4110.62		118092.00	127389.30	9297.30		44.8	56.20								

Fig 5.1: Comparison of CONPSS 08 Real Wage between April.2013 and April.2014



Fig.5.2: Comparison of CONPSS 08 Appropriate Wage between April.2013 and April.2014



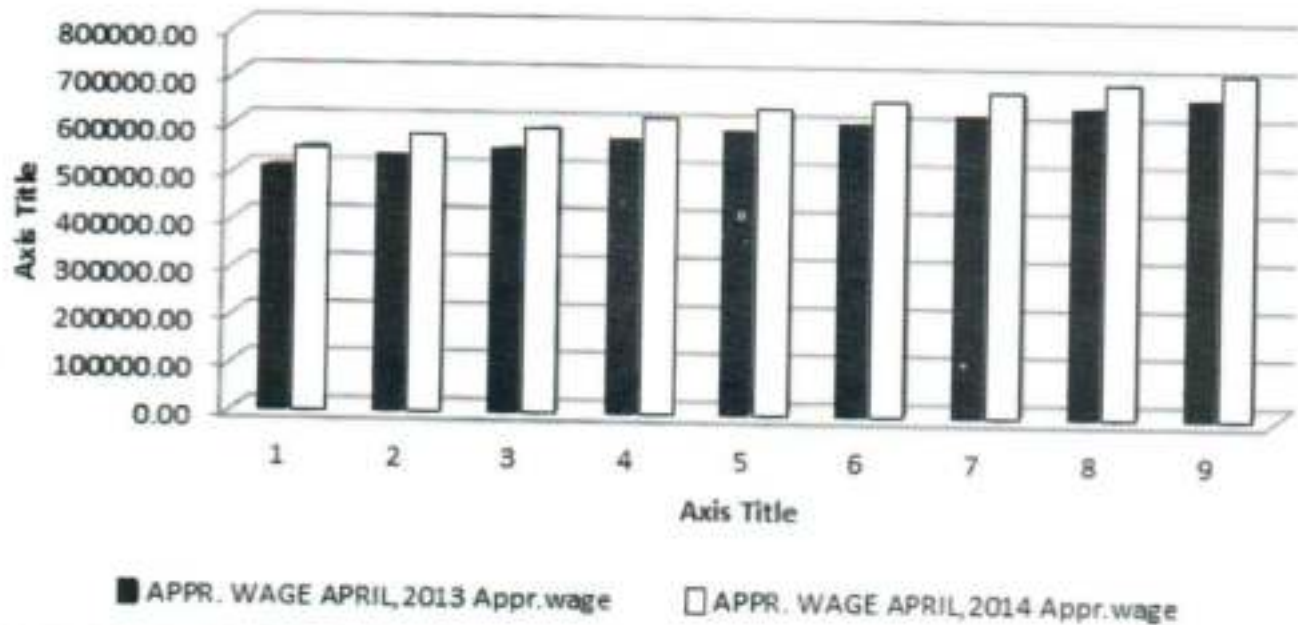
CONPSS 17

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR. WAGE		DIFF.	% Diff Btw Nom and Appro. APRIL, 2013	% Diff Btw Nom and Appro. APRIL, 2014
APRIL,2013	APRIL,2014		APRIL,2013	APRIL,2014		APRIL,2013	APRIL,2014			
Nom.wage	Nom.wage		Real wage	Real wage		Appr.wage	Appr.wage			
348633.33	348633.33	0.00	240768.88	223196.76	-17572.12	504821.07	544565.27	39744.20	44.8	56.20
361847.25	361847.25	0.00	249894.51	231656.37	-18238.14	523954.82	565205.40	41250.59	44.8	56.20
375061.17	375061.17	0.00	259020.14	240115.98	-18904.16	543088.57	585845.54	42756.97	44.8	56.20
388275.08	388275.08	0.00	268145.78	248575.60	-19570.18	562222.32	606485.68	44263.36	44.8	56.20
401489.00	401489.00	0.00	277271.41	257035.21	-20236.20	581356.07	627125.82	45769.75	44.8	56.20
414702.92	414702.92	0.00	286397.04	265494.83	-20902.22	600489.82	647765.96	47276.13	44.8	56.20
427916.83	427916.83	0.00	295522.67	273954.44	-21568.24	619623.57	668406.09	48782.52	44.8	56.20
441130.75	441130.75	0.00	304648.31	282414.05	-22234.26	638757.33	689046.23	50288.91	44.8	56.20
454344.67	454344.67	0.00	313773.94	290873.67	-22900.27	657891.08	709686.37	51795.29	44.8	56.20

Fig.5.3: Comparison of CONPSS 17 Real Wage between April.2013 and April.2014



Fig.5.4: Comparison of CONPASS 17 Appropriate Wage between April.2013 and April.2014



CONPOSS /CONPASS 02

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR. WAGE		DIFF.	% Diff Btw Nom and Appr. APRIL, 2013	% Diff Btw Nom and Appr. APRIL, 2014
APRIL, 2013	APRIL, 2014		APRIL, 2013	APRIL, 2014		APRIL, 2013	APRIL, 2014			
Nom.wage	Nom.wage		Real wage	Real wage		Appr.wage	Appr.wage			
43085.00	43085.00	0.00	29754.83	27583.23	-2171.61	62387.08	67298.77	4911.69	44.8	56.20
43571.92	43571.92	0.00	30091.10	27894.95	-2196.15	63092.14	68059.33	4967.20	44.8	56.20
44058.83	44058.83	0.00	30427.37	28206.68	-2220.69	63797.19	68819.90	5022.71	44.8	56.20
44545.75	44545.75	0.00	30763.64	28518.41	-2245.23	64502.25	69580.46	5078.22	44.8	56.20
45032.75	45032.75	0.00	31099.97	28830.19	-2269.78	65207.42	70341.16	5133.73	44.8	56.20
45519.67	45519.67	0.00	31436.23	29141.91	-2294.32	65912.48	71101.72	5189.24	44.8	56.20
46006.58	46006.58	0.00	31772.50	29453.64	-2318.86	66617.53	71862.28	5244.75	44.8	56.20
46493.42	46493.42	0.00	32108.71	29765.31	-2343.40	67322.47	72622.72	5300.25	44.8	56.20
46980.33	46980.33	0.00	32444.98	30077.04	-2367.94	68027.52	73383.28	5355.76	44.8	56.20
47467.25	47467.25	0.00	32781.25	30388.76	-2392.49	68732.58	74143.84	5411.27	44.8	56.20

CONPOSS/CONPASS 07

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR. WAGE		DIFF.	% Diff Btw Nom and Appro. APRIL, 2013	% Diff Btw Nom and Appro. APRIL, 2014
APRIL,2013	APRIL,2014		APRIL,2013	APRIL,2014		APRIL,2013	APRIL,2014			
Nom.wage	Nom.wage		Real wage	Real wage		Appr.wage	Appr.wage			
74171.00	74171.00	0.00	51223.07	47484.64	-3738.43	107399.61	115855.10	8455.49	44.8	56.20
75733.83	75733.83	0.00	52302.37	48485.17	-3817.20	109662.59	118296.25	8633.66	44.8	56.20
77296.58	77296.58	0.00	53381.62	49485.65	-3895.97	111925.45	120737.26	8811.81	44.8	56.20
78859.42	78859.42	0.00	54460.92	50486.18	-3974.74	114188.44	123178.41	8989.97	44.8	56.20
80422.17	80422.17	0.00	55540.17	51486.66	-4053.51	116451.30	125619.42	9168.13	44.8	56.20
81985.08	81985.08	0.00	56619.53	52487.25	-4132.28	118714.40	128060.70	9346.30	44.8	56.20
83547.83	83547.83	0.00	57698.78	53487.73	-4211.05	120977.26	130501.72	9524.45	44.8	56.20
85110.67	85110.67	0.00	58778.08	54488.26	-4289.82	123240.25	132942.86	9702.62	44.8	56.20
86673.42	86673.42	0.00	59857.33	55488.74	-4368.59	125503.11	135383.88	9880.77	44.8	56.20
88236.33	88236.33	0.00	60936.69	56489.33	-4447.36	127766.21	137825.15	10058.94	44.8	56.20

CONPOSS/CONPASS 16

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR. WAGE		DIFF.	% Diff Btw Nom and Appro. APRIL, 2013	% Diff Btw Nom and Appro. APRIL, 2014
APRIL,2013	APRIL,2014		APRIL,2013	APRIL,2014		APRIL,2013	APRIL,2014			
Nom.wage	Nom.wage		Real wage	Real wage		Appr.wage	Appr.wage			
506572.25	506572.25	0.00	349842.71	324310.02	-25532.69	733516.62	791265.85	57749.24	44.8	56.20
518191.00	518191.00	0.00	357866.71	331748.40	-26118.31	750340.57	809414.34	59073.77	44.8	56.20
530350.75	530350.75	0.00	366264.33	339533.13	-26731.20	767947.89	828407.87	60459.99	44.8	56.20
542008.33	542008.33	0.00	374315.15	346996.37	-27318.78	784828.07	846617.02	61788.95	44.8	56.20
553965.08	553965.08	0.00	382572.57	354651.14	-27921.43	802141.44	865293.46	63152.02	44.8	56.20

Fig.5.5: Comparison of CONPOSS/COMPASS07 Real Wage between April.2013 and April.2014

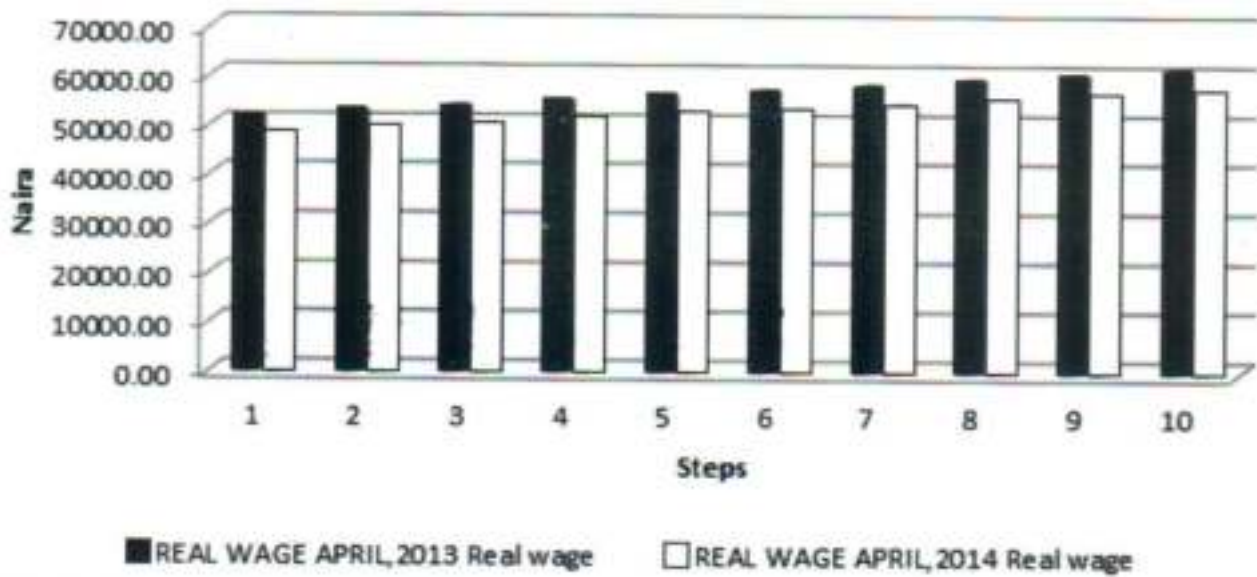


Fig.6.6: Comparison of CONPOSS/COMPASS07 Appropriate Wage between April.2013 and April.2014

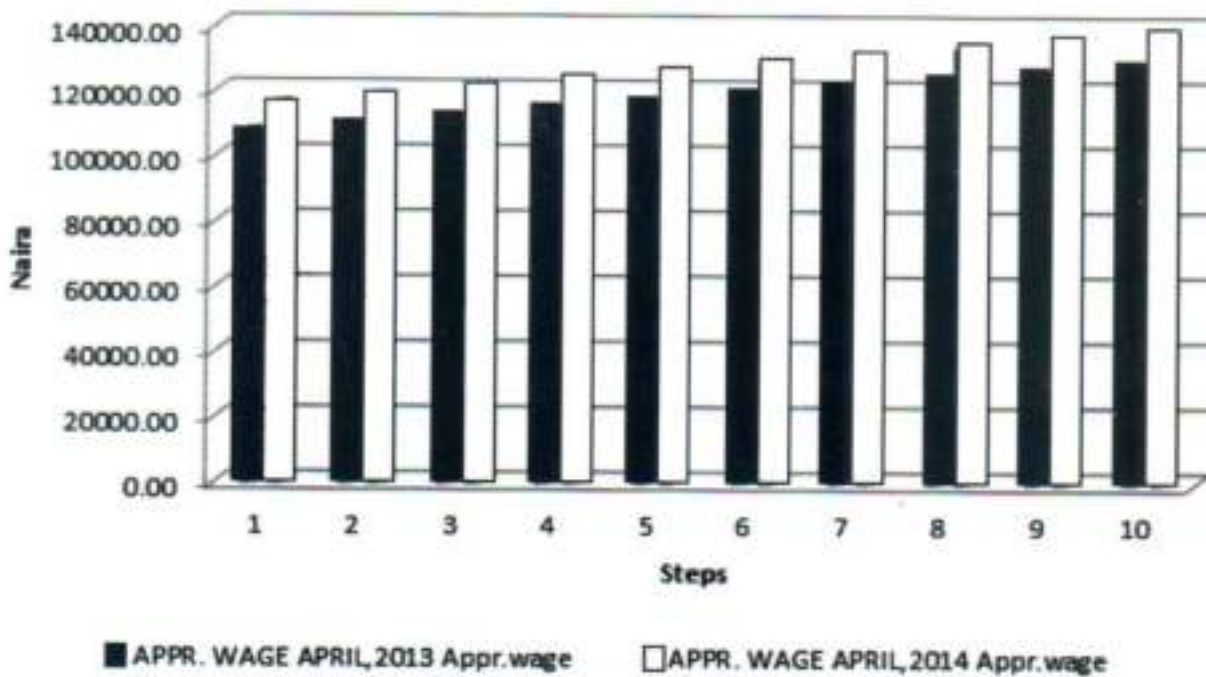
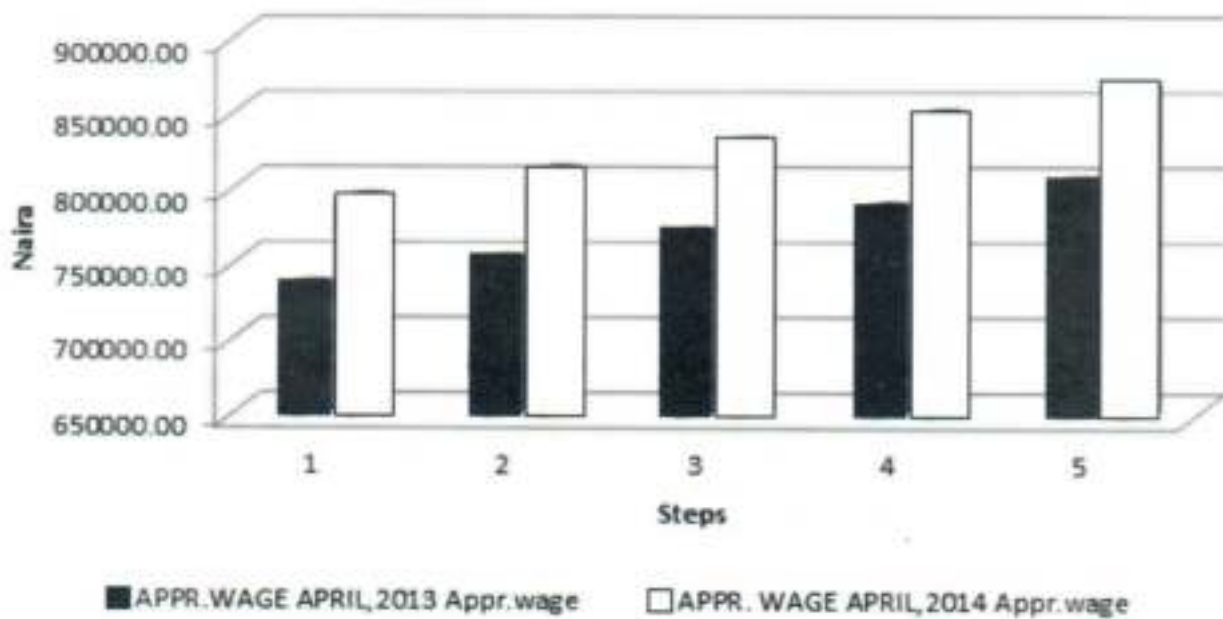


Fig.5.7: Comparison of CONPOSS /CONPASS 16 Real Wage between April.2013 and April.2014



Fig.5.8: Comparison of CONPOSS /CONPASS 16 Appropriate Wage between April.2013 and April.2014



CONTISS 01

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR. WAGE		DIFF.	% Diff Btw Nom and Appro. APRIL, 2013	% Diff Btw Nom and Appro. APRIL, 2014
APRIL, 2013	APRIL, 2014		APRIL, 2013	APRIL, 2014		APRIL, 2013	APRIL, 2014			
Nom. Wage	Nom. Wage		Real. Wage	Real. Wage		Appr. Wage	Appr. Wage			
25320.83	25320.83	0.00	17486.76	16210.52	-1276.24	36664.57	39551.14	2886.57	44.8	56.20
26017.00	26017.00	0.00	17967.54	16656.21	-1311.33	37672.62	40638.55	2965.94	44.8	56.20
26712.92	26712.92	0.00	18448.15	17101.74	-1346.41	38680.30	41725.58	3045.27	44.8	56.20
27409.00	27409.00	0.00	18928.87	17547.38	-1381.49	39688.23	42812.86	3124.63	44.8	56.20
28105.00	28105.00	0.00	19409.53	17992.96	-1416.57	40696.04	43900.01	3203.97	44.8	56.20
28800.92	28800.92	0.00	19890.14	18438.49	-1451.65	41703.73	44987.03	3283.30	44.8	56.20
29496.83	29496.83	0.00	20370.74	18884.02	-1486.73	42711.41	46074.05	3362.64	44.8	56.20
30192.92	30192.92	0.00	20851.46	19329.65	-1521.81	43719.34	47161.34	3441.99	44.8	56.20
30888.92	30888.92	0.00	21332.12	19775.23	-1556.89	44727.15	48248.49	3521.34	44.8	56.20
31584.83	31584.83	0.00	21812.73	20220.76	-1591.97	45734.84	49335.51	3600.67	44.8	56.20
32280.92	32280.92	0.00	22293.45	20666.40	-1627.05	46742.77	50422.79	3680.02	44.8	56.20
32976.92	32976.92	0.00	22774.11	21111.98	-1662.13	47750.58	51509.94	3759.37	44.8	56.20
33672.83	33672.83	0.00	23254.72	21557.51	-1697.21	48758.26	52596.97	3838.70	44.8	56.20
34368.92	34368.92	0.00	23735.44	22003.15	-1732.29	49766.19	53684.25	3918.06	44.8	56.20
35064.83	35064.83	0.00	24216.05	22448.68	-1767.37	50773.88	54771.27	3997.39	44.8	56.20

CONTISS 07

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR. WAGE		DIFF.	% Diff Btw Nom and Appro. APRIL, 2013	% Diff Btw Nom and Appro. APRIL, 2014
APRIL, 2013	APRIL, 2014		APRIL, 2013	APRIL, 2014		APRIL, 2013	APRIL, 2014			
Nom. Wage	Nom. Wage		Real. Wage	Real. Wage		Appr. Wage	Appr. Wage			
90334.75	90334.75	0.00	62385.88	57832.75	-4553.13	130804.72	141102.88	10298.16	44.8	56.20
93407.92	93407.92	0.00	64508.23	59800.20	-4708.03	135254.66	145903.17	10648.50	44.8	56.20
96481.08	96481.08	0.00	66630.58	61767.66	-4862.92	139704.61	150703.45	10998.84	44.8	56.20
99554.25	99554.25	0.00	68752.94	63735.12	-5017.82	144154.55	155503.74	11349.18	44.8	56.20
102627.42	102627.42	0.00	70875.29	65702.57	-5172.72	148604.50	160304.02	11699.53	44.8	56.20
105700.50	105700.50	0.00	72997.58	67669.97	-5327.61	153054.32	165104.18	12049.86	44.8	56.20
108773.67	108773.67	0.00	75119.94	69637.43	-5482.50	157504.27	169904.47	12400.20	44.8	56.20
111846.83	111846.83	0.00	77242.29	71604.89	-5637.40	161954.21	174704.75	12750.54	44.8	56.20
114920.00	114920.00	0.00	79364.64	73572.34	-5792.30	166404.16	179505.04	13100.88	44.8	56.20
117993.17	117993.17	0.00	81486.99	75539.80	-5947.19	170854.11	184305.33	13451.22	44.8	56.20
121066.25	121066.25	0.00	83609.29	77507.20	-6102.09	175303.93	189105.48	13801.55	44.8	56.20
124139.58	124139.58	0.00	85731.76	79474.77	-6256.99	179754.12	193906.03	14151.91	44.8	56.20
127212.75	127212.75	0.00	87854.11	81442.22	-6411.89	184204.06	198706.32	14502.25	44.8	56.20
130285.83	130285.83	0.00	89976.40	83409.62	-6566.78	188653.89	203506.47	14852.58	44.8	56.20
133359.00	133359.00	0.00	92098.76	85377.08	-6721.68	193103.83	208306.76	15202.93	44.8	56.20

CONTISS 15

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR.WAGE		DIFF.	% Diff Btw Nom and Appr. APRIL, 2013	% Diff Btw Nom and Appr. APRIL, 2014
APRIL,2013	APRIL,2014		APRIL,2013	APRIL,2014		APRIL,2013	APRIL,2014			
Nom. Wage	Nom. Wage		Real Wage	Real Wage		Appr. Wage	Appr. Wage			
338188.50	338188.50	0.00	233555.59	216509.92	-17045.67	489696.95	528250.44	38553.49	44.8	56.20
351295.33	351295.33	0.00	242607.27	224900.98	-17706.29	508675.64	548723.31	40047.67	44.8	56.20
364402.25	364402.25	0.00	251659.01	233292.09	-18366.92	527654.46	569196.31	41541.86	44.8	56.20
377381.33	377381.33	0.00	260622.47	241601.37	-19021.10	546448.17	589469.64	43021.47	44.8	56.20
390616.00	390616.00	0.00	269762.43	250074.26	-19688.17	565611.97	610142.19	44530.22	44.8	56.20
403722.75	403722.75	0.00	278814.05	258465.27	-20348.78	584590.54	630614.94	46024.39	44.8	56.20
416829.75	416829.75	0.00	287865.85	266856.43	-21009.42	603569.48	651088.07	47518.59	44.8	56.20
429936.50	429936.50	0.00	296917.47	275247.44	-21670.03	622548.05	671560.81	49012.76	44.8	56.20
443043.33	443043.33	0.00	305969.15	283638.50	-22330.66	641526.75	692033.69	50506.94	44.8	56.20

CONUASS 01

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR.WAGE		DIFF.	% Diff Btw Nom and Appr. APRIL,2013	% Diff Btw Nom and Appr. APRIL,2014
APRIL,2013	APRIL,2014		APRIL,2013	APRIL,2014		APRIL,2013	APRIL,2014			
Nom.wage	Nom.wage		Real wage	Real wage		Appr. Wage	Appr. Wage			
106181.42	106181.42	0.00	74828.34	67977.86	-6850.48	150671.43	165855.37	15183.94	41.9	56.20
109254.58	109254.58	0.00	76994.07	69945.32	-7048.75	155032.25	170655.66	15623.41	41.9	56.20
112327.75	112327.75	0.00	79159.80	71912.77	-7247.02	159393.08	175455.95	16062.87	41.9	56.20
115400.92	115400.92	0.00	81325.52	73880.23	-7445.29	163753.90	180256.23	16502.33	41.9	56.20
118474.08	118474.08	0.00	83491.25	75847.88	-7643.37	168114.72	185056.52	16941.79	41.9	56.20
121547.25	121547.25	0.00	85656.98	77815.14	-7841.84	172475.55	189856.80	17381.26	41.9	56.20

CONUASS 07

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR.WAGE		DIFF.	% Diff Btw Nom and Appr. APRIL, 2013	% Diff Btw Nom and Appr. APRIL, 2014
APRIL,2013	APRIL,2014		APRIL,2013	APRIL,2014		APRIL,2013	APRIL,2014			
Nom.wage	Nom.wage		Real wage	Real wage		Appr. Wage	Appr. Wage			
382595.75	382595.75	0.00	269623.50	244939.66	-24683.84	542903.37	597614.56	54711.19	41.9	56.20
395927.33	395927.33	0.00	279018.56	253474.61	-25543.95	561820.89	618438.49	56617.61	41.9	56.20
409259.00	409259.00	0.00	288413.67	262009.60	-26404.07	580738.52	639262.56	58524.04	41.9	56.20
422590.58	422590.58	0.00	297808.73	270544.55	-27264.18	599656.04	660086.49	60430.45	41.9	56.20
435922.08	435922.08	0.00	307203.72	279079.44	-28124.28	618573.44	680910.29	62336.86	41.9	56.20
449253.75	449253.75	0.00	316598.84	287614.44	-28984.40	637491.07	701734.36	64243.29	41.9	56.20
462585.42	462585.42	0.00	325993.95	296149.43	-29844.52	656408.71	722558.42	66149.71	41.9	56.20
475917.17	475917.17	0.00	335389.12	304684.49	-30704.64	675326.46	743382.61	68056.15	41.9	56.20
489248.67	489248.67	0.00	344784.12	313219.38	-31564.74	694243.86	764206.42	69962.56	41.9	56.20
502580.25	502580.25	0.00	354179.18	321754.32	-32424.85	713161.37	785030.35	71868.98	41.9	56.20

Table 5.3: COMPARATIVE ANALYSIS MAY, 2013 AND MAY,2014 REAL AND APPROPRIATE WAGES

CONPSS 01

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR. WAGE		DIFF.	% Diff Btw Nom and Appro MAY.2013	% Diff Btw Nom and Appro. MAY.2014
MAY.2013	MAY.2014		MAY.2013	MAY.2014		MAY.2013	MAY.2014			
Nom.wage	Nom.wage		Real wage	Real wage		Appr.wage	Appr.wage			
18900.00	18900.00	0.00	12962.96	12007.62	-955.34	27556.20	29748.60	2192.40	45.8	57.40
19272.42	19272.42	0.00	13218.39	12244.23	-974.16	28099.18	30334.78	2235.60	45.8	57.40
19644.83	19644.83	0.00	13473.82	12480.83	-992.99	28642.17	30920.97	2278.80	45.8	57.40
20017.25	20017.25	0.00	13729.25	12717.44	-1011.81	29185.15	31507.15	2322.00	45.8	57.40
20389.75	20389.75	0.00	13984.74	12954.10	-1030.64	29728.26	32093.47	2365.21	45.8	57.40
20762.17	20762.17	0.00	14240.17	13190.70	-1049.47	30271.24	32679.65	2408.41	45.8	57.40
21134.58	21134.58	0.00	14495.60	13427.31	-1068.29	30814.22	33265.83	2451.61	45.8	57.40
21507.00	21507.00	0.00	14751.03	13663.91	-1087.12	31357.21	33852.02	2494.81	45.8	57.40
21879.42	21879.42	0.00	15006.46	13900.52	-1105.94	31900.19	34438.20	2538.01	45.8	57.40
22251.92	22251.92	0.00	15261.95	14137.18	-1124.77	32443.29	35024.52	2581.22	45.8	57.40
22624.33	22624.33	0.00	15517.38	14373.78	-1143.59	32986.28	35610.70	2624.42	45.8	57.40
22996.75	22996.75	0.00	15772.81	14610.39	-1162.42	33529.26	36196.88	2667.62	45.8	57.40
23369.17	23369.17	0.00	16028.24	14846.99	-1181.24	34072.25	36783.07	2710.82	45.8	57.40
23741.58	23741.58	0.00	16283.66	15083.60	-1200.07	34615.23	37369.25	2754.02	45.8	57.40
24114.08	24114.08	0.00	16539.15	15320.26	-1218.90	35158.33	37955.57	2797.23	45.8	57.40

CONPSS 08

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR. WAGE		DIFF.	% Diff Btw Nom and Appro MAY.2013	% Diff Btw Nom and Appro May.2014
MAY.2013	MAY.2014		MAY.2013	MAY.2014		MAY.2013	MAY.2014			
Nom.wage	Nom.wage		Real wage	Real wage		Appr.wage	Appr.wage			
55515.33	55515.33	0.00	38076.36	35270.22	-2806.14	80941.36	87381.13	6439.78	45.8	57.40
57375.33	57375.33	0.00	39352.08	36451.93	-2900.15	83653.24	90308.77	6655.54	45.8	57.40
59235.33	59235.33	0.00	40627.80	37633.63	-2994.17	86365.12	93236.41	6871.30	45.8	57.40
61095.33	61095.33	0.00	41903.52	38815.33	-3088.19	89077.00	96164.05	7087.06	45.8	57.40
62955.25	62955.25	0.00	43179.18	39996.98	-3182.20	91788.75	99091.56	7302.81	45.8	57.40
64815.25	64815.25	0.00	44454.90	41178.68	-3276.22	94500.63	102019.20	7518.57	45.8	57.40
66675.25	66675.25	0.00	45730.62	42360.39	-3370.24	97212.51	104946.84	7734.33	45.8	57.40
68535.25	68535.25	0.00	47006.34	43542.09	-3464.25	99924.39	107874.48	7950.09	45.8	57.40
70395.25	70395.25	0.00	48282.06	44723.79	-3558.27	102636.27	110802.12	8165.85	45.8	57.40
72255.25	72255.25	0.00	49557.78	45905.50	-3652.29	105348.15	113729.76	8381.61	45.8	57.40
74115.25	74115.25	0.00	50833.50	47087.20	-3746.31	108060.03	116657.40	8597.37	45.8	57.40
75975.25	75975.25	0.00	52109.22	48268.90	-3840.32	110771.91	119585.04	8813.13	45.8	57.40
77835.25	77835.25	0.00	53384.95	49450.60	-3934.34	113483.79	122512.68	9028.89	45.8	57.40
79695.25	79695.25	0.00	54660.67	50632.31	-4028.36	116195.67	125440.32	9244.65	45.8	57.40
81555.25	81555.25	0.00	55936.39	51814.01	-4122.38	118907.55	128367.96	9460.41	45.8	57.40

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR.WAGE		DIFF.	% Diff Btw Nom and Appr. MAY.2013	% Diff Btw Nom and Appr. MAY.2014
MAY.2013	MAY.2014		MAY.2013	MAY.2014		MAY.2013	MAY.2014			
Nom.wage	Nom.wage		Real wage	Real wage		Appr.wage	Appr.wage			
348633.33	348633.33	0.00	239117.51	221495.13	-17622.38	508307.40	548748.87	40441.47	45.8	57.40
361847.25	361847.25	0.00	248180.56	229890.25	-18290.31	527573.29	569547.57	41974.28	45.8	57.40
375061.17	375061.17	0.00	257243.60	238285.37	-18958.23	546839.18	590346.28	43507.10	45.8	57.40
388275.08	388275.08	0.00	266306.64	246680.48	-19626.16	566105.07	611144.98	45039.91	45.8	57.40
401489.00	401489.00	0.00	275369.68	255075.60	-20294.08	585370.96	631943.69	46572.72	45.8	57.40
414702.92	414702.92	0.00	284432.73	263470.72	-20962.01	604636.85	652742.39	48105.54	45.8	57.40
427916.83	427916.83	0.00	293495.77	271865.84	-21629.93	623902.74	673541.10	49638.35	45.8	57.40
441130.75	441130.75	0.00	302558.81	280260.96	-22297.85	643168.63	694339.80	51171.17	45.8	57.40
454344.67	454344.67	0.00	311621.86	288656.08	-22965.78	662434.52	715138.51	52703.98	45.8	57.40

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR.WAGE		DIFF.	% Diff Btw Nom and Appr. MAY.2013	% Diff Btw Nom and Appr. MAY.2014
MAY.2013	MAY.2014		MAY.2013	MAY.2014		MAY.2013	MAY.2014			
Nom.wage	Nom.wage		Real wage	Real wage		Appr.wage	Appr.wage			
43085.00	43085.00	0.00	29550.75	27372.94	-2177.82	62817.93	67815.79	4997.86	45.8	57.40
43571.92	43571.92	0.00	29884.72	27682.29	-2202.43	63527.85	68582.20	5054.34	45.8	57.40
44058.83	44058.83	0.00	30218.68	27991.63	-2227.04	64237.78	69348.60	5110.82	45.8	57.40
44545.75	44545.75	0.00	30552.64	28300.98	-2251.66	64947.70	70115.01	5167.31	45.8	57.40
45032.75	45032.75	0.00	30886.66	28610.39	-2276.27	65657.75	70881.55	5223.80	45.8	57.40
45519.67	45519.67	0.00	31220.62	28919.74	-2300.88	66367.67	71647.96	5280.28	45.8	57.40
46006.58	46006.58	0.00	31554.58	29229.09	-2325.50	67077.60	72414.36	5336.76	45.8	57.40
46493.42	46493.42	0.00	31888.49	29538.38	-2350.10	67787.40	73180.64	5393.24	45.8	57.40
46980.33	46980.33	0.00	32222.45	29847.73	-2374.72	68497.33	73947.04	5449.72	45.8	57.40
47467.25	47467.25	0.00	32556.41	30157.08	-2399.33	69207.25	74713.45	5506.20	45.8	57.40

CONPASS 07

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR. WAGE		DIFF.	% Diff Btw Nom and Appr. MAY.2013	% Diff Btw Nom and Appr. MAY.2014
MAY.2013	MAY.2014		MAY.2013	MAY.2014		MAY.2013	MAY.2014			
Nom.wage	Nom.wage		Real wage	Real wage		Appr.wage	Appr.wage			
74171.00	74171.00	0.00	50871.74	47122.62	-3749.12	108141.32	116745.15	8603.84	45.8	57.40
75733.83	75733.83	0.00	51943.64	48115.52	-3828.12	110419.93	119205.05	8785.12	45.8	57.40
77296.58	77296.58	0.00	53015.49	49108.38	-3907.11	112698.42	121664.82	8966.40	45.8	57.40
78859.42	78859.42	0.00	54087.39	50101.28	-3986.11	114977.03	124124.72	9147.69	45.8	57.40
80422.17	80422.17	0.00	55159.24	51094.13	-4065.10	117255.52	126584.49	9328.97	45.8	57.40
81985.08	81985.08	0.00	56231.20	52087.09	-4144.10	119534.25	129044.52	9510.27	45.8	57.40
83547.83	83547.83	0.00	57303.04	53079.94	-4223.10	121812.74	131504.29	9691.55	45.8	57.40
85110.67	85110.67	0.00	58374.94	54072.85	-4302.09	124091.35	133964.19	9872.84	45.8	57.40
86673.42	86673.42	0.00	59446.79	55065.70	-4381.08	126369.84	136423.96	10054.12	45.8	57.40
88236.33	88236.33	0.00	60518.75	56058.66	-4460.09	128648.57	138883.99	10235.41	45.8	57.40

CONPOSS/CONPASS 16

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		ABSOLUTE FIGURE DIFF.	REAL WAGE		DIFF.	APPR. WAGE		DIFF.	% Diff Btw Nom and Appr. MAY.2013	% Diff Btw Nom and Appr. MAY.2014
MAY.2013	MAY.2014		MAY.2013	MAY.2014		MAY.2013	MAY.2014			
Nom.wage	Nom.wage		Real wage	Real wage		Appr.wage	Appr.wage			
506572.25	506572.25	0.00	347443.24	321837.52	-25605.73	738582.34	797344.72	58762.38	45.8	57.40
518191.00	518191.00	0.00	355412.21	329219.19	-26193.02	755522.48	815632.63	60110.16	45.8	57.40
530350.75	530350.75	0.00	363752.23	336944.57	-26807.66	773251.39	834772.08	61520.69	45.8	57.40
542008.33	542008.33	0.00	371747.83	344350.91	-27396.92	790248.15	853121.12	62872.97	45.8	57.40
553965.08	553965.08	0.00	379948.62	351947.32	-28001.30	807681.09	871941.04	64259.95	45.8	57.40

CONTISS 01

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR. WAGE		DIFF.	% Diff Btw Norm and Appr. MAY.2013	% Diff Btw Norm and Appr. MAY.2014
MAY.2013	MAY.2014		MAY.2013	MAY.2014		MAY.2013	MAY.2014			
Nom. Wage	Nom. Wage		Real. Wage	Real. Wage		Appr. Wage	Appr. Wage			
25320.83	25320.83	0.00	17366.83	16086.93	-1279.89	36917.78	39854.99	2937.22	45.8	57.40
26017.00	26017.00	0.00	17844.31	16529.22	-1315.08	37932.79	40950.76	3017.97	45.8	57.40
26712.92	26712.92	0.00	18321.62	16971.36	-1350.26	38947.43	42046.13	3098.70	45.8	57.40
27409.00	27409.00	0.00	18799.04	17413.60	-1385.44	39962.32	43141.77	3179.44	45.8	57.40
28105.00	28105.00	0.00	19276.41	17855.78	-1420.62	40977.09	44237.27	3260.18	45.8	57.40
28800.92	28800.92	0.00	19753.72	18297.91	-1455.80	41991.74	45332.64	3340.91	45.8	57.40
29496.83	29496.83	0.00	20231.02	18740.05	-1490.98	43006.38	46428.02	3421.63	45.8	57.40
30192.92	30192.92	0.00	20708.45	19182.29	-1526.16	44021.27	47523.65	3502.38	45.8	57.40
30888.92	30888.92	0.00	21185.81	19624.47	-1561.34	45036.04	48619.15	3583.11	45.8	57.40
31584.83	31584.83	0.00	21663.12	20066.60	-1596.52	46050.69	49714.53	3663.84	45.8	57.40
32280.92	32280.92	0.00	22140.55	20508.84	-1631.70	47065.58	50810.16	3744.59	45.8	57.40
32976.92	32976.92	0.00	22617.91	20951.03	-1666.89	48080.34	51905.67	3825.32	45.8	57.40
33672.83	33672.83	0.00	23095.22	21393.16	-1702.06	49094.99	53001.04	3906.05	45.8	57.40
34368.92	34368.92	0.00	23572.65	21835.40	-1737.25	50109.88	54096.67	3986.79	45.8	57.40
35064.83	35064.83	0.00	24049.95	22277.53	-1772.42	51124.53	55192.05	4067.52	45.8	57.40

CONTISS 07

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR. WAGE		DIFF.	% Diff Btw Norm and Appr. MAY.2013	% Diff Btw Norm and Appr. MAY.2014
MAY.2013	MAY.2014		MAY.2013	MAY.2014		MAY.2013	MAY.2014			
Nom. Wage	Nom. Wage		Real. Wage	Real. Wage		Appr. Wage	Appr. Wage			
90334.75	90334.75	0.00	61957.99	57391.84	-4566.15	131708.07	142186.90	10478.83	45.8	57.40
93407.92	93407.92	0.00	64065.79	59344.29	-4721.49	136188.74	147024.06	10835.32	45.8	57.40
96481.08	96481.08	0.00	66173.58	61296.75	-4876.83	140669.42	151861.23	11191.81	45.8	57.40
99554.25	99554.25	0.00	68281.38	63249.21	-5032.17	145150.10	156698.39	11548.29	45.8	57.40
102627.42	102627.42	0.00	70389.17	65201.66	-5187.51	149630.77	161535.55	11904.78	45.8	57.40
105700.50	105700.50	0.00	72496.91	67154.07	-5342.85	154111.33	166372.59	12261.26	45.8	57.40
108773.67	108773.67	0.00	74604.71	69106.52	-5498.19	158592.01	171209.75	12617.75	45.8	57.40
111846.83	111846.83	0.00	76712.51	71058.98	-5653.53	163072.68	176046.92	12974.23	45.8	57.40
114920.00	114920.00	0.00	78820.30	73011.44	-5808.87	167553.36	180884.08	13330.72	45.8	57.40
117993.17	117993.17	0.00	80928.10	74963.89	-5964.21	172034.04	185721.24	13687.21	45.8	57.40
121066.25	121066.25	0.00	83035.84	76916.30	-6119.54	176514.59	190558.28	14043.69	45.8	57.40
124139.58	124139.58	0.00	85143.75	78868.86	-6274.89	180995.51	195395.70	14400.19	45.8	57.40
127212.75	127212.75	0.00	87251.54	80821.32	-6430.23	185476.19	200232.87	14756.68	45.8	57.40
130285.83	130285.83	0.00	89359.28	82773.72	-6585.56	189956.75	205069.90	15113.16	45.8	57.40
133359.00	133359.00	0.00	91467.08	84726.18	-6740.90	194437.42	209907.07	15469.64	45.8	57.40

CONUSS 15

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR.WAGE		DIFF.	% Diff Btw Norm and Appr. MAY.2013	% Diff Btw Norm and Appr. MAY.2014
MAY.2013	MAY.2014		MAY.2013	MAY.2014		MAY.2013	MAY.2014			
Nom. Wage	Nom. Wage		Real Wage	Real Wage		Appr. Wage	Appr. Wage			
338188.50	338188.50	0.00	231953.70	214859.28	-17094.43	493078.83	532308.70	39229.87	45.8	57.40
351295.33	351295.33	0.00	240943.30	223186.36	-17756.94	512188.60	552938.85	40750.26	45.8	57.40
364402.25	364402.25	0.00	249932.96	231513.50	-18419.46	531298.48	573569.14	42270.66	45.8	57.40
377381.33	377381.33	0.00	258834.93	239759.42	-19075.51	550221.98	593998.22	43776.23	45.8	57.40
390616.00	390616.00	0.00	267912.21	248167.73	-19744.48	569518.13	614829.58	45311.46	45.8	57.40
403722.75	403722.75	0.00	276901.75	256494.76	-20406.99	588627.77	635459.61	46831.84	45.8	57.40
416829.75	416829.75	0.00	285891.46	264821.95	-21069.51	607737.78	656090.03	48352.25	45.8	57.40
429936.50	429936.50	0.00	294881.00	273148.98	-21732.02	626847.42	676720.05	49872.63	45.8	57.40
443043.33	443043.33	0.00	303870.60	281476.07	-22394.53	645957.18	697350.21	51393.03	45.8	57.40

CONUSS 01

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR.WAGE		DIFF.	% Diff Btw Norm and Appr. MAY.2013	% Diff Btw Norm and Appr. MAY.2014
MAY.2013	MAY.2014		MAY.2013	MAY.2014		MAY.2013	MAY.2014			
Nom.wage	Nom.wage		Real wage	Real wage		Appr. Wage	Appr. Wage			
106181.42	106181.42	0.00	72826.76	67459.60	-5367.16	154812.51	167129.55	12317.04	45.8	57.40
109254.58	109254.58	0.00	74934.56	69412.06	-5522.50	159293.18	171966.71	12673.53	45.8	57.40
112327.75	112327.75	0.00	77042.35	71364.52	-5677.84	163773.86	176803.88	13030.02	45.8	57.40
115400.92	115400.92	0.00	79150.15	73316.97	-5833.17	168254.54	181641.04	13386.51	45.8	57.40
118474.08	118474.08	0.00	81257.94	75269.43	-5988.51	172735.21	186478.21	13742.99	45.8	57.40
121547.25	121547.25	0.00	83365.74	77221.89	-6143.85	177215.89	191315.37	14099.48	45.8	57.40

CONUSS 07

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR.WAGE		DIFF.	% Diff Btw Norm and Appr. MAY.2013	% Diff Btw Norm and Appr. MAY.2014
MAY.2013	MAY.2014		MAY.2013	MAY.2014		MAY.2013	MAY.2014			
Nom.wage	Nom.wage		Real wage	Real wage		Appr. Wage	Appr. Wage			
382595.75	382595.75	0.00	262411.35	243072.27	-19339.08	557624.60	602205.71	44381.11	45.8	57.40
395927.33	395927.33	0.00	271555.10	251542.14	-20012.96	577262.05	623189.62	45927.57	45.8	57.40
409259.00	409259.00	0.00	280698.90	260012.07	-20686.83	596699.62	644173.67	47474.04	45.8	57.40
422590.58	422590.58	0.00	289842.65	268481.95	-21360.70	616137.07	665157.58	49020.51	45.8	57.40
435922.08	435922.08	0.00	298986.34	276951.77	-22034.57	635574.40	686141.36	50566.96	45.8	57.40
449253.75	449253.75	0.00	308130.14	285421.70	-22708.45	655011.97	707125.40	52113.43	45.8	57.40
462585.42	462585.42	0.00	317273.95	293891.62	-23382.32	674449.54	728109.45	53659.91	45.8	57.40
475917.17	475917.17	0.00	326417.81	302361.61	-24056.20	693887.23	749093.62	55206.39	45.8	57.40
489248.67	489248.67	0.00	335561.50	310831.43	-24730.07	713324.56	770077.40	56752.85	45.8	57.40
502580.25	502580.25	0.00	344705.25	319301.30	-25403.94	732762.00	791061.31	58299.31	45.8	57.40

Table 5.4: COMPARATIVE ANALYSIS OF JUNE, 2013 AND JUNE, 2014 REAL AND APPROPRIATE WAGES

CONPSS 08

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR. WAGE		DIFF.	% Diff Btw Nom and Appr. JUNE.2013	% Diff Btw Nom and Appr. JUNE.2014
JUNE.2013	JUNE.2014		JUNE.2013	JUNE.2014		JUNE.2013	JUNE.2014			
Nom.wage	Nom.wage		Real wage	Real wage		Appr.wage	Appr.wage			
55515.33	55515.33	0.00	37868.58	35003.36	-2865.21	81385.48	88047.32	6661.84	46.6	58.60
57375.33	57375.33	0.00	39137.34	36176.12	-2961.21	84112.24	90997.28	6885.04	46.6	58.60
59235.33	59235.33	0.00	40406.09	37348.89	-3057.21	86839.00	93947.24	7108.24	46.6	58.60
61095.33	61095.33	0.00	41674.85	38521.65	-3153.20	89565.76	96897.20	7331.44	46.6	58.60
62955.25	62955.25	0.00	42943.55	39694.36	-3249.20	92292.40	99847.03	7554.63	46.6	58.60
64815.25	64815.25	0.00	44212.31	40867.12	-3345.19	95019.16	102796.99	7777.83	46.6	58.60
66675.25	66675.25	0.00	45481.07	42039.88	-3441.19	97745.92	105746.95	8001.03	46.6	58.60
68535.25	68535.25	0.00	46749.83	43212.64	-3537.19	100472.68	108696.91	8224.23	46.6	58.60
70395.25	70395.25	0.00	48018.59	44385.40	-3633.18	103199.44	111646.87	8447.43	46.6	58.60
72255.25	72255.25	0.00	49287.35	45558.17	-3729.18	105926.20	114596.83	8670.63	46.6	58.60
74115.25	74115.25	0.00	50556.11	46730.93	-3825.18	108652.96	117546.79	8893.83	46.6	58.60
75975.25	75975.25	0.00	51824.86	47903.69	-3921.18	111379.72	120496.75	9117.03	46.6	58.60
77835.25	77835.25	0.00	53093.62	49076.45	-4017.17	114106.48	123446.71	9340.23	46.6	58.60
79695.25	79695.25	0.00	54362.38	50249.21	-4113.17	116833.24	126396.67	9563.43	46.6	58.60
81555.25	81555.25	0.00	55631.14	51421.97	-4209.17	119560.00	129346.63	9786.63	46.6	58.60

Fig 5.9: Comparison of CONPPS 08 Real Wage June, 2013 and June, 2014

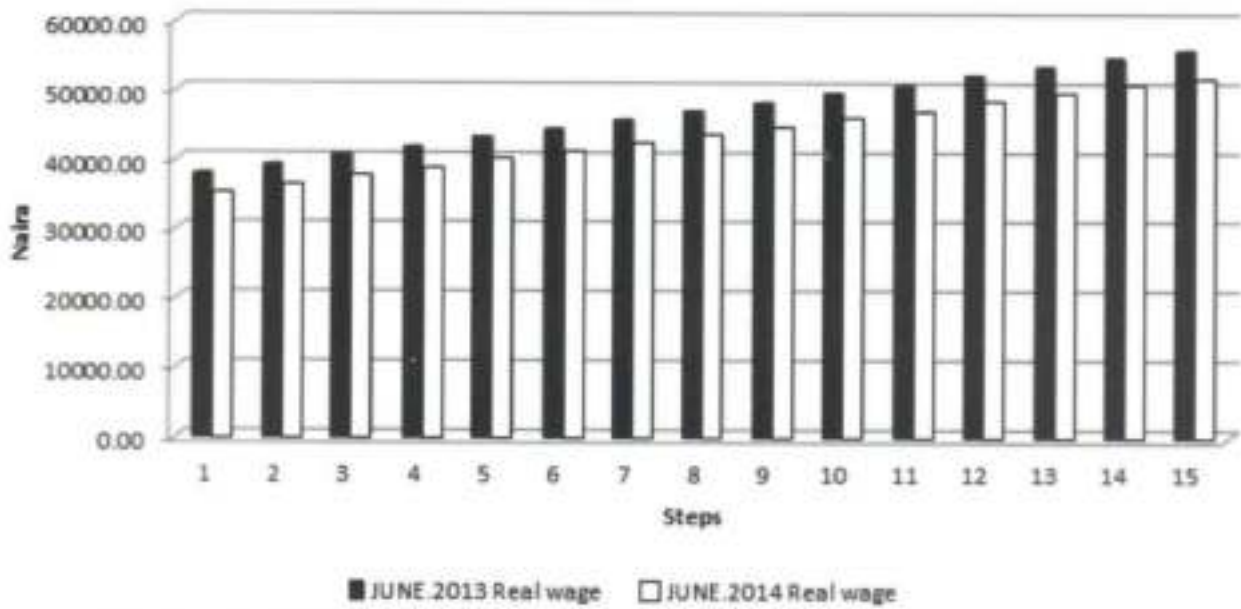
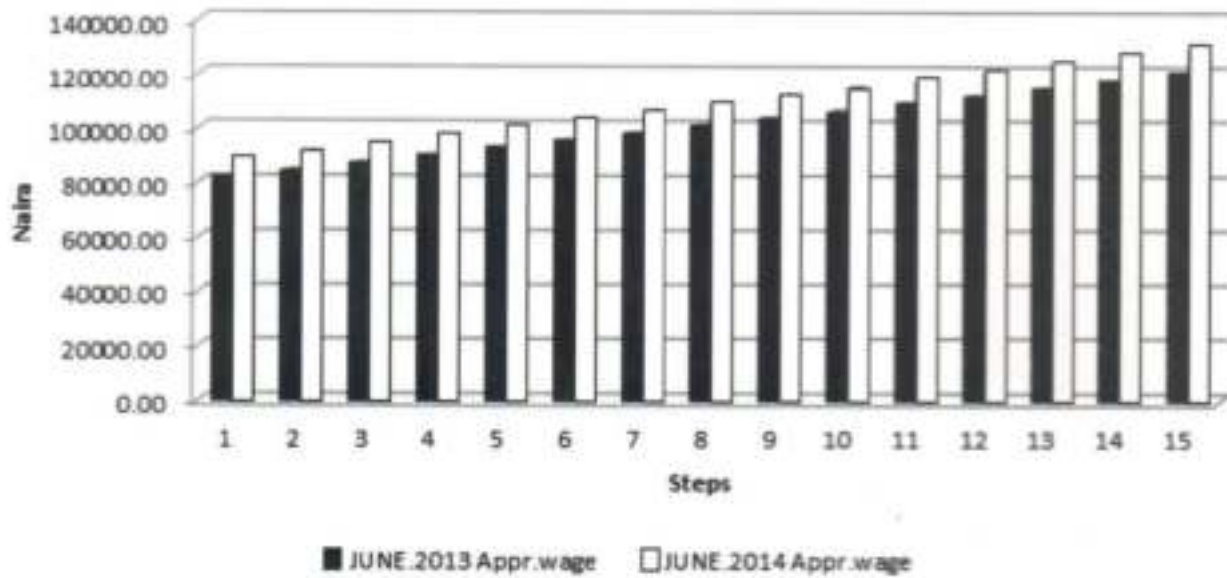


Fig 5.10: Comparison of CONPPS 08 Appropriate Wage June, 2013 and June, 2014



CONPASS 17

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR.WAGE		DIFF.	% Diff Btw Nom and Appr. JUNE.2013	% Diff Btw Nom and Appr. JUNE.2014
JUNE.2013	JUNE.2014		JUNE.2013	JUNE.2014		JUNE.2013	JUNE.2014			
Nom.wage	Nom.wage		Real wage	Real wage		Appr.wage	Appr.wage			
348633.33	348633.33	0.00	237812.64	219819.25	-17993.39	511096.47	552932.47	41836.00	46.6	58.60
361847.25	361847.25	0.00	246826.23	228150.85	-18675.38	530468.07	573889.74	43421.67	46.6	58.60
375061.17	375061.17	0.00	255839.81	236482.45	-19357.36	549839.67	594847.01	45007.34	46.6	58.60
388275.08	388275.08	0.00	264853.40	244814.05	-20039.35	569211.27	615804.28	46593.01	46.6	58.60
401489.00	401489.00	0.00	273866.98	253145.65	-20721.34	588582.87	636761.55	48178.68	46.6	58.60
414702.92	414702.92	0.00	282880.57	261477.25	-21403.32	607954.48	657718.83	49764.35	46.6	58.60
427916.83	427916.83	0.00	291894.16	269808.85	-22085.31	627326.08	678676.10	51350.02	46.6	58.60
441130.75	441130.75	0.00	300907.74	278140.45	-22767.29	646697.68	699633.37	52935.69	46.6	58.60
454344.67	454344.67	0.00	309921.33	286472.05	-23449.28	666069.28	720590.64	54521.36	46.6	58.60

CONPASS/CONPASS 02

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR.WAGE		ABSOLUTE FIGURE DIFF.	% Diff Btw Nom and Appr. JUNE.2013	% Diff Btw Nom and Appr. JUNE.2014
JUNE.2013	JUNE.2014		JUNE.2013	JUNE.2014		JUNE.2013	JUNE.2014			
Nom.wage	Nom.wage		Real wage	Real wage		Appr.wage	Appr.wage			
43085.00	43085.00	0.00	29389.50	27165.83	-2223.67	63162.61	68332.81	5170.20	46.6	58.60
43571.92	43571.92	0.00	29721.63	27472.84	-2248.80	63876.43	69105.06	5228.63	46.6	58.60
44058.83	44058.83	0.00	30053.77	27779.84	-2273.93	64590.25	69877.31	5287.06	46.6	58.60
44545.75	44545.75	0.00	30385.91	28086.85	-2299.06	65304.07	70649.56	5345.49	46.6	58.60
45032.75	45032.75	0.00	30718.11	28393.92	-2324.19	66018.01	71421.94	5403.93	46.6	58.60
45519.67	45519.67	0.00	31050.25	28700.92	-2349.33	66731.83	72194.19	5462.36	46.6	58.60
46006.58	46006.58	0.00	31382.39	29007.93	-2374.46	67445.65	72966.44	5520.79	46.6	58.60
46493.42	46493.42	0.00	31714.47	29314.89	-2399.58	68159.35	73738.56	5579.21	46.6	58.60
46980.33	46980.33	0.00	32046.61	29621.90	-2424.71	68873.17	74510.81	5637.64	46.6	58.60
47467.25	47467.25	0.00	32378.75	29928.91	-2449.84	69586.99	75283.06	5696.07	46.6	58.60

CONPASS/CONPASS 07

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR.WAGE		DIFF.	% Diff Btw Nom and Appr. JUNE.2013	% Diff Btw Nom and Appr. JUNE.2014
JUNE.2013	JUNE.2014		JUNE.2013	JUNE.2014		JUNE.2013	JUNE.2014			
Nom.wage	Nom.wage		Real wage	Real wage		Appr.wage	Appr.wage			
74171.00	74171.00	0.00	50594.13	46766.08	-3828.06	108734.69	117635.21	8900.52	46.6	58.60
75733.83	75733.83	0.00	51660.19	47751.47	-3908.72	111025.80	120113.86	9088.06	46.6	58.60
77296.58	77296.58	0.00	52726.18	48736.81	-3989.37	113316.79	122592.38	9275.59	46.6	58.60
78859.42	78859.42	0.00	53792.24	49722.20	-4070.03	115607.90	125071.03	9463.13	46.6	58.60
80422.17	80422.17	0.00	54858.23	50707.55	-4150.69	117898.90	127549.56	9650.66	46.6	58.60
81985.08	81985.08	0.00	55924.34	51692.99	-4231.35	120190.13	130028.34	9838.21	46.6	58.60
83547.83	83547.83	0.00	56990.34	52678.33	-4312.01	122481.12	132506.86	10025.74	46.6	58.60
85110.67	85110.67	0.00	58056.39	53663.72	-4392.67	124772.24	134985.52	10213.28	46.6	58.60
86673.42	86673.42	0.00	59122.39	54649.06	-4473.32	127063.23	137464.04	10400.81	46.6	58.60
88236.33	88236.33	0.00	60188.49	55634.51	-4553.98	129354.46	139942.82	10588.36	46.6	58.60

CONPOSS/CONPASS 16

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR.WAGE		DIFF.	% Diff Btw Nom and Appr. JUNE.2013	% Diff Btw Nom and Appr. JUNE.2014
JUNE.2013	JUNE.2014		JUNE.2013	JUNE.2014		JUNE.2013	JUNE.2014			
Nom.wage	Nom.wage		Real wage	Real wage		Appr.wage	Appr.wage			
506572.25	506572.25	0.00	345547.24	319402.43	-26144.81	742634.92	803423.59	60788.67	46.60	58.60
518191.00	518191.00	0.00	353472.71	326728.25	-26744.47	759668.01	821850.93	62182.92	46.60	58.60
530350.75	530350.75	0.00	361767.22	334395.18	-27372.05	777494.20	841136.29	63642.09	46.60	58.60
542008.33	542008.33	0.00	369719.19	341745.48	-27973.71	794584.22	859625.22	65041.00	46.60	58.60
553965.08	553965.08	0.00	377875.23	349284.42	-28590.81	812112.81	878588.62	66475.81	46.60	58.60

CONTISS 01

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR.WAGE		DIFF.	% Diff Btw Nom and Appr. JUNE.2013	% Diff Btw Nom and Appr. JUNE.2014
JUNE.2013	JUNE.2014		JUNE.2013	JUNE.2014		JUNE.2013	JUNE.2014			
Nom. Wage	Nom. Wage		Real Wage	Real Wage		Appr. Wage	Appr. Wage			
25320.83	25320.83	0.00	17272.06	15965.22	-1306.84	37120.34	40158.84	3038.50	46.60	58.60
26017.00	26017.00	0.00	17746.93	16404.16	-1342.77	38140.92	41262.96	3122.04	46.60	58.60
26712.92	26712.92	0.00	18221.63	16842.95	-1378.69	39161.14	42366.69	3205.55	46.60	58.60
27409.00	27409.00	0.00	18696.45	17281.84	-1414.61	40181.59	43470.67	3289.08	46.60	58.60
28105.00	28105.00	0.00	19171.21	17720.68	-1450.53	41201.93	44574.53	3372.60	46.60	58.60
28800.92	28800.92	0.00	19645.92	18159.47	-1486.45	42222.14	45678.25	3456.11	46.60	58.60
29496.83	29496.83	0.00	20120.62	18598.26	-1522.37	43242.36	46781.98	3539.62	46.60	58.60
30192.92	30192.92	0.00	20595.44	19037.15	-1558.29	44262.82	47885.97	3623.15	46.60	58.60
30888.92	30888.92	0.00	21070.20	19475.99	-1594.21	45283.15	48989.82	3706.67	46.60	58.60
31584.83	31584.83	0.00	21544.91	19914.78	-1630.13	46303.37	50093.55	3790.18	46.60	58.60
32280.92	32280.92	0.00	22019.72	20353.67	-1666.06	47323.82	51197.53	3873.71	46.60	58.60
32976.92	32976.92	0.00	22494.49	20792.51	-1701.98	48344.16	52301.39	3957.23	46.60	58.60
33672.83	33672.83	0.00	22969.19	21231.29	-1737.90	49364.37	53405.11	4040.74	46.60	58.60
34368.92	34368.92	0.00	23444.01	21670.19	-1773.82	50384.83	54509.10	4124.27	46.60	58.60
35064.83	35064.83	0.00	23918.71	22108.97	-1809.74	51405.05	55612.83	4207.78	46.60	58.60

CONTISS 07

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		ABSOLUTE FIGURE DIFF.	REAL WAGE		ABSOLUTE FIGURE DIFF.	APPR. WAGE		ABSOLUTE FIGURE DIFF.	% Diff Btw Nom and Appr. JUNE.2013	% Diff Btw Nom and Appr. JUNE.2014
JUNE.2013	JUNE.2014		JUNE.2013	JUNE.2014		JUNE.2013	JUNE.2014			
Nom. Wage	Nom. Wage		Real Wage	Real Wage		Appr. Wage	Appr. Wage			
90334.75	90334.75	0.00	61619.88	56957.60	-4662.29	132430.74	143270.91	10840.17	46.60	58.60
93407.92	93407.92	0.00	63716.18	58895.28	-4820.90	136936.01	148144.96	11208.95	46.60	58.60
96481.08	96481.08	0.00	65812.47	60832.97	-4979.51	141441.27	153019.00	11577.73	46.60	58.60
99554.25	99554.25	0.00	67908.77	62770.65	-5138.12	145946.53	157893.04	11946.51	46.60	58.60
102627.42	102627.42	0.00	70005.06	64708.33	-5296.73	150451.79	162767.08	12315.29	46.60	58.60
105700.50	105700.50	0.00	72101.30	66645.96	-5455.33	154956.93	167640.99	12684.06	46.60	58.60
108773.67	108773.67	0.00	74197.59	68583.65	-5613.94	159462.20	172515.04	13052.84	46.60	58.60
111846.83	111846.83	0.00	76293.88	70521.33	-5772.55	163967.46	177389.08	13421.62	46.60	58.60
114920.00	114920.00	0.00	78390.18	72459.02	-5931.16	168472.72	182263.12	13790.40	46.60	58.60
117993.17	117993.17	0.00	80486.47	74396.70	-6089.77	172977.98	187137.16	14159.18	46.60	58.60
121066.25	121066.25	0.00	82582.71	76334.33	-6248.38	177483.12	192011.07	14527.95	46.60	58.60
124139.58	124139.58	0.00	84679.12	78272.12	-6406.99	181988.63	196885.38	14896.75	46.60	58.60
127212.75	127212.75	0.00	86775.41	80209.80	-6565.60	186493.89	201759.42	15265.53	46.60	58.60
130285.83	130285.83	0.00	88871.65	82147.44	-6724.21	190999.03	206633.33	15634.30	46.60	58.60
133359.00	133359.00	0.00	90967.94	84085.12	-6882.82	195504.29	211507.37	16003.08	46.60	58.60

CONTISS 15

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR. WAGE		DIFF.	% Diff Btw Nom and Appr. JUNE.2013	% Diff Btw Nom and Appr. JUNE.2014
JUNE.2013	JUNE.2014		JUNE.2013	JUNE.2014		JUNE.2013	JUNE.2014			
Nom. Wage	Nom. Wage		Real Wage	Real Wage		Appr. Wage	Appr. Wage			
338188.50	338188.50	0.00	230687.93	213233.61	-17454.32	495784.34	536366.96	40582.62	46.60	58.60
351295.33	351295.33	0.00	239628.47	221497.69	-18130.78	514998.96	557154.40	42155.44	46.60	58.60
364402.25	364402.25	0.00	248569.07	229761.82	-18807.24	534213.70	577941.97	43728.27	46.60	58.60
377381.33	377381.33	0.00	257422.46	237945.36	-19477.11	553241.03	598526.79	45285.76	46.60	58.60
390616.00	390616.00	0.00	266450.20	246290.04	-20160.17	572643.06	619516.98	46873.92	46.60	58.60
403722.75	403722.75	0.00	275390.69	254554.07	-20836.62	591857.55	640304.28	48446.73	46.60	58.60
416829.75	416829.75	0.00	284331.34	262818.25	-21513.09	611072.41	661091.98	50019.57	46.60	58.60
429936.50	429936.50	0.00	293271.83	271082.28	-22189.55	630286.91	681879.29	51592.38	46.60	58.60
443043.33	443043.33	0.00	302212.37	279346.36	-22866.01	649501.53	702666.73	53165.20	46.60	58.60

1	2	3	4	5	6	7	8	9	10	11
NOMINAL WAGE		DIFF.	REAL WAGE		DIFF.	APPR.WAGE		DIFF.	% Diff Btw Nom and Appr. JUNE.2013	% Diff Btw Nom and Appr. JUNE.2014
JUNE.2013	JUNE.2014		JUNE.2013	JUNE.2014		JUNE.2013	JUNE.2014			
Nom.wage	Nom.wage		Real wage	Real wage		Appr. Wage	Appr. Wage			
106181.42	106181.42	0.00	72429.34	66949.19	-5480.15	155661.96	168403.73	12741.77	46.60	58.60
109254.58	109254.58	0.00	74525.64	68886.87	-5638.76	160167.22	173277.77	13110.55	46.60	58.60
112327.75	112327.75	0.00	76621.93	70824.56	-5797.37	164672.48	178151.81	13479.33	46.60	58.60
115400.92	115400.92	0.00	78718.22	72762.24	-5955.98	169177.74	183025.85	13848.11	46.60	58.60
118474.08	118474.08	0.00	80814.52	74699.93	-6114.59	173683.01	187899.90	14216.89	46.60	58.60
121547.25	121547.25	0.00	82910.81	76637.61	-6273.20	178188.27	192773.94	14585.67	46.60	58.60

Fig5.11: Comparison of CONUAS 01 Real Wage June, 2013 and June, 2014

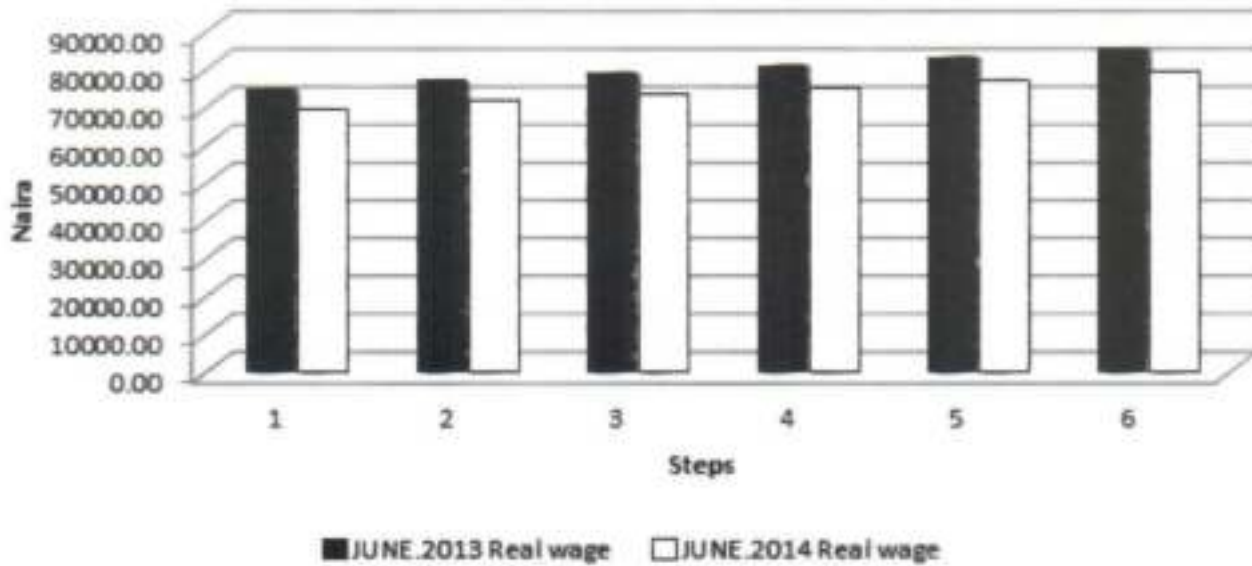
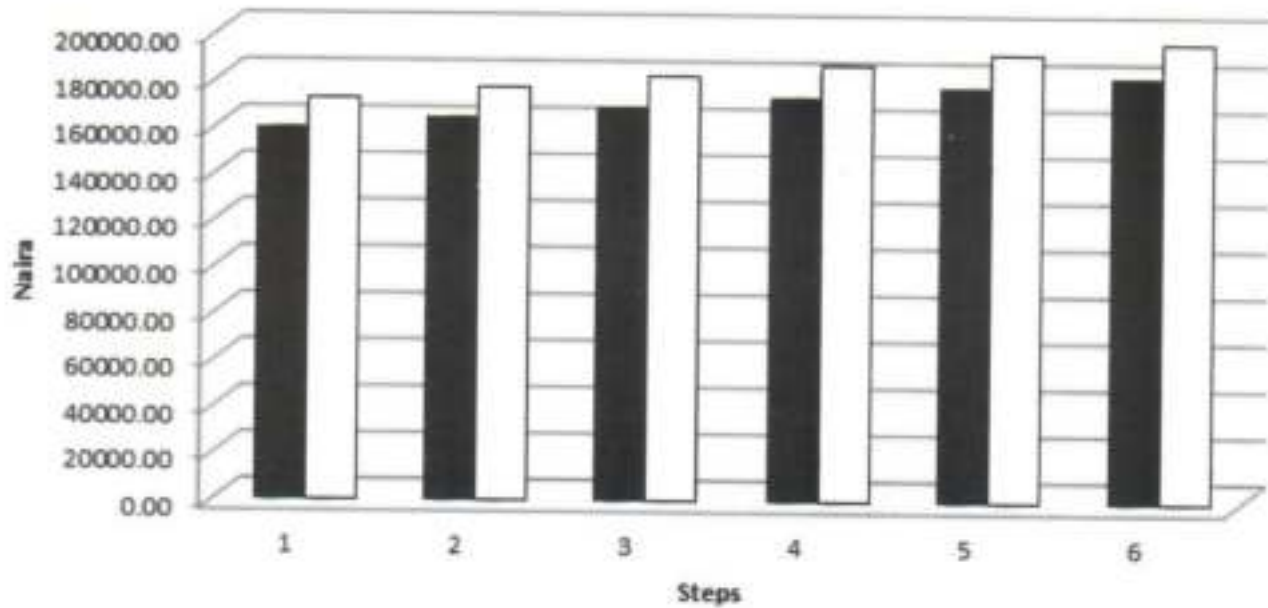


Fig5.12: Comparison of CONUAS 01 Appropriate Wage June, 2013 and June, 2014



■ JUNE.2013 Appr. Wage □ JUNE.2014 Appr. Wage

CONUASS 07

1		2		3		4		5		6		7		8		9		10		11	
NOMINAL WAGE				DIFF.		REAL WAGE				DIFF.		APPR.WAGE				DIFF.		% Diff Btw Nom and JUNE.2013		% Diff Btw Nom and JUNE.2014	
JUNE.2013	JUNE.2014			JUNE.2013	JUNE.2014			JUNE.2013	JUNE.2014			JUNE.2013	JUNE.2014								
Nom.wage	Nom.wage			Real wage	Real wage			Appr. Wage	Appr. Wage												
382595.75	382595.75	0.00		260979.37	241233.13	-19746.23		560885.37	606796.86	45911.49				46.60		58.60					
395927.33	395927.33	0.00		270073.22	249638.92	-20434.29		580429.47	627940.75	47511.28				46.60		58.60					
409259.00	409259.00	0.00		279167.12	258044.77	-21122.35		599973.69	649084.77	49111.08				46.60		58.60					
422590.58	422590.58	0.00		288260.97	266450.56	-21810.41		619517.80	670228.67	50710.87				46.60		58.60					
435922.08	435922.08	0.00		297354.76	274856.29	-22498.47		639061.77	691372.42	52310.65				46.60		58.60					
449253.75	449253.75	0.00		306448.67	283262.14	-23186.53		658606.00	712516.45	53910.45				46.60		58.60					
462585.42	462585.42	0.00		315542.58	291667.98	-23874.60		678150.22	733660.47	55510.25				46.60		58.60					
475917.17	475917.17	0.00		324636.54	300073.88	-24562.66		697694.57	754804.63	57110.06				46.60		58.60					
489248.67	489248.67	0.00		333730.33	308479.61	-25250.72		717238.55	775948.39	58709.84				46.60		58.60					
502580.25	502580.25	0.00		342824.18	316885.40	-25938.78		736782.65	797092.28	60309.63				46.60		58.60					

Fig 5.13. Comparison of CONUAS 07 Real Wage June, 2013 and June, 2014

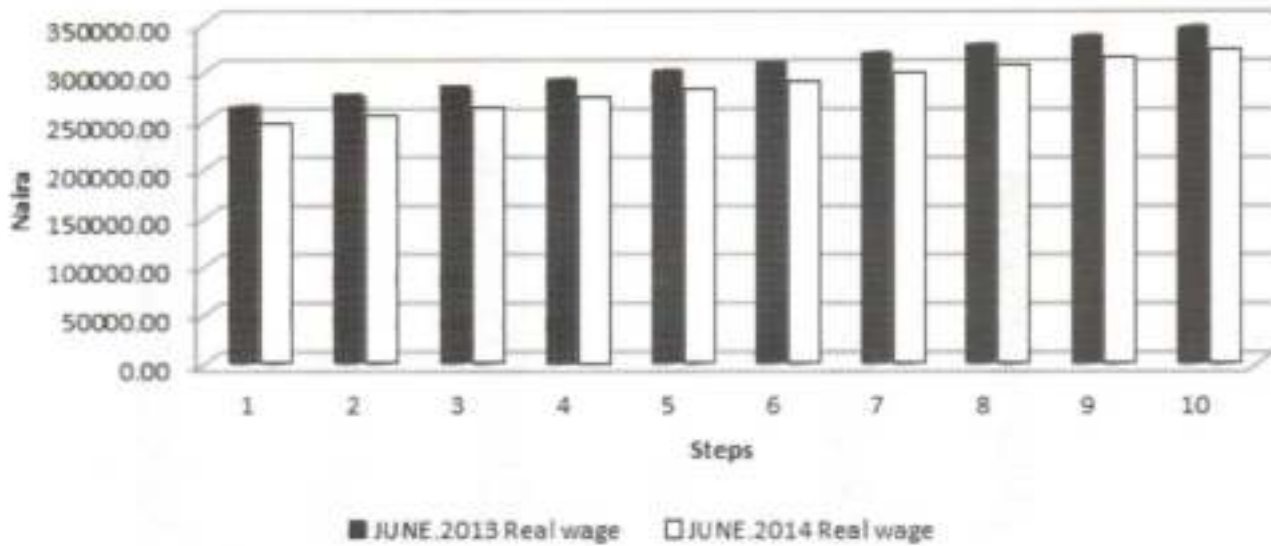


Fig 5.14: Comparison of CONUAS 07 Appropriate Wage June, 2013 and June, 2014

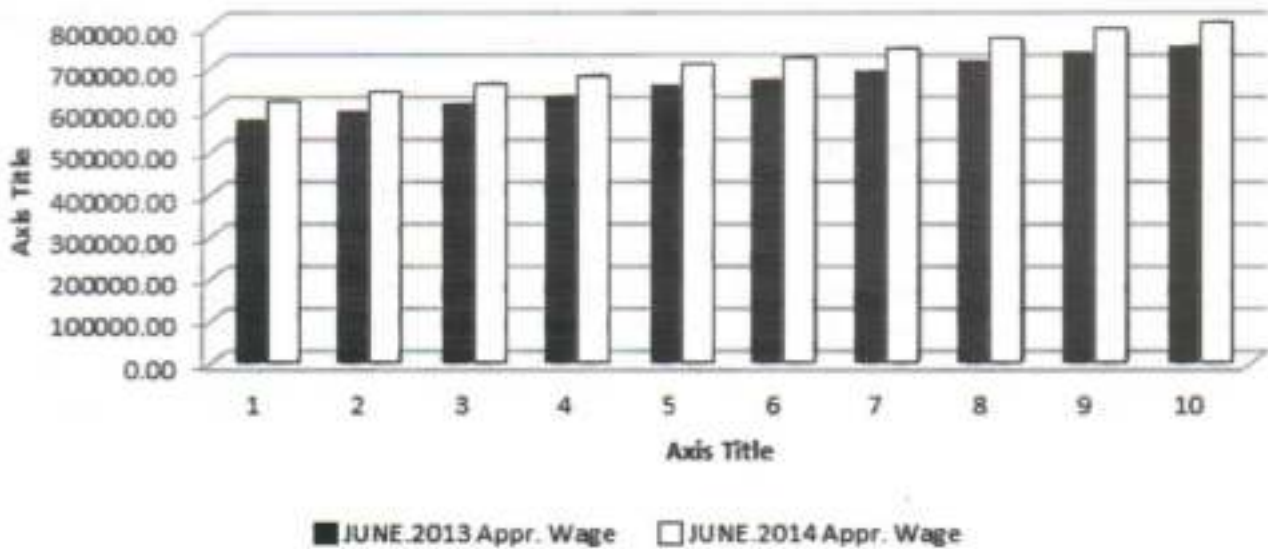
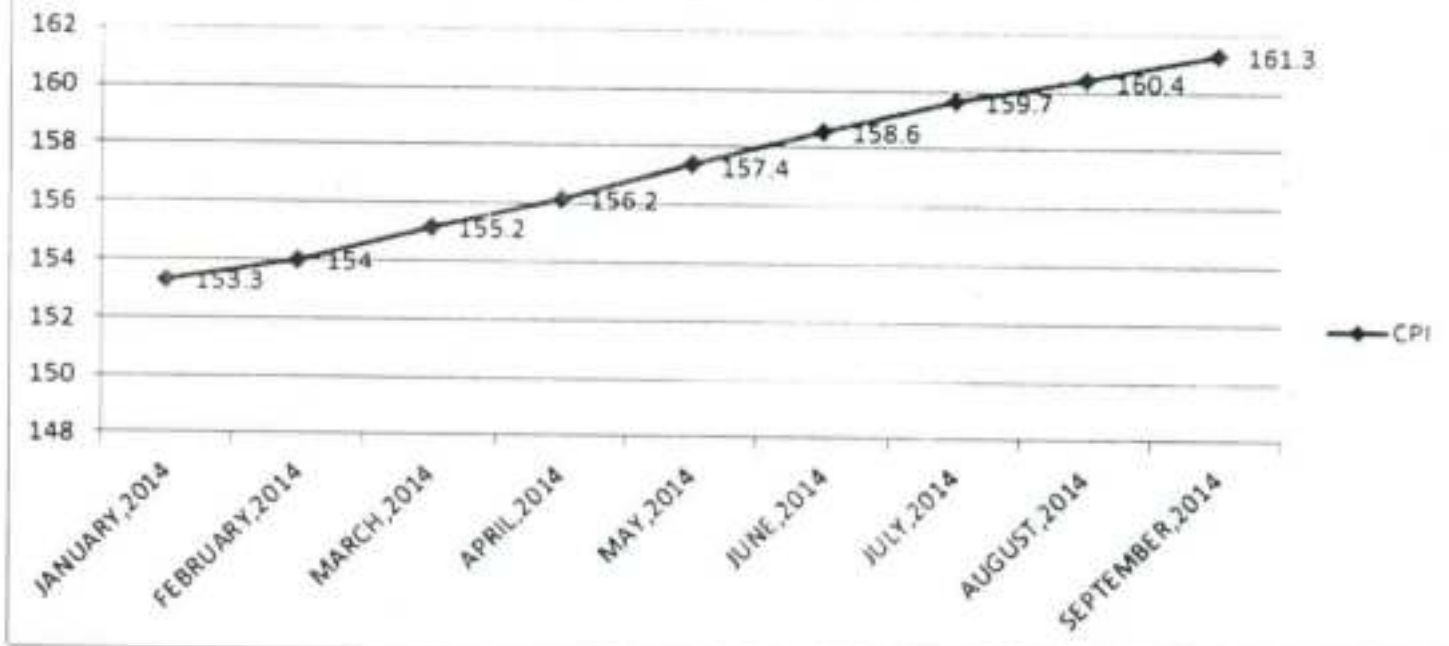


Fig 5.15:CPI,2014 MOVEMENT





THE PRESIDENCY NATIONAL SALARIES, INCOMES AND WAGES COMMISSION

Established by Act 99 of 1993

Our Core Function

- Examine areas in which rationalization and harmonization of wages, salaries and other conditions of employment are desirable and feasible as between the public and private sectors of the economy and recommend guidelines which will ensure sustained harmony in work compensation policies in both the public and private sectors.
- Examine, streamline and recommend salary scales applicable to each post in the public services;
- Monitor and analyse nonwages income:
- Study and remove productivity in both the public and private sectors; and,
- Monitor general price levels as an index of the cost living.

Further contact

National Salaries, Incomes & Wages Commission
Wings B, 3rd Floor Secretariat Complex
Phase 1, Shehu Shagari Way,
P.M.B. 346, Garki, Abuja.

Tel: 09 6720336

E-mail: seccom@nsiwc.gov.ng

Website: nsiwc.gov.ng