

PANJAB UNIVERSITY, CHANDIGARH
OFFICE OF THE FINANCE & DEVELOPMENT OFFICER

To

All the Chairpersons/
Coordinators of All Centres/
Heads of the Departments/Branches
Directors of Regional Centres/
Principals of all Constituent Colleges
Panjab University, Chandigarh.

No. 5485-5684/FDO

Dated :- 02.12.2022

Circular

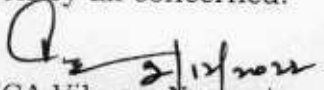
Sir/Madam,

In pursuance of the adoption of pay revision notifications as per agenda item No. 3 & 4 of Board of Finance dated 14.10.2022, duly approved by Syndicate dated 7.11.2022 and also approved by the Vice Chancellor in anticipation of approval of Senate, the pay of the teachers and concerned employees shall be revised as per the respective notifications as under:-

1. Teacher & Equivalent cadre as per the notification of Government of Punjab, Department of Higher Education vide letter No.HED-EDU10MISC/121/2022-5edu/1/434672/2022 dated 28.9.2022. **(Appendix-I).**
2. For those employees who are drawing pay corresponding to Central Government Pay Scales, as per CPC notification **(Appendix-II).**

The concerned employees shall give an undertaking and exercise an option in the prescribed form as appended with the aforesaid notifications within a period of one month from the date of issue of this circular.

This is for the information and further necessary action by all concerned.


(CA Vikram Nayyar)
Finance & Development Officer

Copy to the following for information/necessary action:

1. SVC for kind information of the Hon'ble Vice Chancellor.
2. The Registrar, P.U., Chandigarh for information.
3. ACLA for information and necessary action.
4. Director, Computer Centre with a request to circulate the above circular through the official emails of the addressees as above.

GOVERNMENT OF PUNJAB
DEPARTMENT OF HIGHER EDUCATION
(Education -1 Branch)

NOTIFICATION

As per the decision Govt. of Punjab, in the Cabinet Meeting held on 09-09-2022 in pursuance of the recommendations of the University Grants Commission, of the Government of India vide its **letter No.1-7/2015-U. II(1) and letter No.1-7/2015-U.II(2) dated 2nd November 2017**, the Governor of Punjab is pleased to revise the scales of pay of Teachers and Equivalent Cadres in Universities and Colleges in the state with effect from 1st January, 2016, as per details given below:-

1. Designation

There shall be only three designations in respect of teachers in universities and colleges, namely, Assistant Professors, Associate Professors and Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel at various levels.

2. Revised Pay for teachers and equivalent positions:

i. Pay Fixation method

The revised pay structure for different categories of teachers and equivalent positions is based on the following:

- a. The formula followed by the 7th CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b. The first academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A and 14.

- c. Each cell in an academic level is at 3% higher than the previous cell in that level.
- d. The Index of Rationalization (IOR) is 2.67 for present AGP less than Rs. 10,000 and 2.72 for the AGP of Rs. 10,000 and above.
- e. The entry pay for each level is as follows

Level	Academic Grade Pay	Entry Pay (Rs.)
10	6000	21600
11	7000	25790
12	8000	29900
13A	9000	49200
14	10000	53000
15	-	67000

- f. The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at **Annexure-I (except Academic Level 15)**.
- g. For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay, otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3% may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

ii. **Revised pay for Teachers in Universities and Colleges**

Existing pay	Revised pay
Assistant Professor (at Rs.6000 AGP in PB Rs.15,600-39100)	Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Professor (at Rs.7000 AGP in PB Rs. 15,600-39100)	Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Assistant Professor (at Rs.8000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Associate Professor (at Rs.9000 AGP in PB Rs.37,400- 67,000)	Associate Professor (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
Professor (at Rs. 10000 AGP in PB Rs.37,400- 67,000)	Professor (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

iii. **Revised pay for Librarians in Universities and Colleges**

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Assistant Librarian/ College Librarian (at Rs.6000 AGP in PB Rs 15,600-39100)	Assistant Librarian/ College Librarian (at Academic Level 10 with rationalized entry pay of Rs 57,700/-)
Assistant Librarian (Sr Scale)/ College Librarian (Sr. Scale) (at Rs.7000 AGP in PB Rs 15,600-39,100)	Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Librarian Assistant Librarian (Selection Grade) College Librarian (Selection Grade) (at Rs.8000 AGP in PB Rs. 15,600-39100)	Deputy Librarian/ Assistant Librarian (Selection Grade) College Librarian (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Librarian/ Assistant Librarian (Selection Grade) College Librarian (Selection Grade) (at Rs 9000 AGP in PB Rs.37,400-67,000)	Deputy Librarian/ Assistant Librarian (Selection Grade) College Librarian (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
University Librarian (at Rs.10000 AGP 67,000)	University Librarian (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

iv. **Revised pay for Directors of Physical Education & Sports in Universities and Colleges**

Existing pay	Revised pay
Assistant Director of Physical Education & Sports/ College Director of Physical Education & Sports Education & Sports (at Rs.6000 AGP in PB Rs. 15,600-39,100)	Assistant Director of Physical Education & Sports College Director of Physical Education & Sports (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Director of Physical Education & Sports (Senior Scale) College Director of Physical Education & Sports (Senior Scale) (at Rs 7000 AGP in PB Rs.15,600-39100)	Assistant Director of Physical Education & Sports (Senior Scale) College Director of Physical Education & Sports (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) College Director of Physical Education & Sports (at Rs 8000 AGP in PB Rs.15,600- 39,100)	Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) College Director of Physical Education & Sports (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) College Director of Physical Education & Sports (at Rs.9000 AGP in PB Rs.37,400- 67,000)	Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) College Director of Physical Education & Sports (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
University Director of Physical Education & Sports (at Rs 10000 AGP PB Rs 37.400-67,000)	University Director of Physical Education & Sports at Academic Level 14 with rationalized entry pay of Rs 1.44.200)

3. Revised pay of Pro-Vice Chancellor and Vice Chancellor of Universities

(i) Vice Chancellor. The pay of the Vice Chancellor shall be fixed at Rs. 2,10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on

75,000/- and rounding off the figures to nearest five thousand), with the existing special allowance of Rs.5000/- per month.

4. Revised pay of Principals in Colleges

The pay of Principals in Under Graduate and Post Graduate Colleges shall be:

- i. Under Graduate Colleges: The pay of Principals shall be equivalent to the pay of Associate Professor i.e. Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-, with the existing special allowance of Rs.2000/- per month.
- ii. Post Graduate Colleges: The pay of Principals shall be equivalent to the pay of Professor i.e. at level Academic Level 14 with rationalized entry pay of Rs.1,44,200/-, with the existing special allowance of Rs.3000/- per month.

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Note: (1) The existing pay scale of person appointed as Principal shall be protected.

(1) Principals would continue to have lien in their main academic post where they would continue to get notional promotions while they are functioning as principals. After completion of their tenure as principals, they would go back to their academic post and draw salary due in such respective academic posts, and would not continue to have the Principals' pay (In case of Direct recruitment).

5. Registrar/ Finance Officer/ Controller of Examination

- i. Registrar/ Finance Officer/ Controller of Examination, presently in the Pay Band of Rs.37,400-67,000/- with Grade Pay of Rs.10,000/-, shall be placed at Level 14 with Rationalized Entry Pay of Rs.1,44,200/- as per 7th CPC Pay Matrix given at **Annexure-II** and pay of these officers shall be fixed at the appropriate cell in the Pay Matrix (**Annexure-II**) in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7th Central Pay Commission.

- ii. The posts of Registrar/ Finance Officer/ Controller of Examination shall continue to be filled through direct recruitment as per the existing criteria.

6. Date of Implementation

- (i) The date of implementation of the above revised pay shall be 1st January, 2016.
- (ii) The Government employee shall exercise option in the Form appended as Annexure -III, within a period of two months from the date of notification of these rules.

7. Incentive increment for higher qualification

PSA
The incentive structure is built-in in the pay structure itself wherein those having M.Phil or Ph.D. degree will progress faster under CAS Therefore; there shall be no incentives in form of advance increments for obtaining the degrees of M.Phil or Ph.D.

8. Increment

- i. The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- ii. There shall be two dates for grant of increment namely, 1st January and 1st July, of every year, instead of existing date of 1st July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

9 Promotion

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:

On promotion, he would be given a notional increment in his existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay, otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level.

10 Allowances

The allowances admissible to Punjab Government employees as applicable to the personnel covered under this notification will be payable at the rates notified by Punjab Government from time to time.

11 Applicability of the Scheme

- a. The revised pay scales are applicable to the teachers and equivalent cadres of Universities (including Panjab University, Chandigarh) Government Colleges, Government Aided Private Colleges in Punjab, and the Directorate of Colleges Punjab only.
- b. The revised pay scales are not applicable in the case of Punjab Agriculture University, Ludhiana, Guru Angad Dev University of Animal Husbandry & Veterinary Science, Ludhiana, and Medical, Veterinary Science, Technical and Engineering Universities and Colleges.
- c. Other terms and conditions of service of teachers shall be the same as may be notified by the State Govt. or specified by way of Regulations incorporating the approved pay scales and other related conditions by the Universities/State Govt. on the lines of existing scheme(s).
- d. The above conditions will apply to all teachers and equivalent cadres appointed on or after the date of issue of this

notification. These conditions will also apply to existing incumbents along with modifications specified above.

- psd
- e. All other service conditions of University and College teachers and equivalent cadres will continue to be governed by existing rules/instructions of the State Govt.
 - f. The qualifications and other conditions for direct recruitment on or after the date of issue of this notification will be as per UGC regulations 2018.
 - g. The State Govt. may change any of the above conditions of its own or on the recommendations of the UGC/Government of India.
 - h. This Scheme does not extend to the Accompanists, Coaches, Tutors and Demonstrators Pay of the said categories of employees shall be fixed in the appropriate relative Level to their existing Pay in each university/ institution corresponding to such fixation in respect of Central Government employees as approved by the Central Government on the basis of the recommendations of 7th Central Pay Commission.

12 Anomalies of the last PRC:

Anomalies, If any, in the implementation of this Scheme may be brought to the notice of the Higher Education Department for clarification.

13 Date of implementation of revised pay and allowance and payment of arrears:

The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.

- i. The revised pay shall be admissible w.e.f. 01.10.2022 (pay of October, 2022 be paid in November, 2022)
- ii. Allowances, age of retirement and other aspects shall be the same as are applicable to the Punjab Government employees.

- iii. The revised pension shall also be admissible w.e.f. 1.10.2022 (pension of October, 2022 paid in November, 2022) on the pattern of Punjab Government retirees.
- iv. The decision regarding the payment of arrears shall be taken separately.
- v. An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary. **(Annexure -III)**

14 This notification is issued with the concurrence of the Department of Finance conveyed vide their letter no. FD-FP-10PYSC/8/2022-1FP1/I/421797/2022 dated 07.09.2022, FD-FE-206(NEW)/5/2022-1FE2/I/423461/2022 dated 09.09.2022 and FD-FP-10PYSC/8/2022-1FP1/I/434309/2022 dated 28.09.2022

Dated : 28.09.2022

Jaspreet Talwar, IAS

Principal Secretary to Government of Punjab

Department of Higher Education and Languages.

I/434672/2022

No: HED-EDU10MISC/121/2022-5edu/

Dated, Chandigarh 28.09.2022

A copy is forwarded to the Controller, Printing and Stationery Department U.T. Chandigarh with the request that the above notification may please be published in the Punjab Government Gazette (extra ordinary) and 50 copies thereof be supplied to this Department.

Deputy Secretary Higher Education

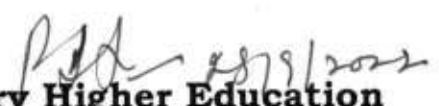
I/434672/2022(1-11)

No: HED-EDU10MISC/121/2022-5edu/

Dated, Chandigarh 28.09.2022

A Copy is forwarded to the following for information and necessary action-


1. Addl Chief Secretary/Chief Minister, Punjab.
2. Private Secretary/Higher Education Minister, Punjab.
3. Private Secretary/ Finance Minister, Punjab.
4. Private Secretary/Chief Secretary, Punjab.
5. Principal Secretary, Department of Finance in reference to letter No. (Finance Personnel-2 Branch) FD-FP-10(PYSC)/8/2022-1FP1/ I/ 421797/ 2022 dated 07.09.2022, Finance Expenditure-2 Branch FD-FE-206(NEW)/5/2022-1FE2/ I/423461/2022 dated 09.09.2022 and FD-FP-10PYSC/8/2022-1FP1/I/434309/2022 dated 28.09.2022.
6. Principal Secretary, General Administration Department (Cabinet Affairs Branch) In reference to your letter No. No. 1/166/2022-1Canbinet/4432 dated 09.09.2022.
7. DPI (C), Punjab, SAS Nagar Mohali.
8. DCFA, O/o DPI (C), Punjab, SAS Nagar Mohali
9. Panjab University, Chandigarh
10. Guru Nanak Dev University, Amritsar
11. Punjabi University, Patiala


Deputy Secretary Higher Education

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Annexure-I

Pay Band (Rs)	15600-39100			37400-67000		67000-79000
Grade Pay (Rs)	6,000	7,000	8,000	9,000	10,000	0
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level	10	11	12	13A	14	15
Rationalized Entry Pay (Rs) 1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,700		
17	92,500	1,10,500	1,27,900	2,10,800		
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			
21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			
28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,500	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					


 Deputy Secretary,
 Higher Education &
 Languages.

Annexure-II

Pay Matrix for Registrars/Finance Officers/Controllers of Examination

Pay Band (Rs)	15600-39100			37400-67000	
Grade Pay (Rs)	5400	6600	7600	8700	10,000
Academic Level	10	11	12	13	14
Rationalised Entry Pay (Rs) 1	56,100	67,700	78,800	1,18,500	1,44,200
2	57,800	69,700	81,200	1,22,100	1,48,500
3	59,500	71,800	83,600	1,25,800	1,53,000
4	61,300	74,000	86,100	1,29,600	1,57,600
5	63,100	76,200	88,700	1,33,500	1,62,300
6	65,000	78,500	91,400	1,37,500	1,67,200
7	67,000	80,900	94,100	1,41,600	1,72,200
8	69,000	83,300	96,900	1,45,800	1,77,400
9	71,100	85,800	99,800	1,50,200	1,82,700
10	73,200	88,400	1,02,800	1,54,700	1,88,200
11	75,400	91,100	1,05,900	1,59,300	1,93,800
12	77,700	93,800	1,09,100	1,64,100	1,99,600
13	80,000	96,600	1,12,400	1,69,000	2,05,600
14	82,400	99,500	1,15,800	1,74,100	2,11,800
15	84,900	1,02,500	1,19,300	1,79,300	2,18,200
16	87,400	1,05,600	1,22,900	1,84,700	
17	90,000	1,08,800	1,26,600	1,90,200	
18	92,700	1,12,100	1,30,400	1,95,900	
19	95,500	1,15,500	1,34,300	2,01,800	
20	98,400	1,19,000	1,38,300	2,07,900	
21	1,01,400	1,22,600	1,42,400	2,14,100	
22	1,04,400	1,26,300	1,46,700		
23	1,07,500	1,30,100	1,51,100		
24	1,10,700	1,34,000	1,55,600		
25	1,14,000	1,38,000	1,60,300		
26	1,17,400	1,42,100	1,65,100		
27	1,20,900	1,46,400	1,70,100		
28	1,24,500	1,50,800	1,75,200		
29	1,28,200	1,55,300	1,80,500		
30	1,32,000	1,60,000	1,85,900		
31	1,36,000	1,64,800	1,91,500		
32	1,40,100	1,69,700	1,97,200		
33	1,44,300	1,74,800	2,03,100		
34	1,48,600	1,80,000	2,09,200		
35	1,53,100	1,85,400			
36	1,57,700	1,91,000			
37	1,62,400	1,96,700			
38	1,67,300	2,02,600			
39	1,72,300	2,08,700			
40	1,77,500				



Deputy Secretary,
Higher Education &
Languages.

UNDERTAKING

I, hereby undertake that any excess payment made that may be found to have been made as a result of incorrect fixation of pay in the revised scales or grant of inappropriate pay band/grade pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the institute either by adjustment against future payments due to me or otherwise.

Signature

Name

Designation

Place

Date

FORM OF OPTION

14.

1.

1. I,hereby opt for the revised pay structure with effect from 01.01.2016.
2. I, hereby opt the multiplying factor of

Signature

Name

Designation

Ihrms Code

Place

Date

1. इस आंगिक को 01 जनवरी, 2018 और इन विधियों की अभिवृत्तता को धारित के बीच नियमित रूप से जारी की अपेक्षागत पर प्रयोग करने के लिए है।

नियम 7 - यह विभाग 01 जनवरी, 2018 को विद्यमान वेतनमानों में वेतन के वार्षिक वृद्धिगत के संबंधित है और स्वतः स्वयं ही इस विभाग का लाभ लेने करनेवाले के स्वीकार्य नहीं है किंतु सरकारी वेतन के अन्तर्गत पर के प्रयोग के साथ विद्यमान वेतनमान का नया पर विचार है, किंतु विद्यमान वेतनमान पर के प्रयोग में विद्यमान वेतनमान को चरकार रखा है।

नियम 8 - इस विभाग के, 01 जनवरी, 2018 को प्रथम इस के प्रयोग नीची भरी पर विद्यमान वेतनमानों के वेतन के विद्यमान को धारित वेतन की गई है।

नियम 9 और 10 - इन विधियों में यह सीमा विहित की गई है किंतु अनुसार पर वेतन वेतनमान के अन्तर्गत वेतन वृद्धि विनियमित की जाएगी।

नियम 11 से 17 - ये विभाग स्वतः पर है।

[क. सं. 1-2/2018 भाईजी]
सर. क. नगुर्देवी, मयूका मन्त्रि

MINISTRY OF FINANCE

Department of Expenditure

NOTIFICATION

New Delhi, the 24th July 2016

G.S.R. 711(3)- In exercise of the powers conferred by the power to article 209, and clause (3) of article 146 of the Constitution and after consultation with the Comptroller and Auditor General in relation to persons serving in the Indian State and Union Territories, the President hereby makes the following rules, namely:-

- 1. Short title and commencement -
 - (1) These rules may be called the Central Civil Services (Pay and Allowances) Rules, 2016.
 - (2) They shall be deemed to have come into force on the 1st day of January, 2016.
- 2. Categories of Government employees to whom the rules apply -
 - (1) Rules otherwise provided by or under these rules, these rules shall apply to persons appointed to civil services and posts in connection with the affairs of the Union whose pay is defracted by the Civil Estimates as well as persons serving in the Indian Audit and Accounts Department.
 - (2) These rules shall not apply to
 - (i) persons appointed to the Central Civil Services and posts in Group 'A', 'B' and 'C', under the administrative control of the Administrator of the Union Territory of Chandigarh;
 - (ii) persons hereby recruited for services in Diplomatic Service or other Indian establishments in foreign countries;
 - (iii) persons not in whole-time employment;
 - (iv) persons paid on contract basis;
 - (v) persons paid otherwise than on a monthly scale including those paid only on a daily rate.

Provision of this rule is made subject to Government, and it has been provided in a higher grade pay or scale selected for the day of January, 2016 and the date of modification of these scales or removal of person or re-employment, the Government service may claim to benefit under the revised pay structure from the date of such promotion or appointment or the day of 2016.

- Explanation 1.-** The option in relation to existing pay structure under the provision of this rule shall be available only in respect of one existing Pay Band and Grade Pay scales.
- Explanation 2.-** The proposed option shall not be available to any person appointed to a post for the first time in Government service or he must be such a person who on 1st day of January, 2016, and he shall be allowed to pay only in the revised pay structure.
- Explanation 3.-** Where a Government servant exercises the option under the provision of this rule to retain the existing pay structure he is not entitled to be placed in an existing category or a regular basis for the purpose of calculation of pay in that pay structure under sub-rule 22, or under any other rule or order applicable to that post. His substantive pay shall be substantive pay which he would have drawn had he retained the existing pay structure in respect of the concerned post or which he holds a lien or would have held a lien had his name not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

6. Exercise of option.

- (1) The option under the provision of rule 5 shall be exercised in writing in the form appended to these rules so as to reach the authority mentioned in sub-rule (2) within the time limit of the date of notification of these rules or where any revision in the existing pay structure is made by any order subsequent to the date of notification of these rules, within three months of the date of such order.

Provided that-

- (a) in the case of a Government servant who is on the date of such notification or, as the case may be, date of such order, out of India on leave or deployment on foreign service or other service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in Government.
- (b) where a Government servant is under suspension on the 1st day of January, 2016, the option may be exercised within three months of the date of his return to his duty if that date is later than the date specified in the rule.
- (c) The option shall be forwarded by the Government servant to the Head of his Office along with an undertaking in the form appended to these rules.
- (d) If the intimation regarding option is not received by the authority within the time specified in sub-rule (1), the Government servant shall be deemed to have chosen to be governed by the revised pay structure with effect from the 1st day of January, 2016.
- (e) The option once exercised shall be final.

Note 1: Persons whose services have terminated on or after the 1st January, 2016 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the contractual posts, resignation, dismissal, or discharge on disciplinary grounds, shall be entitled to exercise option under sub-rule (1).

Note 2: Persons who have died or are after the 1st day of January, 2016 and could not exercise the option within prescribed time limit are deemed to have opted for the revised pay structure on and from the 1st day of January, 2016 or such later date as may be beneficial to their dependants. If the revised pay structure is more favourable and it is such cases necessary action for payment of arrears shall be taken by the Head of Office.

Note 3: Persons who were on contract leave on any other type of 1st day of January, 2016 which entitled them to leave salary shall be entitled to exercise option under sub-rule (1).

7. Merit of pay in the revised pay structure.

- (1) The pay of a Government servant who elects or is deemed to have elected under rule 6 to be governed by the revised pay structure on and from the 1st day of January, 2016 shall, unless it may

and the President by special order otherwise directed, the final amount to be paid to the subordinate pay in the permanent position which he holds shall be paid to him as if he had not been suspended, and in respect of his pay in the officiating post held by him in the following manner, to-wit:

(A) in the case of all employees:

- (i) the pay in the applicable level in the Pay Matrix shall be the pay obtained by multiplying the existing basic pay by a factor of 2.57, rounded off to the nearest rupee and the figure so arrived at shall be located in the level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed as the immediate next higher Cell in the applicable Level of the Pay Matrix.

Illustration

1	Existing Pay Band: 7B-1	Pay Band	5300-69200						
			Grade Pay	1990	2000	2010	2020	2030	
2	Existing Gross Pay: 2400								
3	Existing Pay in Pay Band: 101.60								
4	Existing Gross Pay : 12562 (101.60 x 123.60)	Grade							
5	Pay after multiplication by a factor of 2.57 (12562 x 2.57 = 32279 rounded off to 32200)	Level	1	2	3	4	5		
6	None corresponding to GP 2400: Level =	1	16000	18900	21700	24400	26900	29200	
7	Lowest pay in Pay Matrix (if any) equal to or next higher to 32279 at Level: 1) : 32200.	2	18500	20300	22000	23600	25000	26200	
		3	21000	22800	24500	26100	27400	28500	
		4	23500	25300	27000	28600	29800	30800	
		5	26000	27800	29500	31100	32200	33000	
		6	28500	30300	32000	33600	34600	35300	
		7	31000	32800	34500	36100	37000	37600	
		8	33500	35300	37000	38600	39400	40000	
		9	36000	37800	39500	41100	41800	42300	
		10	38500	40300	42000	43600	44200	44600	
		11	41000	42800	44500	46100	46600	46900	

(ii) if the permanent pay or the fixed pay in the applicable Level is more than the revised amount payable under sub-section (i) above, the pay shall be fixed at minimum pay of the fixed pay in the applicable Level.

(B) In the case of medical officers in respect of whom Non-Drawing Allowance (NDA) is admissible, the pay in the revised pay structure shall be fixed in the following manner:

- (i) the existing basic pay shall be multiplied by a factor of 2.57 and the figure so arrived at shall be added to the amount equivalent to Dearness Allowance on the proposed Non-Drawing Allowance admissible as on 1st July of January, 2000. The figure so arrived at will be located in the Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in the applicable Level of the Pay Matrix.
- (ii) The pay so fixed under sub-section (i) shall be added by the proposed Non-Drawing Allowance admissible on the existing basic pay until further decision on the revised rates of Non-Drawing Allowance.

Illustration

1.	Existing Pay Band: \$B 3	<table border="1"> <tr> <td>Pay Band</td> <td colspan="3">\$5400-10100</td> </tr> <tr> <td>Grade Pay</td> <td>\$400</td> <td>\$600</td> <td>\$800</td> </tr> <tr> <td>Level</td> <td>10</td> <td>11</td> <td>13</td> </tr> <tr> <td>1</td> <td>5810</td> <td>6750</td> <td>7980</td> </tr> <tr> <td>2</td> <td>5940</td> <td>6900</td> <td>8160</td> </tr> <tr> <td>3</td> <td>6080</td> <td>7180</td> <td>8400</td> </tr> <tr> <td>4</td> <td>6230</td> <td>7480</td> <td>8800</td> </tr> <tr> <td>5</td> <td>6390</td> <td>7800</td> <td>9200</td> </tr> <tr> <td>6</td> <td>6560</td> <td>8140</td> <td>9600</td> </tr> </table>	Pay Band	\$5400-10100			Grade Pay	\$400	\$600	\$800	Level	10	11	13	1	5810	6750	7980	2	5940	6900	8160	3	6080	7180	8400	4	6230	7480	8800	5	6390	7800	9200	6	6560	8140	9600
Pay Band	\$5400-10100																																					
Grade Pay	\$400		\$600	\$800																																		
Level	10		11	13																																		
1	5810		6750	7980																																		
2	5940		6900	8160																																		
3	6080		7180	8400																																		
4	6230		7480	8800																																		
5	6390		7800	9200																																		
6	6560		8140	9600																																		
2.	Existing Grade Pay: \$400																																					
3.	Existing pay at 5% Band: \$600																																					
4.	Existing Grade Pay: \$600																																					
5.	2% on NPA on Basis Pay: \$120																																					
6.	2% on NPA on Basis Pay: \$120																																					
7.	Payable multiple on the 1st month 2007 of 2.57 (\$600 x 2.57 = \$1542)																																					
8.	2% on NPA: \$120 (12% of \$1000)																																					
9.	2% on NPA in month 2 and 3: \$240																																					
10.	Level corresponding to Grade Pay: \$600 (B 3) Level 10																																					
11.	Revised Pay in the 2nd Month equal to or less higher to \$6560 in Level 10: \$100																																					
12.	Provisional Non-Practising Allowance: \$250																																					
13.	Revised Pay as provided Non-Practising Allowance: \$6750																																					

(2) When a new pay band is applied as a result of the reorganization of the various Grade Pay bands, as indicated in Part B of the Schedule, the existing Grade pay will be placed in the existing Pay Band by the concerned employee in the existing Pay Band and the Grade Pay corresponding to the Level to which the post has been appointed and the fixation of pay shall be done in the manner described in sub-section (2) of section 10.

Illustration

1.	Existing Pay Band: \$A-1	<table border="1"> <tr> <td>Pay Band</td> <td colspan="5">\$2000-20300</td> </tr> <tr> <td>Grade Pay</td> <td>1500</td> <td>1700</td> <td>2000</td> <td>2400</td> <td>2800</td> </tr> <tr> <td>Level</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td>1</td> <td>1990</td> <td>1990</td> <td>2130</td> <td>2550</td> <td>2980</td> </tr> <tr> <td>2</td> <td>1850</td> <td>2030</td> <td>2210</td> <td>2630</td> <td>3060</td> </tr> <tr> <td>3</td> <td>1710</td> <td>2100</td> <td>2300</td> <td>2700</td> <td>3150</td> </tr> <tr> <td>4</td> <td>1570</td> <td>2170</td> <td>2380</td> <td>2790</td> <td>3250</td> </tr> <tr> <td>5</td> <td>1430</td> <td>2240</td> <td>2470</td> <td>2870</td> <td>3350</td> </tr> <tr> <td>6</td> <td>1290</td> <td>2310</td> <td>2560</td> <td>2960</td> <td>3450</td> </tr> <tr> <td>7</td> <td>1150</td> <td>2380</td> <td>2650</td> <td>3050</td> <td>3550</td> </tr> </table>	Pay Band	\$2000-20300					Grade Pay	1500	1700	2000	2400	2800	Level	1	2	3	4	5	1	1990	1990	2130	2550	2980	2	1850	2030	2210	2630	3060	3	1710	2100	2300	2700	3150	4	1570	2170	2380	2790	3250	5	1430	2240	2470	2870	3350	6	1290	2310	2560	2960	3450	7	1150	2380	2650	3050	3550
Pay Band	\$2000-20300																																																													
Grade Pay	1500		1700	2000	2400	2800																																																								
Level	1		2	3	4	5																																																								
1	1990		1990	2130	2550	2980																																																								
2	1850		2030	2210	2630	3060																																																								
3	1710		2100	2300	2700	3150																																																								
4	1570		2170	2380	2790	3250																																																								
5	1430		2240	2470	2870	3350																																																								
6	1290		2310	2560	2960	3450																																																								
7	1150		2380	2650	3050	3550																																																								
2.	Existing Grade Pay: \$1500																																																													
3.	Existing grade pay: \$2000																																																													
4.	Proposed Grade Pay: \$2000																																																													
5.	Pay for the purpose of fixation: \$2000 (\$2000 x 100%)																																																													
6.	Pay with multiple on the 1st month 5 with a filter on month of 2.57: \$5127.50 (rounded off to \$5100)																																																													
7.	Level corresponding to Grade Pay: \$2000, Level 3																																																													
8.	Revised Pay as provided (higher should be or not higher to \$2380 in Level 3) : \$300																																																													

(3) A Government servant who is on leave on the 1st day of January, 2007 and is entitled to leave salary shall be entitled to pay in the revised pay structure from the 1st day of January, 2007 to the date of completion of the leave period.

(4) A Government servant who is on study leave on the 1st day of January, 2007 shall be entitled to the pay in the revised pay structure from the 1st day of January, 2007 to the date of return.

- (5) A Government servant under suspension, shall continue to draw substantive allowance, based on existing pay structure and his pay in the revised pay structure shall be subject to the final order on the pending disciplinary proceedings.
- (6) Where a Government servant holding a permanent post is officiating in a higher post in a regular form and the pay structure applicable to that post is merged into one level, the pay shall be fixed under sub-rule (1) with reference to the officiating post only and the pay so fixed shall be treated as substantive pay.
- (7) Where the existing structure revised the revised structures in the case of any Government servant, the Government shall be allowed as per rule 19 to be absorbed in future increases in pay.
- (8) Where in the fixation of pay under sub-rule (1), the pay of a Government servant, who, in the existing pay structure, was drawing temporarily before the 1st day of January, 2016 more pay than another Government servant prior to him in the same grade, gets fixed in the revised pay structure in a Cell lower than that of such junior, his pay shall be stepped up to the same Cell in the revised pay structure as that of the junior.
- (9) When a Government servant is in receipt of personal pay immediately before the date of reversion of those rules, which together with its existing employment revised the revised employment for the difference depending such cases shall be allowed to such Government servant as personal pay to be absorbed in future increase in pay.
- (10) (a) In cases where a senior Government servant promoted to a higher post before the 1st day of January, 2016 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2016, the pay of senior Government servant in the revised pay structure shall be stepped up to an amount equal to the pay as fixed for his junior in that higher post and such stepping up shall be done with effect from the date of promotion of the junior Government servant subject to the fulfilment of the following conditions, namely:
- both the senior and the junior Government servants belong to the same grade and the scale in which they have been promoted are identical in the same grade;
 - the existing pay structure and the revised pay structure of the lower and higher posts in which they are promoted to same pay are identical;
 - the senior Government servant at the time of promotion was drawing equal or more pay than the junior;
 - the senior is directly as a result of the application of the provisions of Fundamental Rule 22 or any other rule or order regarding pay fixation on such promotion in the revised pay structure.
- Provided that if the junior officer was drawing more pay in the existing pay structure than the senior by virtue of any advance increments granted to him, the provisions of this article shall not be invoked to step up the pay of the senior officer.
- (b) The order relating to re-fixation of the pay of the senior officer in accordance with clause (a) shall be equal to that of Fundamental Rule 27 and the senior officer shall be entitled to the next increment on completion of his required qualifying service with effect from the date of re-fixation of pay.
- (11) Notwithstanding to the provisions of rule 5, if the pay as fixed in the officiating post under sub-rule (1) is lower than the pay fixed in the substantive post, the latter shall be fixed at the same scale as the substantive pay.

8. Fixation of pay of employees appointed by direct recruitment on or after 1st day of January, 2016: The pay of employees appointed by direct recruitment on or after 1st day of January, 2016 shall be fixed at the minimum pay or the first Cell in the level, applicable to the post to which such employees are appointed.

Provided that where the existing pay of such employee appointed on or after 1st day of January, 2016 and below the date of reversion of these rules, has already been fixed in the existing pay structure and if the existing structure happens to exceed the minimum pay of the first Cell in the level, as applicable to the post to which he is

2. Special provision for the year 2016, with reference to the pay structure to be adopted in future in respect of pay.

9. Increment in Pay Matrix.—The increment shall be as specified in the vertical column of the applicable level of the Pay Matrix.

Illustration:

All employees in the Band Pay of 22300 in level 4 will move vertically over the same level of the pay band on grant of movement. Highest pay will be 22300.	Pay Band	2230-22510				
	Grade Pay	1970	1990	2100	2190	2300
	Levels	1	2	3	4	5
	1	1970	1990	2100	2190	2300
	2	1990	2050	2140	2240	2340
	3	1990	2100	2210	2310	2410
	4	1990	2100	2210	2310	2410
	5	1990	2100	2210	2310	2410
	6	1990	2100	2210	2310	2410
	7	1990	2100	2210	2310	2410
	8	1990	2100	2210	2310	2410
	9	1990	2100	2210	2310	2410

1. Date of last increment in revised pay structure.

(i) Those who have done 5 years of continuous service, 1st January and 1st July of every year, unless on existing date of last pay.

Provided that an employee shall be entitled to only one annual increment either on 1st January or 1st July depending on the date of the appointment, promotion or post of financial appointment.

(ii) The increment in respect of an employee appointed or promoted or granted financial appointment including appointment under Minimum Assured Career Progression Scheme (MACPS) during the period between the 2nd day of January and 1st day of July (both inclusive) shall be granted on 1st day of January and the increment in respect of an employee appointed or promoted or granted financial appointment including appointment under MACPS during the period between the 2nd day of July and 1st day of January (both inclusive) shall be granted on 1st day of July.

Illustration:

(a) In case of an employee appointed or promoted in Government service or under MACPS during the period between the 2nd day of July, 2016 and the 1st day of January, 2017, the first increment shall be given on the 1st day of July, 2017 and thereafter it shall occur after one year annual basis.

(b) In case of an employee appointed or promoted in Government service or under MACPS during the period between 2nd day of January, 2016 and 1st day of July, 2016, who did not draw any increment on 1st day of July, 2016, the first increment shall be given on 1st day of January, 2017 and thereafter it shall occur after one year annual basis.

10. Where there is a case of arrears of pay on the receipt of sanction for promotion for first day of January, the next increment in the level in which the pay was in force as on 31st day of January, 2010 shall be given.

11. Where there is a case of arrears of pay on the receipt of sanction for promotion for first day of January, 2010, the next increment after first day of January, 2010 shall be given.

12. Where there is a case of arrears of pay on the receipt of sanction for promotion for first day of January, 2010, the next increment after first day of January, 2010 shall be given. Where there is a case of arrears of pay on the receipt of sanction for promotion for first day of January, 2010, the next increment after first day of January, 2010 shall be given.

13. Retention of pay from a date subsequent to 1st day of January, 2010.—Where a Government servant continues to draw his pay in the existing pay structure as mentioned in the revised pay structure from 31st day of January, 2010, the pay in the revised pay structure shall be fixed to the same position in accordance with clause (a) of sub-section (1) of rule 7.

14. Pay protection to officers on Central deputation under Central Staffing Scheme.—If the pay of the officers posted on deputation to the Government under Central Staffing Scheme, after 31st day of January, 2010, under their respective pay structures as per the existing pay structure, 2006 (Government of India) shall be fixed to the same position in accordance with clause (a) of sub-section (1) of rule 7.

15. Fixation of pay on promotion in or after 1st day of January, 2010.—The fixation of pay in case of promotion from one level to another in the revised pay structure shall be made in the following manner, namely:

- (a) Government servant is given in the level from which the employee is promoted and he shall be placed in a cell equal to the figure as shown at the end of the period in which promotion and if the such cell is available in the level to which promoted he shall be placed in the next higher cell in that level.

Illustration

i.	Level in which the employee was promoted	Pay Band	2010-2011				
			1400	1900	2400	2900	3400
1.	Basic Pay in the revised pay structure: 2500	Grade Pay	1400	1900	2400	2900	3400
2.	Grade promotion through upgradation under M.C.C.S. Level 5	Level 1	1	2	3	4	5
			18200	19900	21700	23500	25300
3.	Promotion giving one increment in Level 4: 20000	1	19400	21100	22900	24700	26500
		1	19400	21100	22900	24700	26500
4.	Pay in the unamended Level 16: Level 5: 35100 (basic pay) or more higher in Level 5	5	20300	22000	23800	25600	27400
		5	20350	22100	23900	25700	27500
		5	20400	22200	24000	25800	27600

- (b) In the case of Government servants including Non-Practising Allowance, their basic pay plus Non-Practising Allowance shall be equal to the average of basic pay of the next two cells applicable to the same level and included in the Grade Pay structure.

14. **Trade of physical instruments of pay.**—The amount shall be paid during the Financial Year 2016-2017.

Explanation.— For the purpose of this rule, 'amount of pay' in relation to a Government servant, means the difference between

- (i) the aggregate of the pay and allowances to which he is entitled on account of the revision of his pay under these rules for the period effective from the 1st day of January, 2016; and
- (ii) the aggregate of the pay and allowances to which he would have been entitled (whether such pay and allowances allowances had been revised or not) for the period had his pay and allowances not been so revised.

15. **Overriding effect of rules.**—The provisions of the Fundamental Rules, the Central Civil Services (Revision of Pay) Rules, 1947, the Central Civil Services (Revised Pay) Rules, 1950, the Central Civil Services (Revised Pay) Rules, 1991, the Central Civil Services (Revised Pay) Rules, 1986, the Central Civil Services (Revised Pay) Rules, 1997 and the Central Civil Services (Revised Pay) Rules, 2008 shall not apply as otherwise provided in these rules apply to cases where pay is required under these rules, to the extent they are inconsistent with these rules.

16. **Power to relax.**—Where the President is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, he may, by order, dispense with or relax the requirements of the rules in such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner.

17. **Interpretation.**—If any question arises relating to the interpretation of any of the provisions of these rules, it shall be referred to the Central Government for decision.

SCHEDULE

[See rules 3 (a) and 17B]

PART A

Pay Matrix

No. Band	MINIMUM					MID-RANGE					MAXIMUM					Grade Pay	Special Pay	Dearness Allowance	Dearness Relief	House Rent Allowance																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
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Medical and Paramedical Services					
Sl. No.	Name of the Post	Existing Grade Pay		Revised Pay Structure	
		Existing Grade Pay	Grade corresponding to which Levels have been recommended	Level in Pay Matrix	Pure No. of the Report
(1)	(2)	(3)	(4)	(5)	(6)
1.	Principal	2500	2500	1-3	7.6.73
2.	Senior Officer	2200	2600	1-3	7.6.73
3.	Officer	1600	1800	1-3	7.6.73
	Dental Stomatologist and Dental Technician	2100	2400	1-3	7.6.73
4.	Dental Doctor	1450	2050	1-3	7.6.73
<p>This is subject to revision of the entry level qualification of doctors to provide for Class XI with three years' experience of holding of licence. The existing incumbents not possessing the revised qualification may be granted assessment pay level for the time being. They may be granted the revised pay level containing the revised qualification at the conclusion of five years to the pay level corresponding to Grade Pay 2800, vide later issuance.</p>					
Common Category					
5.	Dental Specialist in Central Government Health Scheme (CGHS)	2400	2700	1-3	7.7.74
<p>This is subject to the administrative measures being taken to bring incumbents in the entry level qualification for the posts of Dental Specialist in Central Government Health Scheme.</p>					

PART I

UPGRADED LEVELS FOR CERTAIN POSTS IN MINISTRIES, DEPARTMENTS AND UNION TERRITORIES

The level in the revised pay structure mentioned in column (5) of the table mentioned in column (2) of the Table below have been approved by the Government and the incumbents as on the 31.12.1960 shall be made in accordance with sub-rule (2) of rule 7.

Sl. No.	Name of the Post	Existing Grade Pay		Revised Pay Structure	
		Existing Grade Pay	Grade Pay corresponding to which revised Levels have been recommended	Level in Pay Matrix	Para No. of the Report
(1)	(2)	(3)	(4)	(5)	(6)
Department of Animal Husbandry, Ministry of Agriculture, Cooperation and Farmers Welfare					
1	Stable Superintendent Supervisor in Central Cattle Breeding Farm	1500	2000	1-4 An appropriate level between Level 4 and Level 2 shall be assigned	11.1.18
Ministry of Ayurveda, Yoga and Naturopathy, Unani, Siddha and Homeopathy					
2	Research Assistant of Pharmacological Lab for Unani Medicine	2000	2500	1-0	11.3.11
Department of Forest					
3	Inspector (Forest)	4700	4600	1-7	11.8.21
4	Assistant Superintendent (Forest)	4600	4600	1-8	11.8.21
5	Superintendent (Forest)	4600	5000 (10-3)	1-9	11.8.21
Ministry of Culture					
6	Assistant Archivist National Archives India	4200	4600	1-7	11.11.17
7	Assistant National Archivist of India	3800	4200	1-6	11.11.17
8	Archivist Officer in National Archives of India	4600	4800 the Non Functional Selection Grade 5-05 (PB-2) after 1 year	1-8 and 1-9 as Non Functional Selection Grade after 1 year	11.11.22
9	Archivist Assistant in National Archives Laboratory for conservation of Cultural Property	3800	4200	1-6 The post shall be merged with Senior Conservation Assistant	11.11.24
Ministry of Health and Family Welfare					
10	Junior Officer incharge of the General Hospital	2400	2800	1-5	11.3.18
Ministry of Home Affairs					
11	Assistant Central	4600	4600	1-5	11.22.15

	Total number of Intelligence Branch				
12	Advisory Council Intelligence Office of Intelligence Branch	4000	4000	L-1	11.22.89
Union Territory of Andhra and Nizhar States					
13	Secretary Inspector in Department of Rural Development	1700	2800	L-7	11.22.89
14	Secretary of Department of Shipping	1500	3000	L-3	11.23.54
15	Junior Agriculture Assistant Soil Conservation Assistant of Department of Agriculture	2400	2800	L-5 Range with Agriculture Assistant Soil Conservation Assistant	11.23.60
16	Buy Commission of Transport Department	1400	1900	L-7	11.23.69
Union Territory of Lakshadweep					
17	Agricultural Extension In-charge Technical Assistant of Department of Agriculture	2400	2600	L-5 Range with Agriculture Extension Assistant/ Fertilizer Demonstrator etc.	11.23.110
18	Health Inspector of Department of Health Services	2400	2400	L-5	11.21.11
Delhi					
19	Extension Assistant (Agriculture)	2400	2600	L-5	11.23.174
Ministry of Human Resource Development					
20	Ex-officio of C.A.S. B.S.G. Director	4000	4000	L-7	11.24.15
Ministry of Mines					
21	Senior Technical Assistant (Chemistry)	4500	4500	L-7	11.28.15
22	Senior Technical Assistant (Oil Dressing)	4200	4600	L-7	11.29.15
23	Senior Technical Assistant (Mining)	4200	4600	L-7	11.29.15
24	Senior Technical Assistant (Production)	4200	4600	L-7	11.28.15
25	Junior Technical Assistant (Chemistry)	2800	4200	L-6	11.29.20
26	Junior Technical Assistant (Oil Dressing)	2500	4000	L-6	11.29.20
27	Junior Technical Assistant (Production)	2800	4000	L-6	11.28.15
28	Senior X-ray Technician Indian Bureau of Mines	3800	4200	L-6	11.29.12

39	Senior Posts assigned in Indian Bureau of Mines	1500	500	L-2 The posts shall be merged with Senior Posts assigned and with 1000 posts	11.29.26
40	Yachak Muz in Indian Bureau of Mines	3800	1900	L-2	11.29.27
41	Technical Supervisors in Indian Bureau of Mines	2800	2800	L-6	11.29.28
42	Lab Assistant Grade I in Indian Bureau of Mines	2400	2800	L-4	11.29.30
Ministry of Personnel, Public Grievances and Pensions					
43	Sub-Inspector of Central Bureau of Investigation	4200	4400	L-7	11.35.31
44	Inspector of Central Bureau of Investigation	5600	4800	L-6	11.35.32
Ministry of Shipping					
45	Light House Assistant in Charge of Light House and Lightships	1400	1400	L-2	11.44.12
46	Assistant Assistant Grade II of Minors of Light House and Lightships	2100	2800	L-3	11.44.13
47	Major Assistant Assistant Grade II of Minors of Light House and Lightships	3800	4500	L-5	11.44.15
48	Lead Light Keeper of Minors of Light House and Lightships	4500	4500	L-7	11.44.17
Ministry of Urban Development					
49	Working Assistant of Town and Country Planning Organisation	4200	4600	L-7	11.52.21
Ministry of Water Resources, River Development and Canal Rejuvenation					
40	Assistant Technical Officer, Canal Water Commission	4600	4800	L-6	11.53.14
41	Senior Research Assistant of Canal Water Commission	4300	4500	L-7	11.53.16
42	Technical Officer (Design) of Canal Ground Water Survey	4300	4900	L-6 The post shall be merged with its present description	11.53.33
Ministry of Defence					
43	Research Assistant of History Section	4500	4800	L-7	11.12.61
44	Assistant Officer of History Section	4500	4500	L-6	11.12.61
45	Three Army Diploma Holders (Army, Indian Const. Corps)	2400	2800	L-5 Grant Pay to be paid by the State Govt.	11.12.15
46	Senior Jockey (Army Const. Corps)	2000	2400	L-4	11.12.21
47	Group 'C' shall be merged into Group 'D' in respect of limited posts of the Indian Const. Corps				11.12.15

FORM EMP/103

[S. 3(1)(a)]

1. I, _____ Trade class for revised pay structure with effect from January, 2016.

2. I, _____ Trade class of employees on Pay Band and Grade Pay of the subsequent structure and financial retirement;

* The date of my next retirement / the date of my subsequent financial raising my pay to Rs. _____ I would cease to draw pay in the existing pay structure from the date of my retirement / promotion to the post of _____.

Existing Pay Band and Grade Pay _____

Signature _____

Name _____

Designation _____

Office in which employed _____

* To be signed only if applicable

UNDERTAKING

I hereby undertake that in the event of my pay having been fixed in a manner contrary to the provisions contained in these Rules, or reduced subsequently, any claims payable or likely to be refused by me to the Government either by adjustment against future payments due to me or otherwise:

Signature _____

Name _____

Designation _____

Date :

Place :

MINOR HEADINGS EXPLANATORY TO THE CENTRAL CIVIL SERVICES (REVISED PAY) RULES, 2016

Rule 1. This rule is self-explanatory.

Rule 2- This rule lays down the categories of employees to whom the rules apply. They are for the categories declared under sub-rule (2), the rules are applicable to all persons under the rule making control of the President serving in Government posts from Central Ministries. They do not apply to the employees under the Ministry of Railways and related personnel and from Defence Services Estimates for whom separate rules will be issued by the Government. The rules do not also apply to Government Post Offices in the Department of Posts. The rules, however, apply to work charged staff in all cases.

Rule 3 and 4- These are self-explanatory.

Rule 5- The intention is that all Government servants should be brought over to the revised pay structure except those who elect existing pay structure. The Government servants who exercise the option to continue in the existing pay structure will continue to draw the amounts allowed as per rules in force on 31 January, 2016. If a Government servant is holding permanent post in a substantive capacity and officiating in a higher post, or would have officiated in one or more posts for his being an deputation etc. he has the option to retain the existing pay structure only in respect of one such Government servant may retain the existing scale applicable in a permanent post or any one of the officiating posts in respect of the remaining posts but not necessarily have a scale brought over to the revised pay structure.

Rule 6- This rule prescribes the manner in which option has to be exercised and also the authority who shall be approved of such option. The option has to be exercised in the form specified in the rules. It should be noted that it is not sufficient for a Government servant to exercise the option within the specified time limit. It is also to ensure that it reaches the prescribed authority within the time limit. In the case of persons who are outside India at the time of declaration of these rules the period within which the option has to be exercised is three months from the date they

with new changes of the said in India. In the case of Government servants the revised rates of these posts are introduced subsequent to the date of issue of these rules. The period of time required will not exceed the date of such amendment.

Persons who have earned between 10 January 2016 and the date of the fixation of new rates are also eligible to come on scale.

Rule 7. This rule deals with the annual fixation of pay in the ordinary scales on 1st January, 2016 and is self explanatory. The benefit of this rule is not admissible in cases where a Government servant has elected the revised pay structure in respect of his concerned post, or has availed the retiring pay or in respect of an officiating post.

Rule 8. This rule prescribes the method of fixation of pay of employees appointed as direct recruits on or after 1st July 2016.

Rule 9 and 10. These rules prescribe the manner in which the new employees in the new pay structure shall be recruited.

Rules 11 to 17. These rules are of declaratory nature.

(F.No.1-22216-07)

R.K. GUPTA/DIRECTOR/11/873.

1.	दूध सहायक, राष्ट्रीय (बखानी क्षेत्र) दिल्ली सरकार (11.23.170)	2400	2800	पद शीकूल नहीं है।
2.	नाली शीवर्स/डीयर, राष्ट्रीय राजधानी क्षेत्र दिल्ली सरकार (11.23.170)	2400	2800	
3.	युव लेबर वर्कर, राष्ट्रीय राजधानी क्षेत्र दिल्ली सरकार (11.23.170)	2400	2800	
4.	डिस्ट्रिक्ट अडिक्टर (कृषि) राष्ट्रीय राजधानी क्षेत्र दिल्ली सरकार (11.23.170)	2400	2800	
5.	नॉन-टैड कार्म एम्प्लॉय, राष्ट्रीय राजधानी क्षेत्र दिल्ली सरकार (11.23.170)	2400	2800	
6.	महायुक्त भंडारपाल, भारतीय शान स्यूटो (11.23.24)	1900	2400	यह पद पहले से ही 2400 स्तर के सेन सेशन में है।

MINISTRY OF FINANCE

(Department of Expenditure)

RESOLUTION

New Delhi, the 25th July, 2016

1. No. 1/2016-10.— The Seventh Central Pay Commission (Commission) was set up by the Government of India vide Resolution No. 1/1-2013-E.II.(A), dated the 28th February, 2014. The period for submission of report by the Commission was extended upto 31st December, 2015 vide Resolution No. 1/1-2013-E.II(A), dated the 1st September, 2015. The Commission, on 29th November, 2015, submitted its report on the matters covered in its Terms of Reference as specified in the aforesaid Resolution dated the 28th February, 2014.

2. The Government after consideration, has decided to accept the recommendations of the Commission in respect of the categories of employees covered in its Terms of Reference contained in the aforesaid Resolution dated the 28th February, 2014 in the manner as specified hereunder.

3. The Government has accepted the Commission's recommendations on Minimum Pay, Fitment Factor, Index of Rationalisation, Pay Matrix and general recommendations on pay without any judicial alteration with the following exceptions in Defence Pay Matrix in order to maintain parity in pay with Central Armed Police Forces, namely :-

- (d) the index of Rationalization of Level 13A (Draughts) in Defence Pay Matrix 2006 to revised, passed from 2006 to 2007;
- (e) additional three stages in Levels 12A (Lieutenant Colonel), those stages in Level 14 (Colonel) and two stages in Level 15A (Brigadier) may be added appropriately in the Defence Pay Matrix.

4. (1) The Pay Matrix, implementation of the Pay Bands and Grade Pays as in force immediately prior to the adoption of this Resolution, shall be as specified in Annexure I in respect of civilian employees.

(2) With regard to fixation of pay of the employees in the new Pay Matrix as on 1st day of January, 2016, the existing pay (Pay in Pay Band plus Grade Pay) in the pre-revised structure as on 31st day of December, 2015 shall be multiplied by a factor of 2.07. The figure so arrived at shall be located in the Level corresponding to employee's Pay Band and Grade Pay or Pay Scale in the new Pay Matrix. If Cell identical with the figure so arrived at is available in the appropriate Level, that Cell shall be the revised pay; otherwise the next higher cell in that Level shall be the revised pay of the employee.

(3) After fixation of pay in the appropriate Level as specified in paragraph (2) above, the subsequent increments in the Level shall be to the immediate next Cell in the Level.

5. There shall be two dates for grant of increments namely, 1st January and 1st July of every year, instead of existing date of 1st July, provided that an employee shall be entitled to only one annual increment in either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

6. The Commission's recommendations and Government's decision thereon with regard to revised pay shall be for civilian employees of the Central Government and personnel of All India Services as specified in Annexure I and the consequent pay fixation exercise as specified in Annexure II shall be effective from the 1st day of January, 2016. The arrears on this account shall be paid during the financial year 2016-2017.

7. The recommendations on Allowances (except Dearness Allowance) will be referred to a Committee comprising Finance Secretary and Secretary (Expenditure) as Chairmen and Secretary of Home Affairs, Defence, Health and Family Welfare, Personnel and Training, Posts and Telegraphs, Railway Board as Members. The Committee will submit its report within a period of four months. Till a final decision on Allowances is taken based on the recommendations of this Committee, all Allowances will continue to be paid at existing rates in existing pay structure, if the pay had not been revised with effect from 1st day of January, 2016.

8. The recommendations of the Commission relating to interest bearing Advances as well as interest free Advances have been accepted with the exception that interest free Advances for Medical Treatment, Traveling Allowance for family of deceased, Travelling Allowance on tour or transfer and Leave Travel Concession shall be retained.

9. The recommendations of the Commission for purchase of rates of monthly contributed towards Central Government Employees Group Insurance Scheme (CGEIS) for various categories of employees has not been accepted. The existing rates of monthly contribution shall continue. Department of Expenditure and Department of Financial Services will work out a customized group insurance scheme for Central Government employees.

10. The Government has accepted the recommendations of the Commission on upgrading of posts except for those specified in Annexure III. The recommendations on upgradation specified in Annexure III will be separately considered by Department of Personnel and Training for taking a comprehensive view of the matter.

11. The Government has not accepted the recommendations of the Commission on the reorganisation of posts and mutual replacement with the provided in such cases.
12. While revising the pay of Doctors in respect of whom Non-Practising Allowance is admissible and Railway employees in respect of whom Retiring Allowance is admissible, it will be ensured that the actual raise in pay at the time of initial fixation is about 14.29 percent as recommended by the Commission.
13. The pay of officers posted on deputation under Central Staffing Scheme will be protected and the difference in the pay will be given to them in the form of Personal Pay to be made effective from the date of notification.
14. Recommendations not relating to pay, pension and allowances and other administrative issues specific to Departments/Cadres/Posts will be examined by the Ministries/Departments concerned as per the Allocation of Business Rules or Transaction of Business Rules. Until a decision is taken by the Government on administrative issues pertaining to (i) Non-Functional Appointments (NFA) presently admissible to the Indian Police Service and Indian Forest Service and Organised Group 'A' Services, (ii) two years' edge to Indian Administrative Service officers vis-a-vis other All India Services/Organised Group 'A' Services in empanelment under Central Staffing Scheme, (iii) grant of two additional increments at Senior Time Scale, Junior Administrative Grade and Selection Grade in Indian Police Service and Indian Forest Service at par with Indian Administrative Service and Indian Foreign Service (in a uniform retirement age for all ranks in Central Armed Police Forces, where the Commission could not arrive at a consensus stands quashed) be maintained.
15. A Committee of Secretaries comprising Secretaries of Departments of Personnel and Training, Financial Services and Pensioners' Welfare will be set up to suggest measures for streamlining the implementation of the National Pension System (NPS).
16. Ad-hoc Committees will be set up by Department of Personnel and Training to examine individual, post-specific and cadre-specific anomalies arising out of implementation of the recommendations of the Commission.
17. Regarding pay and related issues concerning All India Services, appropriate action will be taken by Department of Personnel and Training to give effect to the decisions on these matters as may be applicable to them.
18. The Government of India wishes to place on record their appreciation of the work done by the Commission.

ORDER

Ordered that this Resolution be published in the Gazette of India, Extraordinary.

Ordered that a copy of this Resolution be communicated to the Ministries/Departments of the Government of India, State Governments, Administrations of Union Territories and all other concerned.

R. K. CHATURVEDI, Jt. Secy.

ANNEXURE II

Statement showing the recommendations of the Seventh Central Pay Commission on Pay relating to Civilian employees in Groups 'A', 'B' and 'C' and personnel of All India Services and Government's decisions thereon.

1. Pay Fixation in revised Pay Structure:

Sl. No.	Recommendation of the Seventh Central Pay Commission	Decision of the Government
1.	Minimum pay in government with effect from 01.01.2016 at Rs. 18000 per month (Para 4.2.13 of the Report)	Accepted
2.	Pay Matrix comprising two dimensions having horizontal range in which each level corresponds to a "functional role in the hierarchy" with number assigned 1, 2, 3 and so on till 18 and "vertical range" denoting "pay progression". These indicate the steps of annual financial progression (Para 5.1.21 of the Report)	Accepted
3.	On recruitment, an employee joins at a particular level and progresses within the level as per the vertical range. The movement is usually on an annual basis, based on annual increments till the time of their next promotion. (Para 5.1.22 of the Report)	Accepted
4.	The Grant factor of 7.57 to be applied uniformly for all employees. (Para 5.1.27 of the Report)	Accepted
5.	Pay of employees to be fixed in the revised Pay Structure in the manner laid down in Para 5.1.28 and 5.1.29 of the Report.	Accepted
6.	In case of upgrading of posts recommended by the Commission, the pay may be fixed in revised Pay Structure in manner laid down in Para 5.1.30 of the Report	Accepted. The recommendation regarding downgrading not accepted and, therefore, an occasion for fixation on downgrading of posts.
7.	Pay of direct recruits will start at the minimum pay corresponding to the Level to which recruitment is made, which will be the first cell of each level in the Matrix (Para 5.1.32 of the Report)	Accepted
8.	On promotion, pay of employees to be fixed in the manner laid down in Para 5.1.33 of the Report.	Accepted

II. Annual Increment:

Sl. No.	Recommendation of the Seventh Central Pay Commission	Decision of the Government
1.	The amount of annual increment to be as laid down in Para 5.1.52 of the Report.	Accepted.

III. Modified Assured Career Progression Scheme:

Sl. No.	Recommendation of the Seventh Central Pay Commission	Decision of the Government
1.	MACPS will continue to be administered at 10, 20 and 30 years as before. In the new Pay Matrix, the employee will move to immediate next level in his/her job promotion of pay will follow the same principle as set for a regular promotion in the Pay Matrix. MACPS will continue to be applicable to all employees up to High Grade Administrative Grade (HAG) level except members of Organised Group 'A' Services. (Para 5.1.14 of the Report)	Accepted.
2.	Re-evaluate his performance appraisal for promotion for financial upgradation under MACPS to be enhanced from "Good" to "Very Good". (Para 5.1.15 of the Report)	Accepted.
3.	Withholding of annual increments in the case of those employees who are not able to meet the benchmark criteria for MACPS or a regular promotion within the first 20 years of their service. (Para 5.1.16 of the Report)	Accepted.

IV. Consolidated Pay package in Regulatory Bodies:

Sl. No.	Recommendation of the Seventh Central Pay Commission	Decision of the Government
1.	Consolidated pay package of Rs. 450,000 (Report Para 13.13 of the Report) to be granted to Chairpersons of Telecom Regulatory Authority of India, Central Electricity Regulatory Commission, Insurance Regulatory and Development Authority, Securities and Exchange Board of India, Competition Commission of India, Pension Fund Regulatory and Development Authority, Petroleum and Natural Gas Regulatory Board, Warehousing Development and Regulatory Authority and airports Economic Regulatory Authority of India. (Para No. 13.13 of the Report)	Accepted.

2	Cumulative pay package of Rs. 400,000 (Rs. one Four Lakh only) for Members of Telecom Regulatory Authority of India, Central Electricity Regulatory Commission, Insurance Regulatory and Development Authority, Securities and Exchange Board of India, Competition Commission of India, Pension Fund Regulatory and Development Authority, Atomic and Nuclear Gas Regulatory Board, Warehousing Development and Regulatory Authority, and Airports Economic Regulatory Authority of India. (Para No. 14.15 (i) of the Report.)	Accepted
3	Cumulative pay package in various cases to be raised by 25 percent and where Dearness Allowance goes up by 30 percent. All other benefits including Travelling Allowance, Medical Allowance, etc., to be provided by the Regulatory Bodies as per their rules and regulations. (Para No. 14.15 (ii) of the Report.)	Accepted
4	Normal replacement pay for existing Members of the remaining regulatory bodies set up under Acts of Parliament. (Para No. 14.15 (iii) of the Report.)	Accepted

V. Dearness allowance:

Sl. No.	Recommendation of the Seventh Central Pay Commission	Decision of the Government
1.	Formula and methodology for calculating Dearness Allowance to continue. (Para No. 5.20 of the Report.)	Accepted. The reference base for calculation of Dearness Allowance after coming into force of the revised Pay structure shall undergo change accordingly and will be linked to the average index as on 01.01.2015.

Annexure III

List of cases of upgradation of posts recommended by Seventh Central Pay Commission to be referred to Department of Personnel and Training.

A (I). Upgradation other than Apex Level :

Sl. No.	Name of Posts (Para No. of Report of Seventh Central Pay Commission)	Present Grade Pay	Grade recommended by Seventh Central Pay Commission	Pay by
1	Junior Radiographer of Andaman and Nicobar Islands Administration (7.7.50)	2000	2500	

D. Cases recommended by Seventh Central Pay Commission in which no action is required:

S.No	Name of Post (Para No. of Report of Seventh Central Pay Commission)	Present Grade Pay	Grade Pay recommended by Seventh Central Pay Commission	Remarks
	Agriculture Assistant, Government of National Capital Territory of Delhi (11.23.170)	2400	2800	Posts do not exist.
2	Gardner Assistant, Government of National Capital Territory of Delhi (11.23.170)	2400	2800	
3	Group Dena Worker, Government of National Capital Territory of Delhi (11.23.170)	2400	2800	
4	Extension Officer (Agriculture), Government of National Capital Territory of Delhi (11.23.170)	2400	2800	
5	Farm Manager District, Government of National Capital Territory of Delhi (11.23.170)	2400	2800	
6	Assistant Store Keeper, India Bureau of Mines (1.79.14)	1900	2400	This post already exists in Grade Pay 2400.

3	Preservation Assistant, Detailed Survey of India, Ministry of Environment, Forest and Climate Change (11.16.15)	2000	2400
4	Senior Technical Assistant (Survey), Ministry of Mines (11.20.15)	4200	4800
4	Senior Technical Assistant (Drawing), Ministry of Mines (11.20.15)	4200	4600
5	Technical Officer, Office of Textile Test Museum, Ministry of Textile (11.49.9)	4200	4600
6	Assistant Director (Gen-III) (Textile), Ministry of Textile (11.49.9)	4500	4800
7	Assistant Accounts Officer, Finance Division of Defence, Ministry of Defence (11.12.116)	4500	5000 (Para 2) on completion of 4 years service
8	Senior Section Officer (Accounts), Ministry of Railways (11.40.53)	4800	
9	Senior Travelling Inspector (Accounts), Ministry of Railways (11.40.53)	4800	
10	Senior Inspector (Store Accounts), Ministry of Railways (11.40.80)	4800	
11	Chemical and Metallurgical Assistant (CMA), Ministry of Railways (11.40.121)	4200	4600
12	Chemical and Metallurgical Superintendent (CMS), Ministry of Railways (11.40.124)	4500	4800
13	Assistant Chemist and Metallurgist, Ministry of Railways (11.40.124)	4500	5400 (PB-2)

A. (II) Up-gradation in Apex state:

Sl. No.	Name of Post (Para No. of Report of Seventh Central Pay Commission)
1	Quarter Master, Indian Const. Guard (11.12.27)
2	Director General, Central Statistics Office, Ministry of Statistics and Programme Implementation (11.7.9)
3	Vice President of Income Tax Tribunal, Department of Legal Affairs (11.27.27)
4	Head, National Defence College (NDC), New Delhi (14.21)
5	Head, National Defence Academy (NDA), Khadakwasla, Pune (14.21)
6	Head, Defence Services Staff College (DSSC), Wellington (14.21)

No. 1-5/201640
 Government of India: Shri Bhanu Sankar
 Ministry of Finance: Vito Mantralaya
 Department of Expenditure: Vyaya Vibhag
 (Implementation Cell, 7th CPC)

Room No. 214, The Ashok
 New Delhi, the 2nd July, 2016

OFFICE MEMORANDUM

Subject: Implementation of the recommendations of the 7th Central Pay Commission - Fixation of pay and payment of arrears - Instructions- regarding.

The undersigned is directed to refer to the Government of India, Ministry of Finance Department of Expenditure's Resolution No. 1-2/201640 dated 25.07.2016, bringing to the decision of the Government on the recommendations of the 7th Central Pay Commission as well as the consequent promulgation of the Central Civil Services (Revised Pay) Rules, 2016, notified vide G.S.R. No. 721(E) dated 25th July, 2016 regarding fixation of pay in the revised pay structure effective from 01.01.2016 and to say the provisions governing such fixation of pay have been clearly enumerated in the said Rules.

2. Accordingly, in pursuance of the CCS (RP) Rules, 2016, appropriate necessary action to fix the pay of the employees covered thereunder in the revised pay structure needs to be carried out forthwith in accordance with the provisions contained therein. In order to facilitate a smooth and systematic fixation of pay & uniform for the purpose (Bloomberg of Fixation of Pay) is enclosed as Annexure. The statement of fixation of pay in revised pay structure as per CCS (RP) Rules, 2016 be prepared in triplicate and one copy thereof be placed in the Service Book of the employee concerned and another copy made available to the concerned accounting authorities (Chief Controller of Accounts/Controller of Accounts/Accounts Officer) for presentation.

3. The revised pay structure effective from 01.01.2016 includes the Dearness Allowance of 125% sanctioned from 01.01.2015 in the pre-revised pay structure. Thus, Dearness Allowance in the revised pay structure shall be zero from 01.01.2016. The rate and the date of effect of the final installment of Dearness Allowance in the revised pay structure shall be as per the orders to be issued in this behalf in future.

4. The decision on the revised rates and the date of effect of all Allowances (other than Dearness Allowance), based on the recommendations of the 7th Central Pay Commission shall be notified subsequently and separately. Until then, all such Allowances shall continue to be reckoned and paid at the existing rates under the terms and conditions prevailing in the pre-revised pay structure as if the


 20.7.2016

existing pay structure has not been revised under the CCS (RP) Rules, 2016 w.e.f. 25.07.2016.

5. The contribution under the Central Government Employees Group Insurance Scheme (CGEIS) shall continue to be applicable under the existing rates until further orders.

6. The existing system of interest free advances for medical treatment, Traveling Allowance for family of deceased, Traveling Allowance on leave or transfer and Leave Travel Concession shall continue as hereto.

7. The arrears on account of revised pay considering upto fixation of pay under CCS (RP) Rules, 2016 with effect from 01.01.2016 shall be paid in cash in one instalment along with the payment of salary for the month of August, 2016, after making necessary adjustment on account of GPF and NFS, as applicable, in view of the revised pay. DDO/PACs shall ensure that such is taken simultaneously in regard to Government's contribution towards employee's subscription.

8. With a view to expediting the authorization and disbursement of arrears, it has been decided that the arrears claims may be paid without pre-check of the fixation of pay in the revised scales of pay. However, the facilities to disburse arrears without pre-check of fixation of pay will not be available in respect of those Government servants who have relinquished service on account of retirement, resignation, discharge, retirement etc. after the date of implementation of the Pay Commission's recommendations but before the preparation and draw of the arrears claims, as well as in respect of those employees who had expired prior to exercising their option for the drawal of pay in the revised scales.

9. The requirement of pre-check of pay fixation having been dispensed with, it is not unlikely that the arrears due in some cases may be computed incorrectly leading to overpayments that might have to be recovered subsequently. Therefore, the Drawing & Disbursing Officers should make it clear to the employees under their administrative control, while disbursing the arrears, that the payments are being made subject to adjustment from amounts that may be due to them subsequently should any discrepancies be noticed later. For this purpose, an undertaking as prescribed as per a "Form of Option" under Rule 8(2) of the CCS(RP) Rules, 2016 shall be obtained in writing from every employee at the time of exercising option under Rule 8(1) thereof.

10. In authorizing the arrears, Income Tax as due may also be deducted and credited to Government in accordance with the instructions on the subject.

Contd.


28.7.2016

11. On receipt of the necessary replies, action for drawal and reimbursement of amounts should be completed immediately.

12. Hindi version will follow.



(R.K. CHATURVEDI)

Joint Secretary to the Government of India

Distribution :

1. All Ministries/Departments of the Government of India and others as per standard list.
2. MFC USA is request to upload a copy of the Otd on the website of the Department.
3. Office Order Home Guard File

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No 1-5/2018-C

Government of India/ Bharat Sarkar
Ministry of Finance/ Vitta Mantralaya
Department of Expenditure/ Vyaya Vibhag
(Implementation Cell, 7th CPC)

Room No. 214 The Ashoka
New Delhi, the 1st August 2018

OFFICE MEMORANDUM

Subject: Implementation of the recommendations of the 7th Central Pay Commission – Fixation of pay and payment of arrears – Instructions regarding.

The undersigned is directed to refer to this Ministry's OIA of even number dated 29.07.2018 regarding fixation of pay and payment of arrears and to say that the statement of fixation of pay under Central Civil Services (Revised Pay) Rules, 2015 annexed with the said OIA dated 29.07.2018 stands superseded by the statement of fixation of pay under Central Civil Services (Revised Pay) Rules, 2015 enclosed as Annexure to this OIA.


(R.K. Chaturvedi)
Joint Secretary to the Government of India

End: as above.

Distribution:

1. All Ministries/Departments of the Government of India and others as per standard list.
2. Office Order Folder/Guard File

- 13. Revised pay with reference to the Substantive Pay in cases where the pay fixed in the offering post is lower than the pay fixed in the substantive post if applicable (Rule 7(11))
- 14. Personal Pay, if any (Rule 7(7) and 7(9))
- 15. Non-Practising Allowance as admissible at present in the existing proposed structure (in terms of para 4 of this OIA)
- 16. Date of next increment (Rule 10) and pay pay after grant of increment

Date of Increment Pay after increment in applicable Level of Pay Matrix

- 18. Any other relevant information.

Date:
Office:

Signature & Designation of Head of Department

Statement of fixation of pay under Central Civil Service (Revised Pay) Rules, 2016

1. Name of the Employee :
2. Designation of the post in which pay is to be Fixed as on January 1, 2018 :
3. Status (substantive/officiating) :
4. Pre-revised Pay Band and/or Grade Pay or Scale :
5. Existing entitlements :
 - a. Basic Pay (Pay in the applicable Pay Band plus applicable Grade Pay or basic pay in the applicable scale) in the pre-revised structure as on January 1, 2018
 - b. Dearness Allowance sanctioned w.e.f. 01.01.2016
 - c. Existing emoluments (if any)
6. Basic pay : Pay in the applicable Pay Band plus applicable Grade Pay or basic pay in the applicable scale) in the pre-revised structure as on January 1, 2018. :
7. Applicable Level in Pay Matrix corresponding to Pay Band and Grade Pay or scale shown at Sl.No.4 :
8. Amount arrived at by multiplying basic pay as at Sl.No. 6 by 2.57 :
9. Applicable Band in the Level or tier equal to or just above the Amount at Sl. No. 8 :
10. Revised Basic Pay (as per Sl. No. 8) :
11. Stopped up pay with reference to the revised Pay of Junior, if applicable (Rule 7(8) and 7(10) of CCS (RP) Rules, 2016) Name and pay of the junior also to be indicated separately.

Contd.

MINISTRY OF FINANCE

Department of Expenditure

NOTIFICATION

New Delhi, the 13th June 2017

G.S.R. 593(E)—In exercise of the powers conferred by the proviso to article 309 of the Constitution and clause (5) of article 16 of the Constitution and after consultation with the Comptroller and Auditor General in relation to persons serving in the Indian Army and Accounts Department, the Minister, hereby makes the following rules to amend the Central Civil Services (Revised Pay) Rules, 2016, namely:

- i. (1) These rules may be called the Central Civil Services (Revised Pay) (Amendment) Rules, 2017.
- (2) These shall be deemed to have come into force on the 1st day of June 2016.
- 2. In the Central Civil Services (Revised Pay) Rules, 2016,—
 - (a) in rule 3, in clause (3), in the figure "5300", the figures "5050" shall be substituted;
 - (b) in rule 12, for the words "the date of an" there shall be substituted the following words, to-wit:—
 - "1st January, 2016 and the date shall apply to the pay of officers holding an deputation to posts in the Central Government which are covered under the Central Staffing Scheme";
 - (c) in the Schedule,—
 - (i) For PART A, the following PART shall be substituted, namely:—

"PART A

PAY MATRICES

Pay Band Level	2016-2017					2017-2018					2018-2019			2019-2020			2020-2021	2021-2022	2022-2023	2023-2024
	1st	2nd	3rd	4th	5th	1st	2nd	3rd	4th	5th	1st	2nd	3rd	1st	2nd	3rd				
1	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	2500	2600	2700	2800	2900
2	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	2400	2500	2600	2700	2800	2900	3000	3100	3200	3300
3	1800	1900	2000	2100	2200	2300	2400	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500	3600	3700
4	2200	2300	2400	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500	3600	3700	3800	3900	4000	4100
5	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500	3600	3700	3800	3900	4000	4100	4200	4300	4400	4500
6	3000	3100	3200	3300	3400	3500	3600	3700	3800	3900	4000	4100	4200	4300	4400	4500	4600	4700	4800	4900
7	3400	3500	3600	3700	3800	3900	4000	4100	4200	4300	4400	4500	4600	4700	4800	4900	5000	5100	5200	5300
8	3800	3900	4000	4100	4200	4300	4400	4500	4600	4700	4800	4900	5000	5100	5200	5300	5400	5500	5600	5700
9	4200	4300	4400	4500	4600	4700	4800	4900	5000	5100	5200	5300	5400	5500	5600	5700	5800	5900	6000	6100
10	4600	4700	4800	4900	5000	5100	5200	5300	5400	5500	5600	5700	5800	5900	6000	6100	6200	6300	6400	6500
11	5000	5100	5200	5300	5400	5500	5600	5700	5800	5900	6000	6100	6200	6300	6400	6500	6600	6700	6800	6900
12	5400	5500	5600	5700	5800	5900	6000	6100	6200	6300	6400	6500	6600	6700	6800	6900	7000	7100	7200	7300
13	5800	5900	6000	6100	6200	6300	6400	6500	6600	6700	6800	6900	7000	7100	7200	7300	7400	7500	7600	7700
14	6200	6300	6400	6500	6600	6700	6800	6900	7000	7100	7200	7300	7400	7500	7600	7700	7800	7900	8000	8100
15	6600	6700	6800	6900	7000	7100	7200	7300	7400	7500	7600	7700	7800	7900	8000	8100	8200	8300	8400	8500
16	7000	7100	7200	7300	7400	7500	7600	7700	7800	7900	8000	8100	8200	8300	8400	8500	8600	8700	8800	8900
17	7400	7500	7600	7700	7800	7900	8000	8100	8200	8300	8400	8500	8600	8700	8800	8900	9000	9100	9200	9300
18	7800	7900	8000	8100	8200	8300	8400	8500	8600	8700	8800	8900	9000	9100	9200	9300	9400	9500	9600	9700
19	8200	8300	8400	8500	8600	8700	8800	8900	9000	9100	9200	9300	9400	9500	9600	9700	9800	9900	10000	10100
20	8600	8700	8800	8900	9000	9100	9200	9300	9400	9500	9600	9700	9800	9900	10000	10100	10200	10300	10400	10500
21	9000	9100	9200	9300	9400	9500	9600	9700	9800	9900	10000	10100	10200	10300	10400	10500	10600	10700	10800	10900
22	9400	9500	9600	9700	9800	9900	10000	10100	10200	10300	10400	10500	10600	10700	10800	10900	11000	11100	11200	11300
23	9800	9900	10000	10100	10200	10300	10400	10500	10600	10700	10800	10900	11000	11100	11200	11300	11400	11500	11600	11700
24	10200	10300	10400	10500	10600	10700	10800	10900	11000	11100	11200	11300	11400	11500	11600	11700	11800	11900	12000	12100
25	10600	10700	10800	10900	11000	11100	11200	11300	11400	11500	11600	11700	11800	11900	12000	12100	12200	12300	12400	12500
26	11000	11100	11200	11300	11400	11500	11600	11700	11800	11900	12000	12100	12200	12300	12400	12500	12600	12700	12800	12900
27	11400	11500	11600	11700	11800	11900	12000	12100	12200	12300	12400	12500	12600	12700	12800	12900	13000	13100	13200	13300
28	11800	11900	12000	12100	12200	12300	12400	12500	12600	12700	12800	12900	13000	13100	13200	13300	13400	13500	13600	13700
29	12200	12300	12400	12500	12600	12700	12800	12900	13000	13100	13200	13300	13400	13500	13600	13700	13800	13900	14000	14100
30	12600	12700	12800	12900	13000	13100	13200	13300	13400	13500	13600	13700	13800	13900	14000	14100	14200	14300	14400	14500

(ii) i. PARL. C. 1000 was number 47 and the names relating thereto, the following table is attached thereto:

Ministry of Defence					
S. No.	Name of the Post	Existing Grade Pay		Revised Grade Pay	
		Existing Grade Pay	Grade Pay corresponding to which revised levels have been recommended	Level in the Pay Matrix	Equivalent of the Report
(1)	(2)	(3)	(4)	(5)	(6)
44	Platoon Arms Staff Corporal	2000	2400	Level-4	17.00
45	Personnel Section Officer	3000	3400 (Pay Band-6)	Level-10	20.30
46	Personnel Section Transition Officer	3400 (Pay Band-7)	3900	Level-11	21.70
47	Personnel Officer	4200	4800	Level-12	23.70
48	Junior Works Manager, Department of Defence Production	4500 4800	5400 6100	Level-13	24.10-25

[P. No. 122006-10]

R. K. CHAKRABORTY Secy.

Note: The Central Civil Service (Pay and Allowances) Rules, 1995 were published in the Gazette of India Extraordinary (Part II) Section 3 (ii) sub-section (3) dated the 28th July, 1996.

BANESHA SUKUMI, P. No. 122006-10