

**6th CPC orders related to Defence Civilians**

Sl No	Order No & Date	Issuing Authority	Subject	Folder Name
	<b>Orders on RPR-2008</b>			
1	Notification No GSR 622 (E) dated 29.8.2008	Ministry of Finance, Department of Expenditure	CCS (RP) Rules, 2008	CCS (RP) Rules
2	F No 1/1/2008-IC dated 29.8.2008	Ministry of Finance, Department of Expenditure	Resolution	Resolution
3	F No 1/1/2008-IC dated 30.8.2008	Ministry of Finance, Department of Expenditure	Implementation of 6 CPC recommendations - fixation of pay and payment of arrears - instructions reg (Fitment	Fitment Tables
4	F No 11(1)/2008/D (Civ-I) dated 9.9.2008	Ministry of Defence	CDS (RP) Rules 2008	CDS (RP) Rules 2008
5	F No 1/1/2008-IC dated 13.9.2008	Ministry of Finance, Department of Expenditure	Clarifications on CCS (RP) Rules 2008	Clar 13908
6	F No 1/1/2008-IC dated 13.10.2008	Ministry of Finance, Department of Expenditure	Fixation of pay in the pay bands where posts have been up graded as a result of 6 CPC - Clarifications	Clar 131008
7	F No 1/1/2008-IC dated 27.11.2008	Ministry of Finance, Department of Expenditure	Revised pay scales for official language posts in various subordinate offices of the Central	OLANG
8	F No 1/1/2008-IC dated 29.1.2009	Ministry of Finance, Department of Expenditure	Fixation of pay and grant of increments in the revised pay structure - Clarifications regarding	Clar 290109
9	F No 1/1/2008-IC dated 9.2.2009	Ministry of Finance, Department of Expenditure	Fixation of initial pay in the revised pay structure of Medical Officers in the Pay Band-4.	Medofficers
10	F No 1/1/2008-IC dated 13.3.2009	Ministry of Finance, Department of Expenditure	Date of next increment in cases where Government Servants are not able join posts in a particular grade pay on promotion/appointment on 1st January of a year due to Sunday or	Clar13309
11	F No 1/1/2008-IC dated 21.7.2009	Ministry of Finance, Department of Expenditure	Implementation of 6 CPC recommendations - replacement of pre-revised S-30 Pay scale (Rs 22400-24500) by a new HAG Scale (Rs 67000-	RevisedHAG Scale

12	OM No 13/9/2009-Estt (Pay-I) dated 21.10.2009	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Fixation of pay in case of employees who seek transfer to a lower post under FR 15 (a) - Clarification regarding	Clar 211009
	<b>Orders on Allowances</b>			
13	OM No 1(3)/2008-E-II(B) dated 29.8.2008	Ministry of Finance, Department of Expenditure	Decision of Government relating to grant of Dearness Allowance to Central Government Servants - Revised rates effective from 1.1.2006, 1.7.2006, 1.1.2007, 1.7.2007, 1.1.2008 and	Allowances 29808
14	OM NO 2(13)/2008-E.II(B) dated 29.8.2008	Ministry of Finance, Department of Expenditure	Grant of House Rent Allowance and Compensatory (City)	Allowances 29808
15	OM NO 3 (1)/2008-E.II(B) dated 29.8.2008	Ministry of Finance, Department of Expenditure	Special Compensatory (Remote Locality) Allowance - Revised rates	Allowances 29808
16	OM No 17(1)/2008-E.II(B) dated 29.8.2008	Ministry of Finance, Department of Expenditure	Scheduled /Tribal Area Allowance - Revision of rates	Allowances 29808
17	OM NO 13 (1)/2008-E.II (B) dated 29.8.2008	Ministry of Finance, Department of Expenditure	Discontinuation of Boarder Area Allowance	Allowances 29808
18	OM No 12 (3)/2008-E.II(B) dated 29.8.2008	Ministry of Finance, Department of Expenditure	Island Special (Duty) Allowance for Civilian Employees of the Central Government Serving in the Andaman & Nicobar & Lakshadweep group of	Allowances 29808
19	OM No 12 (4)/2008-E.II(B) dated 29.8.2008	Ministry of Finance, Department of Expenditure	Grant of Hard Area Allowance to the Central Government employees posted in the Nicobar group of Islands and Minicoy in Lakshadweep	Allowances 29808
20	OM NO 5(1)/2008.E.II(B) dated 29.8.2008	Ministry of Finance, Department of Expenditure	Bad Climate Allowance - Revision of the rates	Allowances 29808
21	OM No 21 (2)/2008-E.II(B) dated 29.8.2008	Ministry of Finance, Department of Expenditure	Grant of Transport Allowance to Central Government Employees	Allowances 29808
22	OM No 4 (2)/2008-E.II(B) dated 29.8.2008	Ministry of Finance, Department of Expenditure	Special Compensatory (Hill Area) Allowance - Revision of rates.	Allowances 29808

23	OM No 11(5)/2008-E.II(B) dated 29.8.2008	Ministry of Finance, Department of Expenditure	Special (Duty) Allowance for civilian employees of the Central Government serving in the North East Region (including Sikkim) and Ladakh.	SDA
24	OM No 6(3)/2008-E.II(B) dated 29.8.2008	Ministry of Finance, Department of Expenditure	Construction Projects - Grant of Project Allowance - Revision of	SDA
25	13024/1/2008-Trg-I dated 5.9.2008	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Revision rates of Training Allowance and Sumptuary Allowance	Trg All
26	OM No 14/3/2008-JCA dated 11.9.2008	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Grant of increased rate of Washing Allowance to common categories of Group-C and D employees of various Ministries/Departments	Washing Allow
	<b>Orders on Group-D Pay</b>			
27	OM No 1/1/2008-IC dated 24.12.2008	Ministry of Finance, Department of Expenditure	Clarifications regarding pay fixation of existing Group-D employees in the revised pay structure	Clar Gp-D241208
	<b>Orders on Deputation</b>			
28	OM No 2/22(B)/2008-Estt (Pay II) dated 3.9.2008	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Grant of Deputation (Duty) Allowance	Deputation all
29	OM No 1/1/2008-IC dated 26.3.2009	Ministry of Finance, Department of Expenditure	Fixation of pay on deputation after implementation of CCS	Deput - clar
30	2/22/2008-Estt (Pay II) dated 3.11.2009	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Restriction on pay plus Deputation Allowance - regarding	rest - deputation allow
	<b>Orders on re-employment</b>			

31	OM No 3/13/2008-Estt.(Pay-II) dated 11.11.2008	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Applicability of CCS (RP) Rules 2008 to persons re-employed in Government Service after retirement and who pay is debitible to Civil Estimates.	Re-employ
32	OM NO 38/88/2008-P&PW (G) dated 9.7.2009	Ministry of Personnel, Public Grievances & Pensions (Department of Pension & Pensioners Welfare)	Payment of Dearness Relief to re-employed pensioners and employed family pensioners	re-employda
<b>Orders on MACPS</b>				
33	OM No 35034/3/2008-Estt (D) dated 19.5.2009	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Modified Assured Progression Scheme (MAPCS) for the Central Government Employees	MACPS
34	OM No 35034/3/2008-Estt (D) dated 16.11.2009	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Modified Assured Progression Scheme (MAPCS) for the Central Government Employees - Clarifications regarding	MACPS - Clar
<b>Orders on Misc Allowances</b>				
35	OM No 49011/31/2008-Estt © dated 12.9.2008	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Recommendations of 6th CPC - Applicability for revised Group-D pay scales to Casual Labourers with Temporary Status	CLTS
36	OM No 4/6/2008-Estt (Pay.II) dated 1.10.2008	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Revision of Special Allowance and Cash Handling Allownace - Recommendations of Sixth Central Pay Commission	Cash Handling
37	OM No 7 (21)/2008-E.III (A) dated 22.9.2008	Ministry of Finance, Department of Expenditure	Payment of Caretaking Allowance to the Caretakers of Government Buildings hired or owned by Government following the recommendations of the 6	Caretaking

38	OM No 12011/04/2008-Estt (Allowance) dated 11.9.2008	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Recommendations of 6th CPC - Implementation of decisions relating to Special Allowance for Child Care for women with disabilities and Education Allowance for	Dis allowance
39	OM NO 18016/2/2008-Estt (L) dated 27.3.2009	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Special Concessions/facilities to Central Government Employees working in Kashmir valley in attached/subordinate Offices or PSUs falling under the control of	FSC Kashmir
40	OM No 12011/03/2008-Estt (Allowance) dated 2.9.2008	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Recommendations of Sixth Central Pay Commission - implementation of decisions relating to the grant of Children Education Assistance and	6 CPC-edu allow
41	OM No 12011/03/2008-Estt (Allowance) dated 11.11.2008	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Children Education Allowance - Clarification	cea clar
42	OM No 1201111612009 (Allowance) dated 13.11.2009	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Children Education Allowance/Hostel Subsidy - Clarification	Clar on CEA
43	OM No 7 (20)/2008-E.III (A) dated 24.9.2008	Ministry of Finance, Department of Expenditure	Revision in the rates of Family Planning Allowance for adoption of Small family norms following the recommendations of the	FPA
<b>Orders on Leave</b>				
44	OM NO 14028/3/2008-Estt (L) dated 25.9.2008	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Recommendations of the Sixth Central Pay Commission relating to eligibility for encashment of leave	Eligibility of LE

45	OM No 13018/2/2008-Estt (L) dated 11.9.2008	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Recommendations of Sixth Central Pay Commission relating to enhancement of the quantum of Maternity Leave and introduction of Child Care Leave in	Maternity
46	OM No 13018/2/2008-Estt (L) dated 2.12.2008	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Child Care Leave in respect of Central Government employees as a result of Sixth Central Pay Commission recommendations - Clarifications regarding	ccl-Clar
47	OM No 25011/1/2008-Estt (A) dated 19.11.2008	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Sixth Central Pay Commission Recommendations - Special dispensation in the form of Special Casual Leave to Central Government Employees	Disability Leave
48	OM No 13018/1/2009-Estt (L) dated 22.7.2009	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Enhancement of Child Adoption Leave from 135 to 180 days and extension of the facility of Paternity Leave to adopted fathers.	Pat leave
49	OM No 14028/4/2009-Estt (L) dated 3.6.2009	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Encashment of Earned Leave along with Leave Travel Concession while in service	LTCLEAVE CL
50	OM No 11019/27/2008-AIS-III dated 20.8.2009	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Enhancement of Child Adoption Leave from 135 to 180 days and extension of the facility of Paternity Leave to adopted fathers.	Mat Leave
51	OM NO 14028/3/2008-Estt (L) dated 16.11.2009	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Recommendations of sixth CPC relating to encashment of leave in respect of Central Government employees.	Clr Leave

52	OM NO 14028/3/2008-Estt (L) dated 25.9.2008	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Recommendations of sixth CPC relating to encashment of leave in respect of Central Government employees.	Leave Encash
53	F No 31011/4/2008-Estt (A) dated 23.9.2008	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training)	Recommendations relating to LTC - Acceptance thereof	LTC

No.1 (3)/2008-E-II(B)  
Government of India  
Ministry of Finance  
Department of Expenditure

New Delhi, the 29 August, 2008

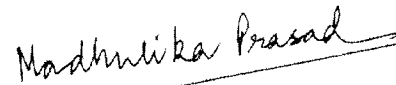
**OFFICE MEMORANDUM**

**Subject: - Recommendations of the Sixth Central Pay Commission-Decision of Government relating to grant of Dearness Allowance to Central Government servants-Revised rates effective from 1.1.2006, 1.7.2006, 1.1.2007, 1.7.2007, 1.1.2008 and 1.7.2008**

The undersigned is directed to say that consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission relating to Dearness Allowance, the President is pleased to decide that the Dearness Allowance admissible to all categories of Central Government employees shall be admissible from the dates mentioned below at the following rates:-

<b>Date from which payable</b>	<b>Rate of Dearness Allowance per mensem</b>
From 1.1.2006	No Dearness Allowance
From 1.7.2006	2% of basic pay + NPA, where applicable
From 1.1.2007	6% of basic pay + NPA, where applicable
From 1.7.2007	9% of basic pay + NPA, where applicable
From 1.1.2008	12% of basic pay + NPA, where applicable
From 1.7.2008	16% of basic pay + NPA, where applicable

2. The payment of Dearness Allowance under these orders from the dates indicated above shall be made after adjusting the instalments of Dearness Allowance already sanctioned and paid to Central Government employees w.e.f. 1.1.2006 vide OM No.1(2)/2006-E-II(B)/166 dated 29.3.2006, 1.7.2006 vide OM No. 1(13)/2006-E-II(B)/523 dated 11.9.2006, 1.1.2007 vide OM No.1(2)/2007-E.II(B)/64 dated 22.3.2007, 1.7.2007 vide OM No.1(8)/2007-E-II(B)/212 dated 11.9.2007 and 1.1.2008 vide OM No.1(1)/2008-E-II(B) dated 17.3.2008.
3. The term 'basic pay' in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of Government servants in the pay scales of HAG+, apex scale and the Cabinet Secretary's scale, basic pay means the pay in the prescribed scale. For the purpose of calculation of dearness allowance, non-practising allowance, where applicable, shall be taken into account as at present.
4. The Dearness Allowance will continue to be a distinct element of remuneration and will not be treated as pay within the ambit of FR 9(21).
5. The payment on account of Dearness Allowance involving fractions of 50 paise and above may be rounded off to the next higher rupee and the fractions of less than 50 paise may be ignored.
6. These orders shall also apply to the Civilian employees paid from the Defence Services Estimates and the expenditure will be chargeable to the relevant Head of the Defence Services Estimates. In regard to Armed Forces personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.
7. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.
8. Hindi version will follow.



**(Madhulika P. Sukul)**

Joint Secretary to the Govt. of India

To

**All Ministries/Departments of the Government of India as per standard distribution list etc.**

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No. 2(13)/2008-E.II(B)  
Government of India  
Ministry of Finance  
Department of Expenditure  
\*\*\*\*\*

New Delhi, the 29<sup>th</sup> August, 2008.

**OFFICE MEMORANDUM**

**Subject:- Decision of the Government on the recommendations of the Sixth Central Pay Commission relating to grant of House Rent Allowance (HRA) and Compensatory (City) Allowance (CCA).**

The undersigned is directed to say that, consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission, the President is pleased to decide that, in modification of this Ministry's O.M. No.2(37)-E.II(B)/64 dated 27.11.1965 as amended from time to time, O.M. No.2(30)/97-E.II(B) dated 03.10.1997 and O.M.No.2(21)/E.II(B)/2004 dated 18.11.2004, the admissibility of these allowances shall be as under:-

(i) **COMPENSATORY (CITY) ALLOWANCE:**

The Compensatory (City) Allowance (CCA) stands **ABOLISHED**.

(ii) **HOUSE RENT ALLOWANCE:**

2. Based on the recommendations of the Sixth Central Pay Commission, the earlier classification of cities has been revised **viz.** A-1 to "X"; A, B-1 & B-2 to "Y" and C & Unclassified to "Z". In determining the revised classification, the population of Urban Agglomeration area of the city has been taken into consideration. Accordingly, the rates of House Rent Allowance shall be as under:-

Classification of Cities/Towns	Rate of House Rent Allowance as a percentage of (Basic pay + NPA where applicable)
X	30 %
Y	20 %
Z	10 %

3. The term "basic pay" in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of Government servants in the pay scales of HAG+ and above, basic pay means the pay in the prescribed scale.

4. In respect of those employees who opt to retain their pre-revised scales of pay, the pay for the purpose of these orders shall also include, in addition to the basic pay in the applicable pre-revised scales, Stagnation Increment(s), Dearness Pay and Non-Practising Allowance as per orders in force on 1.1.2006.

5. The list of cities/towns classified as 'X', 'Y' and 'Z' for the purpose of grant of House Rent Allowance is enclosed as Annexure to these orders.

6. The following orders have been issued by this Ministry in the past for grant of HRA/CCA at higher rates to the Central Government employees posted within the municipal area:-

- (i) O.M. No.2(4)-E.II(B)/65 dt. 05.11.74 (HRA/CCA at Delhi rates in Faridabad Complex)
- (ii) O.M. No.11023/9/E.II(B)/78 dt. 26.05.79 (HRA/CCA at Delhi rates in Ghaziabad municipal area).
- (iii) O.M. No.21011/20/89-E.II(B)-Vol.II dt. 31.01.90 (HRA/CCA at Delhi rates in NOIDA).
- (iv) O.M. No.11013/2/81-E.II(B) dt. 03.08.82 (HRA at Mumbai rates in Navi Mumbai).
- (v) O.M. No.11013/1/87-E.II(B) dt. 12.10.87 (HRA/CCA at Jalandhar rates in Jalandhar Cantt.).
- (vi) O.M. No.11023/1/86-E.II(B) dt. 09.12.86 (HRA/CCA at Delhi rates in Gurgaon).
- (vii) O.M. No.11018/6/87-E.II(B) dt. 29.12.88 (CCA at 'B-2' class rates in Jamnagar).
- (viii) O.M. No.11018/2/83-E.II(B) dt. 14.11.86 (HRA at 'C' class in Mahe).
- (ix) O.M. No.2(13)-E.II(B)/74-Vol.II dt. 16.04.92 (HRA at 'C' class rates in Goa and UT of Daman & Diu).
- (x) O.M. No.2(27)-E.II(B)/65 dt. 09.08.65 (HRA at 'C' class rates in Coonoor).
- (xi) O.M. No.2(54)-E.II(B)/73 dt. 29.08.79 and  
O.M. No. 11016/2/81-E.II(B) dt. 30.04.81 (CCA in cities mentioned in these orders on the basis of costliness).
- (xii) O.M. No.11014/1/E.II(B)/84 dt. 05.02.90 (HRA at 'A', 'B-1' & 'B-2' class rates in Shillong).
- (xiii) O.M. No.11021/1/77-E.II(B) dt. 06.04.78 (HRA at 'C' class rates in hill stations).
- (xiv) O.M. No.2(10)/91-E.II(B) dt. 05.02.98 (HRA at 'B-2' class rates in Jammu).
- (xv) O.M. No.2(30)/97-E.II(B) dt. 18.05.98 (classification of Kolkata and Chennai as 'A-1' class cities).
- (xvi) O.M. No.2(3)/E.II(B)/04 dt. 01.03.04 (HRA at 'B-1' class rates in Goa and Port Blair and at 'C' class rates in the rural areas of A&N and Lakshadweep Islands).

However, due to (i) inclusion of Navi Mumbai within the UA of Greater Mumbai as per 2001 census, (ii) placement of existing 'C' class cities/towns as well as Unclassified places under new category "Z", (iii) abolition of CCA and (iv) upgradation of Jammu, Kolkata & Chennai on account of inclusion of UA, the special dispensation shall continue to be extended only to the following cities:-

- (i) Faridabad, Ghaziabad, NOIDA and Gurgaon at "X" class city rates.
- (ii) Jalandhar Cantt., Shillong, Goa & Port Blair at "Y" class city rates.

7. All other conditions governing grant of HRA under existing orders shall continue to apply.

8. Special Compensatory Allowance @ 2.5% of basic pay admissible w.e.f. 01.08.97 to Group 'C', 'D' and Group 'B' non-gazetted employees whose pay scales correspond to or are lower than the pay scales of Group 'C' employees posted at Gandhinagar as per this Ministry's O.M. No.2(64)/97-E.II(B) dated 04.07.2001, also stands **ABOLISHED**.

9. **These orders shall be effective from September 1, 2008.**

10. The orders will apply to all civilian employees of the Central Government. The orders will also be applicable to the civilian employees paid from the Defence Services Estimates. In respect of Armed Forces personnel and Railway employees, separate orders will be issued by the Ministry

of Defence and the Ministry of Railways, respectively.

11. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller & Auditor General of India.

12. Hindi version will follow.

*Madhulika Prasad*

**(Madhulika P. Sukul)**

Joint Secretary to the Govt. of India

To

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**ANNEXURE**

to O.M. No.2(13)/2008-E.II(B) dt.29 August 2008

**LIST OF CITIES/TOWNS WHERE HOUSE RENT ALLOWANCE  
IS ADMISSIBLE TO CENTRAL GOVERNMENT EMPLOYEES**

S. No.	STATES	CITIES CLASSIFIED AS "X"	CITIES CLASSIFIED AS "Y"
1.	Andhra Pradesh	Hyderabad (UA)	Vijayawada (UA), Warangal (UA), Visakhapatnam (UA), Guntur
2.	Assam		Guwahati (UA)
3.	Bihar		Patna (UA)
4.	Chandigarh		Chandigarh
5.	Chhattisgarh		Durg-Bhilai Nagar (UA), Raipur (UA)
6.	Delhi	Delhi (UA)	
7.	Gujarat		Ahmedabad (UA), Rajkot (UA), Jamnagar (UA), Bhavnagar (UA), Vadodara (UA), Surat (UA)
8.	Haryana		Faridabad*
9.	Jammu & Kashmir		Srinagar (UA), Jammu (UA)
10.	Jharkhand		Jamshedpur (UA), Dhanbad (UA), Ranchi (UA)
11.	Karnataka	Bengaluru(UA)	Belgaum (UA), Hubli-Dharwad, Mangalore (UA), Mysore (UA)
12.	Kerala		Kozhikode (UA), Kochi (UA), Thiruvananthapuram (UA)
13.	Madhya Pradesh		Gwalior (UA), Indore (UA), Bhopal (UA), Jabalpur (UA)
14.	Maharashtra	Greater Mumbai(UA)	Amravati, Nagpur (UA), Aurangabad (UA), Nashik (UA), Bhiwandi (UA), Pune (UA), Solapur, Kolhapur (UA)
15.	Orissa		Cuttack (UA), Bhubaneswar (UA)
16.	Punjab		Amritsar (UA), Jalandhar (UA), Ludhiana,
17.	Pondicherry		Pondicherry (UA)
18.	Rajasthan		Bikaner, Jaipur, Jodhpur (UA), Kota (UA)
19.	Tamil Nadu	Chennai(UA)	Salem (UA), Tiruppur (UA), Coimbatore (UA), Tiruchirappalli (UA), Madurai (UA)
20.	Uttarakhand		Dehradun (UA)
21.	Uttar Pradesh		Moradabad, Meerut (UA), Ghaziabad*, Aligarh, Agra (UA), Bareilly (UA), Lucknow (UA), Kanpur (UA), Allahabad (UA), Gorakhpur, Varanasi (UA)
22.	West Bengal	Kolkata (UA)	Asansol (UA)

\* Only for the purpose of extending HRA on the basis of dependency.

**NOTE**

The remaining cities/towns in various States/UTs which are not covered by classification as "X" or "Y" are classified as "Z" for the purpose of HRA.

New Delhi, the 29<sup>th</sup> August 2008.

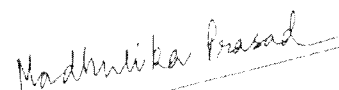
**OFFICE MEMORANDUM**

**Subject: Special Compensatory (Remote Locality) Allowance – Recommendation of the Sixth Central Pay Commission – Revision of rates.**

The undersigned is directed to say that consequent upon the decisions taken by the Government on the recommendations of 6<sup>th</sup> Central Pay Commission and in partial modification of O.M. No. 3/1/98-E.II(B) dt. 20.7.1998, the President is pleased to decide that the Special Compensatory (Remote Locality) Allowance to the Central Government employees serving in the specified areas in different States and Union Territories listed as Parts A,B,C,D in the Annexure to the O.M. shall be admissible at the following rates:-

Category	Part A(Rs.p.m.)	Part B(Rs.p.m.)	Part C(Rs.p.m.)	Part D(Rs.p.m.)
For posts in the grade pay of Rs. 5400 and above and pay scale of HAG+ and above.	2600	2100	1500	400
For posts in the grade pay less than Rs. 5400.	2000	1600	1200	320

- In case of those employees who opt to retain the pre-revised scale of pay, the corresponding Grade Pay of the pay scale/corresponding pay scale of the post occupied on 1.1.2006, as indicated in CCS(Revised Pay) Rules, 2008 would determine the allowance under these orders.
- All other terms and conditions governing the grant of Special Compensatory (Remote Locality) Allowance including the classification of different areas for the specific purpose of this allowance shall continue to be applicable.
- These orders shall take effect from September 1, 2008.**
- In case any other Special Compensatory Allowance(s) are also admissible at a particular place, the Central Government employees working there will have the option to choose the allowance which benefits them the most.
- The rates of this allowance shall automatically increase by 25% whenever the Dearness Allowance payable on revised pay structure goes up by 50%.
- These orders shall apply to the civilian employees paid from the Defence Service Estimates and the expenditure will be chargeable to the relevant Head of the Defence Service Estimates. In respect of Armed Forces personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.
- In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.
- Hindi version will follow.



( Madhulika P. Sukul )

Joint Secretary to the Government of India

To

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**ANNEXURE TO DEPARTMENT OF EXPENDITURE O.M.NO.3(1)/2008-E.II(B) DATED 29TH AUGUST, 2008  
AREAS ELIGIBLE FOR GRANT OF SPECIAL COMPENSATORY [REMOTE LOCALITY] ALLOWANCE**

**A. ANDAMAN AND NICOBAR ISLANDS**

**I. AREAS INCLUDED IN PART 'A'**

1. Middle Andamans, North Andaman, Little Andaman, Nicobar and Narcondum Islands.

**II. AREAS INCLUDED IN PART 'B'**

1. South Andaman ( including Port Blair).

**B. ARUNACHAL PRA DESH**

**I. AREAS INCLUDED IN PART 'A'**

1. Difficult Areas of Arunachal Pradesh

**II. AREAS INCLUDED IN PART ' B'**

1. Throughout Arunachal Pradesh other than those declared as Difficult Areas.

**C. ASSAM**

**I. AREAS INCLUDED IN PART 'D'**

1. Entire State

**D. HIMACHAL PRADESH**

**I. AREAS INCLUDED IN PART 'A'**

1. (1) **Chamba District**

(a) Pangi Tehsil

(b) Following Panchayats and Villages of Bharmour Tehsil:

(i) Panchayats

Badgaun, Bajol, Deol Kugti, Nayagam and Tundah

(ii) Villages

Ghatu of Gram Panchayat Jagat, Kanarsi of Gram Panchayat Chauhata.

- (2) **Kinnaur District**

(a) Asrang, Chitkul and Hango Kuno/Charang Panchayats.

(b) 15/20 Area comprising the Gram Panchayats of Chhota Khamba, Nathpa and Rupi.

(c) Pooh sub-Division, excluding the Panchayat Areas specified above.

- (3) **Kullu District**

15/20 Area of Nirmand Tehsil, comprising the Gram Panchayats of Kharga, Kushwar and Sarga

- (4) **Lahaul and Spiti District**

Entire area of Lahaul and Spiti

- (5) **Shimla District**

15/20 Area of Rampur Tehsil comprising of Panchayats of Koot, Labana-Sadana, Sarpara and Chandi- Branda.

**II. AREAS INCLUDED IN PART 'B'**

**1.Chamba District**

Bharmour Tehsil, excluding Panchayats and Villages included in Part 'A'.

**2.Kangra District**

Areas of Bara Bhangal and Chhota Bhangal.

### **3.Kinnaur District**

Entire District other than Areas included in Part 'A'

#### **Shimla District**

- (a) Dodra-Kawar Tehsil.
- (b) Gram Panchayats of Darkali in Rampur, Kashapath Tehsil and Munish.
- (c) Ghori Chaibis of Pargana Sarahan.

### **III. AREAS INCLUDED IN PART 'C'**

#### **1.Chamba District**

- (a) Jhandru Panchayat in Bhatiyat Tehsil.
- (b) Churah Tehsil.
- (c) Dalhousie Town (including Banikhet proper)

#### **2.Kullu District**

- (a) Outer Seraj (excluding Villages of Jakat-Khana and Burow in Nirmand Tehsil.
- (b) Entire Districts (excluding outer Seraj area and Pargana of Pandrabis but including villages Jakat Khana and Burow of Tehsil Nirmand.)

#### **3.Mandi District**

- (a) Chhuhar Valley (Jogindernagar Tehsil).
- (b) Following Panchayats in Thunag Tehsil:  
Bagraa, Chhatri, Chhotdhar, Garagushain, Gatoo, Gharyas, Janjheli, Jaryar, Johar Kalhani Kalwan, Kholanal, Loth, Silibagi, Samachan, Thachdhar, Tachi and Thana.
- (c) Following Panchayats of Dharampur Block:  
Binga, Kamlah, Saklana, Tanyar and Tarakholah.
- (d) Following Panchayats of Karsog Tehsil:  
Balidhar, Bagra, Gopalpur, Khajol, Mahog, Mehudi, Manj, Pekhi, Sainj, Sarahan and Teban.
- (e) Following Panchayats of Sundernagar Tehsil:  
Bohi, Batwara, Dhanyara, Paura-Kothi, Seri and Shoja.

#### **4. Kangra District**

- (a) Dharamsala Town and the following offices located outside its Municipal limits but included in Dharamsala Town for purposes of eligibility to Special Compensatory [Remote Locality] Allowance:
  - (i) Women's ITI, Dari.
  - (ii) Mechanical Workshop, Ramnagar.
  - (iii) Child Welfare and Town and Country Planning Offices, Sakoh.
  - (iv) CRSF Office at lower Sakoh.
  - (v) Kangra Milk Supply Scheme, Dugiari.
  - (vi) H.R.T.C. Workshop, Sudher.
  - (vii) Zonal Malaria Office, Dari.
  - (viii) Forest Corporation Office, Shamnagar.
  - (ix) Tea Factory, Dari.
  - (x) I.P.H. Sub-Division, Dari.
  - (xi) Settlement Office, Shamnagar.
  - (xii) Binwa Project, Shamnagar .
- (b) Palampur Town, including HPKVV Campus at Palampur, and the following offices located outside its Municipal limits but included in Palampur Town for this purpose:
  - (i) H.P. Krishi Vishvavidyala campus.
  - (ii) Cattle Development Office/Jersey Farm, Banuri.
  - (iii) Sericulture Office/Indo-German Agriculture Workshop/ HPPWD Division, Bundla.
  - (iv) Electrical Sub-Division, Lohna.
  - (v) D.P.O. Corporation, Bundla.
  - (vi) Electrical HPSEE Division, Ghuggar.

## 5. Shimla District

1. (a) Chopal Tehsil.  
(b) (i) Ghoris, Panjgaon, Patsnau, Naubis and Teen Koti of Pargana Sarahan.  
(ii) Deothi Gram Panchayat of Taklesh Area.  
(iii) Pargana Barabis.  
(iv) Kasba Rampur and Ghori Nog of Pargana Rampur of Rampur Tehsil.
2. Shimla Town and its suburbs (Dhalli, Jatog, Kasumpti, Mashobra, Taradevi and Tutu)

## 6. Sirmaur district

- (a) Following Panchayats:
  - (i) Bani, Bakhali (Pachhad Tehsil).
  - (ii) Bharog Bheneri (Paonta Tehsil).
  - (iii) Birla (Nahan Tehsil).
  - (iv) Dibber (Pachhad Tehsil).
  - (v) Thana Kasoga (Nahan Tehsil).
- (b) Thansgiri Tract.

## 7. Solan District

Mangal Panchayat

### IV. AREAS INCLUDED IN PART 'D'

1. The remaining Areas of Himachal Pradesh not included in any of the Parts 'A', 'B' and 'C'

### E. JAMMU & KASHMIR

#### I. AREAS INCLUDED IN PART 'A'

##### 1. Kathua District

Niabat Bani, Lohi, Malhar and Macchodi.

##### 2. Udhampur District

- (a) Dudu Basantgarh, Lander Bhamag IIIaqa, Thakrakote and Nagote.
- (b) All Areas in Mahore Tehsil other than those included in Part 'B'.

##### 3. Doda District

IIIaqa of Padder and Niabat Nowgam in Kishtwar Tehsil.

##### 4. Leh District

- (a) Noyama and Nobre.
- (b) Zanskar
- (c) All other places in the District.

##### 5. Baramulla District

Entire Gurez-Nirabat, Tangdar Sub-Division and Keran IIIaqa.

### II. AREAS INCLUDED IN PART 'B'

#### 1. Udhampur District

Areas up to Goel from Kamban side and Areas upto Arnas from Keasi side in Tehsil Mahore.

#### Baramulla District

Matchill.



### **III. AREAS INCLUDED IN PART 'C'**

1. (i) Areas in Poonch and Rajouri Districts excluding the towns of Poonch and Rajouri and Sunderbani and other Urban areas in the two districts.
- (ii) Areas not included in Parts 'A', 'B' and (i) of Part 'C' above, but which are within a distance of 8 km from the line of actual control or at places which may be declared as qualifying for Border Allowance from time to time by the State Government for their own staff.

#### **F. LAKSHADWEEP**

##### **I. AREAS INCLUDED IN PART 'A'**

1. Entire Union Territory.

#### **G. MANIPUR**

##### **I. AREAS INCLUDED IN PART - 'C'**

1. Entire State

#### **H. MEGHALAYA**

##### **I. AREAS INCLUDED IN PART 'D'**

1. Entire State

#### **I. MIZORAM**

##### **I. AREAS INCLUDED IN PART 'A'**

1. Chhimgai District and areas beyond 25 km from Lunglei Town in Lunglei District.

##### **II. AREAS INCLUDED IN PART 'B'**

1. Entire Lunglei District excluding areas beyond 25 km from Lunglei Town.

##### **III. AREAS INCLUDED IN PART 'C'**

1. Entire Aizawl District.

#### **J. NAGALAND**

##### **I. AREAS INCLUDED IN PART 'B'**

1. Entire State

#### **K. SIKKIM**

##### **I. AREAS INCLUDED IN PART 'A'**

1. Entire State

#### **L. TRIPURA**

##### **I. AREAS INCLUDED IN PART 'B'**

1. Difficult Areas of Tripura.

##### **II. AREAS INCLUDED IN PART 'C'**

1. Entire State other than areas declared as Difficult ones and included in Part 'B'.

#### **M. UTTARAKHAND**

##### **I. AREAS INCLUDED IN PART 'A'**

1. Areas under Chamoli, Pithoragarh, Uttarkashi, Rudrarprayag and Champavat Districts.

No. 4(2)/2008-E.II(B)  
Government of India  
Ministry of Finance  
Department of Expenditure

New Delhi, the 29<sup>th</sup> August, 2008.

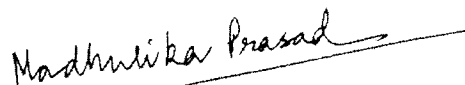
**OFFICE MEMORANDUM**

**Subject: Special Compensatory (Hill Area) Allowance-Recommendation of the Sixth Central Pay Commission-Revision of Rates.**

The undersigned is directed to say that the recommendations of the Sixth Central Pay Commission relating to the Special Compensatory (Hill Area) Allowance have been considered by the Government. The President is pleased to decide that, in modification of this Ministry's O.M. No. 5(3)-E.II(B)/64 dated 29.5.1964 as amended from time to time and O.M.No.4(3)/97/E.II(B), dated 17-8-1998, Special Compensatory (Hill Area) Allowance to the Central Government employees shall be admissible at the following rates:-

Category	(Rate per month in Rs.) Altitude of the place at 1000 Metres and above Mean Sea Level
For posts in the grade pay of Rs. 5400 and above and pay scale of HAG+ and above	600/-
For posts in the grade pay of less than Rs. 5400/-	480/-

2. In case of those employees who opt to retain the pre-revised scale of pay, corresponding Grade Pay of the pay scale/ corresponding pay scale of the post occupied on 1.1.2006, as indicated in CCS (Revised Pay) Rules, 2008 would determine the allowance under these orders.
3. The rate of this allowance shall automatically increase by 25%, whenever the Dearness Allowance Payable on the revised pay structure goes up by 50%.
4. All other terms and conditions governing grant of Special Compensatory (Hill Area) Allowance shall continue to be applicable.
5. **These orders shall take effect from September 1, 2008.**
6. In places where more than one Special Compensatory Allowance is admissible, the Central Government employees posted in such stations will have the option to choose the allowance which benefits them the most.
7. These orders shall also apply to the civilian employees paid from the Defence Services Estimates and the expenditure will be chargeable to the relevant Head of the Defence Services Estimates. In regard to Armed Forces personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.
8. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller & Auditor General of India.
9. Hindi version will follow.



(Madhulika P. Sukul)

Joint Secretary to the Government of India

To

All Ministries/Department of the Government of India as per standard distribution list, etc.

Copy (with usual number of spare copies) forwarded to C&AG, UPSC, etc. as per standard endorsement list.

9(11)/2008-E-II(B)  
Government of India  
Ministry of Finance  
Department of Expenditure

New Delhi, the 29<sup>th</sup> August, 2008

**OFFICE MEMORANDUM**

**Subject: Grant of Split Duty Allowance to Sweepers and Farashes in Central Secretariat and Allied offices.**

The undersigned is directed to say that consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission, the President is pleased to decide that in modification of this Ministry's O.M. No. 9(20)/2000-EII(B) dated 28.12.2004, the Sweepers and Farashes working in Central Secretariat and allied offices performing split duties, where the break in between the shift is at least 2 hours and they have not been provided residential accommodation within 1 km. of the office premises shall be entitled to Split Duty Allowance at the rate of Rs.200 per month. The other conditions of O.M. No. 9(20)/2000-EII(B) dated 28.12.2004 will remain unchanged.

- 2 This allowance will be increased by 25% whenever the Dearness Allowance payable on revised pay scale goes up by 50%.
- 3 **These orders shall take effect from September 1, 2008.**
- 4 In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with Comptroller Auditor General of India.
- 5 Hindi version will follow.

*Madhulika Prasad*

**(Madhulika P. Sukul)**

Joint Secretary to the Government of India

To,  
**All Ministries and Departments of the Government of India etc. as per standard distribution list.  
Copy (with usual number of spare copies) forwarded to C&AG and UPSC etc. as per standard endorsement list.**

21(2)/2008-E-II(B)  
Government of India  
Ministry of Finance  
Department of Expenditure

New Delhi, the 29<sup>th</sup> August, 2008

**OFFICE MEMORANDUM**

**Subject: Grant of Transport Allowance to Central Government employees.**

The undersigned is directed to say that consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission, the President is pleased to decide that in modification of this Ministry's O.M. No. 21(1)/97-EII (B) dated 3.10.1997, the Central Government employees shall be entitled to Transport Allowance at the following rates:-

Employees drawing grade pay of	Rate of Transport Allowance per month	
	In 13 cities <sup>#</sup> classified as A-1/A earlier.	Other places
Grade pay of Rs.5400 & above.	Rs. 3200+DA thereon	Rs. 1600+ DA thereon
(i) Grade pay of Rs. 4200, Rs.4600 and Rs.4800	Rs. 1600+DA thereon	Rs. 800+ DA thereon
(ii) those drawing grade pay below Rs.4200 but drawing pay in the pay band equal to Rs.7440 & above.		
Grade pay below 4200 and pay in the pay band below Rs. 7440.	Rs.600+DA thereon	Rs.400+DA thereon

# Hyderabad(UA), Delhi(UA), Bangalore(UA), Greater Mumbai(UA) Chennai(UA), Kolkata(UA), Ahmedabad(UA) Surat(UA), Nagpur(UA), Pune(UA) Jaipur(UA) Lucknow(UA) and Kanpur(UA).

2 The grant of transport allowance shall be subject to the following conditions:-

- (i) The blind or orthopaedically handicapped employees in terms of this Ministry's orders vide OM No 21(1)/97-E-II(B) dated 3.10.1997 shall continue to draw this allowance at double the normal rates, which shall, in no case, be less than Rs. 1,000/- per month plus the applicable rate of dearness allowance. The other conditions of O.M. No. 19029/1/78-E-IV(B) dated 31.8.78, related to grant of conveyance allowance to blind and orthopaedically handicapped Central Government employees shall remain unchanged.
- (ii) The allowance shall not be admissible to those employees who have been provided with the facility of Government transport.
- (iii) **The condition contained in para 3(ii) of O.M. No. 21(1)/97 E-II(B) dated 3.10.1997 by which the grant of Transport Allowance to employees provided with official accommodation within one kilometer of office or within a campus housing the place of work and residence was disallowed, has been withdrawn.**
- (iv) In respect of those employees who opt to retain their pre-revised scales of pay, the corresponding Grade Pay of the pay scale/corresponding pay scale of the post occupied on 1.1.2006 as indicated in CCS(Revised Pay) Rules, 2008 would determine the allowance under these orders.

(v) These orders will apply to all civilian employees of the Central Government. The orders will also apply to the civilian employees paid from the Defence Service Estimates. In regard to Armed Forces Personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.

3. Officers drawing grade pay of Rs. 10,000 & Rs. 12000 and those in the HAG + Scale, who are entitled to the use of official car in terms of O.M. No. 20(5)-E-II(A)/93 dated 28.1.94 shall be given the option to avail themselves of the existing facility or to draw the Transport Allowance at the rate of Rs. 7,000/- p.m. plus dearness allowance thereon.
4. In so far as the persons serving in the Indian Audit & Accounts Department are concerned, this order issues in consultation with the Comptroller & Auditor General of India.
5. **The order shall take effect from September 1, 2008.**
6. Hindi version will follow.

*Madhulika Prasad*

**(Madhulika P. Sukul)**

Joint Secretary to the Government of India

To,

**All Ministries and Departments of the Government of India etc. as per standard distribution list.  
Copy forwarded to C&AG and UPSC etc. (with usual number of spare copies) as per standard endorsement list.**

New Delhi, the 29<sup>th</sup> August.,2008

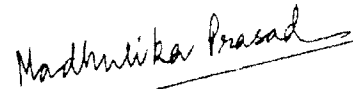
**OFFICE MEMORANDUM**

**Subject:- Bad Climate Allowance – Recommendation of the Sixth Central Pay Commission-  
Revision of the rates.**

The undersigned is directed to say that consequent upon the decisions taken by the Government on the recommendations of the 6<sup>th</sup> Central Pay Commission related to the above mentioned allowance, the President is pleased to decide that in modification of this Ministry's O.M. No.20012/2/73-E.IV(B) dated 4.1.74, O.M. No. 20012/1/86-E.IV dated 23.9.86 and O.M. No.5(1)/97/E.II(B) dt. 1.4.1998 as amended from time to time, the Special Compensatory (Bad Climate) Allowance to the Government employees shall be admissible at the following rates:-

<b>Grade pay</b>	<b>Rate per month(Rs.)</b>
For posts in the grade pay of Rs. 5400/- and pay scale of HAG+ and above	400
For posts in the grade pay of less than Rs.5400/-	240

2. In the case of those employees who opt to retain the pre-revised scale of pay, corresponding Grade Pay of the pay scale/ corresponding pay scale of the post occupied on 1.1.2006, as indicated in CCS (Revised Pay) Rules, 2008 would determine the allowance under these orders.
3. All other terms and conditions governing the grant of Bad Climate/Unhealthy Locality Allowance shall continue to be applicable.
4. **These orders shall take effect from September 1, 2008**
5. The rate of this allowance shall automatically increase by 25%, whenever the Dearness Allowance payable on the revised pay structure goes up by 50%.
6. In case there are any other Special Compensatory Allowance(s) admissible at a particular place, the Central Government employees working there will have the option to choose the allowance which benefits them the most..
7. These orders shall also apply to the civilian employees paid from the Defence Service Estimates and the expenditure will be chargeable to the relevant Head of the Defence Service Estimates. In regard to Armed Force personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.
8. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders issue after consultation with the Comptroller and Auditor General of India.
9. Hindi version will follow.



**(Madhulika P. Sukul)**  
Joint Secretary to the Govt. of India

To,  
**All Ministries/Departments of the Government of India (as per standard distribution list etc.)  
Copy (with usual number of spare copies) forwarded to C&AG, UPSC etc. as per standard endorsement list.**

No.6(3)/2008-E.II(B)  
Government of India  
Ministry of Finance  
Department of Expenditure

New Delhi, the 29<sup>th</sup> August, 2008.

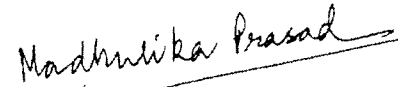
**OFFICE MEMORANDUM**

**Subject: Construction Projects-Grant of Project Allowance- Revision of rates.**

The undersigned is directed to say that consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission, the President is pleased to decide that in modification of O.M. No.20011/5/73-E.II(B) dated the 17.1.1975, as amended from time to time, and O.M. No.6(6)/97-E.II(B) dated 1.4.1998 on the subject mentioned above, the rates of Project Allowance shall be as follows:-

Grade Pay	Rate per month(Rs.)
For posts in the grade pay of Rs.5400/- and above and pay scale of HAG+ and above	1500
For posts in the grade pay of less than Rs. 5400/-	1000

- In the case of those employees who opt to retain the pre-revised scale of pay, corresponding Grade pay of the pay scale/ corresponding pay scale of the post occupied on 1.1.2006, as indicated in CCS (Revised Pay) Rules, 2008 would determine the allowance under these orders.
- These orders will take effect from September 1, 2008.**
- These orders will apply to all civilian employees of the Central Government including civilian employees paid from the Defence Services Estimates. In regard to Armed Forces personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.
- The rates of this allowance shall automatically increase by 25%, whenever the Dearness Allowance payable on the revised pay structure goes up by 50%.
- All others terms and conditions governing the grant of this allowance shall remain unchanged.
- In so far as persons serving in the Indian Audit & Accounts Department are concerned, these orders issue after consultation with the Comptroller & Auditor General of India.
- Hindi version will follow.



(Madhulika P. Sukul)  
Joint Secretary to the Govt. of India

To  
All Ministries/Departments of the Government of India.  
Copy forwarded to C&AG, UPSC etc, (with usual number of spare copies) as per standard endorsement list.

New Delhi, the 29<sup>th</sup> August, 2008.

**OFFICE MEMORANDUM**

**Subject:- Special (Duty) Allowance for Civilian Employees of the Central Government serving in the North Eastern Region (including Sikkim) and Ladakh - Recommendations of Sixth Central Pay Commission.**

The undersigned is directed to state that certain allowances and special facilities have been granted to Central Govt. employees including officers of the All India Services, serving in the North Eastern Region States (including Sikkim) and Union Territories of A&N and Lakshadweep group of Islands.

2. Special (Duty) Allowance is admissible in North Eastern Region @ 12.5% of the basic pay as prescribed in Para 2(iii) of this Ministry's O.M. No.11(2)/97-E.II(B), dated 22.7.1998 as amended from time to time, to those employees who are posted from outside the region having 'All India Transfer Liability'. In partial modification of O.M. dated 22.7.1998, and O.M.No.11 (5)/97-E.II (B), dated 29.5.2002, on the recommendations of Sixth Central Pay Commission, the President is now pleased to decide that this allowance shall be admissible to the Central government employees @ 12.5% of (the revised Basic Pay + NPA where applicable) irrespective of whether the transfer( including on initial appointment) is from outside the North Eastern Region or from another area of that region. The existing condition that employees should have All India Transfer Liability has also been dispensed with.

3. The term "basic pay" in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of Government servants in the pay scales of HAG+ and above, basic pay means the pay in the prescribed scale.

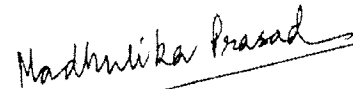
4. Special (Duty) Allowance allowed to the Government employees including All India Service Officers posted in North Eastern Region including Sikkim shall also be extended to the employees posted in Ladakh, from September 1, 2008.

5. In respect of those employees who opt to retain their pre-revised scales of pay, the pay for the purpose of these orders shall also include, in addition to the basic pay in the applicable pre-revised scale including stagnation increments(s) and Non-Practicing Allowance (NPA), Dearness Pay as per orders in force on 01-01-2006

6. **These orders will take effect from September 1, 2008.**

7. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.

8. Hindi version will follow



( Madhulika P. Sukul )

Joint Secretary to the Government of India

To

All Ministries/Department of the Government of India (As per standard Distribution List).

Copy (with usual number of spare copies) forwarded to C&AG, UPSC, etc. as per standard Endorsement List

Copy also forwarded to Chief Secretary, Andaman & Nicobar Islands and Administrator, Lakshadweep, Ladakh.



No. 12(4)/2008-E.II(B)  
Government of India  
Ministry of Finance  
Department of Expenditure

New Delhi, the 29<sup>th</sup> August, 2008.

**OFFICE MEMORANDUM**

**Subject: Grant of Hard Area Allowance to the Central Government employees posted in the Nicobar group of Islands and Minicoy in Lakshadweep Islands – Recommendations of Sixth Central Pay Commission.**

The undersigned is directed to say that Hard Area allowance was granted to Central Govt. employees posted in Nicobar Group of Islands @ 25% of basic pay w.e.f. 1.4.2004 vide O.M. No.12(1)E.II(B)2003 dated 01.04.2004.

2. Based on the recommendations of Sixth Central Pay Commission as accepted by the Government, the President is pleased to decide that all the Central Government employees posted in **Nicobar Group of Islands and in Minicoy in Lakshadweep** shall be paid Hard Area Allowance @ 25% of (basic pay + NPA, where applicable).
3. The term "basic pay" in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of Government servants in the pay scales of HAG+ and above, basic pay means the pay in the prescribed scale.
4. In addition to Hard Area Allowance, the Island Special Duty Allowance shall also be admissible.
5. In respect of those employees who opt to continue in their pre-revised scale of pay, the pay for the purpose of these orders shall also include, in addition to the basic pay in the applicable pre-revised scales, Stagnation Increment(s), Dearness Pay and Non-Practising Allowance as per orders in force on 1.1.2006.
6. **These orders shall take effect from September 1, 2008.**
7. These orders shall also apply to the civilian employees paid from the Defence Service Estimates and the expenditure will be chargeable to the relevant Head of the Defence Services Estimates. In regard to Armed Forces personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.
8. In so far as the persons serving in the Indian Audit and Accounts Departments are concerned, these orders issue in consultation with Comptroller & Auditor General of India.
9. Hindi version will follow.



**(Madhulika P. Sukul)**

Joint Secretary to the Government of India

To

**All Ministry/Department of the Government of India as per standard distribution list, etc.**

**Copy (with usual number of spare copies) forwarded to C&AG, UPSC, etc., as per standard endorsement list.**

**Copy also forwarded to Chief Secretary, Andaman & Nicobar Islands and Administrator, Lakshadweep.**

New Delhi, the 29 August, 2008

**OFFICE MEMORANDUM**

**Subject: - Island Special (Duty) Allowance for Civilian Employees of the Central Government serving in the Andaman & Nicobar & Lakshadweep group of Islands – Recommendations of the Sixth Central Pay Commission – Revision of Rates.**

The undersigned is directed to say that based on the recommendations of the Sixth Central Pay Commission, the President is pleased to decide that Island Special (Duty) Allowance for the different areas specified in this Department's O.M. No.20022/2/88-E.II(B) dated 24.5.1989 will be granted at the following rates:-

Areas	Rates
1. Areas around Capital Towns. (Port Blair in A & N Islands, Kavaratti and Agatti in Lakshadweep)	12.5% of (basic pay + NPA, where applicable)
2. Difficult Areas (North and Middle Andaman, South Andaman excluding Port Blair in A & N Islands, all Islands in Lakshadweep except Kavaratti, Agatti and Minicoy).	20% of (basic pay +NPA, where applicable)
3. More Difficult Areas (Little Andaman, Nicobar group of Islands, Narcondam Islands, East Islands in A & N Islands, Minicoy in Lakshadweep).	25% of (basic pay + NPA, where applicable)

2. The term "basic pay" in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of Government servants in the pay scales of HAG+ and above, basic pay means the pay in the prescribed scale.

3. Island Special (Duty) Allowance shall be admissible to the Central Government civilian employees including All India Service Officers on their transfer (including on initial appointment) to any place in Andaman & Nicobar and Lakshadweep group of Islands irrespective of whether the transfer is from outside or from within the Islands without insisting on an All India Transfer Liability.

4. In respect of those employees who opt to retain their pre-revised scales of the pay, the pay for the purpose of these orders shall also include, in addition to the basic pay in the applicable pre-revised scale, Stagnation Increment(s), Dearness Pay and Non-Practicing Allowance as per orders in force on 01-01-2006.

5. The Island Special Duty Allowance shall be admissible in addition to the Hard Area Allowance, where admissible.

6. **These orders will take effect from September 1, 2008.**

7. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.

8. Hindi version will follow.

*Madhulika Prasad*

(Madhulika P. Sukul)

Joint Secretary to the Govt. of India

To

All Ministries/Department of the Government of India (As per standard Distribution List). Copy (with usual number of spare copies) forwarded to C&AG, UPSC, etc. as per standard Endorsement List.

Copy also forwarded to Chief Secretary, Andaman & Nicobar Islands and Administrator, Lakshadweep.

No.13(1)/2008-E.II.B  
Government of India  
Ministry of Finance  
Department of Expenditure

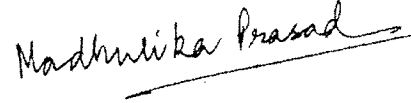
New Delhi, the 29<sup>th</sup> August, 2008

**OFFICE MEMORANDUM**

**Subject:- Discontinuation of Border Area Allowance to the Central Government employees serving on the International Border of Rajasthan-Implementation of Recommendations of the Sixth Central Pay Commission.**

The undersigned is directed to say that consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission relating to Border Area Allowance, the President is pleased to discontinue the Border Area Allowance **w.e.f. September 1, 2008**. This allowance was admissible to Central Government employees vide OM No.13(1)/97-E.II(B) dated 3.3.1999.

Hindi version will follow.



**( Madhulika P. Sukul )**

Joint Secretary to the Government of India

TO

**All Ministries/Depts. of the Govt. of India (as per standard distribution list with usual number of copies etc.).**

**Copy (with usual number of spare copies) forwarded to C&AG, UPSC, etc. (As per standard endorsement list).**

No.17(1)/2008-E.II(B)  
Government of India  
Ministry of Finance  
Department of Expenditure

New Delhi, the 29<sup>th</sup> August, 2008

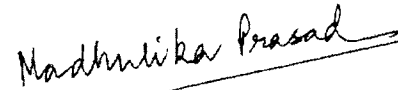
**OFFICE MEMORANDUM**

**Subject:- Scheduled/Tribal Area Allowance – Recommendation of the Sixth Central Pay Commission – Revision of rates.**

The undersigned is directed to say that consequent upon the decisions taken by the Government on the recommendations of the 6<sup>th</sup> Central Pay Commission, the President is pleased to decide that in modification of this Ministry's O.M. No.19(14)-E.IV(B)/70-Vol I dated 19.2.1972 read with O.M. No.17(1)/98-E.II(B) dt. 17.7.1998, the Scheduled/Tribal Area Allowance to the Central Government employees shall be admissible at the following rates:-

<b>Grade Pay</b>	<b>Rate per month(Rs.)</b>
Employees drawing grade pay of Rs.5400/- and above and pay scale of HAG+ and above	400
For posts in the grade pay of less than Rs. 5400/-	240

2. In the case of those employees who opt to retain the pre-revised scale of pay, corresponding Grade Pay of the pay scale/ corresponding pay scale of the post occupied on 1.1.2006, as indicated in CCS (Revised Pay) Rules, 2008 would determine the allowance under these orders.
3. All other terms and conditions governing the grant of Scheduled/Tribal Area Allowance shall continue to be applicable.
4. **These orders shall take effect from September 1, 2008.**
5. The rates of this allowance shall automatically increase by 25%, whenever the Dearness Allowance payable on the revised pay structure goes up by 50%.
6. In places where more than one Special Compensatory Allowance is admissible, the Central Government employees posted in such stations will have the option to choose the allowance which benefits them the most.
7. The orders shall also apply to the civilian employees paid from the Defence Services Estimates and the expenditure will be chargeable to the relevant Head of the Defence Service Estimates. In regard to Armed Forces personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.
8. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders issue after consultation with the Comptroller and Auditor General of India.
9. Hindi version will follow.



(Madhulika P. Sukul)

Joint Secretary to the Government of India

To.

All Ministries/Departments of the Government of India as per standard distribution list etc.

Copy (with usual number of spare copies) forwarded to C&AG,UPSC etc. as per standard endorsement list.

F.No19039/3/2008-E.IV  
Government of India  
Ministry of Finance  
Department of Expenditure

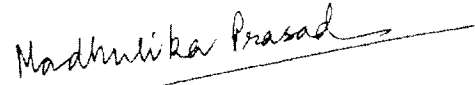
New Delhi, the 29<sup>th</sup> August, 2008.

**OFFICE MEMORANDUM**

**Subject: *Revision in the rates of Cycle (maintenance) Allowance under SR-25.***

Consequent upon the acceptance of the recommendations of the Sixth Central Pay Commission and in supersession of this Department OM.No.19050/4/92 dated 29<sup>th</sup> June, 1993, the President is pleased to revise the rate of cycle (maintenance) allowance from Rs.30/- to Rs.60/-per month subject to the provision of SR-25 and orders issued thereunder.

2. The rate of this allowance will be increased by 25% whenever the Dearness Allowance payable on the revised pay scale goes up by 50%.
3. **These orders will be effective from September 01, 2008.**
4. In so far as the staff serving in the Indian Audit and Accounts Department are concerned, these orders are issued in consultation with the Comptroller & Auditor General of India.



**(MADHULIKA P. SUKUL)**  
Joint Secretary to the Government of India.

To

**All Ministries and Departments of the Government of India etc. as per standard distribution list. Copy forwarded to C&AG and UPSC etc. (with usual number of spare copies) as per standard endorsement list.**

F.No.7(19)/2008-E.III(A)  
Government of India  
Ministry of Finance  
Department of Expenditure  
.....

New Delhi, dated 30<sup>th</sup> August, 2008

**OFFICE MEMORANDUM**

Subject: **Revision of rates of Non-Practising Allowance attached to medical posts other than posts included in the Central Health Services (CHS)**  
.....

The Sixth Central Pay Commission has recommended that Doctors should continue to be paid Non-Practising Allowance at the existing rate of 25% of the aggregate of the band pay and grade pay subject to the condition that the Basic Pay + NPA does not exceed Rs.85000/-. Consequent upon acceptance of recommendations of the Sixth Central Pay Commission by the Government, the President is pleased to decide that, in modification of this Ministry's O.M. No.7(25)/E.III(A)/97 dated 15.4.1998, the Non-Practising Allowance may continue to be paid at the existing rate of 25% of Basic Pay subject to the condition that the Basic Pay + NPA does not exceed Rs.85000/-.

2. The term "basic pay" in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of Government servants in the pay scales of HAG+ and above, basic pay means the pay in the prescribed scale.
3. The revised rate of NPA would be effective from the date an employee draws pay in the revised scale applicable to him in accordance with the provisions of the Central Services (Revised Pay) Rules, 2008.
4. The NPA should be restricted to those Medical Posts for which a Medical qualification recognized under the Indian Medical Council Act, 1956 or under the Dentists Act, 1948 has been prescribed as an essential qualification.
5. The Non-Practising Allowance will be treated as pay for the purpose of computing Dearness Allowance, entitlement of Travelling Allowance and other allowances as well as for calculation of retirement benefits.

2/...

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6. These orders will not be applicable in respect of medical posts under the Ministries of Railways, Defence and Department of Atomic Energy for which separate orders will issue.

7. Hindi version will follow.

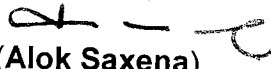
  
(Alok Saxena)  
Director

To

All Ministries & Departments etc.

Copy forwarded to Ministries of Health & Family Welfare, Railways, Defence and Atomic Energy for issue of necessary orders in respect of Medical Services under their administrative control.

The Ministry of Health & Family Welfare may also issue similar orders in respect of medical posts under CHS and the Indian System of Medicine and Homeopathy.

  
(Alok Saxena)  
Director

F.No.7(19)/2008-E.III(A)  
Government of India  
Ministry of Finance  
Department of Expenditure

.....  
New Delhi, dated the 30<sup>th</sup> August, 2008

**OFFICE MEMORANDUM**

**Subject: Revision of rates of Non-Practising Allowance attached to Veterinary Posts following the recommendations of the Sixth Central Pay Commission.**

.....  
The Sixth Central Pay Commission has recommended that Doctors should continue to be paid Non-Practising Allowance at the existing rate of 25% of the aggregate of the band pay and grade pay subject to the condition that the Basic Pay + NPA does not exceed Rs.85000/-. Consequent upon acceptance of the recommendations of the Sixth Central Pay Commission by the Government, the President is pleased to decide that, in modification of this Ministry's O.M. No.7(25)/E.III(A)/97 dated 15.4.1998, the Non-Practising Allowance may continue to be paid for Veterinary Posts at the existing rate of 25% of the Basic Pay subject to the condition that the Basic Pay + NPA does not exceed Rs.85000/-.

2. The term "basic pay" in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of Government servants in the pay scales of HAG+ and above, basic pay means the pay in the prescribed scale.
3. The revised rate of NPA would be effective from the date an employee draws pay in the revised scale applicable to him in accordance with the provisions of the Central Services (Revised Pay) Rules, 2008.
4. The NPA should be restricted only to those Veterinary posts for which minimum qualification of a Degree of B.V.Sc. & A.H. with registration in the Veterinary Council of India is required.
5. The Non-Practising Allowance will be treated as pay for the purpose of computing Dearness Allowance, entitlement of Travelling Allowance and other allowances as well as for calculation of retirement benefits.

2/...



:: 2 ::

6. These orders will not be applicable in respect of Veterinary posts under the Ministries of Railways, Defence and Department of Atomic Energy for which separate orders will issue.

7. Hindi version of this OM will follow.

  
(Alok Saxena)  
Director

To

All Ministries & Departments etc.

### DA Rates for Regular Employees (5th CPC)

<b>Date From Which Payable</b>	<b>Rate</b>	
1st Jan 2008	47%	
1st Jul 2007	41%	
1st Jan 2007	35%	
1st Jul 2006	29%	
1st Jan 2006	24%	
1st Jul 2005	21%	
1st Jan 2005	17%	
1st Jul 2004	14%	
1st Apr 2004 (DA merger)	11%	
1st Jan 2004	61%	
1st Jul 2003	59%	
1st Jan 2003	55%	
1st Jul 2002	52%	
1st Jan 2002	49%	
1st Jul 2001	45%	
1st Jan 2001	43%	
1st Jul 2000	41%	
1st Jan 2000	38%	
1st Jul 1999	37%	
1st Jan 1999	32%	
1st Jul 1998	22%	
1st Jan 1998	16%	
1st Jul 1997	13%	
1st Jan 1997	8%	
1st Jul 1996	4%	
1st Jan 1996	-	

New Delhi, the 29<sup>th</sup> August, 2008.

**OFFICE MEMORANDUM**

**Subject:- *Special (Duty) Allowance for Civilian Employees of the Central Government serving in the North Eastern Region (including Sikkim) and Ladakh - Recommendations of Sixth Central Pay Commission.***

The undersigned is directed to state that certain allowances and special facilities have been granted to Central Govt. employees including officers of the All India Services, serving in the North Eastern Region States (including Sikkim) and Union Territories of A&N and Lakshadweep group of Islands.

2. Special (Duty) Allowance is admissible in North Eastern Region @ 12.5% of the basic pay as prescribed in Para 2(iii) of this Ministry's O.M. No.11(2)/97-E.II(B), dated 22.7.1998 as amended from time to time, to those employees who are posted from outside the region having 'All India Transfer Liability'. In partial modification of O.M. dated 22.7.1998, and O.M.No.11 (5)/97-E.II (B), dated 29.5.2002, on the recommendations of Sixth Central Pay Commission, the President is now pleased to decide that this allowance shall be admissible to the Central government employees @12.5% of (the revised Basic Pay + NPA where applicable) irrespective of whether the transfer (including on initial appointment) is from outside the North Eastern Region or from another area of that region. The existing condition that employees should have All India Transfer Liability has also been dispensed with.

3. The term "basic pay" in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of Government servants in the pay scales of HAG+ and above, basic pay means the pay in the prescribed scale.

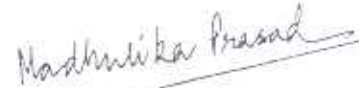
4. Special (Duty) Allowance allowed to the Government employees including All India Service Officers posted in North Eastern Region including Sikkim shall also be extended to the employees posted in Ladakh, from September 1, 2008.

5. In respect of those employees who opt to retain their pre-revised scales of pay, the pay for the purpose of these orders shall also include, in addition to the basic pay in the applicable pre-revised scale including stagnation increments(s) and Non-Practicing Allowance (NPA), Dearness Pay as per orders in force on 01-01-2006

6. **These orders will take effect from September 1, 2008.**

7. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.

8. Hindi version will follow



( Madhulika P. Sukul )

Joint Secretary to the Government of India

To

All Ministries/Department of the Government of India (As per standard Distribution List).

Copy (with usual number of spare copies) forwarded to C&AG, UPSC, etc. as per standard Endorsement List

Copy also forwarded to Chief Secretary, Andaman & Nicobar Islands and Administrator, Lakshadweep, Ladakh.

No.6(3)/2008-E.II(B)  
Government of India  
Ministry of Finance  
Department of Expenditure

New Delhi, the 29<sup>th</sup> August, 2008.

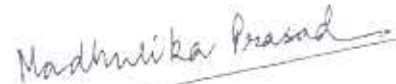
**OFFICE MEMORANDUM**

**Subject: Construction Projects-Grant of Project Allowance- Revision of rates.**

The undersigned is directed to say that consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission, the President is pleased to decide that in modification of O.M. No.20011/5/73-E.II(B) dated the 17.1.1975, as amended from time to time, and O.M. No.6(6)/97-E.II(B) dated 1.4.1998 on the subject mentioned above, the rates of Project Allowance shall be as follows:-

Grade Pay	Rate per month(Rs.)
For posts in the grade pay of Rs.5400/- and above and pay scale of HAG+ and above	1500
For posts in the grade pay of less than Rs. 5400/-	1000

- In the case of those employees who opt to retain the pre-revised scale of pay, corresponding Grade pay of the pay scale/ corresponding pay scale of the post occupied on 1.1.2006, as indicated in CCS (Revised Pay) Rules, 2008 would determine the allowance under these orders.
- These orders will take effect from September 1, 2008.**
- These orders will apply to all civilian employees of the Central Government including civilian employees paid from the Defence Services Estimates. In regard to Armed Forces personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.
- The rates of this allowance shall automatically increase by 25%, whenever the Dearness Allowance payable on the revised pay structure goes up by 50%.
- All others terms and conditions governing the grant of this allowance shall remain unchanged.
- In so far as persons serving in the Indian Audit & Accounts Department are concerned, these orders issue after consultation with the Comptroller & Auditor General of India.
- Hindi version will follow.



(Madhulika P. Sukul)  
Joint Secretary to the Govt. of India

To  
All Ministries/Departments of the Government of India.  
Copy forwarded to C&AG, UPSC etc, (with usual number of spare copies) as per standard endorsement list.

No.13024/1/2008-Trg.I  
Government of India  
Ministry of Personnel, Public Grievances and Pension  
Department of Personnel & Training  
Training Division

Block No.IV, 3<sup>rd</sup> Floor,  
Old JNU Campus,  
New Delhi -110067  
.Dated the 5<sup>th</sup> September 2008

OFFICE MEMORANDUM

**Subject: Implementation of Government's decision on the recommendations of the Sixth Central Pay Commission - Revision of rate of Training Allowance and Sumptuary Allowance.**

Reference: O.M.Nos.12017/2/86-Trg.(TNP) dated 31.3.1987,  
12017/2/86-Trg. Dated 9.7.1992 and  
13024/6/99-Trg.II Dated 30.11.1999.

Consequent upon the acceptance of the Report of the Sixth Central Pay Commission by the Government, the President is pleased to accord his approval to the regulation of Training Allowance and Sumptuary Allowance in Training Academies and Staff Colleges w.e.f 1.9.2008 in the following manner:

Training Allowance


- (i) In modification of O. M. No. 12017/2/86-Trg. dated 9.7.1992, Training allowance will be raised to 30% of basic pay for trainers drawn from Government, universities and academic institutions working as faculty members, other than permanent faculty, in the National/Central Training Academies and Institutes for Group A officers.
- (ii) Separate deputation allowance will not be payable to the trainers in receipt of Training allowance.
- (iii) Training allowance will continue to be drawn for the period the trainer is on study or tour related to training activities.
- (iv) For other training establishments, the rate of training allowance will remain unchanged.
- (v) The other conditions attached to the Training Allowance in this Department's O.M. dated 31.3.1987 will remain the same.

## Sumptuary Allowance

- (i) In supersession of O.M. No. 13024/6/99-Trg.II dated 30.11.1999, Sumptuary Allowance will be raised to Rs.3500 per month for the Director or Head of National /Central Training Establishments for Group A Officers.
- (ii) Sumptuary Allowance will henceforth be extended to Course Directors and Counsellors at the rate of Rs 2500 and Rs 2000 per month respectively.

'Basic pay' in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc.

2. Insofar as persons serving in the Indian Audit & Accounts Department are concerned, these orders issue after consultation with the Comptroller & Auditor General of India.
3. These orders shall take effect from 1<sup>st</sup> September, 2008.
4. Hindi version will follow.

  
(Vineet Pandey)  
Director(Training)

To

All the Ministries/Department of Government of India (as per standard mailing list and a request that this OM be given wide publicity)

**F.NO.14/3/2008-JCA**  
**Government of India**  
**Ministry of Personnel, Public Grievances and Pensions**  
**(Department of Personnel & Training)**

....

Dated, the 11 September 2008

**OFFICE MEMORANDUM**

**Subject:- Grant of increased rate of Washing Allowance to common categories of Group 'C' and 'D' employees of various Ministries/ Departments.**

Consequent upon the decisions taken by the Government on the recommendations made by the Sixth Central Pay Commission and in supersession of this Department's O.M. No.14/9/95-JCA dated 12.12.2000 on the subject of Washing Allowance, the President is pleased to order that the rate of Washing Allowance will be revised from the existing Rs.30/- per month to Rs.60/- per month for all common categories of Group 'C' and 'D' employees who have been supplied with uniforms. Moreover, the rate of washing allowance will be increased by 25% every time the Dearness Allowance payable on revised pay scales goes up by 50%.

2. These orders shall be effective from 1<sup>st</sup> September, 2008.
3. Insofar as persons serving in the Indian Audit & Accounts Department are concerned, these orders issue after consultation with the Comptroller & Auditor General of India.
4. Hindi version will follow.

  
**(Dinesh Kapila)**

**Deputy Secretary to the Govt. Of India**

To

All Ministries/ Departments of the Government of India.

No.2/22(B)/2008-Estt. (Pay II)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
Department of Personnel & Training  
\*\*\*\*\*

New Delhi, the 3<sup>rd</sup> September, 2008

**OFFICE MEMORANDUM**

**Subject: Grant of Deputation (Duty) Allowance – Recommendations of the Sixth Central Pay Commission.**

Consequent upon the acceptance of the Report of the Sixth Central Pay Commission by the Government, the President is pleased to decide the following regarding Deputation (Duty) Allowance:-

- (a) Deputation (Duty) Allowance will continued to be paid in case of appointments made in public interest outside the normal field of deployment
- (b) In case of deputation within the same station the allowance will be paid at the rate of 5% of basic pay subject to a maximum of Rs.2000 p.m; and
- (c) In other cases, Deputation (Duty) Allowance will be payable at the rate of 10% of basic pay subject to a maximum of Rs.4000 p.m.

**'Basic pay'** in the revised pay structure means the pay down in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc.

2. Insofar as persons serving in the Indian Audit & Accounts Department are concerned, these orders issue after consultation with the Comptroller & Auditor General of India.
3. These orders shall take effect from 1<sup>st</sup> September, 2008.
4. Hindi version will follow.

  
(Rita Mathur)  
Director

To

**All Ministries/Departments as per standard list**



F.No.1/1/2008-IC  
Government of India  
Ministry of Finance  
Department of Expenditure  
(Implementation Cell)

\*\*\*\*\*

New Delhi, the 26<sup>th</sup> March, 2009

**OFFICE MEMORANDUM**

**Subject: Fixation of pay on deputation after implementation of CCS (Revised Pay) Rules- clarification reg.**

Vide this Department's O.M. of even number dated 13<sup>th</sup> September, 2008 clarifications to the CCS (RP) Rules, 2008 were issued. Clarifications 4 and 5 of the said O.M. indicate the position regarding fixation of pay of Government servants (including officers of Group 'A' Services) in cases where they were on deputation and got promoted in the cadre subsequently while still on deputation and where Government servants go on deputation to a lower post, respectively.

2. Consequent upon the issue of the above Clarifications, individual representations and enquiries from some administrative ministries etc. have been received in this Department. While some clarifications were regarding applicability of Department of Personnel & Training (DoPT) O.M. number No.2/29/91-Estt.(Pay-II) dated 5.1.1994, others specifically related to pay fixation while on Central Deputation under the Central Staffing Scheme after the implementation of the revised pay structure as a result of Sixth CPC's recommendations. In this connection, it is hereby clarified that DoPT's consolidated instructions on the subject of transfer of Central Government employees on deputation/foreign service etc., issued vide their O.M. number No.2/29/91-Estt.(Pay-II) dated 05.01.1994 continue to be in vogue. In the light of the same, the following two set of clarifications are given. While clarifications under sub-heading (A) specifically relate to cases of deputation under the Central Staffing Scheme alone, those under sub-heading (B) are applicable in all other cases of deputation:-

**(A) CASES OF DEPUTATION UNDER THE CENTRAL STAFFING SCHEME**

(i) The extant Rules relating to Central Staffing Scheme permit officers holding posts in the higher pay scales in their parent cadres to be eligible for deputations under the Central Staffing Scheme for posts in lower scales of pay. Since this dispensation under the Central Staffing

Scheme will continue to apply, Clarification 5 has been issued to regulate such cases;

- (ii) In cases where pay has been regulated in terms of Clarification 4 of this Department's OM of even number dated 13<sup>th</sup> September 2008, the pay of officers belonging to AIS/Group 'A' Services will be fixed on repatriation to their parent cadres from deputation under the Central Staffing Scheme by granting the grade pay of their substantive post in their cadre and fixing pay in the pay band with reference to the pay in the pay band of their next junior who has continued in the cadre, giving notional benefit of increments as at present;
- (iii) In cases where officers of the AIS/Group 'A' Services are on Deputation under the Central Staffing Scheme to a post with a lower grade pay than the grade pay attached to their substantive post in their parent cadre and where their pay has been regulated in terms of Clarification 5 of this Department's OM of even number dated 13<sup>th</sup> September 2008; in such cases, on their subsequent appointment to a higher post while on deputation, the officers will be granted the grade pay of the higher post.

In the case of repatriation to their parent cadre, the Government servant will be granted the higher grade pay of their substantive post and their pay in the pay band will be fixed with reference to the pay in the pay band of their next junior who has continued in the cadre, giving notional benefit of increments as at present.

- (vi) As per DoPT O.M. No.31/5/2002-EO(MM.I) dated 28<sup>th</sup> February 2002, if an officer (of All-India/Group 'A' Service) has got non-functional Selection Grade in his/her parent cadre then he/she is eligible to draw his/her grade pay from the date he/she has been granted the Non-functional Selection Grade by his/her parent cadre plus deputation allowance but the post of Deputy Secretary held by him/her can be redesignated as Director only when he/she has completed 14 years of service, as on 1<sup>st</sup> July of the year in which 14 years are completed. Following the implementation of the Sixth CPC's recommendations, the conditions regarding appointment of Deputy Secretary under Central Staffing Scheme remain unaltered and, therefore, the provisions of the above clarification of EO (MM) Division still hold good.

**B) ALL OTHER CASES OF DEPUTATION**

- (i) In terms of para 3.5 of DoPT O.M. dated 5.01.1994, a person in a higher scale of pay shall not be appointed on deputation to a post in a lower scale of pay. Accordingly, in the case of deputations other than under

the Central Staffing Scheme, Government servants holding posts in a higher grade will continue to be ineligible for appointment on deputation to posts in the lower grades;

- (ii) However, a Government servant already on deputation/foreign service as on 1.1.2006 would be entitled to exercise his option as prescribed in para 4 of DoPT O.M. dated 1.5.1994 for getting his pay fixed on deputation. This option will also be available for future deputations. Accordingly, in terms of sub para (c) of para 4.3 of DoPT O.M. dated 01.05.1994, which states that 'when the scale of pay of the parent post on the basis of which his emoluments are regulated during deputation/foreign service or of the ex-cadre post held by the Government servant on deputation/foreign service is revised either prospectively or from a retrospective date', Government servants on deputation can revise their option if the scale of pay of their parent post or the post held by them on deputation has been revised as a result of implementation of Sixth CPC's recommendations. This will ensure that those Government servants whose parent post or the post held by them on deputation has been upgraded as a result of Sixth Central Pay Commission's recommendations will not suffer a monetary loss on this account; and
- (iii) In cases where pay has been regulated in terms of Clarification 4 of this Department's OM of even number dated 13<sup>th</sup> September 2008, the pay of Government servants will be fixed on repatriation to their parent cadres by granting them the grade pay of their substantive post in their cadre and their pay in the pay band will be fixed with reference to the pay in the pay band of their next junior who has continued in the cadre, giving notional benefit of increments as at present.

4. Hindi version will follow.

  
( ALOK SAXENA )  
DIRECTOR

To

All Ministries/Departments of the Government of India and others  
as per standard list.

No. 2/22/2008-Estt. (Pay II)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
Department of Personnel & Training

\*\*\*\*\*

New Delhi, 30 November, 2009.

**OFFICE MEMORANDUM**

Subject: Restriction on pay plus Deputation (Duty) Allowance— regarding.

The undersigned is directed to say that consequent upon acceptance of the recommendations of Sixth Central Pay Commission, the deputation (duty) allowance shall be restricted as under:

“Basic pay, from time to time, plus Deputation (Duty) Allowance should not exceed the maximum of the pay band PB-4 (Rs. 67000) plus the grade pay of the post held on deputation subject to the grade pay not exceeding Rs. 10,000. The term ‘basic pay’ in the revised pay structure means pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc.”

2. These orders shall take effect from 1<sup>st</sup> September, 2008.
3. Insofar as application of these orders to the officers of the Indian Audit and Accounts Department is concerned, these orders issue in consultation with the Comptroller and Auditor General of India.

  
(B.K. Mukhopadhyay)  
Director

To

All Ministries/Department (As per standard list)

Copy to : Director (NIC), Department of Personnel & Training, to upload the O.M. on this Department's website under the Head “Establishment (Pay)”, Sub-Head “deputation”. [Pl. upload on “What's new” also]

Copies also forwarded to:

1. The Comptroller & Auditor General of India and all States under his control. (With 400 spare copies)
2. Controller General of Accounts/Controller of Accounts, Ministry of Finance.
3. Secretaries to UPSC/Supreme Court of India/Election Commission/Lok Sabha Secretariat/Cabinet Secretariat/Central Vigilance Commission/President's Secretariat/Vice President's Secretariat/Prime Minister's Office/Planning Commission.
4. Department of Personnel & Training (AIS Division)/JCA/Admn. Section.
5. Additional Secretary (Union Territories), Ministry of Home Affairs.
6. All State Governments and Union Territories.
7. Secretary, National Council (Staff Side), 13-C, Feroz Shah Road, New Delhi
8. All Members of the Staff Side of the National Council of JCM/Departmental Council.
9. All Officers/Sections of the Department of Personnel & Training/Department of Administrative Reforms & Public Grievances/Department of Pension & Pensioners' Welfare.
10. Ministry of Finance, Department of Expenditure
11. 50 spare copies.

S.No. (CP)  
I.No.1/1/2008-IC  
Government of India  
Ministry of Finance  
Department of Expenditure  
Implementation Cell

New Delhi, dated the 24<sup>th</sup> December, 2008.

## OFFICE MEMORANDUM

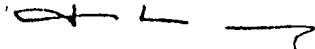
**Subject:** Clarifications regarding pay fixation of existing Group 'D' employees in the revised pay structure.

Consequent upon the acceptance of the recommendations of the Sixth Central Pay Commission by the Government, related to Group 'D' cadres in Central Government, all existing Group 'D' employees are required to be upgraded to the pre-revised Group 'C' scale of Rs.2750-4400 corresponding to the grade pay of Rs.1900 in PB-1 (Rs.5200-20200) in the manner prescribed in the CCS (Revised Pay) Rules, 2008 (attention is drawn towards Note 1 below Rule 7 of CCS (Revised Pay) Rules, 2008, which prescribes the procedure for fixation of pay of Group 'D' employees in the revised pay structure). Further, in future, posts will be created only in PB-1 and there shall be no recruitment in -15 pay band save in exceptional circumstances as indicated in para 2.2.10 of the Report of the Sixth Central Pay Commission.

Following the notification of the CCS (Revised Pay) Rules, 2008, this Department has received references from some administrative departments, seeking clarification regarding various aspects of placement of existing Group 'D' employees in the revised pay structure. The matter has been considered in this Department. The points of doubt raised by administrative departments and the clarifications thereto are issued as under:

Sl. No.	Point of doubt	Clarification
1	How will the pay of those Group 'D' officials who do not possess the minimum qualification and have retired/died in harness from 1.1.2006 till date be fixed in the revised structure? Whether they will be placed in -15 pay band or in the pay band PB-1?	Those Group 'D' employees who did not possess the minimum qualification and who have retired/died in harness between 1.1.2006 and date of notification of Revised Pay Rules will be granted pay band -15 and the grade pay corresponding to their pre-revised pay scale as notified in CCS (RP) Rules, 2008.

2	<p>What will be the training curriculum, period and the procedure for placement of those Group 'D' officials in PB-1 band who do not possess the minimum prescribed qualification?</p>	<p>Each administrative department concerned will design a training curriculum suited to its requirements. As far as possible, the training programme should not exceed 3 months and it may be imparted during working days for not more than 2 hours per day. The Department concerned will bear the expenditure for training.</p>
3	<p>In the case of those Group 'D' officials who were in the pre-revised scale of Rs.2550-55-2660-60-3200 (e.g. Peon) and who are to be placed in the pay band PB-1 with Grade Pay of Rs.1800 w.e.f. 1.1.2006 and are subsequently granted ACP/Promotion, it is not clear as to what will be their grade pay. If the grade pay remains unchanged, the officials will not be getting any benefit on promotion/ACP. In case they are granted next higher grade in the hierarchy of revised pay structures, it will put seniors viz. Daftry/Senior Peons etc at a disadvantageous position.</p>	<p>Government servants who have been granted financial upgradation to a higher scale under the ACP Scheme will be granted the grade pay corresponding to the higher pre-revised pay scale that was granted to them under ACP. However, in case of erstwhile Group 'D' employees, all such eligible employees will be granted grade pay of Rs.1800 in PB-1, irrespective of their pre-revised Group 'D' pay scale whether granted to them on regular appointment/promotion or under ACP.</p>

  
(ALOK SAXENA)  
DIRECTOR

To:

All Ministries/Departments of Government of India as per standard mailing list

No.13018/2/2008-Estt.(L)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
[Department of Personnel & Training]

.....  
New Delhi, the 2<sup>nd</sup> December, 2008.

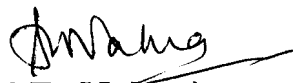
**OFFICE MEMORANDUM**

Subject:- Child Care Leave in respect of Central Government employees as a result of Sixth Central Pay Commission recommendations – Clarification regarding.

.....

The undersigned is directed to refer to this Department's O.M. of even number dated 11<sup>th</sup> September, 2008 regarding introduction of child care leave in respect of Central Government employees and subsequent clarifications vide O.M. dated 29<sup>th</sup> September, 2008 and 18<sup>th</sup> November, 2008. It is further clarified that child care leave sanctioned prior to issuance of O.M. No. 13018/2/2008-Estt.(L) dated 18<sup>th</sup> November, 2008 shall be treated as child care leave and shall be deducted from the Child Care Leave account of the Government servant concerned. No adjustment against any other kind of leave shall be made in this regard. The Child Care Leave sanctioned for the period beyond 18/11/2008 shall however be regulated in terms of clarification issued vide O.M. of even number dated 18/11/2008.

2. Hindi version will follow.

  
(Simmi R. Nakra)  
Director

To

All Ministries/Departments of the Govt. of India, etc.  
(As per standard mailing list).

Copy also forwarded to:

- (1) Office of the Comptroller & Auditor General of India.
- (2) Office of the Controller General of Accounts, Ministry of Finance.
- (3) Secretaries to Union Public Service Commission/Supreme Court of India/ Election Commission/Lok Sabha Sectt./Rajya Sabha Sectt./Cabinet Sectt. /Central Vigilance Commission/President's Sectt./ Vice-President's Sectt./ Prime Minister's Office/ Planning Commission.
- (4) All State Governments and Union Territories.
- (5) Governors of all States/Lt. Governors of all Union Territories.
- (6) Secretary, National Council of JCM (Staff Side), 13-C, Feroz Shah Road, New Delhi.
- (7) All Members of Staff Side of the National Council of JCM/Departmental Council.
- (8) All Officers/Sections of DOPT/Deptt. of Administrative Reforms & Public Grievances/Department of Pensions & Pensioners Welfare/PESB.
- (9) Ministry of Finance, Department of Expenditure
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- (11) Railway Board, New Delhi.
- (12) Facilitation Counter, DOPT – (with 20 spare copies).
- (13) NIC, DOPT – With the request to upload the O.M. on DOPT Website.
- (14) 100 spare copies.

  
(Simmi R. Nakra)  
Director



No.14028/3/2008-Estt.(L)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
[Department of Personnel & Training]

.....  
New Delhi, the 16<sup>th</sup> November, 2009.

**OFFICE MEMORANDUM**

Subject:-Recommendations of the Sixth Central Pay Commission relating to encashment of leave in respect of Central Government employees.

.....

The undersigned is directed to refer to this Department's O.M. of even number dated 25<sup>th</sup> September, 2008 on the subject mentioned above according to which encashment of leave in respect of central Government employees will be considered both for earned leave and half pay leave subject to overall limit of 300 days and in respect of encashment of half pay leave, no reduction shall be made on account of pension and pension equivalent of other retirement benefits. In case of shortfall in earned leave, no commutation of half pay leave is permissible. The order was made effective from the 1<sup>st</sup> September, 2008. The matter was reconsidered in this Department in consultation with the Department of Expenditure (Implementation Cell) and it has been decided to modify the date of effect of this Department's O.M of even number dated 25<sup>th</sup> September, 2008 to 01.01.2006 instead of 01.09.2008 subject to the following conditions:-

- (i) The benefit will be admissible in respect of past cases on receipt of applications to that effect from the pensioners concerned by the Administrative Ministry concerned.
- (ii) In respect of retirees who have already received encashment of earned leave of maximum limit of 300 days together with encashment of HPL standing at their credit on the date of retirement, such cases need not be reopened. However, such cases in which there was a shortfall in reaching the maximum limit of 300 days can be reopened.
- (iii) Calculation of cash equivalent in respect of HPL at credit shall be made *mutatis mutandis* in the manner given in this Department's O.M. of even number dated 25.09.2008.

2. In respect of persons serving in the Indian Audit & Accounts Departments, these O.M. issues with the concurrence of the Comptroller and Auditor General of India.

3. Hindi version is enclosed.

  
(Zoya C.B.)

Under Secretary to the Govt. of India.

To

All Ministries/Departments of the Govt. of India, etc

F.No. 14028/3/2008-Estt.(L)

Dated, the 16<sup>th</sup> November, 2009.

Copy forwarded to:

- (1) Office of the Comptroller & Auditor General of India.
- (2) Office of the Controller General of Accounts, Ministry of Finance.
- (3) Secretaries to Union Public Service Commission/Supreme Court of India/ Election Commission/Lok Sabha Sectt./Rajya Sabha Sectt./Cabinet Sectt./Central Vigilance Commission/President's Sectt./ Vice-President's Sectt./ Prime Minister's Office/ Planning Commission.
- (4) All State Governments and Union Territories.
- (5) Governors of all States/Lt. Governors of all Union Territories.
- (6) Secretary, National Council of JCM (Staff Side), 13-C, Feroz Shah Road, New Delhi.
- (7) All Members of Staff Side of the National Council of JCM/Departmental Council.
- (8) All Officers/Sections in DOPT/Deptt. of Administrative Reforms & Public Grievances/Department of Pensions & Pensioners Welfare/PESB.
- (9) Ministry of Finance, Department of Expenditure, North Block, New Delhi.
- (10) Department of Expenditure (Implementation Cell), North Block, New Delhi.
- (11) Official Language Wing (Legislative Deptt.), Bhagwan Dass Road, New Delhi.
- (12) Railway Board, Rail Bhavan, New Delhi.
- ✓ (13) NIC, DOPT - with the request to upload the O.M. on the website of this Department.
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( Zoya C.B.)

Under Secretary to the Govt. of India.

No. 25011/1/2008-Estt(A)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
(Department of Personnel & Training)

\*\*\*\*\*


North Block, New Delhi, dated 19<sup>th</sup> November, 2008

**OFFICE MEMORANDUM**

**Subject : Sixth Central Pay Commission Recommendation – Special dispensation in the form of Special Casual Leave to Central Government Employees with disabilities.**

The undersigned is directed to say that the Sixth Central Pay Commission had recommended that the number of Casual Leave available for employees with disabilities should be 12 days as against 8 days for other employees and it has been decided that the additional benefit of 4 days leave shall be granted in the form of Special Casual Leave. The undersigned is accordingly directed to convey the sanction of the Government that Central Government employees with disabilities as defined in the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 may be granted Special Casual Leave for 4 (four) days in a calendar year for specific requirements relating to the disability of the official.

2. These order take effect from 1<sup>st</sup> September, 2008.
3. Hindi version will follow.

  
(C.A. Subraminan)  
Director

To

All Ministries/Departments of Government of India (As per standard List).

Copy to:

1. President's Secretariat, Rashtrapathi Bhavan, New Delhi
2. Vice-President's Secretariat, New Delhi
3. Prime Minister's Office, South Block, New Delhi.
4. Cabinet Secretariat, New Delhi.
5. Department of Expenditure (Implementation Cell), Ministry of Finance with reference to their U.O No. 4.2/32/2008-IC dated 10.11.2008.
6. Comptroller and Auditor General of India, New Delhi
7. Central Vigilance Commission, New Delhi
8. Union Public Service Commission, New Delhi.
9. Staff Selection Commission, New Delhi.
10. Central Bureau of Investigation, New Delhi.
11. All Union Territory Administrations
12. Lok Sabha /Rajya Sabha Secretariat
13. All attached and Subordinate Offices of the Ministry of Personnel, Public Grievances and Pensions
- ✓ 14. Website Section, Ministry of Personnel, Public Grievances and Pensions, North Block, New Delhi.
15. Facilitation Centre, Ministry of Personnel, Public Grievances and Pensions, North Block, New Delhi – 25 spare copies.
16. Hindi Section for Hindi version.
17. 100 spare copies.

No.14028/3/2008-Estt.(L)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
[Department of Personnel & Training]

.....  
New Delhi, the 25<sup>th</sup> September, 2008.

OFFICE MEMORANDUM

Subject:- Recommendations of the Sixth Central Pay Commission relating to eligibility for encashment of leave.

.....

Consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission relating to eligibility for encashment of leave, the President is pleased to decide that for purposes of payment of encashment of leave to a person dying in harness under the provisions of Rule 39-C of the Central Civil Services (Leave) Rules, 1972, the amount should be paid to the relations as per the following order :-

- (1) widow or the eldest surviving widow (with reference to the date of marriage) or husband;
  - (2) the eldest surviving son or an adopted son;
  - (3) the eldest surviving unmarried daughter;
  - (4) the eldest surviving widowed daughter;
  - (5) the father;
  - (6) the mother;
  - (7) the eldest surviving married daughter;
  - (8) the eldest surviving brother below the age of 18 years;
  - (9) the eldest surviving unmarried sister;
  - (10) the eldest surviving widowed sister; and
  - (11) the eldest child of the eldest predeceased son.
2. These orders shall take effect from 1<sup>st</sup> September, 2008.
  3. Formal amendments to the Central Civil Services (Leave) Rules, 1972 are being issued separately.
  4. In so far as persons serving in the Indian Audit & Accounts Departments are concerned, these orders are issue in consultation with the Comptroller & Auditor General of India.
  5. Hindi version will follow.

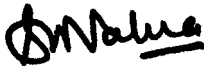
  
(Simmi R. Nakra)  
Director(P&A)

To

All Ministries/Departments of the Govt. of India, etc. (As per standard mailing list).

Copy also forwarded to:

- (1) Office of the Comptroller & Auditor General of India.
- (2) Office of the Controller General of Accounts, Ministry of Finance.
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- (5) Governors of all States/Lt. Governors of all Union Territories.
- (6) Secretary, National Council of JCM (Staff Side), 13-C, Feroz Shah Road, New Delhi.
- (7) All Members of Staff Side of the National Council of JCM/Departmental Council.
- (8) All Officers/Sections of DOPT/Deptt. of Administrative Reforms & Public Grievances/Department of Pensions & Pensioners Welfare/PESB.
- (9) Ministry of Finance, Department of Expenditure
- (10) Official Language Wing (Legislative Deptt.), Bhagwan Dass Road, New Delhi.
- (11) Railway Board, New Delhi.
- (12) NIC, DOPT – With the request to upload the contents of this O.M. on the Website of this Department – [www.persmin.nic.in](http://www.persmin.nic.in)
- (13) 100 spare copies.

  
(Simmi R. Nakra)  
Director(P&A)

No.14028/3/2008-Estt.(L)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
[Department of Personnel & Training]

.....  
New Delhi, the 25<sup>th</sup> September, 2008.

**OFFICE MEMORANDUM**

Subject:- Recommendations of the Sixth Central Pay Commission relating to encashment of leave in respect of Central Government civilian employees.

.....  
Consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission relating to encashment of leave in respect of Central Government civilian employees, the President is pleased to decide that in supersession of all earlier orders on the subject, both Earned Leave and Half Pay Leave shall be considered for encashment of leave subject to overall limit of 300 days. The cash equivalent payable for Earned Leave shall continue unchanged. However, cash equivalent payable for Half Pay Leave shall be equal to leave salary as admissible for Half Pay Leave *plus* Dearness Allowance admissible on the leave salary without any reduction being made on account of pension and pension equivalent of other retirement benefits payable. To make up the shortfall in Earned Leave, no commutation of Half Pay Leave shall be permissible. The Cash equivalent for half pay leave component shall, henceforth, be calculated in the manner indicated below:-

$$\text{Cash payment in lieu of half pay leave component} = \frac{\text{Half pay leave salary admissible on the date of retirement plus Dearness Allowance admissible on that date}}{30} \times \text{Number of days of half pay leave at credit subject to the total of earned leave and HPL at credit not exceeding 300 days.}$$

2. These orders shall take effect from 1<sup>st</sup> September, 2008.
3. Formal amendments to the Central Civil Services (Leave) Rules, 1972 are being issued separately.
4. In so far as persons serving in the Indian Audit & Accounts Departments are concerned, these orders are issue in consultation with the Comptroller & Auditor General of India.
5. Hindi version will follow.

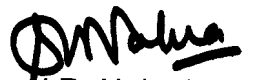
  
(Simmi R. Nakra)  
Director(P&A)

To

All Ministries/Departments of the Govt. of India, etc. (As per standard mailing list).

Copy also forwarded to:

- (1) Office of the Comptroller & Auditor General of India.
- (1) Office of the Controller General of Accounts, Ministry of Finance.
- (2) Secretaries to Union Public Service Commission/Supreme Court of India/ Election Commission/Lok Sabha Sectt./Rajya Sabha Sectt./Cabinet Sectt./Central Vigilance Commission/President's Sectt./ Vice-President's Sectt./ Prime Minister's Office/ Planning Commission.
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- (7) All Officers/Sections of DOPT/Deptt. of Administrative Reforms & Public Grievances/Department of Pensions & Pensioners Welfare/PESB.
- (8) Ministry of Finance, Department of Expenditure
- (9) Official Language Wing (Legislative Deptt.), Bhagwan Dass Road, New Delhi.
- (10) Railway Board, New Delhi.
- (11) NIC, DOPT – With the request to upload the contents of this O.M. on the Website of this Department – [www.persmin.nic.in](http://www.persmin.nic.in)
- (12) 100 spare copies.

  
(Simmi R. Nakra)  
Director(P&A)



F.No. 31011/4/2008- Estt.(A)  
Government of India  
Ministry of Personnel, Public Grievances & Pension  
Department of Personnel & Training

New Delhi, the 23rd September, 2008

**OFFICE MEMORANDUM**

Subject:- Sixth Central Pay Commission – Recommendations relating to LTC – Acceptance of.

Consequent upon the acceptance of the recommendations of Sixth Central Pay Commission, it has been decided to make necessary additions/changes in the CCS(LTC) Rules, 1988 as indicated below:-

**Rule 4(d) Definition of Family:-**

The parents and /or step parents (stepmother and stepfather) who are wholly dependent on the Government employees shall be included in the definition of family for the purpose of LTC, irrespective of whether they are residing with the Government employee or not.

The definition of dependency will be linked to the minimum family pension prescribed in Central Government and dearness relief thereon. The extant conditions in respect of other relations included in the family including married/divorced/abandoned/separated/widowed daughters shall continue without any change.

**Rule 8 Types of LTC**

Fresh recruits to Central Government may be allowed to travel to their home town along with their families on three occasions in a block of four years and to any place in India on the fourth occasion. This facility shall be available to the Government officers only for the first two blocks of four years applicable after joining the Government for the first time. The blocks of 4 years shall apply with reference to the initial date of joining the Government even though the employee changes the job within Government subsequently. The existing blocks will remain the same but the entitlements of the new recruit will be different in the first eight years of service. All other provisions concerning frequency of travel under LTC are retained.

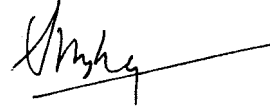
**Rule 12 Entitlement**

Travel entitlements, for the purpose of official tour/transfer or LTC, will be the same but no daily allowance shall be admissible for travel on LTC. Further, the facility shall be admissible only in respect of journeys performed in vehicles operated by the Government or any Corporation in the public sector run by the Central or State Government or a local body. Air Journey by Private Airlines will however, continue to be admissible as per Ministry of Finance O.M. No. 19024/1/E-IV/2005 dated the 24<sup>th</sup> March, 2006 and in terms of the orders of DOPT in this regard.

Encashment of Earned Leave alongwith LTC

Government officers are allowed to encash ten days earned leave at the time of availing of LTC to the extent of sixty days during the entire career. The leave encashed at the time of LTC will not be deducted from the maximum amount of earned leave encashable at the time of retirement. It is further clarified that where both husband and wife are Government servants, the present entitlement for availing LTC shall remain unchanged, and encashment of leave equal to 10 days at the time of availing of LTC will continue to be available to both, subject to a maximum of sixty days each during the career.

2. **These changes are effective from 1<sup>st</sup> September, 2008.**
3. The LTC claim pertaining to the period prior to 31<sup>st</sup> August, 2008 shall be regulated as per rules applicable on the date of journey and LTC claims already settled will not be re-opened.
4. In so far as persons working in the Indian Audit & Accounts Department are concerned, these orders are being issued in consultation with C & A.G. of India.
5. Hindi version will follow.



(P. Prabhakaran)

Deputy Secretary to the Govt. of India  
Tel: 2309 3176

To

All Ministries/Departments of the Government of India (with usual number of copies)

**Copy to:**

1. President's Secretariat, Rashtrapathi Bhavan, New Delhi.
2. Vice-President's Secretariat, New Delhi.
3. Prime Minister's Office, South Block, New Delhi.
4. Cabinet Secretariat, New Delhi.
5. Comptroller and Auditor General of India, New Delhi.
6. Central Vigilance Commission, New Delhi
7. Union Public Service Commission, New Delhi.
8. Staff Selection Commission, New Delhi.
9. Central Bureau of Investigation, New Delhi.
10. All Union Territory Administrations.
11. Lok Sabha/Rajya Sabha Secretariat.
12. All attached and Subordinate Offices of the Ministry of Personnel, Public Grievances and Pension.
13. All Officers and Sections of Ministry of Personnel, Public Grievances and Pensions.
14. Website Section, Ministry of Personnel, Public Grievances and Pensions, North Block, New Delhi.
15. Facilitation Centre, Ministry of Personnel, Public Grievances and Pensions, North Block, New Delhi – 25 spare copies.
16. 100 spare copies.

No. 14028/4/2009-Estt.(L)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel & Training

\*\*\*\*

New Delhi, the 3<sup>rd</sup> June, 2009.

OFFICE MEMORANDUM

Subject:-Encashment of earned leave alongwith Leave Travel Concession while in service.

\*\*\*\*

The undersigned is directed to refer to Rule 38-A of CCS(leave) Rules, 1972 regarding encashment of earned leave alongwith LTC while in service which says that Government servants are permitted to encash earned leave upto 10 days at the time of availing Leave Travel Concession subject to the condition that earned leave of at least an equivalent duration is also availed of by the Government servant simultaneously. This Department has been receiving a number of references from various Ministries/Departments to waive this condition citing practical problems faced by them as the facility of LTC is also admissible while availing Casual Leave.

2. The matter has been examined in this Department in consultation with the Ministry of Finance and it has now been decided to permit Government servants encashment of earned leave upto 10. days at the time of availing LTC without any linkage to the number of days and the nature of leave availed while proceeding on LTC.

3. These orders shall take effect from the date of issue.

4. Formal amendment to the provisions of CCS(Leave) Rules, 1972 are being issued separately.

5. Hindi version will follow.

  
(Simmi R. Nakra)  
Director

To


All Ministries/Department of the Government of India.

No. 14028/4/2009-Estt.(L)

Dated the 3<sup>rd</sup> June, 2009.

Copy forwarded to:-

- (1) Office of the Comptroller & Auditor General of India.
- (2) Office of the Controller General of Accounts, Ministry of Finance.
- (3) Secretaries to Union Public Service Commission/Supreme Court of India/Election Commission/Lok Sabha Sectt./Rajya Sabha Sectt./Cabinet Sectt./Central Vigilance Commission/President's Sectt./ Vice-President's Sectt./ Prime Minister's Office/ Planning Commission.
- (4) All State Governments and Union Territories.
- (5) Secretary, National Council of JCM (Staff Side), 13-C, Feroz Shah Road, New Delhi.
- (6) All Members of Staff Side of the National Council of JCM/Departmental Council.
- (7) All Officers/Sections of DOPT/Deptt. of Administrative Reforms & Public Grievances/ Department of Pensions & Pensioners Welfare/PESB.
- (8) Official Language Wing (Legislative Deptt.), Bhagwan Dass Road, New Delhi.
- (9) Railway Board, New Delhi.
- (10) NIC, DOPT - With the request to upload the O.M. on the website.
- (11) 50 spare copies.

  
(Simmi R. Nakra)  
Director

No.13018/2/2008-Estt.(L)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
[Department of Personnel & Training]

.....  
New Delhi, the 11<sup>th</sup> September, 2008.

**OFFICE MEMORANDUM**

Subject:- Recommendations of the Sixth Central Pay Commission relating to enhancement of the quantum of Maternity Leave and introduction of Child Care Leave in respect of Central Government employees.

.....  
Consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission relating to Maternity Leave and Child Care Leave, the President is pleased to decide that the existing provisions of the Central Civil Services (Leave) Rules, 1972 will be treated as modified as follows in respect of civilian employees of the Central Government:-

- (a) The existing ceiling of 135 days Maternity Leave provided in Rule 43(1) of Central Civil Services (Leave) Rules, 1972 shall be enhanced to 180 days.
  - (b) Leave of the kind due and admissible (including commuted leave for a period not exceeding 60 days and leave not due) that can be granted in continuation with Maternity Leave provided in Rule 43(4)(b) shall be increased to 2 years.
  - (c) Women employees having minor children may be granted Child Care Leave by an authority competent to grant leave, for a maximum period of two years (i.e. 730 days) during their entire service for taking care of upto two children whether for rearing or to look after any of their needs like examination, sickness etc. Child Care Leave shall not be admissible if the child is eighteen years of age or older. During the period of such leave, the women employees shall be paid leave salary equal to the pay drawn immediately before proceeding on leave. It may be availed of in more than one spell. Child Care Leave shall not be debited against the leave account. Child Care Leave may also be allowed for the third year as leave not due (without production of medical certificate). It may be combined with leave of the kind due and admissible.
2. These orders shall take effect from 1<sup>st</sup> September, 2008.
  3. In view of paragraph 2 above, a women employee in whose case the period of 135 days of maternity leave has not expired on the said date shall also be entitled to the maternity leave of 180 days.
  4. Formal amendments to the Central Civil Services (Leave) Rules, 1972 are being issued separately.
  5. In so far as persons serving in the Indian Audit & Accounts Departments are concerned, these orders are issue in consultation with the Comptroller & Auditor General of India.
  6. Hindi version will follow.

  
(Simmi R. Nakra)  
Director(P&A)

To

All Ministries/Departments of the Govt. of India, etc.(As per standard mailing list).

No.11019/27/2008-AIS-III  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel & Training  
\*\*\*\*\*

New Delhi, the 20<sup>th</sup> August, 2009

To

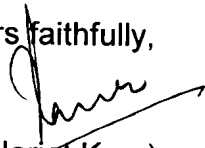
The Chief Secretaries of All States / Union Territories.

Subject: - Enhancement to Child adoption Leave from 135 days to 180 days and extension of the facility of Paternity Leave to adoptive fathers.

Sir/Madam,

I am directed to enclose herewith copies of the instructions of the Government of India regarding enhancement of Child Adoption Leave from 135 days to 180 days and extension of the facility of Paternity Leave to adoptive fathers in respect of Central Government Employees and to state that the instructions contained in this Department's Office Memorandum No. 13018/1/2009-Estt(L) dated 22<sup>nd</sup> July, 2009 and 13018/4/2004-Estt(L) dated 31<sup>st</sup> March, 2006 will be applicable mutatis-mutandis to members of the All India Services.

Yours faithfully,



(Harjot Kaur)  
Director (Services)  
Tel:No.23093591

Copy to:

1. All Ministries/Departments of the Government of India
2. The Ministry of Home Affairs (Attn: Joint Secretary-Police), North Block, New Delhi
3. The Ministry of Environment and Forests (Attn: Joint Secretary, Forests), Paryavaran Bhawan, CGO Complex, Lodhi Road, New Delhi.
4. Accountant General of all State Governments.
5. All officers/Sections/Desks in the Department of Personnel and Training.
6. Website of the Ministry of Personnel, Public Grievances and Pensions. ([www.persmin.nic.in](http://www.persmin.nic.in)>circulars>service>Leave/Study Leave).

No. 13018/1/2009-Estt.(L)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel & Training

\*\*\*\*

New Delhi, the 22<sup>nd</sup> July, 2009.

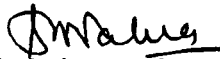
OFFICE MEMORANDUM

**Subject:-Enhancement of Child Adoption Leave from 135 days to 180 days and extension of the facility of Paternity Leave to adoptive fathers.**

\*\*\*\*

The undersigned is directed to refer to this Department's O.M. No. 13018/4/2004-Estt.(L) dated 31<sup>st</sup> March, 2006 regarding grant of Child Adoption Leave for 135 days to female Government servant on adoption of a child upto the age of one year, on the lines of maternity leave admissible to natural mothers. After implementation of the Sixth Central Pay Commission recommendations, the period of maternity leave was enhanced from 135 days to 180 days. Subsequently, this Department has received representations requesting for enhancement of the period of Child Adoption Leave from 135 days to 180 days in line with the maternity leave. The matter has been examined in this Department and it has been decided to enhance the period of Child Adoption Leave from 135 days to 180 days.

2. A female Government servant in whose case the period of 135 days of Child Adoption Leave has not expired on the date of issue of these orders shall also be eligible for Child Adoption Leave of 180 days.
3. It has also been decided that a male Government servant (including an apprentice) with less than two surviving children, on valid adoption of a child below the age of one year, may be sanctioned Paternity Leave for a period of 15 days within a period of six months from the date of valid adoption.
4. These orders shall take effect from the date of issue.
5. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Aditor General of India.

  
(Simmi R. Nakra)  
Director

To

All Ministries/Department of the Government of India.

**No.13018/4/2004-Estt.(L)**  
**Government of India**  
**Ministry of Personnel, P.G. & Pensions**  
**Department of Personnel & Training**

\*\*\*\*\*

New Delhi, the 31<sup>st</sup> March, 2006

**OFFICE MEMORANDUM**

**Sub: Grant of Child Adoption Leave for 135 days to the female Govt. servants on adoption of a child upto one year of age -**

\*\*\*\*\*

The undersigned is directed to refer to this Department's OM No.13018/4/89-Estt.(L) dated 25<sup>th</sup> October, 1989 regarding grant of leave to female Govt. servants on adoption of a child and to say that on having considered the justifications given by the Association of Adoptive Parents (ATMAJA) and the views of the Ministry of Health & Family Welfare as well as those of the Department of Women & Child Development, it has been decided to extend the benefit of leave for 135 days to the adoptive mothers with fewer than two surviving children as 'Child Adoption Leave' on adoption of a child upto one year of age, on the lines of maternity leave admissible to natural mothers.

2. During the period of Child Adoption leave, she shall be paid leave salary equal to the pay drawn immediately before proceeding on leave.

3. Child Adoption leave may be combined with leave of any other kind.

4. In continuation of 'Child Adoption leave', the adoptive mothers may also be granted, if applied for, leave of the kind due and admissible (including Leave not due and Commuted leave not exceeding 60 (sixty) days without production of Medical certificate)

Contd... 2/-



for a period upto one year reduced by the age of the adopted child on the date of legal adoption without taking into account the period of Child Adoption leave, subject to the following conditions.

- (i) This facility shall not be admissible to an adoptive mother already having two surviving children at the time of adoption.
- (ii) The maximum period of one year leave of the kind due & admissible (including Leave not due and Commuted leave upto 60 days without production of Medical certificate) will be reduced by the age of the child on the date of adoption without taking into account Child Adoption leave as in following illustrations:
  - if the age of the adopted child is less than one month on the date of adoption leave upto one year may be allowed.
  - If the age of child is six months and above but less than seven months, leave upto 6 months may be allowed.
  - If the age of the child is 9 months and above but less than ten months, leave upto 3 months may be allowed.

5. Child Adoption leave shall not be debited against the leave account

6. So far as persons serving in the Indian Audit & Accounts Departments are concerned, these orders are being issued after consultation with the C&AG of India.

7. Relevant rule is being incorporated/amended.

8. These orders will have effect from the date of issue.

9. Hindi version will follow.

*Meenakshisundaram*  
31/3/03

(S. Meenakshisundaram)  
Deputy Secretary to the Govt. of India

To

All the Ministries/Departments of the Govt. of India etc.

No. 13018/1/2009-Estt.(L)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel & Training

\*\*\*\*

New Delhi, the 22<sup>nd</sup> July, 2009.

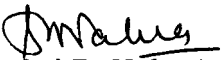
OFFICE MEMORANDUM

Subject:-Enhancement of Child Adoption Leave from 135 days to 180 days and extension of the facility of Paternity Leave to adoptive fathers.

\*\*\*\*

The undersigned is directed to refer to this Department's O.M. No. 13018/4/2004-Estt.(L) dated 31<sup>st</sup> March, 2006 regarding grant of Child Adoption Leave for 135 days to female Government servant on adoption of a child upto the age of one year, on the lines of maternity leave admissible to natural mothers. After implementation of the Sixth Central Pay Commission recommendations, the period of maternity leave was enhanced from 135 days to 180 days. Subsequently, this Department has received representations requesting for enhancement of the period of Child Adoption Leave from 135 days to 180 days in line with the maternity leave. The matter has been examined in this Department and it has been decided to enhance the period of Child Adoption Leave from 135 days to 180 days.

2. A female Government servant in whose case the period of 135 days of Child Adoption Leave has not expired on the date of issue of these orders shall also be eligible for Child Adoption Leave of 180 days.
3. It has also been decided that a male Government servant (including an apprentice) with less than two surviving children, on valid adoption of a child below the age of one year, may be sanctioned Paternity Leave for a period of 15 days within a period of six months from the date of valid adoption.
4. These orders shall take effect from the date of issue.
5. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Aditor General of India.

  
(Simmi R. Nakra)  
Director

To

All Ministries/Department of the Government of India.


No. 13018/1/2009-Estt.(L)

Dated the 22<sup>nd</sup> July, 2009.

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Copy forwarded to:-

- (1) Office of the Comptroller & Auditor General of India.
- (2) Office of the Controller General of Accounts, Ministry of Finance.
- (3) Secretaries to Union Public Service Commission/Supreme Court of India/Election Commission/Lok Sabha Sectt./Rajya Sabha Sectt./Cabinet Sectt./Central Vigilance Commission/President's Sectt./ Vice-President's Sectt./ Prime Minister's Office/ Planning Commission.
- (4) All State Governments and Union Territories.
- (5) Secretary, National Council of JCM (Staff Side), 13-C, Feroz Shah Road, New Delhi.
- (6) All Members of Staff Side of the National Council of JCM/Departmental Council.
- (7) All Officers/Sections of DOPT/Deptt. of Administrative Reforms & Public Grievances/Department of Pensions & Pensioners Welfarc/PESB.
- (8) Official Language Wing (Legislative Deptt.), Bhagwan Dass Road, New Delhi.
- (9) Railway Board, New Delhi.
- (10) NIC, DOPT - With the request to upload the O.M. on the website.
- (11) 50 spare copies.

  
(Simmi R. Nakra)  
Director(P&A)

No.35034/3/2008-Estt(D)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
(Department of Personnel and Training)

New Delhi 110001  
16th November, 2009

**OFFICE MEMORANDUM**

**SUBJECT:- MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACPS) FOR THE CENTRAL GOVERNMENT CIVILIAN EMPLOYEES - CLARIFICATIONS REGARDING.**

Reference is invited to the Department of Personnel and Training (DOPT)'s Office Memorandum of even number dated the 19<sup>th</sup> May, 2009 regarding the Modified Assured Career Progression Scheme (MACPS). Consequent upon the implementation of Sixth Pay Commissions recommendations, the four pre-revised Group 'D' pay scales viz., Rs.2550-3200, Rs.2610-3540, Rs.2610-4000 and Rs.2650-4000 have been upgraded and replaced by the revised pay structure of grade pay of Rs.1800 in the pay band PB-1. As per the recommendations of Sixth CPC, Government servants in these four pre-revised Group 'D' scales have been granted the Group 'C' revised pay structure of grade pay of Rs.1800 in the pay band PB-1. It has been decided on the analogy of point-5 of Annexure-I of MACPS dated 19.05.2009 that promotions earned or upgradations granted under ACP Scheme of August, -1999 in the past to the four pay scales mentioned above, which now carry the grade pay of Rs.1800/- shall be ignored for the purpose of MACPS. However, promotions/financial upgradations earned by existing Group 'D' employees to grade pay of Rs.1900 (pre-revised scale of Rs.3050-75-3590-80-4590) shall be counted for the purpose of MACPS.

2. Hindi version would follow.

  
(Alok Ranjan)  
Director (Establishment)

To

1. All Ministries/Departments of the Government of India (As per standard list).

Copy to :-

1. President's Secretariat/Vice President's Secretariat/Prime Minister's Office/Supreme Court/Rajya Sabha Secretariat/Lok Sabha Secretariat/Cabinet Secretariat/UPSC/CVC/C&AG/Central Administrative Tribunal (Principal Bench), New Delhi
2. All attached/subordinate offices of the Ministry of Personnel, Public Grievances and Pensions.
3. Secretary, National Commission for Minorities
4. Secretary, National Commission for Scheduled Castes/Scheduled Tribes
5. Secretary, Staff Side, National Council (JCM), 13-C, Ferozeshah Road, New Delhi
6. All Staff Side Members of the National Council (JCM)
7. Establishment (D) Section - **100 copies.**
8. NIC [for uploading this OM on the website of DOPT (ACP)].

  
(Alok Ranjan)  
Director (Establishment)

No.35034/3/2008-Estt. (D)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
(Department of Personnel and Training)

.....

North Block, New Delhi, the 19<sup>th</sup> May, 2009

OFFICE MEMORANDUM

**SUBJECT: - MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACPS) FOR THE CENTRAL GOVERNMENT CIVILIAN EMPLOYEES.**

\*\*\*\*\*

The Sixth Central Pay Commission in Para 6.1.15 of its report, has recommended Modified Assured Career Progression Scheme(MACPS). As per the recommendations, financial upgradation will be available in the next higher grade pay whenever an employee has completed 12 years continuous service in the same grade. However, not more than two financial upgradations shall be given in the entire career, as was provided in the previous Scheme. The Scheme will also be available to all posts belonging to Group "A" whether isolated or not. However, organised Group "A" services will not be covered under the Scheme

2. The Government has considered the recommendations of the Sixth Central Pay Commission for introduction of a MACPS and has accepted the same with further modification to grant three financial upgradations under the MACPS at intervals of 10, 20 and 30 years of continuous regular service .

3. The Scheme would be known as "**MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACPS) FOR THE CENTRAL GOVERNMENT CIVILIAN EMPLOYEES.**" This Scheme is in supersession of previous ACP Scheme and clarifications issued there under and shall be applicable to all regularly appointed Group "A", "B", and "C" Central Government Civilian Employees **except officers of the Organised Group "A" Service.** The status of Group "D" employees would cease on their completion of prescribed training, as recommended by the Sixth Central Pay Commission and would be treated as Group "C" employees. Casual employees, including those granted 'temporary status' and employees appointed in the Government only on adhoc or contract basis shall not qualify for benefits under the aforesaid Scheme. The details of the MACP Scheme and conditions for grant of the financial upgradation under the Scheme are given in Annexure-I.

4. An Screening Committee shall be constituted in each Department to consider the case for grant of financial upgradations under the MACP Scheme. The Screening Committee shall consist of a **Chairperson and two members.** The members of the Committee shall comprise officers holding posts which are at least one level above the grade in which the MACP is to be considered and not below the rank of Under Secretary equivalent in the Government. The Chairperson should generally be a grade above the members of the Committee.

5. The recommendations of the Screening Committee shall be placed before the Secretary in cases where the Committee is constituted in the Ministry/Department or before the Head of the organisation/competent authority in other cases for approval.

6. In order to prevent undue strain on the administrative machinery, the Screening Committee shall follow a **time-schedule** and meet twice in a financial year – preferably in the **first week of January** and first week of **July** of a year for **advance** processing of the cases maturing in that half. Accordingly, cases maturing during the first-half (April-September) of a particular financial year shall be taken up for consideration by the Screening Committee meeting in the first week of January. Similarly, the Screening Committee meeting in the first week of July of any financial year shall process the cases that would be maturing during the second-half (October-March) of the same financial year.

7. However, to make the MACP Scheme operational, the Cadre Controlling Authorities shall constitute the first Screening Committee within a month from the date of issue of these instructions to consider the cases maturing upto 30<sup>th</sup> June, 2009 for grant of benefits under the MACPS.

8. In so far as persons serving in The Indian Audit and Accounts Departments are concerned, these orders issue after consultation with the Comptroller and Auditor General of India.

9. Any interpretation/clarification of doubt as to the scope and meaning of the provisions of the MACP Scheme shall be given by the Department of Personnel and Training (Establishment-D). The scheme would be operational **w.e.f. 01.09.2008**. In other words, financial upgradations as per the provisions of the earlier ACP Scheme (of August, 1999) would be granted till 31.08.2008.

10. No stepping up of pay in the pay band or grade pay would be admissible with regard to junior getting more pay than the senior on account of pay fixation under MACP Scheme.

11. It is clarified that no past cases would be re-opened. Further, while implementing the MACP Scheme, the differences in pay scales on account of grant of financial upgradation under the old ACP Scheme (of August 1999) and under the MACP Scheme within the same cadre shall not be construed as an anomaly.

12. Hindi version will follow.

  
(S.Jainendra Kumar)

Deputy Secretary to the Govt. Of India

To

All Ministries/Departments of the Government of India

**Copy to :-**

1. President's Secretariat/Vice President's Secretariat/Prime Minister's Office/Supreme Court/Rajya Sabha Secretariat/Lok Sabha Secretariat/ Cabinet Secretariat/UPSC/CVC/C&AG/Central Administrative Tribunal (Principal Bench), New Delhi.
2. All attached/subordinate offices of the Ministry of Personnel, Public Grievances and Pensions.
3. Secretary, National Commission for Minorities.
4. Secretary, National Commission for Scheduled Castes/Scheduled Tribes
5. Secretary, Staff Side, National Council (JCM), 13-C, Ferozeshah Road, New Delhi
6. All Staff Side Members of the National Council (JCM)
7. Establishment (D) Section - 1000 copies
8. NIC, DoPT, North Block for up-loading of the OM in DoPT website.

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**MODIFIED ASSURED CAREER PROGRESSION SCHEME (MACPS)**

1. There shall be three financial upgradations under the MACPS, counted from the direct entry grade on completion of 10, 20 and 30 years service respectively. Financial upgradation under the Scheme will be admissible whenever a person has spent 10 years continuously in the same grade-pay.
2. The MACPS envisages merely placement in the immediate next higher grade pay in the hierarchy of the recommended revised pay bands and grade pay as given in Section 1, Part-A of the first schedule of the CCS (Revised Pay) Rules, 2008. Thus, the grade pay at the time of financial upgradation under the MACPS can, in certain cases where regular promotion is not between two successive grades, be different than what is available at the time of regular promotion. In such cases, the higher grade pay attached to the next promotion post in the hierarchy of the concerned cadre/organisation will be given only at the time of regular promotion.
3. The financial upgradations under the MACPS would be admissible up-to the highest grade pay of Rs. 12000/ in the PB-4.
4. Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the Scheme. Therefore, the pay shall be raised by 3% of the total pay in the pay band and the grade pay drawn before such upgradation. There shall, however, be no further fixation of pay at the time of regular promotion if it is in the same grade pay as granted under MACPS. However, at the time of actual promotion if it happens to be in a post carrying higher grade pay than what is available under MACPS, no pay fixation would be available and only difference of grade pay would be made available. To illustrate, in case a Government Servant joins as a direct recruit in the grade pay of Rs. 1900 in PB-1 and he gets no promotion till completion of 10 years of service, he will be granted financial upgradation under MACPS in the next higher grade pay of Rs. 2000 and his pay will be fixed by granting him one increment plus the difference of grade pay (i.e. Rs. 100). After availing financial upgradation under MACPS, if the Government servant gets his regular promotion in the hierarchy of his cadre, which is to the grade of Rs. 2400, on regular promotion, he will only be granted the difference of grade pay between Rs. 2000 and Rs. 2400. No additional increment will be granted at this stage.
5. Promotions earned/upgradations granted under the ACP Scheme in the past to those grades which now carry the same grade pay due to merger of pay scales/upgradations of posts recommended by the Sixth Pay Commission shall be ignored for the purpose of granting upgradations under Modified ACP.

**Illustration-1**

The pre-revised hierarchy (in ascending order) in a particular organization was as under:-

Rs. 5000-8000, Rs. 5500-9000 & Rs. 6500-10500.

- (a) A Government servant who was recruited in the hierarchy in the pre-revised pay scale Rs. 5000-8000 and who did not get a promotion even after 25 years of service prior to 1.1.2006, in his case as on 1.1.2006 he would have got two financial upgradations under ACP to the next grades in the hierarchy of his organization, i.e., to the pre-revised scales of Rs. 5500-9000 and Rs. 6500-10500.
- (b) Another Government servant recruited in the same hierarchy in the pre-revised scale of Rs. 5000-8000 has also completed about 25 years of service, but he got two promotions to the next higher grades of Rs. 5500-9000 & Rs. 6500-10500 during this period.

In the case of both (a) and (b) above, the promotions/financial upgradations granted under ACP to the pre-revised scales of Rs. 5500-9000 and Rs. 6500-10500 prior to 1.1.2006 will be ignored on account of merger of the pre-revised scales of Rs. 5000-8000, Rs. 5500-9000 and Rs. 6500-10500 recommended by the Sixth CPC. As per CCS (RP) Rules, both of them will be granted grade pay of Rs. 4200 in the pay band PB-2. After the implementation of MACPS, two financial upgradations will be granted both in the case of (a) and (b) above to the next higher grade pays of Rs. 4600 and Rs. 4800 in the pay band PB-2.

6. In the case of all the employees granted financial upgradations under ACPS till 01.01.2006, their revised pay will be fixed with reference to the pay scale granted to them under the ACPS.

6.1 In the case of ACP upgradations granted between 01.01.2006 and 31.08.2008, the Government servant has the option under the CCS (RP) Rules, 2008 to have his pay fixed in the revised pay structure either (a) w.e.f. 01.01.2006 with reference to his pre-revised scale as on 01.01.2006; or (b) w.e.f. the date of his financial upgradation under ACP with reference to the pre-revised scale granted under ACP. In case of option (b), he shall be entitled to draw his arrears of pay only from the date of his option i.e. the date of financial upgradation under ACP.

6.2 In cases where financial upgradation had been granted to Government servants in the next higher scale in the hierarchy of their cadre as per the provisions of the ACP Scheme of August, 1999, but whereas as a result of the implementation of Sixth CPC's recommendations, the next higher post in the hierarchy of the cadre has been upgraded by granting a higher grade pay, the pay of such employees in the revised pay structure will be fixed with reference to the higher grade pay granted to the post. To illustrate, in the case of Jr. Engineer in CPWD, who was granted 1<sup>st</sup> ACP in his hierarchy to the grade of Asstt. Engineer in the pre-revised scale of Rs.6500-10500 corresponding to the revised grade pay of Rs.4200 in the pay band PB-2, he will now be granted grade pay of Rs.4600 in the pay band PB-2 consequent upon upgradation of the post of Asstt. Enggs. In CPWD by granting them the grade pay of Rs.4600 in PB-2 as a result of Sixth CPC's recommendation. However, from the date of implementation of the MACPS, all the financial upgradations under the Scheme should be done strictly in accordance with the hierarchy of grade pays in pay bands as notified vide CCS (Revised Pay) Rules, 2008.

7. With regard to fixation of his pay on grant of promotion/financial upgradation under MACP Scheme, a Government servant has an option under FR22 (1) (a) (1) to get his pay fixed in the higher post/ grade pay either from the date of his promotion/upgradation or from the date of his next increment viz. 1<sup>st</sup> July of the year. The pay and the date of increment would be fixed in accordance with clarification no.2 of Department of Expenditure's O.M. No.1/1/2008-IC dated 13.09.2008.
8. Promotions earned in the post carrying same grade pay in the promotional hierarchy as per Recruitment Rules shall be counted for the purpose of MACPS.
- 8.1 Consequent upon the implementation of Sixth CPC's recommendations, grade pay of Rs. 5400 is now in two pay bands viz., PB-2 and PB-3. The grade pay of Rs. 5400 in PB-2 and Rs.5400 in PB-3 shall be treated as separate grade pays for the purpose of grant of upgradations under MACP Scheme.
9. 'Regular service' for the purposes of the MACPS shall commence from the date of joining of a post in direct entry grade on a regular basis either on direct recruitment basis or on absorption/re-employment basis. Service rendered on adhoc/contract basis before regular appointment on pre-appointment training shall not be taken into reckoning. However, past continuous regular service in another Government Department in a post carrying same grade pay prior to regular appointment in a new Department, without a break, shall also be counted towards qualifying regular service for the purposes of MACPS only (and not for the regular promotions). However, benefits under the MACPS in such cases shall not be considered till the satisfactory completion of the probation period in the new post.
10. Past service rendered by a Government employee in a State Government/statutory body/Autonomous body/Public Sector organisation, before appointment in the Government shall not be counted towards Regular Service.
11. 'Regular service' shall include all periods spent on deputation/foreign service, study leave and all other kind of leave, duly sanctioned by the competent authority.
12. The MACPS shall also be applicable to work charged employees, if their service conditions are comparable with the staff of regular establishment.
13. Existing time-bound promotion scheme, including in-situ promotion scheme, Staff Car Driver Scheme or any other kind of promotion scheme existing for a particular category of employees in a Ministry/Department or its offices, may continue to be operational for the concerned category of employees if it is decided by the concerned administrative authorities to retain such Schemes, after necessary consultations or they may switch-over to the MACPS. However, these Schemes shall not run concurrently with the MACPS.
14. The MACPS is directly applicable only to Central Government Civilian employees. It will not get automatically extended to employees of Central Autonomous/Statutory Bodies under the administrative control of a Ministry/Department. Keeping in view the financial implications involved, a conscious decision in this regard shall have to be taken by the respective Governing Body/Board of Directors and the administrative Ministry concerned and where it is proposed to adopt the MACPS, prior concurrence of Ministry of Finance shall be obtained.

15. If a financial upgradations under the MACPS is deferred and not allowed after 10 years in a grade pay, due to the reason of the employees being unfit or due to departmental proceedings, etc., this would have consequential effect on the subsequent financial upgradation which would also get deferred to the extent of delay in grant of first financial upgradation.
16. On grant of financial upgradation under the Scheme, there shall be no change in the designation, classification or higher status. However, financial and certain other benefits which are linked to the pay drawn by an employee such as HBA, allotment of Government accommodation shall be permitted.
17. The financial upgradation would be on non-functional basis subject to fitness, in the hierarchy of grade pay within the PB-1. Thereafter for upgradation under the MACPS the benchmark of 'good' would be applicable till the grade pay of Rs. 6600/- in PB-3. The benchmark will be 'Very Good' for financial upgradation to the grade pay of Rs. 7600 and above.
18. In the matter of disciplinary/ penalty proceedings, grant of benefit under the MACPS shall be subject to rules governing normal promotion. Such cases shall, therefore, be regulated under the provisions of the CCS (CCA) Rules, 1965 and instructions issued thereunder.
19. The MACPS contemplates merely placement on personal basis in the immediate higher Grade pay /grant of financial benefits only and shall not amount to actual/functional promotion of the employees concerned. Therefore, no reservation orders/roster shall apply to the MACPS, which shall extend its benefits uniformly to all eligible SC/ST employees also. However, the rules of reservation in promotion shall be ensured at the time of regular promotion. For this reason, it shall not be mandatory to associate members of SC/ST in the Screening Committee meant to consider cases for grant of financial upgradation under the Scheme.
20. Financial upgradation under the MACPS shall be purely personal to the employee and shall have no relevance to his seniority position. As such, there shall be no additional financial upgradation for the senior employees on the ground that the junior employee in the grade has got higher pay/grade pay under the MACPS.
21. Pay drawn in the pay band and the grade pay allowed under the MACPS shall be taken as the basis for determining the terminal benefits in respect of the retiring employee.
22. If Group "A" Government employee, who was not covered under the ACP Scheme has now become entitled to say third financial upgradation directly, having completed 30 year's regular service, his pay shall be fixed successively in next three immediate higher grade pays in the hierarchy of revised pay-bands and grade pays allowing the benefit of 3% pay fixation at every stage. Pay of persons becoming eligible for second financial upgradation may also be fixed accordingly.

23. In case an employee is declared surplus in his/her organisation and appointed in the same pay-scale or lower scale of pay in the new organization, the regular service rendered by him/her in the previous organisation shall be counted towards the regular service in his/her new organisation for the purpose of giving financial upgradation under the MACPS.

24. In case of an employee after getting promotion/ACP seeks unilateral transfer on a lower post or lower scale, he will be entitled only for second and third financial upgradations on completion of 20/30 years of regular service under the MACPS, as the case may be, from the date of his initial appointment to the post in the new organization.

25. If a regular promotion has been offered but was refused by the employee before becoming entitled to a financial upgradation, no financial upgradation shall be allowed as such an employee has not been stagnated due to lack of opportunities. If, however, financial upgradation has been allowed due to stagnation and the employees subsequently refuse the promotion, it shall not be a ground to withdraw the financial upgradation. He shall, however, not be eligible to be considered for further financial upgradation till he agrees to be considered for promotion again and the second the next financial upgradation shall also be deferred to the extent of period of debarment due to the refusal.

26. Cases of persons holding higher posts purely on adhoc basis shall also be considered by the Screening Committee alongwith others. They may be allowed the benefit of financial upgradation on reversion to the lower post or if it is beneficial vis-a-vis the pay drawn on adhoc basis.

27. Employees on deputation need not revert to the parent Department for availing the benefit of financial upgradation under the MACPS. They may exercise a fresh option to draw the pay in the pay band and the grade pay of the post held by them or the pay plus grade pay admissible to them under the MACPS, whichever is beneficial.

## 28. Illustrations

- A (i) If a Government servant (LDC) in PB-I in the Grade Pay of Rs.1900 gets his first regular promotion (UDC) in the PB-I in the Grade Pay of Rs.2400 on completion of 8 years of service and then continues in the same Grade Pay for further 10 years without any promotion then he would be eligible for 2<sup>nd</sup> financial upgradation under the MACPS in the PB-I in the Grade Pay of Rs.2800 after completion of 18 years (8+10 years).
- (ii) In case he does not get any promotion thereafter, then he would get 3<sup>rd</sup> financial upgradation in the PB-II in Grade Pay of Rs.4200 on completion of further 10 years of service i.e. after 28 years (8+10+10).
- (iii) However, if he gets 2<sup>nd</sup> promotion after 5 years of further service in the pay PB-II in the Grade Pay of Rs.4200 (Asstt. Grade/Grade "C") i.e. on completion of 23 years (8+10+5years) then he would get 3<sup>rd</sup> financial upgradation after completion of 30 years i.e. 10 years after the 2<sup>nd</sup> ACP in the PB-II in the Grade Pay of Rs.4600.

In the above scenario, the pay shall be raised by 3% of the total pay in the Pay Band and Grade Pay drawn before such upgradation. There shall, however, be no further fixation of pay at the time of regular promotion if it is in the same Grade Pay or in the higher Grade Pay. Only the difference of grade pay would be admissible at the time of promotions.

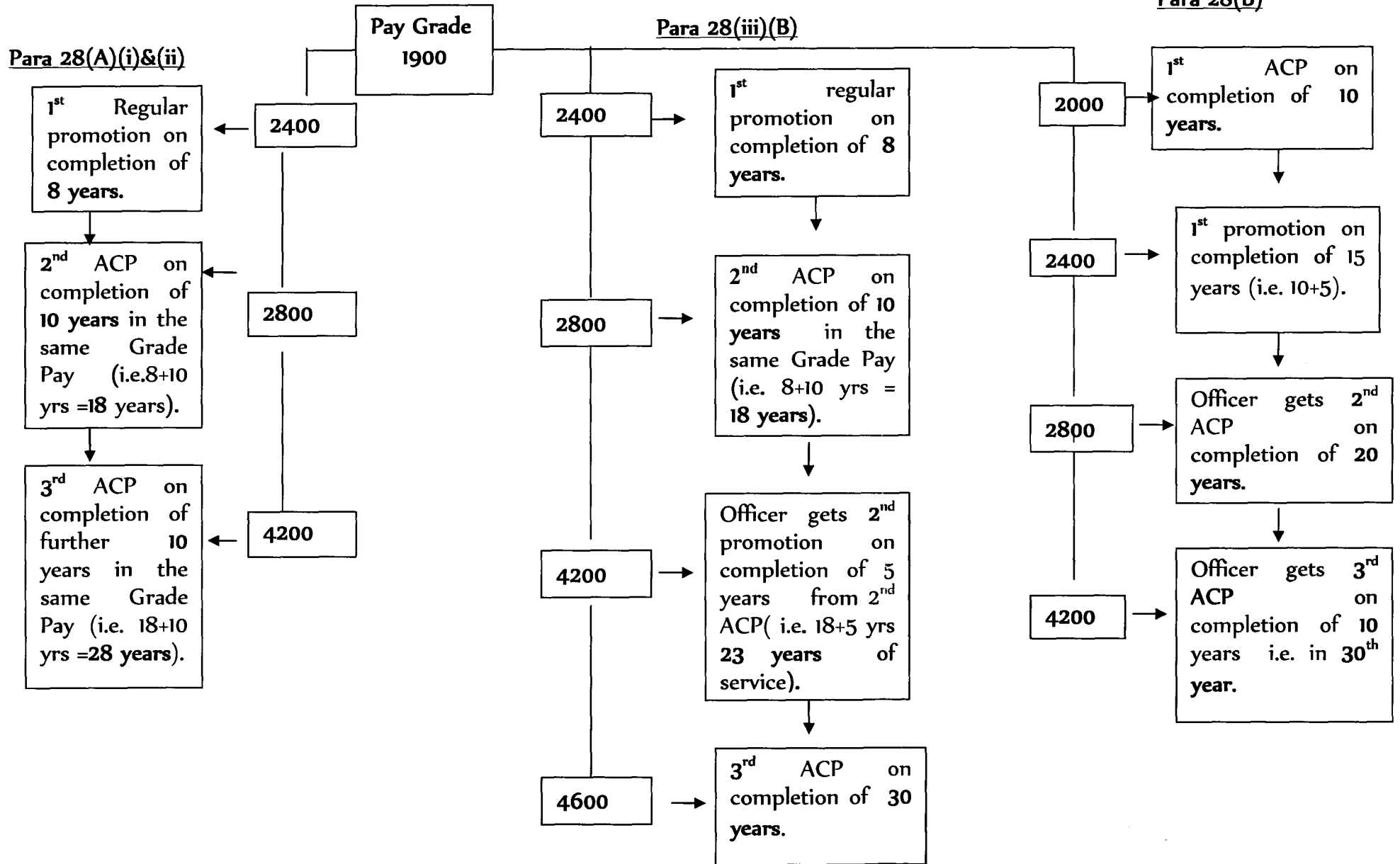
- B. If a Government servant (LDC) in PB-I in the Grade Pay of Rs.1900 is granted 1<sup>st</sup> financial upgradation under the MACPS on completion of 10 years of service in the PB-I in the Grade Pay of Rs.2000 and 5 years later he gets 1<sup>st</sup> regular promotion (UDC) in PB-I in the Grade Pay of Rs.2400, the 2<sup>nd</sup> financial upgradation under MACPS (in the next Grade Pay w.r.t. Grade Pay held by Government servant) will be granted on completion of 20 years of service in PB-I in the Grade Pay of Rs.2800. On completion of 30 years of service, he will get 3<sup>rd</sup> ACP in the Grade Pay of Rs. 4200. However, if two promotions are earned before completion of 20 years, only 3<sup>rd</sup> financial upgradation would be admissible on completion of 10 years of service in Grade Pay from the date 2<sup>nd</sup> promotion or at 30<sup>th</sup> year of service, whichever is earlier.
- C. If a Government servant has been granted either two regular promotions or 2<sup>nd</sup> financial upgradation under the ACP Scheme of August, 1999 after completion of 24 years of regular service then only 3<sup>rd</sup> financial upgradation would be admissible to him under the MACPS on completion of 30 years of service provided that he has not earned third promotion in the hierarchy.



(S.Jainendra Kumar)

Deputy Secretary to the Govt. Of India.

ILLUSTRATIONS



MOST IMMEDIATE

No.35034/1/97-Estt(D)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
(Department of Personnel and Training)

North Block, New Delhi 110001  
August 9, 1999

OFFICE MEMORANDUM

**Subject:- THE ASSURED CAREER PROGRESSION SCHEME FOR THE CENTRAL GOVERNMENT CIVILIAN EMPLOYEES.**

The Fifth Central Pay Commission in its Report has made certain recommendations relating to the Assured Career Progression (ACP) Scheme for the Central Government civilian employees in all Ministries/Departments. The ACP Scheme needs to be viewed as a 'Safety Net' to deal with the problem of genuine stagnation and hardship faced by the employees due to lack of adequate promotional avenues. Accordingly, after careful consideration it has been decided by the Government to introduce the ACP Scheme recommended by the Fifth Central Pay Commission with certain **modifications** as indicated hereunder:-

**2. GROUP 'A' CENTRAL SERVICES**

2.1 In respect of Group 'A' Central services (Technical/Non-Technical), no financial upgradation under the Scheme is being proposed for the reason that promotion in their case must be earned. Hence, it has been decided that there shall be no benefits under the ACP Scheme for Group 'A' Central services (Technical/Non-Technical). Cadre Controlling Authorities in their case would, however, continue to improve the promotion prospects in organisations/cadres on functional grounds by way of organisational study, cadre review, etc. as per prescribed norms.

**3. GROUP 'B', 'C' AND 'D' SERVICES/POSTS AND ISOLATED**

**POSTS IN GROUP 'A', 'B', 'C' AND 'D' CATEGORIES**

3.1 While in respect of these categories also promotion shall continue to be duly earned, it is proposed to adopt the ACP Scheme in a modified form to mitigate hardship in cases of acute stagnation either in a cadre or in an isolated post. Keeping in view all relevant factors, it has, therefore, been decided to grant **two**

**financial upgradations** [as recommended by the Fifth Central Pay Commission and also in accordance with the Agreed Settlement dated September 11, 1997 (in relation

to Group 'C' and 'D' employees) entered into with the Staff Side of the National Council (JCM)] under the ACP Scheme to Group 'B', 'C' and 'D' employees on completion of **12 years** and **24 years** (subject to condition no.4 in [Annexure-I](#)) of regular service respectively. Isolated posts in Group 'A', 'B', 'C' and 'D' categories which have no promotional avenues shall also qualify for similar benefits on the pattern indicated above. Certain categories of employees such as casual employees (including those



with temporary status), ad-hoc and contract employees shall not qualify for benefits under the aforesaid Scheme. Grant of financial upgradations under the ACP Scheme shall, however, be subject to the **conditions** mentioned in [Annexure-I](#).

3.2 'Regular Service' for the purpose of the ACP Scheme shall be interpreted to mean the eligibility service counted for regular promotion in terms of relevant Recruitment/Service Rules.

4. Introduction of the ACP Scheme should, however, in no case affect the normal (regular) promotional avenues available on the basis of vacancies. Attempts needed to improve promotion prospects in organisations/cadres on functional grounds by way of organisational study, cadre reviews, etc as per prescribed norms should not be given up on the ground that the ACP Scheme has been introduced.

5. Vacancy based regular promotions, as distinct from financial upgradation under the ACP Scheme, shall continue to be granted after due screening by a regular Departmental Promotion Committee as per relevant rules/guidelines.

## 6. **SCREENING COMMITTEE**

6.1 A departmental Screening Committee shall be constituted for the purpose of processing the cases for grant of benefits under the ACP Scheme.

6.2 The **composition** of the Screening Committee shall be the same as that of the DPC prescribed under the relevant Recruitment/Service Rules for regular promotion to the higher grade to which financial upgradation is to be granted. However, in cases where DPC as per the prescribed rules is headed by the Chairman/Member of the UPSC, the Screening Committee under the ACP Scheme shall, instead, be headed by the Secretary or an officer of equivalent rank of the concerned Ministry/Department. In respect of isolated posts, the composition of the Screening Committee (with modification as noted above, if required) shall be the same as that of the DPC for promotion to analogous grade in that Ministry/Department.

6.3 In order to prevent operation of the ACP Scheme from resulting into undue strain on the administrative machinery, the Screening Committee shall follow a **time-schedule** and meet twice in a financial year – preferably in the **first week of January** and **July** for **advance** processing of the cases. Accordingly, cases maturing during the first-half (April-September) of a particular financial year for grant of benefits under the ACP Scheme shall be taken up for consideration by the Screening Committee meeting in the first week of January of the previous financial year. Similarly, the Screening Committee meeting in the first week of July of any financial year shall process the cases that would be maturing during the second-half (October-March) of the same financial year. For example, the Screening Committee meeting in the first week of January, 1999 would process the cases that would attain maturity during the period April 1, 1999 to September 30, 1999 and the Screening Committee meeting in the first week of July, 1999 would process the cases that would mature during the period October 1, 1999 to March 31, 2000.

6.4 To make the Scheme operational, the Cadre Controlling Authorities shall constitute the first Screening Committee of the current financial year within a month from the date of issue of these instructions to consider the cases that have already matured or would be maturing upto March 31, 2000 for grant of benefits under the ACP Scheme. The

next Screening Committee shall be constituted as per the time-schedule suggested above.

7. Ministries/Departments are advised to explore the possibility of effecting savings so as to minimise the additional financial commitment that introduction of the ACP Scheme may entail.

8. The ACP Scheme shall become operational from the date of issue of this Office Memorandum.

9. In so far as persons serving in the Indian Audit and Accounts Departments are concerned, these orders issue after consultation with the Comptroller and Auditor General of India.

10. The Fifth Central Pay Commission in paragraph 52.15 of its Report has also separately recommended a "Dynamic Assured Career Progression Mechanism" for different streams of doctors. It has been decided that the said recommendation may be considered separately by the administrative Ministry concerned in consultation with the Department of Personnel and Training and the Department of Expenditure.

11. Any interpretation/clarification of doubt as to the scope and meaning of the provisions of the ACP Scheme shall be given by the Department of Personnel and Training (Establishment-D).

12. All Ministries/Departments may give wide circulation to these instructions for guidance of all concerned and also take immediate steps to implement the Scheme keeping in view the ground situation obtaining in services/cadres/ posts within their administrative jurisdiction;

13. Hindi version would follow.

(K.K. JHA)  
Director(Establishment)

To

1. All Ministries/Departments of the Government of India
2. President's Secretariat/Vice President's Secretariat/Prime Minister's Office/Supreme Court/Rajya Sabha Secretariat/Lok Sabha Secretariat/Cabinet Secretariat/UPSC/CVC/C&AG/Central Administrative Tribunal(Principal Bench), New Delhi
3. All attached/subordinate offices of the Ministry of Personnel, Public Grievances and Pensions
4. Secretary, National Commission for Minorities
5. Secretary, National Commission for Scheduled Castes/Scheduled Tribes
6. Secretary, Staff Side, National Council (JCM), 13-C, Ferozeshah Road, New Delhi

7. All Staff Side Members of the National Council (JCM)
8. Establishment (D) Section - **1000 copies**

ANNEXURE-I

**CONDITIONS FOR GRANT OF BENEFITS UNDER THE ACP SCHEME**

1. The ACP Scheme envisages merely placement in the higher pay-scale/grant of financial benefits (through financial upgradation) only to the Government servant concerned on personal basis and shall, therefore, neither amount to functional/regular promotion nor would require creation of new posts for the purpose;
2. The highest pay-scale upto which the financial upgradation under the Scheme shall be available will be Rs.14,300-18,300. Beyond this level, there shall be no financial upgradation and higher posts shall be filled strictly on vacancy based promotions;
3. The financial benefits under the ACP Scheme shall be granted from the date of completion of the eligibility period prescribed under the ACP Scheme or from the date of issue of these instructions whichever is later;
4. The first financial upgradation under the ACP Scheme shall be allowed after 12 years of regular service and the second upgradation after 12 years of regular service from the date of the first financial upgradation subject to fulfillment of prescribed conditions. In other words, if the first upgradation gets postponed on account of the employee not found fit or due to departmental proceedings, etc this would have consequential effect on the second upgradation which would also get deferred accordingly;
- 5.1 Two financial upgradations under the ACP Scheme in the entire Government service career of an employee shall be counted against regular promotions (including in-situ promotion and fast-track promotion availed through limited departmental competitive examination) availed from the grade in which an employee was appointed as a direct recruit. This shall mean that two financial upgradations under the ACP Scheme shall be available only if no regular promotions during the prescribed periods (12 and 24 years) have been availed by an employee. If an employee has already got one regular promotion, he shall qualify for the second financial upgradation only on completion of 24 years of regular service under the ACP Scheme. In case two prior promotions on regular basis have already been received by an employee, no benefit under the ACP Scheme shall accrue to him;
- 5.2 Residency periods (regular service) for grant of benefits under the ACP Scheme shall be counted from the grade in which an employee was appointed as a direct recruit;
6. Fulfillment of normal promotion norms (bench-mark, departmental examination, seniority-cum-fitness in the case of Group 'D' employees, etc.) for grant of financial upgradations, performance of such duties as are entrusted to the employees together with **retention of old designations**, financial upgradations as personal to the incumbent for the stated purposes and restriction of the ACP Scheme for financial and certain other benefits (House Building Advance, allotment of Government accommodation, advances, etc) only without conferring any privileges related to higher

status (e.g. invitation to ceremonial functions, deputation to higher posts, etc) shall be ensured for grant of benefits under the ACP Scheme;

7. Financial upgradation under the Scheme shall be given to the next higher grade in accordance with the existing hierarchy in a cadre/category of posts without creating new posts for the purpose. However, in case of isolated posts, in the absence of defined hierarchical grades, financial upgradation shall be given by the Ministries/Departments concerned in the immediately next higher (**standard/common**) pay-scales as indicated in [Annexure-II](#) which is in keeping with Part-A of the First Schedule annexed to the Notification dated September 30, 1997 of the Ministry of Finance (Department of Expenditure). For instance, incumbents of isolated posts in the pay-scale S-4, as indicated in [Annexure-II](#), will be eligible for the proposed two financial upgradations only to the pay-scales S-5 and S-6. Financial upgradation on a dynamic basis (i.e. without having to create posts in the relevant scales of pay) has been recommended by the Fifth Central Pay Commission only for the incumbents of isolated posts which have no avenues of promotion at all. Since financial upgradations under the Scheme shall be personal to the incumbent of the isolated post, the same shall be filled at its original level (pay-scale) when vacated. Posts which are part of a well-defined cadre shall not qualify for the ACP Scheme on 'dynamic' basis. The ACP benefits in their case shall be granted conforming to the existing hierarchical structure only;

8. The financial upgradation under the ACP Scheme shall be purely personal to the employee and shall have no relevance to his seniority position. As such, there shall be no additional financial upgradation for the senior employee on the ground that the junior employee in the grade has got higher pay-scale under the ACP Scheme;

9. On upgradation under the ACP Scheme, pay of an employee shall be fixed under the provisions of FR 22(I) a(1) subject to a minimum financial benefit of Rs.100/- as per the Department of Personnel and Training Office Memorandum No.1/6/97-Pay.I dated July 5, 1999. The financial benefit allowed under the ACP Scheme shall be final and no pay-fixation benefit shall accrue at the time of regular promotion i.e. posting against a functional post in the higher grade;

10. Grant of higher pay-scale under the ACP Scheme shall be conditional to the fact that an employee, while accepting the said benefit, shall be deemed to have given his unqualified acceptance for regular promotion on occurrence of vacancy subsequently. In case he refuses to accept the higher post on regular promotion subsequently, he shall be subject to normal debarment for regular promotion as prescribed in the general instructions in this regard. However, as and when he accepts regular promotion thereafter, he shall become eligible for the second upgradation under the ACP Scheme only after he completes the required eligibility service/period under the ACP Scheme in that higher grade subject to the condition that the period for which he was debarred for regular promotion shall not count for the purpose. For example, if a person has got one financial upgradation after rendering 12 years of regular service and after 2 years therefrom if he refuses regular promotion and is consequently debarred for one year and subsequently he is promoted to the higher grade on regular basis after completion of 15 years (12+2+1) of regular service, he shall be eligible for consideration for the second upgradation under the ACP Scheme only after rendering ten more years in addition to two years of service already rendered by him after the first financial upgradation (2+10) in that higher grade i.e. after 25 years (12+2+1+10) of

regular service because the debarment period of one year cannot be taken into account towards the required 12 years of regular service in that higher grade;

11. In the matter of disciplinary/penalty proceedings, grant of benefits under the ACP Scheme shall be subject to rules governing normal promotion. Such cases shall, therefore, be regulated under the provisions of relevant CCS(CCA) Rules, 1965 and instructions thereunder;

12. The proposed ACP Scheme contemplates merely placement on personal basis in the higher pay-scale/grant of financial benefits only and shall not amount to actual/functional promotion of the employees concerned. Since orders regarding reservation in promotion are applicable only in the case of regular promotion, reservation orders/roster shall not apply to the ACP Scheme which shall extend its benefits uniformly to all eligible SC/ST employees also. However, at the time of regular/functional (actual) promotion, the Cadre Controlling Authorities shall ensure that all reservation orders are applied strictly;

13. Existing time-bound promotion schemes, including in-situ promotion scheme, in various Ministries/Departments may, as per choice, continue to be operational for the concerned categories of employees. However, these schemes, shall not run concurrently with the ACP Scheme. The Administrative Ministry/Department -- not the employees -- shall have the option in the matter to choose between the two schemes, i.e. existing time-bound promotion scheme or the ACP Scheme, for various categories of employees. However, in case of switch-over from the existing time-bound promotion scheme to the ACP Scheme, all stipulations (viz. for promotion, redistribution of posts, upgradation involving higher functional duties, etc) made under the former (existing) scheme would cease to be operative. The ACP Scheme shall have to be adopted in its totality;

14. In case of an employee declared surplus in his/her organisation and in case of transfers including unilateral transfer on request, the regular service rendered by him/her in the previous organisation shall be counted along with his/her regular service in his/her new organisation for the purpose of giving financial upgradation under the Scheme; and

15. Subject to Condition No. 4 above, in cases where the employees have already completed 24 years of regular service, with or without a promotion, the second financial upgradation under the scheme shall be granted directly. Further, in order to rationalise unequal level of stagnation, benefit of surplus regular service (not taken into account for the first upgradation under the scheme) shall be given at the subsequent stage (second) of financial upgradation under the ACP Scheme as a one time measure. In other words, in respect of employees who have already rendered more than 12 years but less than 24 years of regular service, while the first financial upgradation shall be granted immediately, the surplus regular service beyond the first 12 years shall also be counted towards the next 12 years of regular service required for grant of the second financial upgradation and, consequently, they shall be considered for the second financial upgradation also as and when they complete 24 years of regular service without waiting for completion of 12 more years of regular service after the first financial upgradation already granted under the Scheme.

(K.K. JHA)  
Director(Establishment)

**ANNEXURE-II**

**STANDARD/COMMON PAY-SCALES**

**As per Part-A of the First Schedule Annexed to the Ministry of Finance**

**(Department of Expenditure) Gazette Notification dated September 30, 1997**

**[REFERENCE PARA 7 OF ANNEXURE I OF THIS OFFICE MEMORANDUM]**

S.No.	Revised pay-scales (Rs)	
1.	S-1	2550-55-2660-60-3200
2.	S-2	2610-60-3150-65-3540
3.	S-3	2650-65-3300-70-4000
4.	S-4	2750-70-3800-75-4400
5.	S-5	3050-75-3950-80-4590
6.	S-6	3200-85-4900
7.	S-7	4000-100-6000
8.	S-8	4500-125-7000
9.	S-9	5000-150-8000
10.	S-10	5500-175-9000
11.	S-12	6500-200-10500
12.	S-13	7450-225-11500
13.	S-14	7500-250-12000
14.	S-15	8000-275-13500
15.	S-19	10000-325-15200
16.	S-21	12000-375-16500
17.	S-23	12000-375-18000
18.	S-24	14300-400-18300

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No.12011/03/2008-Estt. (Allowance)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
(Department of Personnel & Training)

New Delhi, the 2<sup>nd</sup> September, 2008.

**OFFICE MEMORANDUM**

Subject :- Recommendations of the Sixth Central Pay Commission-implementation of decisions relating to the grant of Children Education Assistance and Reimbursement of Tuition Fee.

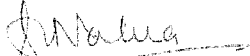
Consequent upon the decisions taken by the Government on the recommendations made by the Sixth Central Pay Commission and in supersession of all earlier orders on the subject of Children Education Allowance and Reimbursement of Tuition Fee, the President is pleased to issue the following instructions:-

- (a) Children Education Allowance and Reimbursement of Tuition Fee which were hitherto payable separately will be merged and will henceforth be known as 'Children Education Allowance Scheme'.
- (b) Under the Scheme of Children Education Allowance reimbursement can be availed by Government Servants upto to a maximum of 2 children.
- (c) Reimbursement as indicated above will be applicable for expenditure on the education of school going children only i.e., for children from classes nursery to twelfth, including classes eleventh and twelfth held by junior colleges or schools affiliated to Universities or Boards of Education.
- (d) Henceforth, the reimbursement of Children Education Allowance shall have no nexus with the performance of the child in his class. In other words, even if a child fails in a particular class, the reimbursement of Children Education Allowance shall not be stopped.
- (e) Reimbursement for the following items can be claimed under this Scheme:

Tuition Fee, admission fee, laboratory fee, special fee charged for agriculture, electronics, music or any other subject, Fee charged for practical work under the programme of work experience, fee paid for the use of any aid or appliance by the

child, library fee, games/sports fee and fee for extra-curricular activities. This also includes reimbursement for purchase of one set of text books and notebooks, two sets of uniforms and one set of school shoes which can be claimed for a child, in a year.

- (f) The annual ceiling fixed for reimbursement of Children Education allowance is Rs.12000.
  - (g) Under this scheme, reimbursement can be claimed once every quarter. The amount that can be claimed in a quarter could be more than Rs.3000, and in another quarter less than Rs.3000, subject to the annual ceiling of Rs.12000 per child being maintained.
  - (h) In case both the spouses are Government servants, only one of them can avail reimbursement under Children Education Allowance.
  - (i) Hostel subsidy will be reimbursed upto the maximum limit of Rs.3000 per month per child subject to a maximum of 2 children. However, both hostel subsidy and Children Education Allowance **cannot** be availed concurrently.
  - (j) The above limits would be automatically raised by 25% every time the Dearness Allowance on the revised pay structure goes up by 50%.
2. In order to ensure that Government servants have no difficulty in claiming reimbursement, the procedure under this Scheme is being kept simple. Reimbursement should henceforth be made on the submission of original receipts on the basis of self-certification by the Government servant.
3. **These orders shall be effective from 1<sup>st</sup> September, 2008.**
4. Insofar as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and auditor General of India.
5. Hindi version will follow.

  
(Simmi R. Nakra)  
Director(P&A)



F.No.7(21)/2008-E.III(A)  
Government of India  
Ministry of Finance  
Department of Expenditure

.....  
New Delhi, dated 22<sup>nd</sup> September, 2008.

**OFFICE MEMORANDUM**

Subject:- Payment of Caretaking Allowance to the Caretakers of Government buildings hired or owned by Government following the recommendations of the Sixth Central Pay Commission.

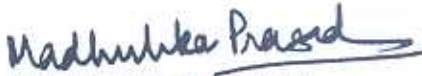
.....  
Consequent upon acceptance of recommendations of the Sixth Central Pay Commission by the Government, the President is pleased to decide that the amount of caretaking allowance may henceforth be paid at the rate of 10% of the aggregate of pay in the pay band and grade pay thereon.

2. The norms laid down for determining the level of the post vide this Ministry O.M. No.7(46)/E.III(A)/98 dated 30<sup>th</sup> June, 1999 pursuant to recommendations of the Fifth Central Pay Commission (Annexure) may continue to be followed mutatis mutandis. The O.M. ibid stipulated that in establishments which continue to retain separate posts of caretakers, these posts shall be merged in the general ministerial cadres in the corresponding scales of pay. It is reiterated that the merger of the posts in this cadre with the ministerial post in corresponding pay scales should be carried out in every organization where it has already not been implemented.

3. In so far as the persons serving in the Indian Audit & Accounts Department are concerned, this order issues in consultation with the Comptroller & Auditor General of India.

4. **These orders shall take effect from September 1, 2008.**

5. Hindi version will follow.

  
( Madhulika P. Sukul )

Joint Secretary to the Govt. of India.

To

All Ministries & Departments of the Government of India etc. as per standard distribution list.

Copy forwarded to C&AG and UPSC etc. (with usual number of spare copies) as per standard endorsement list.

Norms laid down for determining the level of the post vide  
Department of Expenditure's O.M. No.7(46)/E.III(A)/98 dated 30<sup>th</sup>  
June, 1999 pursuant to recommendations of the Fifth Central Pay  
Commission

	Floor Area of building	Scale of Pay (Rs.)	No. of posts
a)	Upto 2000 sq.mts.	-----	No post to be sanctioned. Group 'C' or 'D' staff may be deployed on part-time basis and allowed care-taking allowance of Rs.200 or Rs.100 p.m. as the case may be.
b)	Above 2000 sq.mts. and up to 7000 sq. mts.	3050-75-3950-80-4590	One post (Asstt-Caretaker)
c)	Above 7000 sq. mts. and up to 14000 sq. mts.	4000-100-6000	One post. (Caretaker)
d)	Above 14000 sq. mts. and upto 20000 sq. mts.	5000-150-8000 Or 5500-175-9000	One post. Scale to be decided depending on the complexity of the task.
e)	Above 20000 sq. mts.	5000-150-8000 Or 5500-175-9000	One post + additional post in lower grade as per these norms.

Note: The above mentioned pay scales will now be replaced by the corresponding grade pay in the revised pay structure after implementation of recommendations of the Sixth Central Pay Commission.

No. 4/6/2008-Estt. (Pay II)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
Department of Personnel & Training  
\*\*\*\*\*

New Delhi, dated the 1<sup>st</sup> October, 2008

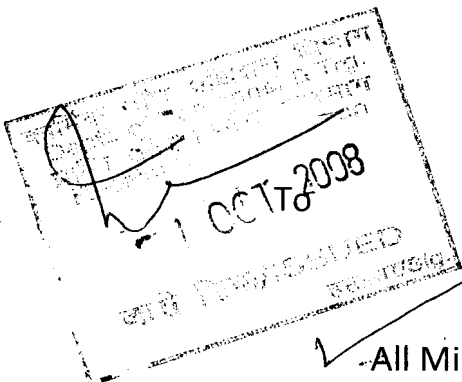
**OFFICE MEMORANDUM**

**Subject: Revision of Special Allowance and Cash Handling Allowance – Recommendations of the Sixth Central Pay Commission.**

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Consequent upon the decision taken by the Government on the recommendations made by the Sixth Central Pay Commission and in supersession of this Department's O.M. No. 4/4/97-Estt. (Pay II) dated 22.4.98 and O.M. No. 4/5/97-Estt. (Pay II) dated 5.5.98 on the subject of Special Allowance and Cash Handling Allowance respectively, the President is pleased to double the existing rates of these Allowances. The rates of these allowances will be increased by 25% every time the Dearness Allowance payable on revised pay scales goes up by 50%.

2. These orders shall be effective from 1<sup>st</sup> September, 2008.
3. Insofar as persons serving in the Indian Audit & Accounts Department are concerned, these orders issue after consultation with the Comptroller & Auditor General of India.
4. Hindi version follows.



  
**(Rita Mathur)**  
Director

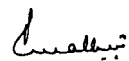
✓ -All Ministries/Departments as per standard list.

O.M. No. 4/6/2008-Estt. (Pay II) New Delhi, dated the 1<sup>st</sup> October, 2008

**Copy to : Director (NIC), Department of Personnel & Training, to upload the O.M. on this Department's website under the Head "Establishment (Pay)", Sub-Head "Pay Rules".**

**Copies also forwarded to:**

1. The Comptroller & Auditor General of India and all States under his control. (With 400 spare copies)
2. Controller General of Accounts/Controller of Accounts, Ministry of Finance.
3. Secretaries to UPSC/Supreme Court of India/Election Commission/Lok Sabha Secretariat/Cabinet Secretariat/Central Vigilance Commission/President's Secretariat/Vice President's Secretariat/Prime Minister's Office/Planning Commission.
4. Department of Personnel & Training (AIS Division)/JCA/Admn. Section.
5. Additional Secretary (Union Territories), Ministry of Home Affairs.
6. All State Governments and Union Territories.
7. Secretary, National Council (Staff Side), 13-C, Feroz Shah Road, New Delhi
8. All Members of the Staff Side of the National Council of JCM/Departmental Council.
9. All Officers/Sections of the Department of Personnel & Training/Department of Administrative Reforms & Public Grievances/Department of Pension & Pensioners' Welfare.
10. Ministry of Finance, Department of Expenditure
11. 50 spare copies.



**(Rita Mathur)**

Director

सं. 4/6/2008-स्थापना(वेतन-II)

भारत सरकार

कार्मिक, लोक शिकायत तथा पेंशन मंत्रालय  
(कार्मिक और प्रशिक्षण विभाग)

\* \* \*

नई दिल्ली ; दिनांक : 1 अक्टूबर, 2008

कार्यालय ज्ञापन

विषय :- विशेष भते और रोकड़ कार्य संबंधी भते में संशोधन - छठे केन्द्रीय वेतन आयोग की सिफारिशें ।

सरकार द्वारा छठे केन्द्रीय वेतन आयोग की सिफारिशों पर सरकार द्वारा लिए निर्णय के परिणामस्वरूप तथा विशेष भते और रोकड़ संबंधी भते विषय पर इस विभाग के दिनांक 22.04.2008 के कार्यालय ज्ञापन सं. 4/4/ 97-स्था.(वेतन-II) तथा दिनांक 5.5.98 के कार्यालय ज्ञापन सं. 4/5/97-स्था.(वेतन-II) के अधिक्रमण में राष्ट्रपति, मौजूदा दरों को दोगुना करती हैं । संशोधित वेतनमानों पर देय मंहगाई भते की दर प्रत्येक बार 50% होने पर, इन भतों की दरें 25% बढ़ जाएंगी ।

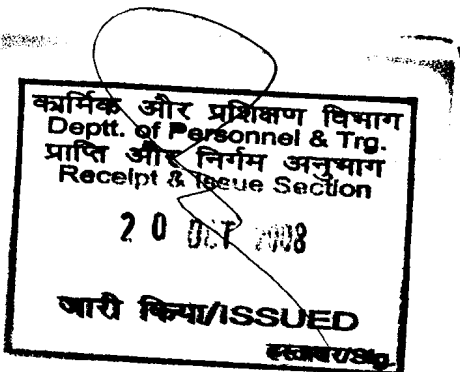
2. जहाँ तक भारतीय लेखा परीक्षा और लेखा विभाग में कार्यरत व्यक्तियों का संबंध है, ये आदेश भारत के नियंत्रक और महालेखा परीक्षक से परामर्श करने के पश्चात् जारी किए जाते हैं ।

3. ये आदेश 01 सितम्बर, 2008 से लागू होंगे ।

रीता माथुर  
(रीता माथुर)  
निदेशक

सेवा में,

सभी मंत्रालय/विभाग (मानक सूची के अनुसार) ।



प्रतिलिपि :- निदेशक (राष्ट्रीय सूचना विज्ञान केन्द्र), कार्मिक और प्रशिक्षण विभाग को "स्थापना (वेतन)" शीर्ष, "वेतन नियमावली" उप शीर्ष के अंतर्गत इस विभाग की वेबसाइट पर इस कार्यालय जापन को लोड करने के लिए ।

प्रति निम्नलिखित को भी प्रेषित :-

1. भारत के नियंत्रक तथा महालेखा परीक्षक और उनके नियंत्रणाधीन सभी राज्य ।
2. महालेखा नियंत्रक/लेखा नियंत्रक, वित्त मंत्रालय ।
3. संघ लोक सेवा आयोग/भारत के उच्चतम न्यायालय/चुनाव आयोग/लोक सभा सचिवालय/ मंत्रिमंडल सचिवालय/केन्द्रीय सतर्कता आयोग/राष्ट्रपति सचिवालय/उप राष्ट्रपति सचिवालय/ प्रधानमंत्री कार्यालय/योजना आयोग के सचिव गण ।
4. कार्मिक और प्रशिक्षण विभाग (अ.भा.से.प्रभाग)/जे.सी.ए./प्रशासन अनुभाग ।
5. अपर सचिव (संघ राज्य क्षेत्र), गृह मंत्रालय ।
6. सभी राज्य सरकारें और संघ राज्य क्षेत्र ।
7. सचिव, राष्ट्रीय परिषद् (कर्मचारी पक्ष), 13-सी, फिरोजशाह रोड, नई दिल्ली ।
8. जे.सी.एम. की राष्ट्रीय परिषद्/विभागीय परिषद् के कर्मचारी पक्ष के सभी सदस्य ।
9. कार्मिक और प्रशिक्षण विभाग/प्रशासनिक सुधार और लोक शिकायत विभाग/पेंशन और पेंशनभोगी कल्याण विभाग के सभी अधिकारी/अनुभाग ।
10. वित्त मंत्रालय, व्यय विभाग ।
11. 50 अतिरिक्त प्रतियाँ ।

रीता माथुर

(रीता माथुर)

निदेशक

12011/03/2008-Estt.(Allowance)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel & Training

\*\*\*\*\*

New Delhi dt. 11<sup>th</sup> November, 2008.

**OFFICE MEMORANDUM**

Subject : Children Education Allowance –clarification.


Subsequent to issue of DOP&T OM No. 12011/3/2008-Estt.(Allowance) dated 2<sup>nd</sup> Sept, 2008 allowing Children Education Allowance / Hostel Subsidy , clarifications on certain points have been sought by Govt. servants/Ministries/Departments. The doubts raised by various authorities are clarified as under :

<p><b>(i)</b> What is the definition of 'Year' &amp; 'Hostel Subsidy' as per the OM No. 12011/3/2008-Estt.(Allowance) dt. 2<sup>nd</sup> Sept, 2008 on the subject Children Education Allowance?</p>	<p>(i) 'Year' means academic year i.e. twelve months of complete academic session.</p> <p>(ii) Hostel Subsidy means expenses incurred by the Govt. servant if he has to keep his children in the hostel of a residential school away from the station at which he is posted/ or is residing. It may include expenses towards boarding, lodging and expenses as detailed in para (e) of the original OM No. 12011/3/2008-Estt.(Allowance)dt. 2<sup>nd</sup> Sept, 2008</p>
<p><b>(ii)</b> What is the amount of reimbursement of Children Education Allowance for the year 2008-09 in the OM No. 12011/3/2008- Estt.(AL) dt. 2<sup>nd</sup> Sept, 2008?</p>	<p>It may be calculated on prorata basis @ maximum of Rs.1000/-per month per child w.e.f. 1<sup>st</sup> September, 2008.</p>
<p><b>(iii)</b> Whether DOPT OM No. 12011/3/2008-Estt.(Allowance) dated 2<sup>nd</sup> Sept, 2008 is admissible for reimbursement of Children Education Allowance for pursuing Diploma Course for the initial years in Polytechnic?</p>	<p>In cases where minimum qualifications for admission in the two years Diploma course in Polytechnic is 10<sup>th</sup> Class and the student joins the polytechnic after passing X class, the reimbursement of tuition fees shall also be allowed for the 1<sup>st</sup> and 2<sup>nd</sup> year classes of the above course.</p>

<b>(iv)</b> Whether children attending day-boarding, whether attached to schools or not are eligible to draw hostel subsidy?	No. They are not eligible.
<b>(v)</b> Whether the restriction of classes Nursery to class Twelfth as applicable for Children Education Allowance is also applicable for drawing hostel subsidy?	Yes.
<b>(vi)</b> Whether Children Education allowance is admissible for more than two children in case the number of children exceeds two as a result of multiple birth?	Yes, if the number of children exceeds two as a result of second child birth resulting in twins or multiple births.
<b>(vii)</b> Whether Children Education Allowance / Hostel Subsidy will be admissible during suspension or leave?	The Children Education Allowance or hostel subsidy shall be admissible to a Govt. servant while he/she is on duty or is under suspension or is on leave (including extra ordinary leave). Provided that during any period which is treated as 'dies non' the Govt. servant shall not be eligible for the Allowance / reimbursement /subsidy for the period.
<b>(viii)</b> Whether reimbursement of Children Education Allowance as per OM No. 12011/4/2008- Estt.(AL) dt. 11 <sup>th</sup> Sept, 2008 is admissible for disabled Children of Govt. employees who undergoes non formal Education or Vocational Training or other similar instructions?	Yes. As long as a physically /mentally handicapped child studies in any institution i.e. aided or approved by the Central/ State Govt. or UT Administration or whose fees are approved by any of these authorities, the Children Education Allowance paid by the Govt. servant shall be reimbursed irrespective of whether the institution is 'recognized' or not. In such cases the benefits will be admissible between the age limits 5 to 22 years.

2. This issues with the concurrence of Ministry of Finance.

3. Hindi version will follow.


  
 (Simmi R. Nakra)  
 Director



12011/3/2008-Estt.(Allowance) dt. 11<sup>th</sup> November, 2008

All Ministries/Departments of the Government of India.

1. Office of the Comptroller & Auditor General of India/Controller General of Accounts, Ministry of Finance.
2. Secretaries to Union Public Service Commission/Supreme Court of India/Lok Sabha Sectt./Rajya Sabha Sectt./Cabinet Sectt./Central Vigilance Commission/President's Sectt./Vice-President's Sectt./Prime Minister's Office/Planning Commission/Central Information Commission.
3. All State Governments and Union Territories.
4. Governors of all States/ Lt. Governors of Union Territories.
5. Secretary, National Council (Staff Side), 13-C, Feroz Shah Road, New Delhi.
6. All Members of the Staff Side of the National Council of JCM/Departmental Council.
7. All Officers/Sections of the Department of Personnel & Training/Department of Pension & Pensioners Welfare.
8. Ministry of Finance, Deptt. of Expenditure (E.II(B) Branch)
9. Official Language Wing (Legislative Deptt.), Bhagwan Das Road, New Delhi.
10. Railway Board, New Delhi.
11. NIC, DOP&T to upload on the website [www.persmin.nic.in](http://www.persmin.nic.in)<Allowance.
12. 200 Spare copies.

  
( Simmi R. Nakra )  
Director

No.1201 111 612009-( Allowance)  
Government of India  
Ministry of Personnel, P.G. and Pensions  
(Department of Personnel & Training)

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New Delhi, the 13<sup>th</sup> November, 2009

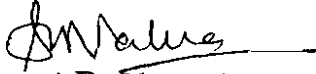
Office Memorandum

Sub: Child Education Allowance1 Hostel Subsidy - Clarification.

The undersigned is directed to refer to DOP&T OM No.12011/3/2008-Estt. (Allowance) dated 2<sup>nd</sup> September, 2008 on the above subject and to say that this Department has been receiving various references from Government servants, Ministries1 Departments seeking clarification whether Vidyalaya Vikas Nidhi (VVN) charged by Kendriya Vidyalayas is reimbursable as per items detailed in para 1(e) of the above mentioned OM. The matter has been considered in consultation with Ministry of Finance. It is clarified that Vidyalaya Vikas Nidhi charged by Kendriya Vidyalayas will also form part of para 1(e) of the said OM and can be claimed for reimbursement under the scheme of Children Education Allowance subject to the annual ceiling of Rs.12000 per child. Where Vidyalaya Vikas Nidhi has not been admitted for reimbursement in past cases, the same may now be considered for reimbursement, subject to the other conditions.

This Department has also been receiving references seeking clarification whether Children Education Allowance can be claimed in respect of any two children by Government Servants who have more than two children. It is clarified that Children Education Allowance is admissible for the two eldest surviving children only, except when the number of children exceeds two due to second child birth resulting in multiple births.

2. Hindi version will follow.

  
(Simmi R. Nakra)  
Director

To

All Ministries/Departments of the Govt. of India, etc.  
(As per standard mailing list).

12011/16/2009-Estt.(Allowance) dated 13<sup>th</sup> November, 2009

Office of the Comptroller & Auditor General of India/Controller General of Accounts, Ministry of Finance.

Secretaries to Union Public Service Commission/Supreme Court of India/Lok Sabha Sectt./Rajya Sabha Sectt./Cabinet Sectt./Central Vigilance Commission/President's Sectt./Vice-President's Sectt./Prime Minister's Office/Planning Commission/Central Information Commission.

All State Governments and Union Territories.

Governors of all States | Lt. Governors of Union Territories.

Secretary, National Council (Staff Side), 13-C, Feroz Shah Road, New Delhi.

All Members of the Staff Side of the National Council of JCM/Departmental Council.

All Officers/Sections of the Department of Personnel & Training/Department of Pension & Pensioners Welfare.

Ministry of Finance, Deptt. of Expenditure, (E.IV) Branch)

Official Language Wing (Legislative Deptt.), Bhagwan Das Road, New Delhi.

10. Railway Board, New Delhi.

11. NIC, DOP&T to upload on the website [www.persmin.nic.in](http://www.persmin.nic.in)<Allowance.

12. 200 Spare copies.



(Simmi R. Nakra)

Director

**No.49011/31/2008-Estt.(C)**  
**Government of India**  
**Ministry of Personnel, Public Grievances & Pensions**  
**(Department of Personnel & Training)**

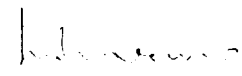
New Delhi, dated the 12<sup>th</sup> September, 2008

**OFFICE MEMORANDUM**

**Subject: Recommendations of 6<sup>th</sup> Central Pay Commission – Applicability for revised Group 'D' pay scales to Casual Labourers with Temporary Status.**

The undersigned is directed to say that on the implementation of the recommendations of 6<sup>th</sup> Central Pay Commission as per Government of India Notification dated 29<sup>th</sup> August, 2008, the Casual Labourers with Temporary Status will continue to receive their wages as per provisions of the Casual Labourers (Grant of Temporary Status and Regularisation) Scheme, worked out on the basis of the pay scales for Group 'D' employees as per -15 Pay Band and the corresponding Grade Pay recommended by the 6<sup>th</sup> Central Pay Commission and approved by the Government.

2. This issues with the concurrence of Ministry of Finance (Department of Expenditure).

  
**(A.K.Sharma)**

**Under Secretary to the Govt. of India**

Copy to:-

All Ministries/Departments of Government of India.

No.12011/04/2008-Estt. (Allowance)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
(Department of Personnel & Training)

New Delhi, the 11<sup>th</sup> September, 2008.

**OFFICE MEMORANDUM**

Subject :- Recommendations of the Sixth Central Pay Commission-implementation of decisions relating to Special Allowance for child care for women with disabilities and Education Allowance for disabled children of Govt. employees.

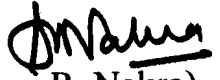
Consequent upon the decision taken by the Government on the recommendations made by the Sixth Central Pay Commission for providing extra benefits to women employees with disabilities especially when they have young children and children with disability, the President is pleased to issue the following instructions:-

- (i) Women with disabilities shall be paid Rs.1000/- per month as Special Allowance for Child care. The allowance shall be payable from the time of the child's birth till the child is two years old.
- (ii) It shall be payable for a maximum of two children.
- (iii) Disability means a person having a minimum Disability of 40% as elaborated in Ministry of Welfare's Notification No.16-18/97-NI.I dated 1.6.2001. (Annexure)
- (iv) The above limit would be automatically raised by 25% every time the Dearness Allowance on the revised pay structure goes up by 50%.

2.. Reimbursement of Education Allowance for disabled children of Government employees shall be payable at double the normal rates prescribed. The annual ceiling fixed for reimbursement of Children Education Allowance for disabled children of Government Employees is Rs. 24000. The rest of the conditions will be the same as stipulated vide OM No.12011/03/2008-Estt. (Allowance) dated 2<sup>nd</sup> September, 2008 on the subject.

OM No.12011/03/2008-Estt. (Allowance) dated 2<sup>nd</sup> September 2008 on the subject.

3. Disability means a person having a minimum Disability of 40% as elaborated in Ministry of Welfare's Notification No.16-18/97-NI.I dated 1.6.2001. (Annexure).
4. These orders shall be effective from 1<sup>st</sup> September, 2008.
5. Insofar as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Audit General of India.
6. Hindi version will follow.

  
(Simmi R. Nakra)  
Director (P&A)

To

All Ministries/Departments of the Government of India.

1. Office of the Comptroller & Auditor General of India/Controller General of Accounts, Ministry of Finance.
2. Secretaries to Union Public Service Commission/Supreme Court of India/Lok Sabha Sectt./Rajya Sabha Sectt./Cabinet Sectt./Central Vigilance Commission/President's Sectt./Vice-President's Sectt./Prime Minister's Office/Planning Commission/Central Information Commission.
3. All State Governments and Union Territories.
4. Governors of all States/ Lt. Governors of Union Territories.
5. Secretary, National Council (Staff Side), 13-C, Feroz Shah Road, New Delhi.
6. All Members of the Staff Side of the National Council of JCM/Departmental Council.
7. All Officers/Sections of the Department of Personnel & Training/Department of Pension & Pensioners Welfare.
8. Ministry of Finance, Deptt. of Expenditure (E.II(B) Branch)
9. Official Language Wing (Legislative Deptt.), Bhagwan Das Road, New Delhi.
10. Railway Board, New Delhi.

Annexure-

**EXTRACTS OF THE NOTIFICATION****MINISTRY OF SOCIAL JUSTICE AND EMPOWERMENT**

## NOTIFICATION

New Delhi, the 1<sup>st</sup> June 2001

Subject:- Guidelines for evaluation of various disabilities and procedure for certification.

No. 16-18/97-NI.I In order to review the guidelines for evaluation of various disabilities and procedure for certification as given in the Ministry of Welfare's O.M.No.4-2/83-HW.III, dated the 6<sup>th</sup> August, 1986 and to recommend appropriate modifications/alterations keeping in view the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995, Government of India in Ministry of Social Justice and Empowerment, vide Order No. 16-18/97-NI.I, dated 28.8.98, set up four committees under the Chairmanship of Director General of Health Services-one each in the area of mental retardation, Locomotor/Orthopaedic disability, Visual disability and Speech & Hearing disability. Subsequently, another Committee was also constituted on 21.7.1999 for evaluation, assessment of multiple disabilities and categorization and extent of disability and procedure for certification.

2. After having considered the reports of these committees the undersigned is directed to convey the approval of the President to notify the guidelines for evaluation of following disabilities and procedure for certification:-

Visual impairment  
Locomotor / Orthopaedic disability  
Speech & hearing disability  
Mental retardation

Copy of the Report is enclosed herewith as Annexure \*.

3. The minimum degree of disability should be 40% in order to be eligible for any concessions/benefits.

4. According to the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Rules, 1996 notified by the Central Government in exercise of the powers conferred by sub-section (1) and (2) of section 73 of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 (1 of 1996), authorities to give disability Certificate will be a Medical Board duly constituted by the Central and the State Government. The State government may constitute a Medical Board consisting of at least three members out of which at least one shall be a specialist in the particular field for assessing locomotor/Visual including low vision/hearing and speech disability, mental retardation and leprosy cured, as the case may be.

5. Specified test as indicated in **Annexure** \* should be conducted by the medical board and recorded before a certificate is given.

6. The certificate would be valid for a period of five years for those whose disability is temporary and are below the age 18 years. For those who acquire permanent disability, the validity can be shown as 'Permanent'.

7. The State Govts./UT Admn. may constitute the medical boards indicated in para 4 above immediately, if not done so far.

8. The Director General of Health Services, Ministry of Health and Family Welfare will be the final authority, should there arise any controversy/doubt regarding the interpretation of the definitions/classifications/evaluations tests etc.

(GAURI CHATTERJI)  
Joint Secretary to the Government of India

**NOTE**

\*The Annexure mentioned above may please be seen from the Ministry of Social Justice and Empowerment notification.



F.No.7(20)/2008-E.III(A)  
Government of India  
Ministry of Finance  
Department of Expenditure

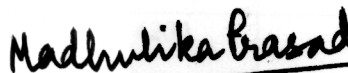
New Delhi. Dated 24<sup>rd</sup> September, 2008.

**OFFICE MEMORANDUM**

Subject:- Revision in the rates of Family Planning Allowance for adoption of small family norms following the recommendations of the Sixth Central Pay Commission.

Consequent upon the implementation of the revised pay structure by the Government with effect from 1<sup>st</sup> January, 2006 on the basis of recommendations of the Sixth Central Pay Commission and in partial modification of this Ministry's O.M. No.6(39)/98-IC.II dated 6<sup>th</sup> July, 1999, the President is pleased to sanction the revised Family Planning Allowance at double the existing amount of the Family Planning Allowance, subject to a minimum of Rs.210/- per month as indicated in Column 7 of Annexure to this Office Memorandum.

2. The allowance will be related to the Grade Pay corresponding to the post against which the employee concerned had initially earned or will earn the Family Planning Allowance. All other terms and conditions governing the grant of Family Planning Allowance shall remain unchanged.
3. **These orders will be effective from 1<sup>st</sup> September, 2008.**
4. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue after consultation with the Comptroller and Auditor General of India.
5. Hindi version of this O.M. will follow.



( Madhulika P. Sukul )

Joint Secretary to the Govt. of India

To

All Ministries & Departments etc.

Annexure to O.M. No.7(20)/2008-E.III(A) dated 24thth September, 2008

**Revised Rates of Family Planning Allowance (FPA) with reference to Revised Pay Bands and Grade Pays for posts carrying present scales in Group 'A', 'B', 'C' & 'D'**

(In Rs.)

Present Scale			Revised Pay Structure			Rate of Family Planning Allowance
Sl. No.	Post/ Grade	Present Scale	Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300	210
2	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400	
3	S-2A	2610-60-2910-65-3300-70-4000	-1S	4440-7440	1600	
4	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650	
5	S-4	2750-70-3800-75-4400	PB-1	5200-20200	1800	
6	S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900	
7	S-6	3200-85-4900	PB-1	5200-20200	2000	
8	S-7	4000-100-6000	PB-1	5200-20200	2400	
9	S-8	4500-125-7000	PB-1	5200-20200	2800	250
10	S-9	5000-150-8000	PB-2	9300-34800	4200	400
11	S-10	5500-175-9000	PB-2	9300-34800	4200	
12	S-11	6500-200-6900	PB-2	9300-34800	4200	
13	S-12	6500-200-10500	PB-2	9300-34800	4200	
14	S-13	7450-225-11500	PB-2	9300-34800	4600	450
15	S-14	7500-250-12000	PB-2	9300-34800	4800	500

16	S-15	8000-275-13500	PB-2	9300-34800	5400	550
17	New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400	
18	S-16	9000	PB-3	15600-39100	5400	
19	S-17	9000-275-9550	PB-3	15600-39100	5400	
20	S-18	10325-325-10975	PB-3	15600-39100	6600	650
21	S-19	10000-325-15200	PB-3	15600-39100	6600	
22	S-20	10650-325-15850	PB-3	15600-39100	6600	
23	S-21	12000-375-16500	PB-3	15600-39100	7600	750
24	S-22	12750-375-16500	PB-3	15600-39100	7600	
25	S-23	12000-375-18000	PB-3	15600-39100	7600	
26	S-24	14300-400-18300	PB-4	37400-67000	8700	800
27	S-25	15100-400-18300	PB-4	37400-67000	8700	
28	S-26	16400-450-20000	PB-4	37400-67000	8900	900
29	S-27	16400-450-20900	PB-4	37400-67000	8900	
30	S-28	14300-450-22400	PB-4	37400-67000	10000	1000
31	S-29	18400-500-22400	PB-4	37400-67000	10000	

भारत सरकार

वित्त मंत्रालय

व्यय विभाग

संशोधित वेतन पैदा और

नई दिल्ली, दिनांक 24 सितम्बर, 2008

कार्यालय ज्ञापन

विषय: छठे केन्द्रीय वेतन आयोग की सिफारिशों के अनुसरण में सीमित परिवार मानकों को अपनाने के लिए परिवार नियोजन भत्ते की दरों में संशोधन।

छठे केन्द्रीय वेतन आयोग की सिफारिशों के आधार पर 01 जनवरी, 2006 से सरकार द्वारा संशोधित वेतन ढांचे के कार्यान्वयन और इस मंत्रालय के दिनांक 06 जुलाई, 1999 के का.ज्ञा. सं. 6(39)/98-आई.सी.-II में आंशिक संशोधन के फलस्वरूप राष्ट्रपति, परिवार नियोजन के मौजूदा भत्ते को दुगना करते हुए संशोधित परिवार नियोजन भत्ते की स्वीकृति प्रदान करते हैं, बशर्ते कि यह कम से कम 210 रुपए प्रतिमाह हो, जैसा कि इस कार्यालय ज्ञापन के अनुबंध के कॉलम 7 में दर्शाया गया है।

2. परिवार नियोजन भत्ता उस पद के ग्रेड वेतन से संबद्ध होगा जिसे संबंधित कर्मचारी ने प्रारंभ में अर्जित किया था अथवा अर्जित करेगा। परिवार नियोजन भत्ता प्रदान करने की अन्य सभी निबंधन एवं शर्तें अपरिवर्तित रहेंगी।

3. ये आदेश 01 सितम्बर, 2008 से लागू होंगे।

4. जहां तक भारतीय लेखा एवं लेखापरीक्षा विभाग के कार्यरत व्यक्तियों का संबंध है, ये आदेश भारत के नियंत्रक एवं महालेखा परीक्षक के परामर्श से जारी किए जाते हैं।

मधुलिका प्रसाद

( मधुलिका पी. सुकुल )

संयुक्त सचिव, भारत सरकार

सेवा में,

सभी मंत्रालय और विभाग आदि।

दिनांक 24 सितम्बर, 2008 के का.ज्ञा. सं. 7(20)/2008-संस्था-III(क) का अनुबंध

ग्रुप 'क', 'ख', 'ग' तथा 'घ' में मौजूदा वेतनमान वाले पदों के लिए संशोधित वेतन बैंड और ग्रेड वेतन के संदर्भ के साथ परिवार नियोजन भत्ता (एफ.पी.ए.) की संशोधित दरें।

(रुपए में)

मौजूदा वेतनमान			संशोधित वेतन संरचना			परिवार नियोजन भत्ते की दर
क्र. सं.	पद/ ग्रेड	मौजूदा वेतनमान	वेतन बैंड/ वेतनमान का नाम	सादृश्य वेतन बैंड/वेतनमान	सादृश्य ग्रेड वेतन	
(1)	(2)	(3)	(4)	(5)	(6)	
1	एस-1	2550-55-2660-60-3200	-1एस	4440-7440	1300	210
2	एस-2	2610-60-3150-65-3540	-1एस	4440-7440	1400	
3	एस-2क	2610-60-2910-65-3300-70-4000	-1एस	4440-7440	1600	
4	एस-3	2650-65-3300-70-4000	-1एस	4440-7440	1650	
5	एस-4	2750-70-3800-75-4400	वेतन बैंड-1	5200-20200	1800	
6	एस-5	3050-75-3950-80-4590	वेतन बैंड-1	5200-20200	1900	
7	एस-6	3200-85-4900	वेतन बैंड-1	5200-20200	2000	
8	एस-7	4000-100-6000	वेतन बैंड-1	5200-20200	2400	
9	एस-8	4500-125-7000	वेतन बैंड-1	5200-20200	2800	
10	एस-9	5000-150-8000	वेतन बैंड-2	9300-34800	4200	400
11	एस-10	5500-175-9000	वेतन बैंड-2	9300-34800	4200	
12	एस-11	6500-200-6900	वेतन बैंड-2	9300-34800	4200	
13	एस-12	6500-200-10500	वेतन बैंड-2	9300-34800	4200	
14	एस-13	7450-225-11500	वेतन बैंड-2	9300-34800	4600	450
15	एस-14	7500-250-12000	वेतन बैंड-2	9300-34800	4800	500
16	एस-15	8000-275-13500	वेतन बैंड-2	9300-34800	5400	550
17	नया वेतनमान	8000-275-13500 (समूह 'क' प्रविष्टि)	वेतन बैंड-3	15600-39100	5400	
18	एस-16	9000	वेतन बैंड-3	15600-39100	5400	
19	एस-17	9000-275-9550	वेतन बैंड-3	15600-39100	5400	650
20	एस-18	10325-325-10975	वेतन बैंड-3	15600-39100	6600	
21	एस-19	10000-325-15200	वेतन बैंड-3	15600-39100	6600	
22	एस-20	10650-325-15850	वेतन बैंड-3	15600-39100	6600	

23	एस-21	12000-375-16500	वेतन बैंड-3	15600-39100	7600	750
24	एस-22	12750-375-16500	वेतन बैंड-3	15600-39100	7600	
25	एस-23	12000-375-18000	वेतन बैंड-3	15600-39100	7600	
26	एस-24	14300-400-18300	वेतन बैंड-4	37400-67000	8700	800
27	एस-25	15100-400-18300	वेतन बैंड-4	37400-67000	8700	
28	एस-26	16400-450-20000	वेतन बैंड-4	37400-67000	8900	900
29	एस-27	16400-450-20900	वेतन बैंड-4	37400-67000	8900	
30	एस-28	14300-450-22400	वेतन बैंड-4	37400-67000	10000	1000
31	एस-29	18400-500-22400	वेतन बैंड-4	37400-67000	10000	

MOST IMMEDIATE

No. 18016/2/2008-Estt.(L)  
Government of India  
Ministry of Personnel, P.G. & Pensions  
[Department of Personnel & Training]

\*\*\*\*\*

North Block, New Delhi.  
Dated, the 27<sup>th</sup> March, 2009.

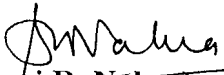
**OFFICE MEMORANDUM**

**Subject:-Special Concessions/facilities to Central Government employees working in Kashmir Valley in attached/subordinate offices or PSUs falling under the control of the Central Government.**

\*\*\*\*\*

The undersigned is directed to refer to this Department's O.M. No.18016/1/2007-Estt.(L) dated 29<sup>th</sup> October, 2007 on the above subject and to say that the Department of Jammu & Kashmir Affairs, Ministry of Home Affairs has reviewed the matter in consultation with the Ministry of Finance and this Department and it has been decided that the package of concessions/facilities earlier extended to Central Government employees working in Kashmir Valley upto 30/06/2008 may be continued for a further period upto 31/12/2009. A copy of the details of the package of special concession is enclosed in the Annexure to this O.M. for ready reference.

2. The package of special concession are uniformly applicable to all Ministries/Departments and PSUs under the Government of India and they should ensure strict adherence to the rates prescribed in the package. The concerned Ministries/Departments should ensure implementation and monitoring of the package in conformity with the approved package, and therefore, all Court cases in which verdicts are given contrary to the package would have to be contested by the Ministries/Departments concerned.

  
(Simmi R. Nakra)  
Director(P&A)

To

All Ministries/Departments of the Government of India, etc.

Copy also forwarded to:

- (1) Office of the Comptroller & Auditor General of India.
- (2) Secretaries to : Union Public Service Commission/Supreme Court of India/ Election Commission/Lok Sabha Sectt./Rajya Sabha Sectt./Cabinet Sectt./Central Vigilance Commission/President's Sectt./Vice-President's Sectt./ Prime Minister's Office/ Planning Commission.
- (3) Secretary, National Council of JCM (Staff Side), 13-C, Feroz Shah Road, New Delhi.
- (4) All Officers/Sections of DOPT/Deptt. of Administrative Reforms & Public Grievances/Department of Pensions & Pensioners Welfare/PESB.
- (5) Ministry of Finance, Department of Expenditure, E.II(B) Branch.
- (6) Official Language Wing (Legislative Deptt.), Bhagwan Dass Road, New Delhi.
- (7) Railway Board, New Delhi.
- (8) NIC, DOPT – With the request to upload the contents of this O.M. on the Website of this Department – [www.persmin.nic.in](http://www.persmin.nic.in)
- (9) 50 spare copies.

(Simmi R. Nakra)  
Director(P&A)



**Details of package of Concession/Facilities to Central Government employees working in Kashmir Valley in Attached/Subordinate Offices or PSUs falling under the control of Central Government :-**

**I. Additional H.R.A. and other concessions :**

**(A) Employees posted to Kashmir Valley:**

- (i) These employees have an option to move their families to a selected place of their choice in India at Government expense. T.A. for the families allowed as admissible in permanent transfer inclusive of transportation of personal effects, lump-sum payment for packing etc.
- (ii) Departmental arrangements for stay, security and transportation to place of work for employees.
- (iii) HRA as for Class 'A' city applicable for employees exercising option at (i). Such employees will be eligible for drawing the normal HRA as well at their place of posting provided Departmental arrangement is not made for his/her stay.
- (iv) The period of temporary duty extended to six months. For period of temporary duty daily allowance at full rate is admissible, apart from departmental arrangements for stay, security and transportation.

**(B) Employees posted to Kashmir Valley who do not wish to move their families to a selected place of residence:**

A per diem allowance of Rs. 10/- is paid for each day of attendance to compensate for any additional expense in transportation to and from office etc. This will be in addition to the transport allowance, which the employee is otherwise eligible for under Ministry of Finance order No. 21(2)/2008-E.II(B) dated 29.8.2008.

**II. MESSING FACILITIES :**

Messing Allowance to be paid to the employees at a uniform rate of Rs. 15/- per day by all Departments, or in lieu messing arrangements to be made by the Departments themselves. This rate of allowance will have to be adhered to uniformly by all the Ministries/Departments with effect from 01.07.1999. The slightly higher rate of Rs. 25.50 adopted by the Department of Telecom and Posts and allowed to be continued as a special case by the Department of Personnel in consultation with the Ministry of Finance, would, however, continue to be paid at the said rate.

**III. ADJUSTMENT OF MIGRANT EMPLOYEES :**

As a purely temporary measure, the employees migrated from the Kashmir Valley are accommodated to the extent possible in the available vacancies under the respective Ministries/Departments in offices located outside but adjacent to the union Territory of Delhi.

#### **IV. PAYMENT OF LEAVE SALARY/AD HOC FINANCIAL ASSISTANCE:**

Arrangements were made for payment of leave salary for the period upto 30<sup>th</sup> April, 1990 in respect of employees who may not have received their emoluments after migration. Such employees were allowed to be given either leave salary at the minimum of the scale or some ad-hoc financial assistance as an advance to be adjusted from their dues after they join duty. Further the migrant employees who were unable to join their respective places of posting in the Valley due to the prevailing circumstances, were extended this facility till they were adjusted in accordance with (iii) above.

#### **V. REGULARISATION OF THE PERIOD OF ABSENCE OF J&K MIGRANT EMPLOYEES :**

In August, 1992, it was decided that the period of migration of a Central Government employee, who migrated from Kashmir Valley in view of the disturbed conditions would be treated as Earned leave to the extent which may have been due to him on the date of proceeding for migration. However, the position was reviewed by the Ministry of Personnel in April, 1997 and it was decided that the Earned Leave which was at the credit of the Central Government migrant employee at the time of migration will not be adjusted against the migration period, but will remain available for the purpose of leave encashment on the date of their retirement in respect of the employees who had already retired or would retire in future. The period of absence would however count in the service for the purpose of pension, but shall not count for earning any kind of leave. During the period of absence, a migrant employee is entitled to his pay (excluding special pay and local allowances) dearness allowance, which he would have been otherwise paid from time to time including benefit of increment had he reported for duty immediately after expiry of his Earned leave.

#### **VI. PAYMENT OF MONTHLY PENSION TO PENSIONERS OF KASHMIR VALLEY**

Pensioners of Kashmir Valley who are unable to draw their monthly pensions through either Public Sector Banks or PAO treasuries from which they were receiving their pensions, would be given pensions outside the Valley where they have settled, in relaxation of relevant provisions.

- NOTE:-**
1. The package of concession/facilities shall be admissible in Kashmir Valley comprising of six districts, namely Anantnag, Baramulla, Budgam, Kupwara, Pulwama and Srinagar.
  2. The package of concession/facilities shall be admissible to Temporary Status Casual labourers working in Kashmir Valley in terms of para 5(i) of the Casual Labourers(Grant of Temporary Status and Regularization) Scheme of Government of India, 1993.
  3. The benefit of additional HRA admissible under the Kashmir Valley package shall be admissible to all Central Government employees posted to Kashmir Valley irrespective of whether they are natives of Kashmir Valley, if they choose to move their families anywhere in India subject to the conditions governing the grant of these allowances.
  4. The facilities of Messing Allowance and Per Diem allowance shall also be allowed to natives of Kashmir Valley in terms of the Kashmir Valley package.





# भारत का राजपत्र

## The Gazette of India

असाधारण

EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (i)

PART II—Section 3—Sub-section (i)

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

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नई दिल्ली, शुक्रवार, अगस्त 29, 2008/भाद्रपद 7, 1930

No. 470]

NEW DELHI, FRIDAY, AUGUST 29, 2008/BHADRAPADA 7, 1930

वित्त मंत्रालय

(व्यय विभाग)

अधिसूचना

नई दिल्ली, 29 अगस्त, 2008

**सा.का.नि. 622(अ).**—राष्ट्रपति, संविधान के अनुच्छेद 309 और अनुच्छेद 148 के खण्ड (5) के परन्तुक द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए और भारत के नियंत्रक-महालेखा परीक्षक के परामर्श से भारतीय लेखापरीक्षा और लेखा विभाग में कार्य कर रहे व्यक्तियों के संबंध में एतद्वारा निम्नलिखित नियम बनाते हैं अर्थात् :-

### 1 लघु नाम और प्रारम्भ:-

- (1) इन नियमों को केन्द्रीय सिविल सेवा (संशोधित वेतन) नियम, 2008 कहा जाएगा।
- (2) इन्हें 1 जनवरी, 2006 से लागू माना जाएगा।

### 2 उन सरकारी कर्मचारियों की श्रेणियां जिन पर ये निर्णय लागू होंगे:-

- (1) अन्यथा उपलब्ध व्यवस्था या इन नियमों में निहित प्रावधानों को छोड़कर ये नियम संघ के कार्यों के संबंध में नियुक्त कर्मचारियों और पदों, जिनका वेतन सिविल प्राक्कलन में से अदा होता है तथा भारतीय लेखापरीक्षा और लेखा विभाग में सेवारत कर्मचारियों पर भी लागू होंगे।
- (2) ये नियम लागू नहीं होंगे:-
  - (i) उन व्यक्तियों पर, जो केन्द्रीय सिविल सेवाओं और चंडीगढ़ संघ शासित क्षेत्र के प्रशासक के प्रशासनिक नियंत्रण के अंतर्गत समूह "क", "ख", "ग" और "घ" में नियुक्त हैं।
  - (ii) उन व्यक्तियों पर, जो राजनयिक, कांसुली अथवा विदेशों में स्थित भारतीय संस्थापनाओं में स्थानीय रूप से सेवार्थ भर्ती हैं;
  - (iii) उन व्यक्तियों पर, जो पूर्णकालिक सेवायोजन में नहीं हैं;
  - (iv) उन व्यक्तियों पर, जिनका भुगतान आकस्मिक निधि से किया जाता है;
  - (v) उन व्यक्तियों पर, जिन्हें मासिक आधार की अपेक्षा अन्य प्रकार से भुगतान किया जाता है, उनमें वे व्यक्ति भी शामिल हैं जिन्हें केवल मात्रानुपात दर पर भुगतान किया जाता है;
  - (vi) उन व्यक्तियों पर जो अनुबंध पर कार्य कर रहे हैं। केवल उन व्यक्तियों को छोड़कर जहां अनुबंध में अन्य प्रकार से इसका प्रावधान किया गया हो;

(1)

- (vii) उन व्यक्तियों पर जो सेवा-निवृत्ति के बाद पुनः सरकारी नौकरी में लगाए गए हों;
- (viii) उन किसी भी अन्य वर्ग या श्रेणी के व्यक्तियों पर जिन्हें राष्ट्रपति आदेश द्वारा सारे कार्यों से अथवा इन नियमों में निहित प्रावधानों से विशेष रूप से निष्कासित करते हों ।

3 **परिभाषाएं-** इन नियमों में जब तक अन्यथा अपेक्षित न हो-

- (1) "मौजूदा मूल वेतन" से आशय उस वेतन से होगा जो निर्धारित मौजूदा वेतनमान में आहरित किया जाता है, जिसमें गत्यवरोध वेतनवृद्धियां भी शामिल हैं परन्तु इनमें "विशेष वेतन", आदि जैसा किसी अन्य प्रकार का वेतन शामिल नहीं है ।
- (2) सरकारी कर्मचारियों के संबंध में "मौजूदा वेतनमान" से आशय उस वर्तमान वेतनमान से है जो सरकारी कर्मचारी द्वारा 1 जनवरी, 2006 को वास्तविक अथवा स्थानापन्न रूप से धारित पद (अथवा जैसा भी मामला हो, वैयक्तिक वेतनमान पर लागू हो) ।

**स्पष्टीकरण-** किसी सरकारी कर्मचारी के मामले में, जो 1 जनवरी, 2006 को विदेश में प्रतिनियुक्त अथवा अवकाश पर अथवा विदेश सेवा में था या जिसने उस तारीख को उच्चतर पद पर स्थानापन्न रहते हुए भी एक या एक से अधिक निचले पदों पर कार्य किया था "मौजूदा वेतनमान" में किसी पद के लिए ग्राह्य वेतनमान जो उसने भारत से बाहर प्रतिनियुक्त अथवा छुट्टी अथवा किसी उच्चतर पद पर स्थानापन्न रहते हुए भी विदेश सेवा में होते हुए अथवा, जैसा भी मामला हो, धारित किया होता, शामिल होगा ।

- (3) "मौजूदा परिलब्धियों" से आशय है (i) मौजूदा मूल वेतन, (ii) मूल वेतन पर दिया जाने वाला उपयुक्त महंगाई वेतन तथा (iii) मूल वेतन पर दिया जाने वाला उपयुक्त महंगाई भत्ता + 536 (1982 = 100) के सूचकांक औसत पर दिया जाने वाला महंगाई वेतन ।
- (4) प्रथम अनुसूची के कालम 2 में उल्लिखित किसी भी पद/ग्रेड के संबंध में "मौजूदा वेतनमान" से आशय उस वेतनमान से है जिसका उल्लेख कालम 3 में पद के सामने किया गया है;
- (5) "वेतन बैंड में वेतन" का तात्पर्य है प्रथम अनुसूची के कॉलम 5 में दिए गए रनिंग वेतन बैंडों में आहरित वेतन ।
- (6) "ग्रेड वेतन" पूर्व-संशोधित वेतनमानों/पदों के अनुरूप नियत देय राशि ।
- (7) प्रथम अनुसूची के कालम 2 में उल्लिखित किसी भी पद के संबंध में "संशोधित वेतन ढाँचे" का तात्पर्य उसके कालम 5 तथा 6 में निर्दिष्ट वेतनमान या उस पद के समक्ष उल्लिखित ग्रेड वेतन और वेतन बैंड से है, बशर्ते कि उस पद के लिए अलग से भिन्न-भिन्न संशोधित वेतन बैंड तथा ग्रेड वेतन अथवा वेतनमान अधिसूचित न किए गए हों ।
- (8) संशोधित वेतन ढाँचे में "मूल वेतन" से आशय उस वेतन से होगा जो निर्धारित वेतन बैंड तथा लागू ग्रेड वेतन के जोड़ में आहरित किया जाता है, परन्तु इसमें विशेष वेतन आदि जैसा किसी अन्य प्रकार का वेतन शामिल नहीं है ।

एच.ए.जी.+ , शीर्षस्थ वेतनमान तथा मंत्रिमण्डल सचिव के वेतनमान में सरकारी कर्मचारियों के मामले में मूल वेतन का तात्पर्य निर्धारित वेतनमान में मिलने वाले वेतन से है ।

- (9) "संशोधित परिलब्धियों" का अर्थ संशोधित वेतनमान में सरकारी कर्मचारी के मूल वेतन से है जिसमें संशोधित वेतनमान में वेतन के अतिरिक्त उसे दिया जाने वाला संशोधित प्रैक्टिस बंदी भत्ता, यदि कोई हो, या एच.ए.जी.+उसके ऊपर के वेतनमान में मूल वेतन भी शामिल है ।
- (10) "अनुसूची" का तात्पर्य इन नियमों के साथ संलग्न अनुसूची से है ।

4 **पदों का वेतनमान-** प्रथम अनुसूची के कॉलम 2 में उल्लिखित प्रत्येक पद/ग्रेड के लिए यथा लागू वेतन बैंड तथा ग्रेड वेतन अथवा वेतनमान का उल्लेख उसके कॉलम 5 तथा 6 के सामने किया जाएगा ।

5 **संशोधित वेतन ढाँचे में वेतन का आहरण-** इन नियमों में अन्यथा निहित प्रावधानों को छोड़कर कोई भी सरकारी कर्मचारी उसके नियुक्त पद पर लागू संशोधित वेतन ढाँचे में अपना वेतन प्राप्त करेगा ।

बशर्ते कि कोई सरकारी कर्मचारी मौजूदा वेतनमान में उसकी अगली या किसी अनुवर्ती वृद्धि की तारीख तक, अथवा वह पद रिक्त करने तक अथवा उस वेतनमान में वेतन आहरण करना छोड़ने तक मौजूदा वेतनमान में वेतन प्राप्त करने का विकल्प चुन सकता है ।

इसके अलावा यह भी शर्त है कि ऐसे मामलों में जहां सरकारी कर्मचारी को 1/1/2006 तथा पदोन्नति, वेतनमान के स्तरोन्नयन आदि के कारण बनाए गए इन नियमों की अधिसूचना के जारी होने की तारीख के बीच उच्चतर वेतनमान में रखा गया है, वह सरकारी कर्मचारी ऐसी पदोन्नति, स्तरोन्नयन आदि की तारीख से संशोधित वेतन ढाँचे का विकल्प चुन सकता है ।

**स्पष्टीकरण 1-** इस नियम के परन्तुक के अंतर्गत मौजूदा वेतनमान बहाल रखने का विकल्प केवल एक मौजूदा वेतनमान के मामले में देय होगा ।

**स्पष्टीकरण 2-** ऊपर दिया गया विकल्प 1 जनवरी, 2006 को अथवा उसके बाद किसी पद पर नियुक्त किसी भी व्यक्ति के लिए लागू नहीं होगा चाहे वह सरकारी सेवा में पहली बार आया हो अथवा दूसरे पद से स्थानांतरित होकर आया हो, उसे केवल संशोधित वेतन ढाँचे में ही वेतन प्राप्त करने की अनुमति होगी ।

**स्पष्टीकरण 3-** जहां कहीं कोई सरकारी कर्मचारी मूलभूत नियम 22 या किसी अन्य नियम या पद के लिए लागू किसी अन्य नियम के अंतर्गत वेतन नियमन के प्रयोजन के लिए नियमित आधार पर स्थानापन्न क्षमता पर धारित अपने किसी पद के संबंध में इस नियम के अंतर्गत मौजूदा वेतनमान को बहाल रखने का विकल्प चुनता है तो इस स्थिति में उसका वास्तविक वेतन वह मूलभूत वेतन होगा जो मौजूदा वेतनमान के संबंध में धारित पद, जिस पर उसका पुनर्ग्रहणाधिकार रहता या निलंबित न किए जाने तक उसका पुनर्ग्रहणाधिकार बना रहता या स्थानापन्न पद का वह वेतन, इनमें से जो भी अधिक हो, होगा जो कि लागू होने के समय किसी भी आदेश के अनुरूप वास्तविक वेतन की खासियत लिए हुए वह अर्जित करता ।

## 6 विकल्प का चयन-

- (1) नियम 5 के उपबंध के अंतर्गत चयन का विकल्प लिखित रूप में उस फार्म पर देना होगा जो दूसरी अनुसूची के साथ संलग्न है और यह विकल्प उप नियम (2) में वर्णित अधिकारी के पास इस नियम के प्रकाशित होने की तारीख के तीन माह के अंदर पहुंच जाने चाहिए अथवा जहां वर्तमान वेतनमान निर्धारित तारीख के बाद संशोधित किया जाता है तो वहां इसका संशोधित नियम की तारीख के प्रकाशन के तीन माह बाद तक पहुंचना मान्य होगा ।

बशर्ते कि-

- (i) उस मामले में जब सरकारी कर्मचारी उस नियम या आदेश के प्रकाशित होने की तारीख में छुट्टी पर या प्रतिनियुक्ति पर या विदेश सेवा अथवा सक्रिय सेवा में देश से बाहर हो । उपर्युक्त विकल्प संबंधित अधिकारी के पास कर्मचारी के भारत में आने और यहाँ का पदभार संभालने की तारीख के तीन माह के अंदर लिखित रूप में पहुंच जाए, तथा
  - (ii) जहां कोई सरकारी कर्मचारी 1 जनवरी, 2006 को निलंबित हो तो ऐसे में उसके काम पर लौटने की तारीख इस उप-नियम के प्रकाशित होने की तारीख के बाद की हो तो वह अपने कार्य दिवस पर लौटने के तीन महीने के अंदर लिखित विकल्प दे सकता है ।
- (2) विकल्प की सूचना सरकारी कर्मचारी द्वारा अपने कार्यालय प्रमुख को दी जाएगी ।
  - (3) अगर सरकारी कर्मचारी का लिखित विकल्प उप-नियम 1 के अनुसार निर्धारित तारीख के अंदर प्राप्त नहीं होता तो यह मान लिया जाएगा कि उसने नए संशोधित वेतनमान द्वारा शासित होने का चयन कर लिया है और उसे 1 जनवरी, 2006 से संशोधित वेतन ढाँचे के अनुसार वेतन दिया जाएगा ।
  - (4) एक बार दिया गया विकल्प ही अंतिम होगा ।

- नोट 1-** जिन लोगों की सेवा 1 जनवरी, 2006 को या उसके बाद समाप्त कर दी गई और जो स्वीकृत पदों की समाप्ति के कारण सेवामुक्त कर दिए जाने के कारण इस्तीफा, बर्खास्तगी अथवा सेवा-मुक्ति अथवा अनुशासनहीनता के कारणों से निर्धारित समय सीमा के अंदर चयन का विकल्प नहीं दे सके उन्हें भी इस नियम के लाभों का अधिकार होगा।
- नोट 2-** जो लोग 1 जनवरी, 2006 को या इसके बाद दिवंगत हो गए और इस कारण निर्धारित समय सीमा के अंदर संशोधित वेतन ढाँचे के लिए चयन का विकल्प नहीं दे सके उनकी स्थिति में भी यह मान लिया जाएगा कि उन्होंने 1 जनवरी, 2006 से या उसके बाद की किसी भी तारीख से जो उनके आश्रितों को लाभप्रद लगे, उन्होंने नए वेतनमान का चयन कर लिया है। अगर संशोधित वेतन ढाँचे उनके हक में हैं तो बकाया राशि के भुगतान के लिए तत्संबंधी कार्यालय प्रमुख द्वारा इस संबंध में उचित कार्रवाई की जाएगी।
- नोट 3-** जो व्यक्ति 1/1/2006 को अर्जित अवकाश अथवा किसी अन्य अवकाश, जो उन्हें छुट्टी के हकदार बनाता है, उन्हें छुट्टी के इस नियम के लाभ मिलेंगे।

### 7 संशोधित वेतन ढाँचे में प्रारंभिक वेतन का निर्धारण:

- (1) कोई सरकारी कर्मचारी, जिसने 1 जनवरी, 2006 को और उसी तारीख से संशोधित वेतन ढाँचे द्वारा शासित होने के लिए नियम 6 के उप नियम (3) के तहत विकल्प चुन लिया है या उसके द्वारा इस प्रकार का विकल्प चुनना मान लिया गया है, के स्थाई पद-जिस पर वह कार्य-पुनर्ग्रहणाधिकार रखता है या निलंबित न होने की स्थिति में यह अधिकार रखता होता, में वास्तविक वेतन के संबंध में जब तक कि राष्ट्रपति के विशेष नियम या अन्यथा निर्देश ना हो, उसका आरंभिक वेतन अलग से निर्धारित किया जाएगा और उसके धारित पद में उसके वेतन निर्धारण के संबंध में निम्नलिखित तरीका अपनाया जाएगा।
- (क) सभी कर्मचारियों के मामले में-
- (i) वेतन बैंड/वेतनमान में वेतन का निर्धारण 1/1/2006 को यथाविद्यमान मौजूदा मूल वेतन को 1.86 के गुणक से गुणा करके तथा इस प्रकार प्राप्त संख्या को 10 के अगले गुणज में पूर्णांकित करके किया जाएगा।
- (ii) यदि संशोधित वेतन बैंड/वेतनमान का न्यूनतम उपर्युक्त (i) के अनुसार प्राप्त राशि से ज्यादा है तो वेतन संशोधित वेतन बैंड/वेतनमान के न्यूनतम पर निर्धारित किया जाएगा।

इसके अतिरिक्त यह भी शर्त है कि:-

वेतन निर्धारण में जहां कहीं सरकारी कर्मचारियों का वेतन जो मौजूदा वेतनमान में दो या अधिक संयोजी अवस्थाओं पर आहरित वेतन समूहबद्ध हो जाता है, अर्थात् अन्यथा कहे तो इसी अवस्था पर संशोधित वेतन ढाँचे में वेतन बैंड में निर्धारित हो जाता है तो इस प्रकार से समूहबद्ध ऐसी प्रत्येक दो अवस्थाओं के लिए उन्हें एक वेतनवृद्धि का लाभ दिया जाएगा जिससे कि संशोधित रनिंग वेतन बैंडों में दो अवस्थाओं से अधिक बंचिंग से बचा जा सके। इस प्रयोजन के लिए वेतनवृद्धि वेतन बैंड में वेतन पर परिकलित की जाएगी। बंचिंग को कम करने के लिए वेतनवृद्धियां देते समय ग्रेड वेतन को ध्यान में नहीं रखा जाएगा।

वेतन बैंड पी.बी.-4 में उच्चतर प्रशासनिक ग्रेड (एच.ए.जी.) में वेतनमानों के मामले में बंचिंग के कारण वेतनवृद्धियों का लाभ इस ग्रेड में विभिन्न वेतनमानों में सभी अवस्थाओं को ध्यान में रखकर दिया जाएगा। एच.ए.जी. + वेतनमान के मामले में संशोधित वेतनमान में पूर्व-संशोधित वेतनमान की प्रत्येक दो अवस्थाओं के लिए एक वेतनवृद्धि का लाभ दिया जाएगा।

उपर्युक्त ढंग से वेतन वर्धन से यदि किसी सरकारी कर्मचारी का वेतन संशोधित वेतन बैंड/वेतनमान (जहां लागू हो) की उस अवस्था पर निर्धारित हो जाता है जो कि अगली उच्च अवस्था अथवा अवस्थाओं वाले संशोधित वेतन बैंड वाले कर्मचारियों को प्राप्त हो रहा है, तब ऐसी स्थिति में बाद वाले कर्मचारी का वेतन उसी सीमा तक बढ़ाया जाएगा जब तक कि वह पिछले कर्मचारी के वेतन की तुलना में कम हो।

- (iii) वेतन बैंड में वेतन उपर्युक्त तरीके से निर्धारित होगा। वेतन बैंड में वेतन के अलावा मौजूदा वेतनमान के अनुरूप ग्रेड वेतन भी देय होगा।

**नोट-** उपर्युक्त पर उदाहरण 1 इन नियमों के व्याख्यात्मक ज्ञापन में दिया गया है।

- (ख) उन कर्मचारियों, जो कि मौजूदा वेतनमान में वेतन के अलावा विशेष वेतन/भत्ता प्राप्त कर रहे हैं तथा जिनके लिए स्थानापन्न तौर पर किसी विशेष वेतन/भत्तों के बिना ही कोई वेतन बैंड ग्रेड वेतन दिया गया है, ऐसे कर्मचारियों का वेतन संशोधित वेतन ढांचे में ऊपर (क) के उप खण्ड में निहित प्रावधानों के अनुसार ही किया जाएगा।
- (ग) उन कर्मचारियों, जो कि वर्तमान वेतनमानों में मिल रहे वेतन के अतिरिक्त किसी अन्य नाम से विशेष वेतन घटक प्राप्त कर रहे हैं, जैसे कि छोटे परिवार के मानकों को प्रोत्साहन देने के लिए व्यक्तिगत वेतन, सचिवालय सहायकों के लिए विशेष वेतन, केन्द्रीय (कार्यकाल पर प्रतिनियुक्ति) भत्ता, आदि तथा जिनके मामले में इनके स्थान पर सादृश्य भत्ता/वेतन के साथ संशोधित वेतन ढांचा लागू कर दिया गया है, के मामले में संशोधित वेतन ढांचा उपर्युक्त धारा (क) के प्रावधानों के अनुरूप निर्धारित होंगे। ऐसे मामलों में संस्तुत नई दरों पर भत्ते, इन भत्तों से संबंधित वैयक्तिक अधिसूचनाओं में विनिर्दिष्ट तारीख से संशोधित वेतन ढांचे में मिलने वाले वेतन के अतिरिक्त मिलेंगे।
- (घ) चिकित्सा अधिकारियों के मामले में उन चिकित्सा अधिकारियों, जिनको प्रैक्टिस बंदी भत्ता मिल रहा है, का वेतन संशोधित वेतन ढांचे में उपर्युक्त खंड (क) के प्रावधानों के अनुसार निर्धारित किया जाएगा, सिवाय इसके कि ऐसे मामलों में सूचकांक औसत 536 (1982= 100) पर स्वीकार्य प्रैक्टिस -बंदी भत्तों के लिए उपर्युक्त पूर्व-संशोधित महंगाई भत्ता संशोधित वेतन बैंड में वेतन का निर्धारण करते समय जोड़ा जाएगा तथा ऐसे मामलों में नई दरों पर प्रैक्टिस -बंदी भत्ता 1/1/2006 अथवा संशोधित वेतन ढांचे में विकल्प देने की तारीख से संशोधित वेतन ढांचे में निर्धारित वेतन के अतिरिक्त मिलेगा। इस संबंध में उदाहरण 2 इन नियमों के व्याख्यात्मक ज्ञापन में दिया गया है।

**टिप्पणी 1-**

(क) समूह "घ" कर्मचारियों के मामले में, संशोधित वेतन ढांचे में वेतन प्रारंभ में उपर्युक्त खंड (क) के अनुसार-1एस वेतन बैंड में उपर्युक्त ग्रेड वेतन के साथ निर्धारित किया जाएगा। तदनुसार बकाया राशि का भुगतान किया जाएगा। उसके पश्चात ऐसे उन समूह "घ" कर्मचारियों का वेतन 1800 रुपए के ग्रेड वेतन के साथ पी.बी.1 में 1.1.2006 से निर्धारित किया जाएगा जो पी.बी.1 में प्रविष्टि के लिए निर्धारित आयोग द्वारा संस्तुत संशोधित न्यूनतम अर्हताएं पहले से ही रखते हैं।

(ख) ऐसे मौजूदा समूह "घ" कर्मचारी, जो पी.बी.1 में प्रविष्टि के लिए संशोधित न्यूनतम अर्हताएं नहीं रखते हैं, को संबंधित विभाग द्वारा अधिमानतः छह माह के भीतर पुनः प्रशिक्षित किया जाएगा ताकि स्तरोन्नयन के फलस्वरूप मिलने वाले बकाया के भुगतान में विलम्ब न हो। पुनः प्रशिक्षण के बाद इन समूह "घ" कर्मचारियों को भी 1.1.2006 से 1800 रूपए के ग्रेड वेतन के साथ वेतन बैंड पी.बी.1 में रखा जाएगा और तदनुसार बकाया राशि आहरित की जाएगी। एक बार वेतन बैंड पी.बी.1 में आने के बाद, इस श्रेणी के समूह "घ" कर्मचारी पहले से ही न्यूनतम अर्हताएं रखने वाले अन्य श्रेणी के समूह "घ" कर्मचारियों की तुलना में अपनी वरिष्ठता पुनः प्राप्त कर लेंगे और इसीलिए ये 1.1.2006 को पी.बी. वेतन बैंड में रखे गए हैं। तत्कालीन समूह "घ" में सभी कर्मचारियों की पारस्परिक वरिष्ठता निचले वेतनमान वाले कर्मचारी की तुलना में उच्च वेतनमान में रखे जा रहे पूर्व-संशोधित उच्च वेतनमान वाले समूह "घ" कर्मचारी के साथ पूरी तरह बहाल रखी जाएगी। उसी पूर्व-संशोधित वेतनमान में वरिष्ठता, जो संशोधन से पहले थी, बनी रहेगी।

(ग) दोनों मामलों में अर्थात् अर्हताएं रखने वाले समूह "घ" के वे कर्मचारी जिन्हें सीधे पी.बी.1 में रखा गया है तथा समूह "घ" के वे कर्मचारी जिनके पास अर्हता नहीं है, लेकिन पुनः प्रशिक्षण के बाद रखा गया है, की बकाया राशि 1.1.2006 से देय होगी। समूह "घ" कर्मचारियों के लिए वेतन निर्धारण से संबंधित उदाहरण 3 इन नियमों के व्याख्यात्मक ज्ञापन में दिया गया है।

**टिप्पणी 2क-** जहां किसी पद को छोटे केन्द्रीय वेतन आयोग की सिफारिशों के फलस्वरूप स्तरोन्नत किया गया है, जैसा कि इन नियमों की प्रथम अनुसूची के भाग "ख" अथवा भाग "ग" में दर्शाया गया है, वहाँ लागू वेतन बैंड में वेतन का निर्धारण नियम 7 के खंड (क) (i) और (ii) के अनुरूप निर्धारित पद्धति से दिनांक 1.1.2006 की स्थिति के अनुसार मौजूदा मूल वेतन को गुणक 1.86 से गुणा करने के फलस्वरूप आने वाली संख्या को दस के अगले गुणज में पूर्णांकित करके किया जाएगा। स्तरोन्नत वेतनमान के सादृश्य ग्रेड वेतन, जैसा भाग "ख" अथवा "ग" के कॉलम 6 में दर्शाया गया है, अतिरिक्त रूप से देय होगा। इस संबंध में **उदाहरण 4 क** इन नियमों के व्याख्यात्मक ज्ञापन में दिया गया है।

**टिप्पणी 2(ख)-** वेतनमानों के आमेलन के मामले में, संशोधित वेतन बैंडों में वेतन का नियतन दिनांक 01.01.2006 को यथाविद्यमान स्थिति के अनुसार मौजूद मूल वेतन को 1.86 के गुणक से गुणा करके तथा इसके फलस्वरूप प्राप्त संख्या को दस के गुणक में पूर्णांकित करते हुए नियम 7 के खंड (क) (i) और (ii) के अनुसरण में निर्धारित तरीके से मौजूद मूल वेतन को गुणा करते हुए किया जाएगा। भाग ख अथवा ग के कॉलम 6 में दर्शाए गए अनुसार आमेलित वेतनमान के अनुरूप ग्रेड वेतन इसके अतिरिक्त दिया जाएगा। इस संबंध में इन नियमों के व्याख्यात्मक ज्ञापन में **उदाहरण 4 ख** दिया गया है।

**टिप्पणी 3-** यदि कोई सरकारी कर्मचारी जनवरी, 2006 की पहली तारीख को छुट्टी पर हो और वह छुट्टी का वेतन लेने का हकदार हो तो वह 1.1.2006 से अथवा संशोधित वेतन ढांचों में विकल्प देने की तारीख से संशोधित वेतन ढांचे में वेतन लेने का हकदार होगा। इसी प्रकार यदि कोई सरकारी कर्मचारी जनवरी, 2006 की पहली तारीख को अध्ययनार्थ छुट्टी पर हो तो वह 1.1.2006 अथवा विकल्प की तारीख से इन नियमों के तहत लाभ प्राप्त करने का हकदार होगा।

**टिप्पणी 4-** निलंबित सरकारी कर्मचारी मौजूदा वेतनमान के आधार पर निर्वाह भत्ता प्राप्त करता रहेगा तथा संशोधित वेतन ढांचे में उसका वेतन लंबित अनुशासनात्मक कार्यवाही पर अंतिम निर्णय लिए जाने के अधीन होगा।

**टिप्पणी 5-** जब कोई सरकारी कर्मचारी किसी स्थायी पद पर हो तथा नियमित आधार पर किस उच्च पद पर स्थानापन्न रूप में कार्यरत हो तथा दोनों पदों पर लागू वेतनमानों का एक में विलय कर दिया गया हो ऐसे में वेतन का निर्धारण इस उप नियम के अधीन स्थानापन्न पद के संदर्भ में ही किया जाए जाएगा तथा इस प्रकार से निर्धारित किया गया वेतन ही स्थायी वेतन माना जाएगा।



इस नोट के प्रावधान आवश्यक परिवर्तनों सहित, उन सरकारी कर्मचारियों पर लागू होंगे जो कि विभिन्न मौजूदा वेतनमानों के स्थान पर एक संशोधित वेतन संरचना वाले स्थानापन्न पद पर कार्यरत हैं।

**टिप्पणी 6-** यदि किसी सरकारी कर्मचारी की मौजूदा परिलब्धियां "संशोधित परिलब्धियों" से अधिक हो जाती हैं तो उस अंतर को वेतन में होने वाली भावी वृद्धियों में व्यक्तिगत वेतन के रूप में समाहित करने की अनुमति होगी।

**टिप्पणी 7-** जहां उप नियम (1) के अधीन वेतन निर्धारण में कोई कर्मचारी मौजूदा वेतनमान में 1 जनवरी, 2006 के तुरंत पहले समान कैडर के किसी कनिष्ठ कर्मचारी की तुलना में अधिक वेतन प्राप्त कर रहा था और संशोधित वेतन बैंड में उसका वेतन एक ऐसी अवस्था पर निर्धारित हो जाता है जो कि उसके कनिष्ठ से कम हो तब ऐसी स्थिति में उसका वेतन संशोधित वेतन बैंड में उसी अवस्था तक बढ़ा दिया जाएगा जिस अवस्था पर वह कनिष्ठ कर्मचारी हो।

**टिप्पणी 8-** जहां कोई सरकारी कर्मचारी 1 जनवरी, 2006 को व्यक्तिगत वेतन प्राप्त कर रहा हो और जो उसकी मौजूदा परिलब्धियों से जुड़ने पर संशोधित परिलब्धियों से अधिक हो जाती है, तो उस अंतर को वेतन में होने वाली भावी वृद्धियों में उस सरकारी कर्मचारी के व्यक्तिगत वेतन के रूप में समाहित करने की अनुमति होगी।

**टिप्पणी 9-** उन कर्मचारियों के मामले में जो कि 1 जनवरी, 2006 के पूर्व "हिन्दी शिक्षण योजना" के अंतर्गत हिन्दी प्राज्ञ, हिन्दी टंकण, हिन्दी आशुलिपिक तथा इस प्रकार की अन्य परीक्षाएं उत्तीर्ण करने के लिए या रोकड़ शाखा एवं लेखा मामलों में सफल प्रशिक्षण प्राप्त करने के लिए व्यक्तिगत वेतन प्राप्त कर रहे हैं, उनका यह व्यक्तिगत वेतन, संशोधित वेतन संरचना में मूल वेतन के निर्धारण के लिए शामिल नहीं किया जाएगा, वे 1 जनवरी, 2006 से या उसके आगे की उस अवधि के लिए संशोधित वेतन ढांचे में उस व्यक्तिगत वेतन को प्राप्त करते रहेंगे जो कि वे संशोधित वेतन ढांचे का निर्धारण न होने की दशा में प्राप्त करते। ऐसा व्यक्तिगत वेतन, निर्धारण की तिथि से संशोधित वेतन ढांचे में वेतनवृद्धि की उचित दर से उस अवधि तक के लिए दिया जाएगा, जिस अवधि तक कर्मचारी उसे प्राप्त करना जारी रखता।

**स्पष्टीकरण-** इस टिप्पणी के प्रयोजनार्थ, "संशोधित वेतन ढांचे में वेतनवृद्धि की उपयुक्त दर" से अभिप्राय वेतन बैंड में वेतन और ग्रेड वेतन के उस जोड़ के 3 प्रतिशत से है जिस पर कर्मचारी का वेतन संशोधित वेतन ढांचे में निर्धारित होगा।

**टिप्पणी 10-** ऐसे मामलों में जहां किसी वरिष्ठ सरकारी कर्मचारी की 1 जनवरी, 2006 के पहले किसी उच्चतर पद पर पदोन्नति हो जाती है तथा वह उस कनिष्ठ कर्मचारी से संशोधित वेतन संरचना में कम वेतन प्राप्त कर रहा है जो कि 1 जनवरी, 2006 के बाद उच्च पद पर पदोन्नत किया गया है। तब ऐसी स्थिति में वरिष्ठ सरकारी कर्मचारी का वेतन उसके कनिष्ठ कर्मचारी को उच्च पद पर दिए जा रहे वेतन बैंड में वेतन के बराबर कर दिया जाए। यह वृद्धि कनिष्ठ सरकारी कर्मचारी की पदोन्नति की तिथि से की जाएगी तथा वह निम्नलिखित शर्तों की पूर्ति के अधीन होगी, अर्थात्:-

- (क) कनिष्ठ तथा वरिष्ठ सरकारी कर्मचारियों का एक ही कैडर का होना चाहिए तथा जिस पद पर वे पदोन्नत हुए हैं वह कैडर में समान पद होने चाहिए।
- (ख) निम्नतर तथा उच्चतर पदों के पूर्व-संशोधित वेतनमान तथा संशोधित ग्रेड वेतन जिनमें वे वेतन पाने के हकदार हैं, समान होने चाहिए।
- (ग) वरिष्ठ सरकारी कर्मचारी पदोन्नति के समय कनिष्ठ कर्मचारी के बराबर या उससे अधिक वेतन प्राप्त कर रहे हों।
- (घ) विसंगति सीधे तौर पर मूलभूत नियम 22 के प्रावधानों के उपयोग के कारण अथवा किसी संशोधित वेतन संरचना में इस प्रकार की पदोन्नति में वेतन निर्धारण को नियंत्रित करने वाले अन्य किसी नियम या आदेशों के कारण होनी चाहिए। यदि कनिष्ठ पद पर भी कोई कनिष्ठ अधिकारी संशोधन पूर्व वेतनमान के अनुसार वरिष्ठ अधिकारी की तुलना में अग्रिम वेतनवृद्धि दिए जाने के कारण अधिक वेतन प्राप्त करता रहा है तो इस नोट के प्रावधानों को लागू करते हुए वरिष्ठ अधिकारी के वेतन को बढ़ाने की आवश्यकता नहीं है।

- (2) नियम 5 के प्रावधानों के अधीन उप नियम (1) के तहत यदि स्थानापन्न पद पर नियत किया गया वेतन मूलभूत पद में नियत किए गए वेतन से कम है तो पूर्व को मूलभूत वेतन के अगले चरण से ऊपर नियत किया जाएगा।

8 **1.1.2006 को अथवा उसके बाद नए रिक्तों के रूप में नियुक्त कर्मचारियों के वेतन का संशोधित वेतन ढांचे में निर्धारण-** इन नियमों की प्रथम अनुसूची का भाग "क" का खण्ड II वेतन बैंड में उस प्रारंभिक स्तर को दर्शाता है जिस पर किसी विशिष्ट ग्रेड वेतन वाले विशेष पद पर सीधी भर्ती से आए कर्मचारियों का वेतन 1.1.2006 को अथवा उसके बाद निर्धारित किया जाएगा ।

यह 1.1.2006 और इस अधिसूचना के जारी होने की तारीख के बीच भर्ती हुए कर्मचारियों के मामले में भी लागू होगा । ऐसे मामलों में, जहां पूर्व संशोधित वेतनमानों में परिलब्धियां [अर्थात् सेवा में आने की तारीख को लागू पूर्व संशोधित वेतनमान (वेतनमानों) में मूल वेतन जमा महंगाई भत्ता] संशोधित वेतन संरचना में निर्धारित वेतन तथा उस पर स्वीकार्य महंगाई भत्ते के जोड़ से अधिक हों तो उस अंतर को वेतन में होने वाली भावी वृद्धियों में व्यक्तिगत वेतन के रूप में समाहित करने की अनुमति होगी ।

9 **संशोधित वेतन ढांचे में वेतनवृद्धि-** संशोधित वेतन ढांचे में वेतनवृद्धि की दर वेतन बैंड में वेतन और लागू ग्रेड वेतन के जोड़ का 3 प्रतिशत होगी, जिसे 10 के अगले गुणक में पूर्णांकित किया जाएगा । वेतनवृद्धि की राशि वेतन बैंड में मौजूदा वेतन में जोड़ी जाएगी । इस संबंध में उदाहरण 5 इन नियमों के व्याख्यात्मक ज्ञापन में दिया गया है । पी.बी. 3 के मामले में, 3 प्रतिशत और 4 प्रतिशत के हिसाब से वेतनवृद्धि की परिवर्तनीय दरों की व्यवस्था की गई है । वेतनवृद्धि की यह उच्चतर दर पी.बी.3 में आने वाले अधिकारियों की संख्या के 20 प्रतिशत से अधिक अधिकारियों को नहीं दी जाएगी ।

10 **संशोधित वेतन ढांचे में अगली वेतनवृद्धि की तारीख-** वार्षिक वेतनवृद्धि की तारीख एक समान अर्थात् प्रत्येक वर्ष 01 जुलाई होगी । 01 जुलाई को संशोधित वेतन ढांचे में 6 माह और अधिक पूरा करने वाले कर्मचारी वेतनवृद्धि प्राप्त करने के पात्र होंगे । संशोधित वेतन संरचना में 1.1.2006 को वेतन संशोधित वेतन ढांचे में 1.1.2006 को वेतन निर्धारण के पश्चात पहली वेतनवृद्धि 1.7.2006 को उन कर्मचारियों को प्रदान की जाएगी, जिनकी अगली वेतनवृद्धि की तारीख 1 जुलाई, 2006 और 31 दिसंबर, 2006 के बीच होगी ।

बशर्ते कि उन व्यक्तियों के मामले में संशोधित वेतन ढांचे में अगली वेतनवृद्धि जनवरी, 2006 को देने की अनुमति होगी, जो 01 जनवरी, 2006 को एक वर्ष से अधिक समय से मौजूदा वेतनमान का अधिकतम वेतन ले रहे थे । उसके बाद उन पर नियम 10 की शर्त लागू होगी ।

बशर्ते कि उन मामलों में जब कोई कर्मचारी अपने वेतन बैंड के अधिकतम स्तर पर पहुंच जाएगा तो उसे अधिकतम स्तर पर पहुंचने के एक वर्ष बाद अगले उच्चतर वेतन बैंड में डाल दिया जाएगा । उच्चतर वेतन बैंड में स्थापन के समय एक वेतनवृद्धि का लाभ दिया जाएगा । उसके पश्चात वह उच्चतर वेतन बैंड में तब तक रहेगा जब तक वेतन बैंड में उसका वेतन पी.बी.4 के अधिकतम तक नहीं पहुंच जाता और उसके पश्चात उसे और कोई वेतनवृद्धि नहीं दी जाएगी ।

**नोट 1-** ऐसे मामलों में, जहां दो मौजूदा वेतनमानों में से एक को दूसरे के लिए पदोन्नति वेतनमान होने के कारण मिला दिया गया हो और अब कनिष्ठ सरकारी कर्मचारी अपना वेतन निचले वेतनमान में समान अथवा नीचे के स्तर पर पा रहा हो तथा संशोधित वेतन संरचना में वेतन बैंड में वह मौजूदा उच्चतर वेतनमान में कार्यरत वरिष्ठ सरकारी कर्मचारी के वेतन से अधिक वेतन ले रहा हो तो वरिष्ठ सरकारी कर्मचारी के वेतन बैंड में वेतन उसी तारीख से उक्त कनिष्ठ कर्मचारी के वेतन के बराबर कर दिया जाएगा और इस प्रकार वह अपनी अगली वेतनवृद्धि नियम 10 के अनुसार प्राप्त करेगा ।

11 **1 जनवरी, 2006 के बाद संशोधित वेतन ढांचे में वेतन का निर्धारण-** जहां सरकारी कर्मचारी मौजूदा वेतनमान में अपना वेतन लेना जारी रखता है और उसे 1 जनवरी, 2006 के बाद की तारीख से संशोधित वेतन ढांचे में लाया जाता है, तो संशोधित वेतन संरचना में बाद की तारीख से उसका वेतन निम्न प्रकार निर्धारित होगा:-

- (i) वेतन बैंड में वेतन का निर्धारण बाद की तिथि में लागू मूल वेतन को जोड़ते हुए किया जाएगा । उस तिथि को लागू महंगाई वेतन और पूर्व-संशोधित महंगाई भत्ता 1.1.2006 को यथा-विद्यमान दरों पर आधारित होगा । यह संख्या 10 के अगले गुणक से गुणा की जाएगी और इस प्रकार निकाली गई संख्या ही लागू वेतन बैंड में वेतन होगा । इसके अतिरिक्त पूर्व-संशोधित वेतनमान के अनुरूप ग्रेड वेतन भी देय होगा । जहाँ कहीं कोई सरकारी कर्मचारी विशेष वेतन या प्रैक्टिस बंदी भत्ता ले रहा होगा तो, नियम 7 (i) (ख), (ग) अथवा (घ) में यथा विहित प्रक्रिया जिस रूप में लागू हो, का अनुपालन किया जाएगा, सिवाय इसके कि उक्त तारीख को यथा लागू मूल वेतन और महंगाई वेतन ही गणना में लिया जाएगा किन्तु महंगाई भत्ते का परिकलन 1.1.2006 को लागू दरों के अनुसार ही किया जाएगा ।

12 1 जनवरी, 2006 के बाद पुनः नियुक्त होने पर उस तारीख से पहले धारित पद पर वेतन का निर्धारण- वह सरकारी कर्मचारी जो 1 जनवरी, 2006 से पहले किसी पद पर स्थानापन्न रहा हो परन्तु उस तारीख को उस पद पर न रहा हो, जो बाद में उस पद पर नियुक्त होने पर संशोधित वेतन ढांचे में वेतन ले रहा हो तो उसे मूलभूत नियम 22 के परन्तुक का लाभ उसी स्थिति में दिया जाएगा कि क्या 1 जनवरी, 2006 को वह उस पद पर था और उसने उस तारीख को तथा उस तारीख से संशोधित वेतन ढांचे में रहने का विकल्प दिया था।

13 1.1.2006 को या उसके बाद पदोन्नति पर वेतन-निर्धारण- संशोधित वेतन ढांचे में एक ग्रेड से दूसरे ग्रेड में पदोन्नति की स्थिति में निर्धारण निम्नलिखित के अनुसार किया जाएगा।

- (i) वेतन बैंड में वेतन राशि के 3 प्रतिशत राशि के समान एक वेतनवृद्धि और मौजूदा ग्रेड वेतन को जोड़ लिया जाएगा तदन्तर इसे 10 के अगले गुणक में गुणा किया जाएगा इसे वेतन बैंड में मौजूदा वेतन से जोड़ लिया जाएगा इसके बाद वेतन बैंड में इस वेतन के अतिरिक्त पदोन्नत पद के समकक्ष ग्रेड वेतन में वेतन प्रदान किया जाएगा। जहाँ पदोन्नति में वेतन बैंड में तब्दीली भी जरूरी हो ऐसी स्थिति में इसी पद्धति का पालन किया जाएगा तथापि वेतन वृद्धि जोड़ने के बाद भी जहाँ वेतन बैंड में वेतन पदोन्नति वाले पद के उच्च वेतन बैंड के न्यूनतम से कम होगा तो इस वेतन को उक्त वेतन बैंड में न्यूनतम के बराबर बढ़ा दिया जाएगा।
- (ii) वेतन बैंड -4 से एच ए जी+ में पदोन्नति की स्थिति में, नियम 9 में यथा विहित तरीके से एक वेतनवृद्धि जोड़ने के बाद, वेतन बैंड और मौजूदा ग्रेड में वेतन को मिला लिया जाएगा और इस प्रकार से हासिल संख्या ही एच ए जी+ में वेतन होगा। यह राशि वेतनमान के अधिकतम 80,000 रूपए से अधिक नहीं होगी। प्रैक्टिस बंदी भत्ता, वेतन जमा प्रैक्टिस बंदी भत्ता पाने वाले सरकारी कर्मचारियों के मामले में यह राशि 85,000 रूपए से अधिक नहीं होगी।

14 वेतन-बकायों के भुगतान की विधि- बकायों का भुगतान दो किस्तों में किया जाएगा। पहली किस्त कुल राशि का 40 प्रतिशत होगी। बकायों की शेष 60 प्रतिशत राशि अगले वित्त वर्ष में दी जाएगी।

**स्पष्टीकरण-** इस नियम के प्रयोजनों हेतु:

- (क) "बकाया वेतन" का अर्थ एक सरकारी कर्मचारी के संबंध में निम्नलिखित के बीच अंतर:
  - (i) इन नियमों के तहत वेतन और भत्तों में संशोधन के कारण वह संगत अवधि जिसका वह पात्र है के लिए उसका कुल वेतन एवं भत्ते संशोधित भत्ते(महंगाई भत्ते और प्रैक्टिस बंदी भत्ते के सिवाय) 1.9.2008 से ही देय होंगे; और
  - (ii) उस अवधि के वेतन एवं भत्तों का कुल जिसका कि वह पात्र होगा (चाहे ऐसे वेतन और भत्ते पाए गए हों या नहीं) चाहे इस प्रकार से उसका वेतन संशोधित नहीं किया गया हो।
- (ख) "प्रासंगिक अवधि" से आशय 1 जनवरी, 2006 से प्रारंभ होकर 31 अगस्त, 2008 को समाप्त होने वाली अवधि से है।

15 **नियमों का अधिक्रमण-** मूलभूत नियमावली, केन्द्रीय सिविल सेवा (वेतन का संशोधन) नियम, 1947, केन्द्रीय सिविल सेवा (संशोधित वेतन) नियम, 1960 और केन्द्रीय सिविल सेवा (संशोधित वेतन) नियम, 1973, केन्द्रीय सिविल सेवा (संशोधित वेतन) नियम, 1986 और सी सी एस (संशोधित वेतन) नियम, 1997 के प्रावधान, जैसा कि अन्यथा उपबंधित है, के सिवाय, इन नियमों के साथ असंगत होने की सीमा तक उन मामलों पर लागू नहीं होंगे जहाँ इन नियमों के अधीन वेतन विनियमित किया गया हो।

16 **ढील देने की अपील-** राष्ट्रपति, जहाँ संतुष्ट हों कि इन नियमों के सभी या कोई एक प्रावधान किसी विशेष मामले में अवांछित अड़चन पैदा करता है, तो इस स्थिति में वे इस मामले के न्यायसंगत निपटान के लिए यथा-आवश्यक सीमा तक इस आदेश के विलोपन या इसमें वांछित मात्रा तक ढील दे सकते हैं बशर्ते कि वे ऐसा किया जाना जरूरी समझें।

17 **व्याख्या-** इन नियमों के किसी प्रावधानों की व्याख्या पर यदि कहीं कोई प्रश्न उत्पन्न होता है, तो निर्णय के लिए इसे केन्द्र सरकार के पास भेजा जाए।

पहली अनुसूची  
(नियम 3 और 4 देखें)

भाग- क

खण्ड I

जिन पदों के लिए संशोधित वेतनमान अलग से अधिसूचित किए जाने हैं, के सिवाय 'क', 'ख', 'ग' एवं 'घ' समूहों में विद्यमान पदों के लिए संशोधित वेतन बैंड तथा ग्रेड वेतन

(रुपए में)

मौजूदा वेतनमान			संशोधित वेतन संरचना		
क्र. सं.	पद/ ग्रेड	मौजूदा वेतनमान	वेतन बैंड/ वेतनमान का नाम	सादृश्य वेतन बैंड/वेतनमान	सादृश्य ग्रेड वेतन
(1)	(2)	(3)	(4)	(5)	(6)
1	एस-1	2550-55-2660-60-3200	-1एस	4440-7440	1300
2	एस-2	2610-60-3150-65-3540	-1एस	4440-7440	1400
3	एस-2क	2610-60-2910-65-3300-70-4000	-1एस	4440-7440	1600
4	एस-3	2650-65-3300-70-4000	-1एस	4440-7440	1650
5	एस-4	2750-70-3800-75-4400	वेतन बैंड-1	5200-20200	1800
6	एस-5	3050-75-3950-80-4590	वेतन बैंड-1	5200-20200	1900
7	एस-6	3200-85-4900	वेतन बैंड-1	5200-20200	2000
8	एस-7	4000-100-6000	वेतन बैंड-1	5200-20200	2400
9	एस-8	4500-125-7000	वेतन बैंड-1	5200-20200	2800
10	एस-9	5000-150-8000	वेतन बैंड-2	9300-34800	4200
11	एस-10	5500-175-9000	वेतन बैंड-2	9300-34800	4200
12	एस-11	6500-200-6900	वेतन बैंड-2	9300-34800	4200
13	एस-12	6500-200-10500	वेतन बैंड-2	9300-34800	4200
14	एस-13	7450-225-11500	वेतन बैंड-2	9300-34800	4600
15	एस-14	7500-250-12000	वेतन बैंड-2	9300-34800	4800
16	एस-15	8000-275-13500	वेतन बैंड-2	9300-34800	5400
17	नया वेतनमान	8000-275-13500 (समूह 'क' प्रविष्टि)	वेतन बैंड-3	15600-39100	5400
18	एस-16	9000	वेतन बैंड-3	15600-39100	5400
19	एस-17	9000-275-9550	वेतन बैंड-3	15600-39100	5400
20	एस-18	10325-325-10975	वेतन बैंड-3	15600-39100	6600
21	एस-19	10000-325-15200	वेतन बैंड-3	15600-39100	6600
22	एस-20	10650-325-15850	वेतन बैंड-3	15600-39100	6600
23	एस-21	12000-375-16500	वेतन बैंड-3	15600-39100	7600
24	एस-22	12750-375-16500	वेतन बैंड-3	15600-39100	7600
25	एस-23	12000-375-18000	वेतन बैंड-3	15600-39100	7600
26	एस-24	14300-400-18300	वेतन बैंड-4	37400-67000	8700
27	एस-25	15100-400-18300	वेतन बैंड-4	37400-67000	8700
28	एस-26	16400-450-20000	वेतन बैंड-4	37400-67000	8900
29	एस-27	16400-450-20900	वेतन बैंड-4	37400-67000	8900
30	एस-28	14300-450-22400	वेतन बैंड-4	37400-67000	10000
31	एस-29	18400-500-22400	वेतन बैंड-4	37400-67000	10000
32	एस-30	22400-525-24500	वेतन बैंड-4	37400-67000	12000
33	एस-31	22400-600-26000	एच.ए.जी.+ वेतनमान	75500- (वार्षिक वेतनवृद्धि 3 प्रतिशत) -	शून्य

				80000	
34	एस-32	24050-650-26000	एच.ए.जी.+ वेतनमान	75500- (वार्षिक वेतनवृद्धि 3 प्रतिशत) - 80000	शून्य
35	एस-33	26000 (नियत)	शीर्षस्थ वेतनमान	80000 (नियत)	शून्य
36	एस-34	30000 (नियत)	मंत्रिमंडल सचिव	90000 (नियत)	शून्य

## खण्ड - II

दिनांक 01.01.2006 को अथवा इसके बाद नियुक्त सीधी भर्ती रिक्तों के लिए संशोधित वेतन ढांचे में प्रविष्टि वेतन

## वेतन बैंड-1 (5200-20200 रुपए)

ग्रेड वेतन	वेतन बैंड में वेतन	कुल
1,800	5,200	7,000
1,900	5,830	7,730
2,000	6,460	8,460
2,400	7,510	9,910
2,800	8,560	11,360

## वेतन बैंड-2 (9300-34800 रुपए)

ग्रेड वेतन	वेतन बैंड में वेतन	कुल
4,200	9,300	13,500
4,600	12,540	17,140
4,800	13,350	18,150

## वेतन बैंड-3 (15600-39100 रुपए)

ग्रेड वेतन	वेतन बैंड में वेतन	कुल
5,400	15,600	21,000
6,600	18,750	25,350
7,600	21,900	29,500

## वेतन बैंड-4 (37400-67000 रुपए)

ग्रेड वेतन	वेतन बैंड में वेतन	कुल
8,700	37,400	46,100
8,900	40,200	49,100
10,000	43,000	53,000
12,000	47,100	59,100

## भाग - ख

## कर्मचारियों की कुछ आम श्रेणियों के लिए संशोधित वेतनमान

## खण्ड - I

- (i) कॉलम (2) में बताए गए पदों के लिए सरकार द्वारा अधिसूचना के इस भाग के कॉलम (5) तथा (6) में निर्दिष्ट संशोधित वेतन ढांचा अनुमोदित किया गया है। दिनांक 01.01.2006 की यथा-स्थिति तक वेतन का आरंभिक निर्धारण इस अधिसूचना के नियम 7 के नीचे दी गई टिप्पणी 2 के अनुसार किया जाएगा।
- (ii) पूर्व-संशोधित वेतनमानों यथा- 5000-8000 रुपए, 5500-9000 रुपए तथा 6500-10500 रुपए के वेतनमानों के आमेलन के कारण, कुछ पद जो मौजूदा समय में फीडर तथा प्रोन्नति ग्रेडों को बनाते हैं, वे एक ही ग्रेड में आ जाएंगे। इन पदों की कुछ श्रेणियों के बारे में वेतन आयोग द्वारा की गई विशिष्ट सिफारिशें भाग- ख के खण्ड II में शामिल हैं। जहां तक अन्य पदों का संबंध है, इन तीन वेतनमानों के पदों को आमेलित कर देना चाहिए। यदि कार्यात्मक दृष्टि से इन वेतनमानों में पदों को आमेलित करना व्यावहारिक नहीं है तो 5000-8000 रुपए तथा 5500-9000 रुपए के वेतनमान में पदों को पी.बी.- 2 वेतन बैंड में अगले उच्चतर ग्रेड अर्थात् 7450-11500 रुपए के पूर्व-संशोधित वेतनमान के समरूप 4600 रुपए के ग्रेड वेतन में स्तरोन्नत किए जा रहे 6500-10500 रुपए के वेतनमान में पद के साथ आमेलित कर देना चाहिए। यदि 7450-11500 रुपए के वेतनमान में पहले से ही पद मौजूद है तो 6500-10500 रुपए के वेतनमान से स्तरोन्नत किए जा रहे पद को 7450-11500 रुपए के वेतनमान में पद के साथ आमेलित कर दिया जाना चाहिए।
- (iii) अभियांत्रिकी में डिग्री अथवा विधि में डिग्री, दोनों में से किसी एक की न्यूनतम अर्हता वाले 6500-10500 रुपए के वेतनमान में पदों को भी स्तरोन्नत किया जाना चाहिए तथा 4600 रुपए के ग्रेड वेतन के साथ 9300-34800 रुपए के संशोधित पी.बी.- 2 वेतन बैंड के समरूप 7450-11500 रुपए के वेतनमान में रखना चाहिए।
- (iv) 6500-10500 रुपए के वेतनमान में इंजीनियरिंग अथवा विधि में डिग्री की न्यूनतम अर्हता रखने वाले पदों को स्तरोन्नत किया जाना चाहिए और इन्हें 4600 रुपए के ग्रेड वेतन के साथ 9300-34800 रुपए के वेतन बैंड से सादृश्य वेतनमान 7450-11500 रुपए में रखा जाना चाहिए।
- (v) उपर्युक्त (ii) के मुताबिक, स्तरोन्नतन व्यय विभाग, वित्त मंत्रालय के परामर्श से किया जाए। उपर्युक्त (iii) तथा (iv) के संबंध में, स्तरोन्नतन संबंधित मंत्रालयों द्वारा उनके अपने एकीकृत वित्त के साथ परामर्श से किया जाए।

## खण्ड - II

(रुपए में)

क्र. सं.	पद	मौजूदा वेतनमान	संशोधित वेतनमान	सादृश्य वेतन बैंड तथा ग्रेड वेतन		रिपोर्ट की पैरा सं.
				वेतन बैंड	ग्रेड वेतन	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
I	सचिवालय में कार्यरत कर्मचारी*					
1	अनुभाग अधिकारी/ निजी सचिव/समकक्ष	6500-10500	7500-12000  8000-13500 (चार वर्ष पूरे करने पर)	वेतन बैंड-2  वेतन बैंड-3	4800  5400 (चार वर्ष पूरे करने पर)	3.1.9 (सरकार द्वारा संशोधित)
* यह वेतनमान केवल उन संगठनों/सेवाओं में ही उपलब्ध होगा जिनकी सी.एस.एस./सी.एस.एस.एस. के साथ ऐतिहासिक साम्यता रही थी। ए.एफ.एच.क्यू.एस.एस./ए.एफ.एच.क्यू.एस.एस.एस./ आर.बी.एस.एस. सरीखी सेवाओं तथा विदेश मंत्रालय, संसदीय कार्य मंत्रालय, केन्द्रीय सतर्कता आयोग, संघ लोक सेवा आयोग आदि जैसे मंत्रालयों/संगठनों में मंत्रालयी/सचिवालयी पदों को इसी से कवर किया जाएगा।						

II सचिवालय से बाहर संगठनों के कार्यरत कार्यालय कर्मचारी						
1	प्रधान लिपिक/सहायक/ आशुलिपिक ग्रेड II/ समकक्ष	4500-7000 5000-8000	6500-10500	वेतन बैंड-2	4200	3.1.14
2	प्रशासनिक अधिकारी ग्रेड II/ व. निजी सचिव/समकक्ष	7500-12000	7500-12000 (नए भर्ती होने वालों के लिए प्रारंभिक ग्रेड)  8000-13500 (चार वर्ष की सेवा पूरी करने के बाद)	वेतन बैंड-2	4800  5400 (चार वर्ष की सेवा पूरी करने के बाद)	3.1.14
III	असंगठित लेखा संवर्गों से संबंधित लेखा स्टाफ संगठित लेखा संवर्गों से बाहर लेखा संबंधी पदों तथा मंत्रालयी पदों के बीच मौजूद सापेक्षता को बरकरार रखा जाएगा तथा असंगठित लेखा संवर्गों से संबंधित लेखा स्टाफ को प्रतिस्थापित वेतन बैंड और ग्रेड वेतन दिया जाएगा।					3.8.5
IV कलाकार						
1	वरिष्ठ कलाकार	6500-10500	7450-11500	वेतन बैंड-2	4600	3.8.6
V कैंटीन स्टाफ						
1.	पूर्व संशोधित समूह 'घ' वेतनमानों में कैंटीन स्टाफ के पद	इन पदों पर काबिज़ कर्मचारियों को एक बार समुचित रूप से पुनःप्रशिक्षित कर लिया जाता है तथा बहु-कौशल्युक्त बना लिया जाता है तो समूह 'घ' में कैंटीन स्टाफ के सभी पदों को 1800 रुपए के ग्रेड वेतन के साथ संशोधित वेतन बैंड पी.बी.- 1 में रखा जाएगा।				3.8.7
VI आरेखण कार्यालय स्टाफ						
1	मुख्य ड्राफ्ट्समैन	6500-10500	7450-11500	वेतन बैंड-2	4600	3.8.9
VII इलेक्ट्रॉनिक डाटा प्रोसेसिंग (ई.डी.पी.) स्टाफ						
1	डाटा प्रोसेसिंग सहायक	6500-10500	7450-11500	वेतन बैंड-2	4600	3.8.11
VIII दमकल स्टाफ						
1	फायरमैन	2610-3540	3050-4590	वेतन बैंड-1	1900	3.8.12
2	अग्रणी फायरमैन	3050-4590	3200-4900	वेतन बैंड-1	2000	
3	स्टेशन अधिकारी	4000-6000	4500-7000	वेतन बैंड-1	2800	
4	सहायक मंडलीय दमकल अधिकारी	5000-8000	6500-10500	वेतन बैंड-2	4200	
5	उप मंडलीय दमकल अधिकारी	6500-10500	7450-11500	वेतन बैंड-2	4600	
IX पुस्तकालय स्टाफ						
1	लाइब्रेरी अटेंडेंट ग्रेड II एवं I के पदों को उन पर काबिज़ कर्मियों की दक्षता में समुचित बढ़ोतरी के बाद 1800 रुपए के ग्रेड वेतन के साथ संशोधित वेतन बैंड पी.बी.-1 में आमेलित होकर रखा जाएगा।					3.8.13
2	सहायक पुस्तकालय सूचना अधिकारी	6500-10500	7450-11500	वेतन बैंड-2	4600	
X प्रयोगशाला स्टाफ						
1	पूर्व-संशोधित समूह 'घ' वेतनमानों में लेबोरेटरी स्टाफ के सभी पदों को (आम तौर पर लेबोरेटरी अटेंडेंट्स ग्रेड I, II एवं III के रूप में पदनामित) उनकी दक्षता में समुचित बढ़ोतरी के बाद 1800 रुपए के ग्रेड वेतन के साथ					3.8.14

	संशोधित वेतन बैंड पी.बी.- 1 में रखा जाएगा ।					
2	लेबोरेटरी तकनीशियन ग्रेड I	6500-10500	7450-11500	वेतन बैंड-2	4600	
<b>XI</b>	<b>नर्सिंग एवं अर्ध-चिकित्सा स्टाफ</b>					
1	स्टाफ नर्स	5000-8000	7450-11500	वेतन बैंड-2	4600	3.8.15
2	नर्सिंग सिस्टर	5500-9000	7500-12000	वेतन बैंड-2	4800	
3	आहार-विज्ञानी ग्रेड II/पी.टी./ओ.टी. में प्राध्यापक/रेडियोग्राफर	6500-10500	7450-11500	वेतन बैंड-2	4600	
4	सहायक नर्सिंग अधीक्षक	6500-10500	8000-13500	वेतन बैंड-3	5400	
5	उप नर्सिंग अधीक्षक	7500-12000	8000-13500	वेतन बैंड-3	5400	
6	नर्सिंग अधीक्षक	8000-13500	10000-15200	वेतन बैंड-3	6600	
7	मुख्य नर्सिंग अधिकारी	10000-15200	12000-16500	वेतन बैंड-3	7600	
<b>XII</b>	<b>छायाकार</b>					
1	फोटोग्राफी अर्ट डेंट ग्रेड II/पूर्व संशोधित समूह 'घ' वेतनमान में कोई अन्य पद	2650-4000/ पूर्व-संशोधित समूह 'घ' वेतनमान में कोई अन्य वेतनमान		वेतन बैंड-1	1800	3.8.16
2	मुख्य छायाकार/समकक्ष	6500-10500	7450-11500	वेतन बैंड-2	4600	
<b>XIII</b>	<b>मुद्रण स्टाफ</b>					
1	6500-10500 रुपए के पूर्व संशोधित वेतनमान में प्रिंटिंग स्टाफ के पद		7450-11500	वेतन बैंड-2	4600	3.8.18
<b>XIV</b>	<b>रिसेप्शनिस्ट्स</b>					
1	रिसेप्शनिस्टों विभिन्न पदों को सादृश्य वेतन बैंड तथा ग्रेड वेतन में लिपिकीय संवर्ग के साथ आमेलित किया जाएगा । यदि लिपिकीय संवर्ग में कोई सादृश्य ग्रेड वेतन मौजूद नहीं है, तो लिपिकीय संवर्ग में उपलब्ध ठीक ऊपर के ग्रेड वेतन में उनका आमेलन किया जाना चाहिए ।					3.8.19
<b>XV</b>	<b>स्टोरकीपिंग स्टाफ</b>					
1	वरिष्ठ स्टोर कीपर ग्रेड II (पदनाम पर ध्यान दिए बगैर स्टोरकीपिंग के सभी समकक्ष पदों को दिया जाएगा)	6500-10500	7450-1100	वेतन बैंड-2	4600	3.8.20
<b>XVI</b>	<b>अध्यापक</b>					
1	प्राथमिक स्कूल अध्यापक	ग्रेड III 4500-7000  ग्रेड II 5500-9000  ग्रेड I 6500-10500	ग्रेड III 6500-10500  ग्रेड II 7450-11500  ग्रेड I 7500-12000	वेतन बैंड-2  वेतन बैंड-2  वेतन बैंड-2	4200  4600  4800	
2	प्रशिक्षित स्नातक अध्यापक	ग्रेड III 5500-9000  ग्रेड II 6500-10500	ग्रेड III 7450-11500  ग्रेड II 7500-12000	वेतन बैंड-2  वेतन बैंड-2	4600  4800	



		ग्रेड I 7500-12000	ग्रेड I 8000-13500	वेतन बैंड-2	5400	3.8.22	
3	स्नातकोत्तर अध्यापक	ग्रेड III 6500-10500	ग्रेड III 7500-12000	वेतन बैंड-2	4800		
		ग्रेड II 7500-12000	ग्रेड II 8000-13500	वेतन बैंड-3	5400		
		ग्रेड I 8000-13500	ग्रेड I 10000-15200	वेतन बैंड-3	6600		
4	उप प्रधानाचार्य	ग्रेड II 7500-12000	ग्रेड II 8000-13500	वेतन बैंड-3	5400		
		ग्रेड I 8000-13500	ग्रेड I 10000-15200	वेतन बैंड-3	6600		
5	प्रधानाचार्य	10000-15200	12000-16500	वेतन बैंड-3	7600		
6.	शिक्षा अधिकारी/ सहायक शिक्षा निदेशक#	10000-15200	12000-16500	वेतन बैंड-3	7600	3.8.24	
# शिक्षा अधिकारी/ सहायक शिक्षा निदेशक के पद उप शिक्षा निदेशक के पद के साथ आमेलित किए जाते हैं ।							
<b>XVII</b>	<b>पशु चिकित्सक</b>						
1	पैरा वेटेरेनरी अटेंडेंट के समूह 'घ' पद	पैरा वेटेरेनरी अटेंडेंट्स/कम्पाउंडर के साथ समूह 'घ' पदों को उनके समुचित प्रशिक्षण के बाद 1800 रुपए के ग्रेड वेतन के साथ संशोधित वेतन बैंड पी.बी.-1 में रखा जाता है					3.8.25
2	6500-10500 रुपए के पूर्व संशोधित वेतनमान में सभी पैरा वेटेरेनरी कर्मचारी	6500-10500	7450-11500	वेतन बैंड-2	4600		
3	वेटेरेनरी अधिकारी	भारतीय पशुचिकित्सा परिषद में पंजीकरण के साथ पशुचिकित्सा में स्नातक एवं ए.एच. की अपेक्षित उपाधि वाले वेटेरेनरी अधिकारियों को सामान्य ड्यूटी चिकित्सा अधिकारियों तथा दंत चिकित्सकों के समतुल्य रखा जाएगा					
<b>XVIII</b>	<b>वर्कशॉप स्टाफ</b>						
1	अकुशल	2550-3200	2750-4400	वेतन बैंड-1	1800	3.8.27	
2	अर्द्ध-कुशल	2650-4000	2750-4400	वेतन बैंड-1	1800 *	3.8.29	
3	सहायक शॉप अधीक्षक \$/उप शॉप अधीक्षक/सहायक फोरमैन	6500-10500	7450-11500	वेतन बैंड-2	4600		
* मौजूदा अकुशल और अर्द्ध कुशल कार्मिकों के ग्रेड आमेलित होते हैं । \$ सहायक शॉप अधीक्षक/समकक्ष तथा शॉप अधीक्षक/समकक्ष के ग्रेड आमेलित होते हैं ।							

<b>XIX</b>	<b>संगठित लेखा संवर्ग*</b>					
1	अनुभाग अधिकारी	6500-10500	7500-12000	वेतन बैंड-2	4800	7.56.9
2	सहायक लेखा/ लेखापरीक्षा अधिकारी	7450-11500	7500-12000	वेतन बैंड-2	4800	7.56.9
3	लेखापरीक्षा/ लेखाधिकारी	7500-12000	8000-13500	वेतन बैंड-2	5400	7.56.9
4	वरिष्ठ लेखापरीक्षा/	8000-13500	8000-13500	वेतन	5400	7.56.9

लेखाधिकारी			बैंड-3	
*भारतीय लेखा परीक्षा एवं लेखा विभाग के कर्मचारियों पर भी लागू				

## भाग - ग

## मंत्रालयों/विभागों तथा संघ शासित क्षेत्रों के कुछ पदों के लिए संशोधित वेतन ढांचा

## खण्ड - I

- (i) कॉलम (2) में बताए गए पदों के लिए सरकार द्वारा अधिसूचना के इस भाग के कॉलम (5) तथा (6) में निर्दिष्ट संशोधित वेतन ढांचा अनुमोदित किया गया है। दिनांक 01.01.2006 को यथा-स्थिति तक वेतन का आरंभिक निर्धारण इस अधिसूचना के नियम 7 के नीचे दी गई टिप्पणी 2 के अनुसार किया जाएगा।
- (ii) पूर्व-संशोधित वेतनमानों यथा- 5000-8000 रुपए, 5500-9000 रुपए तथा 6500-10500 रुपए के वेतनमानों के आमेलन के कारण, कुछ पद जो मौजूदा समय में फीडर तथा प्रोन्नति ग्रेडों को बनाते हैं, वे एक ही ग्रेड में आ जाएंगे। इन पदों की कुछ श्रेणियों के बारे में वेतन आयोग द्वारा की गई विशिष्ट सिफारिशें भाग- ग के खण्ड II में शामिल हैं। जहां तक अन्य पदों का संबंध है, इन तीन वेतनमानों के पदों को आमेलित कर देना चाहिए। यदि कार्यात्मक दृष्टि से इन वेतनमानों में पदों को आमेलित करना व्यावहारिक नहीं है तो 5000-8000 रुपए तथा 5500-9000 रुपए के वेतनमान में पदों को पी.बी.- 2 वेतन बैंड में अगले उच्चतर ग्रेड अर्थात् 7450-11500 रुपए के पूर्व-संशोधित वेतनमान के समनुरूप 4600 रुपए के ग्रेड वेतन में स्तरोन्नत किए जा रहे 6500-10500 रुपए के वेतनमान में पद के साथ आमेलित कर देना चाहिए। यदि 7450-11500 रुपए के वेतनमान में पहले से ही पद मौजूद है तो 6500-10500 रुपए के वेतनमान से स्तरोन्नत किए जा रहे पद को 7450-11500 रुपए के वेतनमान में पद के साथ आमेलित कर दिया जाना चाहिए।
- (iii) अभियांत्रिकी में डिग्री अथवा विधि में डिग्री, दोनों में से किसी एक की न्यूनतम अर्हता वाले 6500-10500 रुपए के वेतनमान में पदों को भी स्तरोन्नत किया जाना चाहिए तथा 4600 रुपए के ग्रेड वेतन के साथ 9300-34800 रुपए के संशोधित पी.बी.- 2 वेतन बैंड के समनुरूप 7450-11500 रुपए के वेतनमान में रखना चाहिए।
- (iv) 6500-10500 रुपए के वेतनमान में इंजीनियरिंग अथवा विधि में डिग्री की न्यूनतम अर्हता रखने वाले पदों को स्तरोन्नत किया जाना चाहिए और इन्हें 4600 रुपए के ग्रेड वेतन के साथ 9300-34800 रुपए के वेतन बैंड से सादृश्य वेतनमान 7450-11500 रुपए में रखा जाना चाहिए।
- (v) उपर्युक्त (ii) के मुताबिक, स्तरोन्नयन व्यय विभाग, वित्त मंत्रालय के परामर्श से किया जाए। उपर्युक्त (iii) तथा (iv) के संबंध में, स्तरोन्नयन संबंधित मंत्रालयों द्वारा उनके अपने एकीकृत वित्त के साथ परामर्श से किया जाए।

## खण्ड - II

कॉलम 2 में निर्दिष्ट पदों के लिए अधिसूचना के इस भाग के कॉलम (5) और (6) में निर्दिष्ट संशोधित वेतन संरचना को सरकार ने अनुमोदित कर दिया है।

(रुपए में)

क्र. सं.	पद	मौजूदा वेतनमान	संशोधित वेतनमान	सादृश्य वेतन बैंड और ग्रेड वेतन		रिपोर्ट की पैरा संख्या
				वेतन बैंड	ग्रेड वेतन	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
<b>कृषि मंत्रालय</b>						
1	वनस्पति संरक्षण संगरोध तथा संचयन निदेशालय में वनस्पति संरक्षण अधिकारी	6500-10500	7450-11500	वेतन बैंड-2	4600	7.1.5
2	केन्द्रीय फार्म मशीनरी प्रशिक्षण एवं परीक्षण संस्थान में वरिष्ठ इंस्ट्रक्टर	6500-10500	7450-11500	वेतन बैंड-2	4600	7.1.6
3	दिल्ली दुग्ध योजना में प्रबंधक (प्रापण/प्रक्रियण/गुणता नियंत्रण/ वितरण)	10000-15200	12000-16500	वेतन बैंड-3	7600	7.1.7
4	दिल्ली दुग्ध योजना में वरिष्ठ डेयरी इंजीनियर	10000-15200	12000-16500	वेतन बैंड-3	7600	7.1.7
5	मत्स्य पालन सर्वे ऑफ इंडिया में कनिष्ठ मत्स्यपालन वैज्ञानिक ग्रेड I और ग्रेड II (पद आमेलित होते हैं)	ग्रेड I 7500-12000 ग्रेड II 6500-10500	7500-12000	वेतन बैंड-2	4800	7.1.12
6	कपास विकास निदेशालय में सहायक निदेशक	6500-10500	7450-11500	वेतन बैंड-2	4600	7.1.20
7	राष्ट्रीय बीज अनुसंधान प्रशिक्षण केन्द्र वाराणसी में वरिष्ठ बीज विश्लेषक	6500-10500	7450-11500	वेतन बैंड-2	4600	7.1.22
8	उत्तरीय क्षेत्र फार्म मशीनरी प्रशिक्षण एवं परीक्षण संस्थान में वरिष्ठ अनुदेशक	6500-10500	7450-11500	वेतन बैंड-2	4600	7.1.24
<b>संचार एवं सूचना प्रौद्योगिकी मंत्रालय डाक विभाग</b>						
1	मेल मोटर सर्विस में तकनीकी पर्यवेक्षक	4500-7000	5000-8000	वेतन बैंड-2	4200	7.6.8
2	मेल मोटर सर्विस में कारीगर ग्रेड I	4000-6000	4500-7000	वेतन बैंड-1	2800	7.6.8
3	सहायक निदेशक (भर्ती)	6500-10500	7450-11500	वेतन बैंड-2	4600	7.6.9
4	सहायक अधीक्षक पोस्ट ऑफिस (ए.एस.पी.ओ)	6500-10500	7450-11500	वेतन बैंड-2	4600	7.6.14
5	अधीक्षक (डाक)	6500-10500	7500-12000	वेतन बैंड-2	4800	7.6.14
			8000-13500 (चार साल बाद)	वेतन बैंड-2	5400	
6	सहायक प्रबंधक, मेल मोटर सर्विस	6500-10500	7450-11500	वेतन बैंड-2	4600	7.6.14
7	उप प्रबंधक, मेल मोटर सर्विस	6500-10500	7500-12000	वेतन बैंड-2	4800	7.6.14

				- बैंड-2		
8	उच्च चयन ग्रेड I	6500-10500	7450-11500	वेतन बैंड-2	4600	7.6.15
9	डाकिया	3050-4590	3200-4900	वेतन बैंड-1	2000	7.6.17
10	रेलवे मेल सेवा में मेलगार्ड	3050-4590	3200-4900	वेतन बैंड-1	2000	7.6.17
11	अनुवाद अधिकारी (फ्रेंच)	6500-10500	7500-12000	वेतन बैंड-2	4800	7.6.18
<b>उपभोक्ता मामले, खाद्य एवं सार्वजनिक वितरण मंत्रालय</b>						
1	शर्करा निदेशालय में तकनीकी सहायक	4500-7000	6500-10500	वेतन बैंड-2	4200	7.12.13
<b>कारपोरेट कार्य मंत्रालय</b>						
1	कम्पनी अभियोक्ता ग्रेड II और ग्रेड III	ग्रेड II 6500-10500 ग्रेड III 5500-9000	7450-11500	वेतन बैंड-2	4600	7.8.5
2	वरिष्ठ तकनीकी सहायक	6500-10500	7450-11500	वेतन बैंड-2	4600	7.8.6
3	गंभीर जालसाजी अन्वेषण संगठन में सहायक निदेशक	6500-10500	7500-12000	वेतन बैंड-2	4800	7.8.10
<b>संस्कृति मंत्रालय</b>						
1	पुरातत्व सर्वेक्षण में सहायक अधीक्षक (पुरातत्व), भारतीय पुरातत्व सर्वेक्षण विभाग	6500-10500	7450-11500	वेतन बैंड-2	4600	7.9.5
2	पुरातत्ववेत्ता ग्रेड में सहायक अधीक्षक, भारतीय पुरातत्व सर्वेक्षण विभाग	6500-10500	7450-11500	वेतन बैंड-2	4600	7.9.5
3	भारतीय पुरातत्व सर्वेक्षण विभाग में विज्ञान संवर्ग में सहायक अधीक्षक, सहायक पुरातत्व केमिस्ट	6500-10500	7450-11500	वेतन बैंड-2	4600	7.9.5
4	संरक्षण संवर्ग में सहायक अधीक्षक, पुरातत्व इंजीनियर, भारतीय पुरातत्व सर्वेक्षण विभाग	6500-10500	7450-11500	वेतन बैंड-2	4600	7.9.5
5	सहायक अधीक्षक, पुरातत्व इंजीनियर बागवानी इंजीनियर, भारतीय पुरातत्व सर्वेक्षण विभाग	6500-10500	7450-11500	वेतन बैंड-2	4600	7.9.5
6	वरिष्ठ सर्वेक्षक, भारतीय पुरातत्व सर्वेक्षण विभाग	5500-9000	7450-11500	वेतन बैंड-2	4600	7.9.8
7	राष्ट्रीय संग्रहालय में उप क्यूरेटर	6500-10500	7450-11500	वेतन बैंड-2	4600	7.9.14
8	6500-10500 रुपए के पूर्व संशोधित वेतनमान और 5500-9000 रुपए के मौजूदा फीडर पद वाले राष्ट्रीय अभिलेखागार में पद	6500-10500	7450-11500	वेतन बैंड-2	4600	7.9.16
9	भारत के राष्ट्रीय अभिलेखागार में माइक्रोफोटोग्राफिस्ट	6500-10500	7450-11500	वेतन बैंड-2	4600	7.9.18
<b>रक्षा मंत्रालय रक्षा विभाग</b>						
1	मशीनमैन/ऑपरेटर ऑफसेट	4500-7000	5000-8000	वेतन बैंड-2	4200	7.10.17
2	सेना स्कूलों में सहायक मास्टर	5500-9000	7450-11500	वेतन बैंड-2	4600	7.10.21

3	सेना स्कूलों में मास्टर गेजेटिड	7500-12000	8000-13500	वेतन बैंड-3	5400	7.10.21
तटरक्षक संगठन (सामान्य ड्यूटी शाखा)						
4	नाविक	3050-4590	3200-4900	वेतन बैंड-1	2000	7.10.26
5	उत्तम नाविक	3200-4900	4000-6000	वेतन बैंड-1	2400	7.10.26
6	प्रधान नाविक	3200-4900 + विशेष वेतन 50 रुपए	4500-7000	वेतन बैंड-1	2800	7.10.26
7	उत्तम अधिकारी	6500-10500	7450-11500	वेतन बैंड-2	4600	7.10.26
8	प्रधान अधिकारी	6500-10500+ विशेष वेतन 200 रुपए	7500-12000	वेतन बैंड-2	4800	7.10.26
तटरक्षक संगठन (घरेलू शाखा)						
9	नाविक	2750-4400	3050-4590	वेतन बैंड-1	1900	7.10.26
10	उत्तम नाविक	3050-4590	3200-4900	वेतन बैंड-1	2000	7.10.26
11	प्रधान नाविक	3200-4900	4000-6000	वेतन बैंड-1	2400	7.10.26
12	प्रधान अधिकारी	6500-10500	7450-11500	वेतन बैंड-2	4600	7.10.26
तटरक्षक संगठन (विमानन शाखा)						
13	नाविक	3050-4590	3200-4900	वेतन बैंड-1	2000	7.10.26
14	उत्तम नाविक	3200-4900	4000-6000	वेतन बैंड-1	2400	7.10.26
15	प्रधान नाविक	4000-6000	4500-7000	वेतन बैंड-1	2800	7.10.26
16	उत्तम अधिकारी	6500-10500	7450-11500	वेतन बैंड-2	4600	7.10.26
17	प्रधान अधिकारी	6500- 10500+विशेष वेतन 200 रुपए	7500-12000	वेतन बैंड-2	4800	7.10.26
तटरक्षक संगठन (तकनीकी शाखा)						
18	उत्तम इंजीनियर	6500-10500	7450-11500	वेतन बैंड-2	4600	7.10.26
19	प्रधान इंजीनियर	7450-11500	7500-12000	वेतन बैंड-2	4800	7.10.26
रक्षा उत्पादन विभाग						
20	डी.जी.क्यू.ए. में सहायक लेखा अधिकारी	6500-10500	7450-11500	वेतन बैंड-2	4600	7.10.33

रक्षा अनुसंधान एवं विकास विभाग						
21	रक्षा मनोवैज्ञानिक अनुसंधान संस्थान में परीक्षक ग्रेड I	6500-10500	7450-11500	वेतन बैंड-2	4600	7.10.35
22	डी.आर.डी.ओ. में वरिष्ठ तकनीकी सहायक	6500-10500	7450-11500	वेतन बैंड-2	4600	7.10.39
भू-विज्ञान मंत्रालय						
1	सेक्टर फॉर मेरीन लिविंग रिसोर्सिंस एंड इकोलॉजी, कोच्ची में तकनीकी सहायक	4500-7000	6500-10000	वेतन बैंड-2	4200	7.12.7
पर्यावरण एवं वन मंत्रालय						
1	भारत के प्राणी उद्यान सर्वेक्षण विभाग में कनिष्ठ प्रशासनिक अधिकारी	6500-10500	7450-11500	वेतन बैंड-2	4600	7.13.9
विदेश मंत्रालय						
1	सुरक्षा गार्ड	केन्द्रीय औद्योगिक सुरक्षा बल में सदृश पदों के लिए यथा-संस्तुत उच्चतर वेतनमान विदेश मंत्रालय में सुरक्षा गार्डों को दिया जाएगा				7.14.4
2	अधीक्षक, केन्द्रीय पासपोर्ट संगठन	6500-10500	7450-11500	वेतन बैंड-2	4600	7.14.5
वित्त मंत्रालय						
आर्थिक कार्य विभाग						
1	अनुभाग अधिकारी (छोड़ दिया गया है)	7450-11500	7500-12000 8000-13500 (चार साल बाद)	वेतन बैंड-2 वेतन बैंड-3	4800 5400	7.15.3
2	सरकारी टकसाल में सहायक श्रेणी II	3050-4590	3200-4900	वेतन बैंड-1	2000	7.15.5
3	भारतीय सिक्वोरिटी प्रेस और करेंसी नोट प्रेस में पर्यवेक्षक	6500-10500	7450-11500	वेतन बैंड-2	4600	7.15.7
4	भारतीय सिक्वोरिटी प्रेस और करेंसी नोट प्रेस में उप नियंत्रक अधिकारी	6500-10500	7450-11500	वेतन बैंड-2	4600	7.15.7
5	भारतीय सिक्वोरिटी प्रेस और करेंसी नोट प्रेस में वर्क इंजीनियर	6500-10500	7450-11500	वेतन बैंड-2	4600	7.15.7
6	कलकत्ता टकसाल में सहायक श्रेणी II	3050-4590	4500-7000	वेतन बैंड-1	2800	7.15.8
7	सिक्वोरिटी प्रिंटिंग प्रेस में तकनीकी विंग अधिकारी	6500-10500	7450-11500	वेतन बैंड-2	4600	7.15.9
8	उप तकनीकी अधिकारी, सिक्वोरिटी प्रिंटिंग प्रेस	6500-10500	7450-11500	वेतन बैंड-2	4600	7.15.9

राजस्व विभाग						
9	आयकर अधिकारी/अधीक्षक/मूल्य निरूपक आदि (सीमा शुल्क और केन्द्रीय उत्पाद शुल्क)	7500-12000	7500-12000 8000-13500 (चाल साल बाद)	वेतन बैंड-2 वेतन बैंड-2	4800 5400	7.15.17
10	नोटिस सर्वर	3050-4590	3200-4900	वेतन बैंड-1	2000	7.15.18
स्वास्थ्य एवं परिवार कल्याण मंत्रालय						
1	चिकित्सा पर्यवेक्षक/स्वास्थ्य परिदर्शक	4000-6000	4500-7000	वेतन बैंड-1	2800	7.17.11
गृह मंत्रालय						
1	आर.जी.आई. में सांख्यिकीय अन्वेषक ग्रेड I	6500-10500	7450-11500	वेतन बैंड-2	4600	7.19.9
2	केन्द्रीय अर्ध सैनिक बलों में अपर डी.आई.जी.	14300-18300	16400-20000	वेतन बैंड-4	8900	7.19.33
3	केन्द्रीय अर्ध सैनिक बलों में कांस्टेबल	3050-4590	3200-4900	वेतन बैंड-1	2000	7.19.35
4	केन्द्रीय अर्ध सैनिक बलों में हैड कांस्टेबल	3200-4900	4000-6000	वेतन बैंड-1	2400	7.19.35
5	केन्द्रीय अर्ध सैनिक बलों में सहायक उप निरीक्षक	4000-6000	4500-7000	वेतन बैंड-1	2800	7.19.35
6	केन्द्रीय अर्ध सैनिक बलों में निरीक्षक	6500-10500	7450-11500	वेतन बैंड-2	4600	7.19.35
7	केन्द्रीय अर्ध सैनिक बलों में सूबेदार मेजर	6500-10500+200 रुपए प्रतिमाह	7500-12000	वेतन बैंड-2	4800	7.19.35
8	दिल्ली पुलिस में कांस्टेबल	3050-4590	3200-4900	वेतन बैंड-1	2000	7.19.50
9	दिल्ली पुलिस में हैड कांस्टेबल	3200-4900	4000-6000	वेतन बैंड-1	2400	7.19.50
10	दिल्ली पुलिस में सहायक उप निरीक्षक	4000-6000	4500-7000	वेतन बैंड-1	2800	7.19.50
11	दिल्ली पुलिस में इंस्पेक्टर	6500-10500	7450-11500	वेतन बैंड-2	4600	7.19.50
12	आसूचना ब्यूरो में सुरक्षा सहायक	3050-4590	3200-4900	वेतन बैंड-1	2000	7.19.62
13	आसूचना ब्यूरो में कनिष्ठ आसूचना अधिकारी ग्रेड II	3200-4900	4000-6000	वेतन बैंड-1	2400	7.19.62
14	आसूचना ब्यूरो में कनिष्ठ आसूचना अधिकारी ग्रेड I	4000-6000	4500-7000	वेतन बैंड-1	2800	7.19.62
15	आसूचना ब्यूरो में ए.सी.आई.ओ.- I	6500-10500	7450-11500	वेतन बैंड-2	4600	7.19.62
16	केन्द्रीय सचिवालय राजभाषा सेवा में वरिष्ठ अनुवादक	6500-10500	7450-11500	वेतन बैंड-2	4600	7.19.68
17	केन्द्रीय सचिवालय राजभाषा सेवा में सहायक निदेशक (रा.भा.)	7500-12000	8000-13500	वेतन बैंड-3	5400	7.19.68

18	दानिक्स (डी.ए.एन.आई.सी.एस.) दानिप्स (डी.ए.एन.आई.पी.एस.) पांडिचेरी सिविल सेवा और पांडिचेरी पुलिस सेवा में प्रारंभिक ग्रेड	6500-10500	7500-12000 8000-13500 (चार साल बाद)	वेतन बैंड-2  वेतन बैंड-3	4800  5400	7.19.51 7.19.68
<b>सूचना एवं प्रसारण मंत्रालय</b>						
1	डी.ए.वी.पी. में तकनीकी सहायक (विज्ञापन)	6500-10500	7450-11500	वेतन बैंड-2	4600	7.22.6
2	डी.ए.वी.पी. में सहायक उत्पादन प्रबंधक	6500-10500	7450-11500	वेतन बैंड-2	4600	7.22.8
3	डी.ए.वी.पी. में सहायक वितरण अधिकारी/सहायक मीडिया कार्यपालक	6500-10500	7450-11500	वेतन बैंड-2	4600	7.22.8
4	प्रकाशन विभाग में सहायक विपणन प्रबंधक	6500-10500	7450-11500	वेतन बैंड-2	4600	7.22.12
5	फिल्म प्रभाग में कारपेंटर	3050-4590	3200-4900	वेतन बैंड-1	2000	7.22.14
<b>श्रम एवं रोजगार मंत्रालय</b>						
1	वरिष्ठ रोजगार अधिकारी	6500-10500	7450-11500	वेतन बैंड-2	4600	7.23.4
2	डी.जी.एम.एस. में विधि अधिकारी ग्रेड II	6500-10500	7450-11500	वेतन बैंड-2	4600	7.23.11
3	डी.जी.एम.एस. में विधि सहायक (विधि अधिकारी ग्रेड II के पद के साथ आमेलन होना है)	5500-9000	7450-11500	वेतन बैंड-2	4600	7.23.11
4	श्रम ब्यूरो में श्रम प्रवर्तन अधिकारी	6500-10500	7450-11500	वेतन बैंड-2	4600	7.23.14
<b>विधि एवं न्याय मंत्रालय</b>						
1	सहायक (विधि)	6500-10500	7450-11500	वेतन बैंड-2	4600	7.24.12
<b>खान मंत्रालय</b>						
1	आई.बी.एम. में सहायक खनन भू-वैज्ञानिक	6500-10500	7450-11500	वेतन बैंड-2	4600	7.26.5
2	आई.बी.एम. में सहायक कैमिस्ट	6500-10500	7450-11500	वेतन बैंड-2	4600	7.26.5
3	आई.बी.एम. में खनिज अधिकारी	6500-10500	7450-11500	वेतन बैंड-2	4600	7.26.5
4	खान सुरक्षा महानिदेशालय में वरिष्ठ वैज्ञानिक अधिकारी	6500-10500	7450-11500	वेतन बैंड-2	4600	7.26.11
<b>कार्मिक, लोक शिकायत एवं पेंशन मंत्रालय</b>						
1	भाषा अनुदेशक	6500-10500	7500-12000	वेतन बैंड-2	4800	7.32.10
2	आई.एस.टी.एम. में सहायक निदेशक	6500-10500	7500-12000	वेतन बैंड-2	4800	7.32.16
3	सी.बी.आई. में हेड कांस्टेबल	3050-4590	3200-4900	वेतन बैंड-1	2000	7.32.18
4	सी.बी.आई. में हेड कांस्टेबल	3200-4900	4000-6000	वेतन	2400	7.32.18



5	सी.बी.आई. में सहायक उप निरीक्षक	4000-6000	4500-7000	बैंड-1 वेतन	2800	7.32.18
6	सी.बी.आई. में निरीक्षक	6500-10500	7450-11500	बैंड-1 वेतन	4600	7.32.18
<b>विद्युत मंत्रालय</b>						
1	व्यावसायिक/सांख्यिकीय सहायक	4500-7000	5000-8000	बैंड-2 वेतन	4200	7.35.2
<b>जहाजरानी, सड़क परिवहन एवं राजमार्ग मंत्रालय सीमा सड़क संगठन</b>						
1.	सड़क परिवहन और राजमार्ग विभाग में तकनीकी सहायक, सहायक इंजीनियर और मुख्य ड्राफ्ट्समैन	6500-10500	7450-11500	बैंड-2 वेतन	4600	7.39.20
2	सीमा सड़क संगठन में ओवरसियर (अधीक्षक बी.आर. ग्रेड II की पदोन्नति वाले पद के साथ आमेलन होना है)	3200-4900	5000-8000	बैंड-2 वेतन	4200	7.39.22
3	सिविल इंजीनियरिंग और इलैक्ट्रीकल एवं मैकेनिकल संवर्ग में अधीक्षक ग्रेड II	4500-7000	5000-8000	बैंड-2 वेतन	4200	7.39.23
4	फोरमैन अधीक्षक (अग्नि)	4000-6000	4500-7000	बैंड-1 वेतन	2800	7.39.28
<b>सामाजिक न्याय एवं अधिकारिता मंत्रालय</b>						
1	राष्ट्रीय अनुसूचित जाति आयोग में वरिष्ठ अन्वेषक	6500-10500	7450-11500	बैंड-2 वेतन	4600	7.40.4
<b>सांख्यिकीय एवं कार्यक्रम कार्यान्वयन मंत्रालय</b>						
1	सांख्यिकीय अन्वेषक ग्रेड II (सांख्यिकीय अन्वेषक ग्रेड I पद के साथ आमेलन होना है)	6500-10500	7450-11500	बैंड-2 वेतन	4600	7.41.5
<b>वस्त्र मंत्रालय</b>						
1	वस्त्र आयुक्त के कार्यालय में सहायक निदेशक (तकनीकी)	6500-10500	7450-11500	बैंड-2 वेतन	4600	7.43.11
2	वस्त्र आयुक्त के कार्यालय में सहायक निदेशक (अर्थशास्त्र)	6500-10500	7450-11500	बैंड-2 वेतन	4600	7.43.11
3	विकास आयुक्त (हथकरघा) के कार्यालय में सहायक निदेशक (हथकरघा)	6500-10500	7450-11500	बैंड-2 वेतन	4600	7.43.13
<b>शहरी विकास मंत्रालय</b>						
1	सी.पी.डब्ल्यू.डी. (केन्द्रीय लोक निर्माण विभाग) की इंजीनियरिंग विंग में सहायक इंजीनियर	6500-10500	7450-11500	बैंड-2 वेतन	4600	7.46.12
2	सी.पी.डब्ल्यू.डी. के बागवानी विंग में सहायक निदेशक	6500-10500	7450-11500	बैंड-2 वेतन	4600	7.46.17
3	सी.पी.डब्ल्यू.डी. की ड्रॉइंग विंग में तकनीकी अधिकारी	6500-10500	7450-11500	बैंड-2 वेतन	4600	7.46.23
4	संपदा निदेशालय में विधि सहायक	5500-9000	7450-11500	बैंड-2 वेतन	4600	7.46.27
5	उच्च श्रेणी लिपिक प्रभारी (उच्च स्टोर कीपर	4500-7000	5000-8000	वेतन	4200	7.46.31

के पद के साथ आमेलन होना है)					बैंड-2		
<b>जल संसाधन मंत्रालय</b>							
1	केन्द्रीय जल एवं विद्युत अनुसंधान स्टेशन में अधीक्षक	6500-10500	7450-11500	वेतन बैंड-2	4600	7.47.6	
2	केन्द्रीय जल आयोग में सहायक निदेशक ग्रेड II	6500-10500	7450-11500	वेतन बैंड-2	4600	7.47.8	
<b>महिला एवं बाल विकास मंत्रालय</b>							
1	निदर्शन अधिकारी ग्रेड I/वरिष्ठ तकनीकी सहायक/कैमिस्ट	6500-10500	7450-11500	वेतन बैंड-2	4600	7.48.5	
<b>संघ लोक सेवा आयोग</b>							
1	संपदा प्रबंध एवं बैठक अधिकारी, कनिष्ठ विश्लेषक, कनिष्ठ अनुसंधान अधिकारी, सुरक्षा अधिकारी, अधीक्षक (डी.पी.), स्वागत अधिकारी, सहायक पुस्तकालय एवं सूचना अधिकारी, डाटा प्रोसेसिंग और प्रोसेसिंग सहायक और अधीक्षक (टाइपिंग)	6500-10500	7450-11500	वेतन बैंड-2	4600	7.53.6	
<b>भारतीय लेखापरीक्षा एवं लेखा विभाग</b>							
1	विभागीय लेखा अधिकारी ग्रेड II	6500-10500	7450-11500	वेतन बैंड-2	4600	7.56.13	
2	विभागीय लेखा अधिकारी ग्रेड I	7450-11500	7500-12000	वेतन बैंड-2	4800	7.56.13	
3	वरिष्ठ विभागीय लेखा अधिकारी	7500-12000	8000-13500	वेतन बैंड-3	5400	7.56.13	
<b>संघ शासित क्षेत्र</b>							
1	दिल्ली को छोड़कर संघ शासित में कांस्टेबल (इस समय 3050-4590 रुपए के वेतनमान से नीचे के वेतनमान के कांस्टेबलों को 1800 रुपए के ग्रेड वेतन के साथ संशोधित वेतन बैंड पी.बी. I के साथ रखा गया है)	3050-4590	3200-4900	वेतन बैंड-1	2000	7.57.6	
2	दिल्ली को छोड़कर संघ शासित क्षेत्रों के हेड कांस्टेबल	3200-4900	4000-6000	वेतन बैंड-1	2400	7.57.6	
3	दिल्ली को छोड़कर संघ शासित क्षेत्रों के सहायक उप निरीक्षक	4000-6000	4500-7000	वेतन बैंड-1	2800	7.57.6	
4	दिल्ली को छोड़कर संघ शासित क्षेत्रों के निरीक्षक	6500-10500	7450-11500	वेतन बैंड-2	4600	7.57.6	
5	वन गार्ड/वन संरक्षक बल	3050-4590	3200-4900	वेतन बैंड-1	2000	7.57.7	
6	हेड वन गार्ड	3200-4900	4000-6000	वेतन बैंड-1	2400	7.57.7	
7	वन दरोगा/समतुल्य पद	4000-6000	4500-7000	वेतन बैंड-1	2800	7.57.7	
8	तहसीलदार	6500-10500	7450-11500	वेतन बैंड-2	4600	7.57.11	

संघ शासित क्षेत्र दिल्ली						
9	संघ शासित प्रदेश दिल्ली में पुरातत्व इंजीनियर	6500-10500	7450-11500	वेतन बैंड-2	4200	7.57.15
10	पुरातत्व विभाग, दिल्ली सरकार में बागवानी सहायक	4500-7000	6500-10500	वेतन बैंड-2	4200	7.57.16
11	पुरातत्व विभाग, दिल्ली सरकार में संरक्षक सहायक	4500-7000	6500-10500	वेतन बैंड-2	4200	7.57.16
12	पुरातत्व विभाग, दिल्ली सरकार में सर्वेक्षक	4500-7000	6500-10500	वेतन बैंड-2	4200	7.57.16
13	राजस्व एवं विकास विभाग संघ शासित प्रदेश दिल्ली में बागवानी सहायक	4500-7000	6500-10500	वेतन बैंड-2	4200	7.57.17
14	राजस्व एवं विकास विभाग, संघ शासित क्षेत्र दिल्ली में तकनीकी सहायक	4500-7000	6500-10500	वेतन बैंड-2	4200	7.57.17
15	राजस्व एवं विकास विभाग, संघ शासित क्षेत्र दिल्ली में वनस्पति संरक्षक सहायक	4500-7000	6500-10500	वेतन बैंड-2	4200	7.57.17
16	राजस्व और विकास विभाग में विस्तार अधिकारी	4500-7000	6500-10500	वेतन बैंड-2	4200	7.57.17
17	ग्राम स्तर के कार्यकर्ता	3200-4000	4000-6000	वेतन बैंड-2	2400	7.57.17
18	संघ शासित क्षेत्र दिल्ली में परियोजना अधिकारी	6500-10500	7450-11500	वेतन बैंड-2	4600	7.57.25
19	संघ शासित क्षेत्र दिल्ली में कनिष्ठ स्टाफ अधिकारी	6500-10500	7450-11500	वेतन बैंड-2	4600	7.57.29
20	लोक अभियोजक	6500-10500	7450-11500	वेतन बैंड-2	4600	7.57.30
संघ शासित क्षेत्र लक्षद्वीप						
21	मछली उद्योग के सहायक निदेशक (मछली उद्योग के उप निदेशक के पद के साथ आमेलन होना है)		7450-11500	वेतन बैंड-2	4600	7.57.47
22	फायरमैन	2610-4000	3050-4590	वेतन बैंड-1	1900	7.57.46
संघ शासित क्षेत्र अंडमान और निकोबार द्वीप समूह						
23	संघ शासित प्रदेश अंडमान एवं निकोबार द्वीप समूह में पटवारी और पदनाम पर ध्यान दिए बगैर अन्य संघ शासित प्रदेशों में भी पटवारी	3050-4590	3200-4900	वेतन बैंड-1	2000	7.57.61
संघ शासित प्रदेश पुदुचेरी						
24	अनुवादक, विधि विभाग	4500-7000	5000-8000	वेतन बैंड-2	4200	7.57.65
25	रिपोर्टर, सूचना विभाग (उप संपादक के पद के साथ आमेलन किया जाना है)	4000-6000	4500-7000	वेतन बैंड-1	2800	7.57.66
26	ओवरसीयर ग्रेड I, स्थानीय प्रशासनिक विभाग	4500-7000	5000-8000	वेतन बैंड-2	4200	7.57.68
27	ड्राफ्ट्समैन ग्रेड II	4500-7000	5000-8000	वेतन बैंड-2	4200	7.57.68
28	वाद-विवाद संपादक, विधान सभा	6500-10500	7450-11500	वेतन बैंड-2	4600	7.57.71
29	सहायक इंजीनियर (मेरीन) मछली उद्योग	6500-10500	7450-11500	वेतन बैंड-2	4600	7.57.76

	विभाग			बैंड-2		
30	ओवरसीयर, लोक निर्माण विभाग	4000-6000	5000-8000	वेतन बैंड-2	4200	7.57.77
31	मलजल विश्लेषक, लोक निर्माण विभाग (बायोकेमिस्ट के पद के साथ आमेलन किया जाना है)	5500-9000	7450-11500	वेतन बैंड-2	4600	7.57.77
32	बायो-केमिस्ट	6500-10500	7450-11500	वेतन बैंड-2	4600	7.57.77
33	फील्डमैन, पशुपालन विभाग	3200-4900	4000-6000	वेतन बैंड-1	2400	7.57.79

### दूसरी अनुसूची

#### विकल्प फार्म

[नियम \_\_\_\_\_ देखें]

\* (i) मैं \_\_\_\_\_ दिनांक 01 जनवरी, 2006 से लागू संशोधित  
वेतनमान का चयन करता हूँ।

\* (ii) मैं \_\_\_\_\_ मेरा मूल/स्थानापन्न पद नीचे दिए गए के अनुसार  
मौजूदा वेतनमान पर आगे भी बने रहने के विकल्प का चयन करता/करती हूँ जब तक कि:-

\* मेरी अंगली वेतनवृद्धि की तारीख

मेरी बाद की वेतनवृद्धि की तारीख जिससे मेरे वेतन

..... रुपए हो जाए।

मैं, मौजूदा वेतनमान में वेतन लेना बंद कर दूँ/छोड़ दूँ।

मौजूदा वेतनमान \_\_\_\_\_

हस्ताक्षर \_\_\_\_\_

नाम \_\_\_\_\_

पदनाम \_\_\_\_\_

कार्यरत कार्यालय का नाम \_\_\_\_\_

दिनांक:

स्टेशन:

\* यदि लागू न हो, तो काट दिया जाए।

## केन्द्रीय सिविल सेवाओं के लिए व्याख्यात्मक ज्ञापन

(संशोधित वेतन) नियमावली, 2008

**नियम 1** - यह नियम स्वतः स्पष्ट है।

**नियम 2** - यह नियम उन कर्मचारियों को श्रेणीबद्ध करता है जिन पर यह लागू होगा। खण्ड (2) में वर्गीकृत श्रेणियों को छोड़कर राष्ट्रपति के अधिकार में आने वाले उन सभी व्यक्तियों पर लागू होगा जो अर्सेनिक प्राक्कलन से भुगतान प्राप्त करने वाले विभागों में कार्यरत हैं। यह रेल मंत्रालय तथा रक्षा सेवा प्राक्कलों से भुगतान प्राप्त कर रहे अर्सेनिक कर्मचारियों पर लागू नहीं होगा जिनके लिए संबंधित मंत्रालय अलग से आदेश जारी करेंगे। यह नियम डाक विभाग में ग्रामीण डाक सेवकों पर भी लागू नहीं होगा। तथापि, यह कार्य प्रभारित संस्थानों पर लागू होगा।

**नियम 3 और 4** - ये नियम स्वतः स्पष्ट हैं।

**नियम 5** - इस नियम का अभिप्राय यह है कि सभी सरकारी कर्मचारियों को संशोधित वेतनमान के अंतर्गत लाया जाए सिवाय उन लोगों के जो मौजूदा वेतनमानों में वेतन आहरित करने का चुनाव करते हैं। जो मौजूदा वेतनमान में ही बने रहना चाहते हैं उन्हें महंगाई भत्ते की वे किरतें मिलते रहेंगी जो 01 जनवरी 2006 को लागू थीं और महंगाई भत्ता उस कुल परिलब्धि में शामिल माना जाएगा जो पेंशन आदि के लिए उस तारीख से लागू हैं। यदि सरकारी कर्मचारी मौलिक क्षमता के अनुसार स्थायी पद पर काबिज है तथा अपने से ऊंचे पद का कार्य निभा रहा है, अथवा उसके प्रतिनियुक्ति आदि पर न होते हुए एक या अधिक पदों का कार्य निभाया हुआ होता तो उसके पास केवल एक वेतनमान के संबंध में मौजूदा वेतनमान में बने रहने का विकल्प होता। ऐसा सरकारी कर्मचारी स्थायी पद अथवा कार्यवाहक पदों में से किसी एक पद पर लागू मौजूदा वेतनमान में बने रह सकता है। शेष पदों के संबंध में उसे संशोधित वेतन संरचना के तहत अनिवार्यतः लाया जाना होगा।

**नियम 6** - यह नियम यह पद्धति विनिर्दिष्ट करता है कि विकल्प का चयन कैसे किया जाए और किस प्राधिकरण को अपने विकल्प से अवगत कराया जाए। अपना विकल्प नियमावली के साथ संलग्न फार्म पर ही उपलब्ध करवाना है। ध्यान देने योग्य बात यह है कि सरकारी कर्मचारी के लिए इतना ही पर्याप्त नहीं है कि वह निर्धारित समय-सीमा के अंदर अपना विकल्प चुन ले बल्कि उसके लिए यह भी जरूरी है कि वह निर्धारित समय-सीमा के अंदर ही अपना चयनित विकल्प संबंधित अधिकारी तक पहुंचाए। अगर इन नियम के अनुपालन के समय कोई सरकारी कर्मचारी देश के बाहर है तो उसे भारत में आकर अपना अधिकार ग्रहण करने की तिथि से तीन महीने की समय-सीमा के अंदर अपना चयनित विकल्प संबंधित अधिकारी तक पहुंचाना होगा। सरकारी कर्मचारियों के मामले में जिन पदों की संशोधित वेतन संरचना की घोषणा इन नियमों के जारी होने की तारीख के बाद होती है, ऐसी घोषणा की तारीख से तीन महीने की समय-सीमा निर्धारित की जाती है।

जो लोग 01 जनवरी, 2006 और इस नियम के जारी होने की तारीख के बीच सेवानिवृत्त हुए हैं उन्हें भी अपना विकल्प चुनने का अधिकार होगा।

**नियम 7(1)** - इस नियम का संबंध 01 जनवरी, 2006 को यथाविद्यमान वेतनमानों में वेतन के वास्तविक निर्धारण से है। नियम 7(1) के नीचे टिप्पणियों के तहत वेतन-वर्धन की शर्त पर इस उप-नियम के अंतर्गत सरकारी कर्मचारी का वेतन निर्धारित करने का तरीका दर्शाने वाले कुछ उदाहरण संलग्न अनुबंध में दिए गए हैं।

**नियम 7(2)** - इस नियम का लाभ ऐसे मामलों में देय नहीं होगा जहां किसी सरकारी कर्मचारी ने अपने मूल पद के लिए संशोधित वेतनमान का चुनाव किया हो लेकिन कार्यवाहक पद के संबंध में मौजूदा वेतनमान को ही बरकरार रखा हो।

**नियम 8** - यह नियम 01.01.2006 को या इसके बाद नई भर्ती के रूप में नियुक्त कर्मचारियों के वेतन निर्धारण की पद्धति को विनिर्दिष्ट करता है।

**नियम 9 और 10** - ये नियम नए वेतनमान में अगली वेतनवृद्धि किस प्रकार विनियमित की जानी चाहिए, का वर्णन करता है। इन नियम के मूल भाग की विसंगतियों के कारण कनिष्ठ कर्मचारी अपने से वरिष्ठ कर्मचारियों से अधिक वेतन पा रहे हैं, को इस परन्तुक द्वारा दूर किया जा रहा है और इसके द्वारा उन सरकारी कर्मचारियों जो 01.01.2006 को एक वर्ष से अधिक समय के मौजूदा वेतनमान में अधिकतम वेतन पा रहे हैं और जो गतिरोध के कारण मौजूदा वेतनमान में अधिकतम वेतन पा रहे हैं और जो वास्तव में तदर्थ आधार पर गतिरोध वेतनवृद्धि पा रहे हैं, का भी ध्यान रखा गया है।

**नियम 11 से 17** - ये नियम स्वतः स्पष्ट हैं।

[फा. सं. 1/1/2008- आई सी]

सुषमा नाथ, सचिव

**उदाहरण 1:** संशोधित वेतन ढांचे में प्रारंभिक वेतन का निर्धारण

1.	मौजूदा वेतनमान	4000-100-6000 रुपए
2.	लागू वेतन बैंड	वेतन बैंड-1 5200-20200 रुपए
3.	01.01.2006 को मौजूदा मूल वेतन	4800 रुपए
4.	1.86 गुणक द्वारा गुणा करने के बाद वेतन	8928 रुपए (8930 रुपए में पूर्णांकित)
5.	वेतन बैंड पी.बी.-2 में वेतन	8930 रुपए
6.	बंचिंग, यदि लागू हो, के लाभ को जोड़ने के बाद वेतन बैंड में वेतन	8930 रुपए
7.	वेतनमान से संबद्ध ग्रेड वेतन	2400 रुपए
8.	संशोधित मूल वेतन - वेतन बैंड में वेतन और ग्रेड वेतन का जोड़	11330 रुपए

**उदाहरण 2** चिकित्सा अधिकारियों की संशोधित वेतन ढांचे में प्रारंभिक वेतन का निर्धारण

1.	मौजूदा वेतनमान	10000-15200 रुपए
2.	लागू वेतन बैंड	वेतन बैंड-3 15600-39100 रुपए
3.	01.01.2006 की स्थिति के अनुसार मौजूदा मूल वेतन वेतन पर महंगाई वेतन (डी.पी.) + एन.पी.ए. मूल वेतन पर 25 प्रतिशत एन.पी.ए + डी.पी. मूल वेतन पर 24 प्रतिशत की दर से महंगाई भत्ता वर्तमान परिलब्धियां	10000 रुपए 6250 रुपए 4063 रुपए 4875 रुपए मूल वेतन का 24 प्रतिशत+डी.पी.+एन.पी.ए. 25188 रुपए (2519 रुपए पूर्णांकित)
4.	मूल वेतन पर 1.86 गुणक द्वारा गुणा करने के पश्चात वेतन बैंड में संशोधित वेतन	18600 रुपए
5.	एन.पी.ए. पर महंगाई भत्ता	976 रुपए(4063 रुपए का 24 प्रतिशत)
6.	वेतनमान से संबद्ध वेतन बैंड में वेतन	19580 रुपए (18600 + 976 = 19576 पूर्णांकित)
7.	वेतनमान से संबद्ध ग्रेड वेतन	6545 रुपए
8.	संशोधित मूल वेतन - वेतन बैंड में वेतन और ग्रेड वेतन का जोड़	26180 रुपए
9.	संशोधित एन.पी.ए.	6545 रुपए

**उदाहरण 3****स्थिति 1 :** -1एस में समूह 'घ' कर्मचारियों का प्रारंभिक निर्धारण

1.	मौजूदा वेतनमान	2500-55-2660-60-3200 रुपए
2.	लागू वेतन बैंड	-1एस 4440-7440 रुपए
3.	01.01.2006 को मौजूदा मूल वेतन	2840 रुपए
4.	1.86 गुणक द्वारा गुणा करने के बाद वेतन	5282 रुपए (5290 रुपए पूर्णांकित)
5.	वेतन बैंड में वेतन	5290 रुपए
6.	बंचिंग, यदि लागू हो, के लाभ को जोड़ने के बाद वेतन बैंड में वेतन	5290 रुपए
7.	वेतनमान से संबद्ध ग्रेड वेतन	1300 रुपए
8.	संशोधित मूल वेतन - वेतन बैंड में वेतन और ग्रेड वेतन का जोड़	6590 रुपए

**स्थिति 2 :** अपेक्षित अर्हता रखने वाले अथवा पुनः प्रशिक्षण के बाद वाले समूह 'घ' कर्मचारियों का निर्धारण

1.	मौजूदा वेतनमान	2500-55-2660-60-3200 रुपए
2.	लागू वेतन बैंड	वेतन बैंड-1 5200-20200 रुपए
3.	01.01.2006 को मौजूदा मूल वेतन	2840 रुपए
4.	1.86 गुणक द्वारा गुणा करने के बाद वेतन	5282 रुपए (5290 रुपए पूर्णांकित)
5.	वेतन बैंड पी.बी.-1 में वेतन	5290 रुपए
6.	बंचिंग, यदि लागू हो, के लाभ को जोड़ने के बाद वेतन बैंड में वेतन	5530 रुपए
7.	वेतनमान से संबद्ध ग्रेड वेतन	1800 रुपए
8.	संशोधित मूल वेतन - वेतन बैंड में वेतन और ग्रेड वेतन का जोड़	7330 रुपए

**उदाहरण 4क :** स्तरोन्नत पदों के मामले में वेतन निर्धारण अर्थात् 3050-75-80-4590 रुपए से 3200-85-4900 रुपए के वेतनमान में पूर्व-संशोधित वेतनमान के पद

1.	मौजूदा वेतनमान	3050-4590 रुपए (1900 रुपए का सादृश्य ग्रेड वेतन)
2.	लागू वेतन बैंड	वेतन बैंड-1 5200-20200 रुपए
3.	वेतन के वेतनमान में स्तरोन्नत	3200-4900 रुपए (सादृश्य ग्रेड वेतन 2000 रुपए)
4.	01.01.2006 को मौजूदा मूल वेतन	3125 रुपए
5.	1.86 गुणक द्वारा गुणा करने के बाद वेतन	5813 रुपए (5820 रुपए पूर्णांकित)
6.	वेतन बैंड पी.बी.-2 में वेतन	5820 रुपए

7.	3050-4900 रुपए के पूर्व-संशोधित वेतनमान में बंचिंग, यदि लागू हो, के लाभ को जोड़ने के बाद वेतन बैंड में वेतन	6060 रुपए
8.	3200-4900 रुपए के वेतनमान से संबद्ध ग्रेड वेतन	2000 रुपए
9.	संशोधित मूल वेतन - वेतन बैंड में वेतन और ग्रेड वेतन का जोड़	8060 रुपए

**उदाहरण 4ख** : उन मामलों में, जहां 5000-8000, 5500-9000 तथा 6500-10500 रुपए के पूर्व संशोधित वेतनमानों को आमेलित किया गया है, वेतन निर्धारण

1.	मौजूदा वेतनमान	5000-150-18000
2.	लागू वेतन बैंड	पी.बी.-2 9300-34000 रुपए
3.	वेतनमान में आमेलित	6500-200-10500
4.	01.01.2006 को मौजूदा मूल वेतन	5600 रुपए
5.	1.86 के गुणक द्वारा गुणा करने के बाद वेतन	10416 रुपए (10420 पूर्णांकित)
6.	वेतन बैंड पी.बी.-2 में वेतन	10420 रुपए
7.	बंचिंग के लाभ शामिल करने के बाद वेतन बैंड में वेतन	10420 रुपए
8.	6500-200-20500 रुपए में पिछले संलग्न ग्रेड वेतन	4200 रुपए
9.	वेतन बैंड और ग्रेड वेतन का जोड़ संशोधित वेतन	14620 रुपए

**उदाहरण 5** : संशोधित वेतन ढांचे में वेतनवृद्धि देने के बाद वेतन निर्धारण

1.	वेतन बैंड-2 में वेतन	9300 रुपए
2.	ग्रेड वेतन	4200 रुपए
3.	वेतन + ग्रेड वेतन का योग	13500 रुपए
4.	वेतनवृद्धि की दर	उपर्युक्त 3 का 3 प्रतिशत
5.	वेतनवृद्धि की राशि	405 रुपए 410 रुपए पूर्णांकित
6.	वेतनवृद्धि के बाद वेतन बैंड में वेतन	9300 + 410 रुपए
7.	वेतन वृद्धि के बाद वेतन	9710 रुपए
8.	लागू ग्रेड वेतन	4200 रुपए



**MINISTRY OF FINANCE**  
**(Department of Expenditure)**  
**NOTIFICATION**

New Delhi, the 29th August, 2008

**G.S.R. 622 (E).**— In exercise of the powers conferred by the proviso to article 309, and clause (5) of article 148 of the Constitution and after consultation with the Comptroller and Auditor General in relation to persons serving in the Indian Audit and Accounts Department, the President hereby makes the following rules, namely : -

1. *Short title and commencement -*

- (1) These rules may be called the Central Civil Services (Revised Pay) Rules, 2008.
- (2) They shall be deemed to have come into force on the 1<sup>st</sup> day of January, 2006.

2. *Categories of Government servants to whom the rules apply: -*

- (1) Save as 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 debitable to the Civil Estimates as also to 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 Groups 'A', 'B', 'C' and 'D' under the administrative control of the Administrator of the Union Territory of Chandigarh;
  - (ii) persons locally recruited for service in Diplomatic, Consular or other Indian establishments in foreign countries;
  - (iii) persons not in whole-time employment;
  - (iv) persons paid out of contingencies;
  - (v) persons paid otherwise than on a monthly basis including those paid only on a piece-rate basis;
  - (vi) persons employed on contract except where the contract provides otherwise;
  - (vii) persons re-employed in Government service after retirement;

- (viii) any other class or category of persons whom the President may, by order, specifically exclude from the operation of all or any of the provisions contained in these rules.

3. **Definitions** - In these rules, unless the context otherwise requires -

- (1) "existing basic pay" means pay drawn in the prescribed existing scale of pay, including stagnation increment(s), but does not include any other type of pay like 'special pay', etc.
- (2) "existing scale" in relation to a Government servant means the present scale applicable to the post held by the Government servant (or, as the case may be, personal scale applicable to him) as on the 1<sup>st</sup> day of January, 2006 whether in a substantive or officiating capacity.

**Explanation-** In the case of a Government servant, who was on the 1<sup>st</sup> day of January, 2006 on deputation out of India or on leave or on foreign service, or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, "existing scale" includes the scale applicable to the post which he would have held but for his being on deputation out of India or on leave or on foreign service or, as the case may be, but for his officiating in a higher post;

- (3) "existing emoluments" mean the sum of (i) existing basic pay, (ii) dearness pay appropriate to the basic pay and (iii) dearness allowance appropriate to the basic pay + dearness pay at index average 536 (1982=100).
- (4) "present scale" in relation to any post/grade specified in column 2 of the First Schedule means the scale of pay specified against that post in column 3 thereof;
- (5) "pay in the pay band" means pay drawn in the running pay bands specified in Column 5 of the First Schedule.
- (6) "grade pay" is the fixed amount corresponding to the pre-revised pay scales/posts.
- (7) "revised pay structure" in relation to any post specified in column 2 of the First Schedule means the pay band and grade pay specified against that post or the pay scale specified in column 5 & 6 thereof, unless a different revised pay band and grade pay or pay scale is notified separately for that post.
- (8) "basic pay" in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc.

In the case of Government servants in the pay scales of HAG+, apex scale and the Cabinet Secretary's scale, basic pay means the pay in the prescribed scale.

(9) "revised emoluments" means the pay in the pay band plus the grade pay of a Government servant in the revised pay structure or the basic pay in HAG+ & above and includes the revised non-practising allowance, if any, admissible to him, in addition.

(10) "Schedule" means a schedule annexed to these rules.

4. **Scale of pay of posts** - The pay band and grade pay or the pay scale, as applicable, of every post/grade specified in column 2 of the First Schedule shall be as specified against it in column 5 & 6 thereof.

5. **Drawal of pay in the revised pay structure** - Save as otherwise provided in these rules, a Government servant shall draw pay in the revised pay structure applicable to the post to which he is appointed;

Provided that a Government servant may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale.

Provided further that in cases where a Government servant has been placed in a higher pay scale between 1.1.2006 and the date of notification of these Rules on account of promotion, upgradation of pay scale etc., the Government servant may elect to switch over to the revised pay structure from the date of such promotion, upgradation, etc.

**Explanation 1** - The option to retain the existing scale under the provisos to this rule shall be admissible only in respect of one existing scale.

**Explanation 2** - The aforesaid option shall not be admissible to any person appointed to a post on or after the 1<sup>st</sup> day of January, 2006, whether for the first time in Government service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

**Explanation 3** - Where a Government servant exercises the option under the provisos to this rule to retain the existing scale in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale under Fundamental Rule 22, or 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 scale in respect of the permanent post on which he holds a lien or would have held a lien had his lien 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 provisos to Rule 5 shall be exercised in writing in the form appended to the Second Schedule so as to reach the authority mentioned in sub rule (2) within three months of the date of publication of these rules or where an existing scale has been revised by any order

made subsequent to that date, within three months of the date of such order.

Provided that -

- (i) in the case of a Government servant who is, on the date of such publication or, as the case may be, date of such order, out of India on leave or deputation or foreign service or active 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 India; and
  - (ii) where a Government servant is under suspension on the 1<sup>st</sup> day of January, 2006, 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 prescribed in this sub-rule.
- (2) The option shall be intimated by the Government servant to the Head of his Office.
  - (3) If the intimation regarding option is not received within the time mentioned in sub-rule (1), the Government servant shall be deemed to have elected to be governed by the revised pay structure with effect on and from the 1<sup>st</sup> day of January, 2006.
  - (4) The option once exercised shall be final.

**Note 1** - Persons whose services were terminated on or after the 1<sup>st</sup> January, 2006 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge or disciplinary grounds, are entitled to the benefits of this rule.

**Note 2** - Persons who have died on or after the 1<sup>st</sup> day of January, 2006 and could not exercise the option within the prescribed time limit are deemed to have opted for the revised pay structure on and from the 1<sup>st</sup> day of January, 2006 or such later date as is most beneficial to their dependents, if the revised pay structure is more favourable and in such cases, necessary action for payment of arrears should be taken by the Head of Office.

**Note 3** - Persons who were on earned leave or any other leave on 1.1.2006 which entitled them to leave salary will be allowed the benefits of this rule.

7. ***Fixation of initial pay in the revised pay structure:***

- (1) The initial pay of a Government servant who elects, or is deemed to have elected under sub-rule (3) of rule 6 to be governed by the revised pay structure on and from the 1<sup>st</sup> day of January, 2006, shall, unless in any case the President by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect

of his pay in the officiating post held by him, in the following manner, namely :-

- (A) in the case of all employees:-
- (i) the pay in the pay band/pay scale will be determined by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.
  - (ii) if the minimum of the revised pay band/ pay scale is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the revised pay band/pay scale;

Provided further that:-

Where, in the fixation of pay, the pay of Government servants drawing pay at two or more consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised pay structure at the same stage in the pay band, then, for every two stages so bunched, benefit of one increment shall be given so as to avoid bunching of more than two stages in the revised running pay bands. For this purpose, the increment will be calculated on the pay in the pay band. Grade pay would not be taken into account for the purpose of granting increments to alleviate bunching.

In the case of pay scales in higher administrative grade (HAG) in the pay band PB-4, benefit of increments due to bunching shall be given taking into account all the stages in different pay scales in this grade. In the case of HAG+ scale, benefit of one increment for every two stages in the pre-revised scale will be granted in the revised pay scale.

If by stepping up of the pay as above, the pay of a Government servant gets fixed at a stage in the revised pay band/ pay scale (where applicable) which is higher than the stage in the revised pay band at which the pay of a Government servant who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former.

- (iii) The pay in the pay band will be determined in the above manner. In addition to the pay in the pay band, grade pay corresponding to the existing scale will be payable.

*Note - Illustration 1* on the above is provided in the Explanatory Memorandum to these Rules.

- (B) In the case of employees who are in receipt of special pay/allowance in addition to pay in the existing scale which has been recommended for replacement by a pay band and grade pay without any special pay/allowance, pay shall be fixed in the revised pay structure in accordance with the provisions of clause (A) above.

- (C) In the case of employees who are in receipt of special pay component with any other nomenclature in addition to pay in the existing scales, such as personal pay for promoting small family norms, special pay to Parliament Assistants, Central (Deputation on Tenure) Allowance, etc., and in whose case the same has been replaced in the revised pay structure with corresponding allowance/pay at the same rate or at a different rate, the pay in the revised pay structure shall be fixed in accordance with the provisions of clause (A) above. In such cases, the allowance at the new rate as recommended shall be drawn in addition to pay in the revised pay structure from the date specified in the individual notifications related to these allowances.
- (D) In the case of medical officers who are in receipt of non-practising allowance, the pay in the revised pay structure shall be fixed in accordance with the provisions of clause (A) above except that, in such cases, the pre-revised dearness allowance appropriate to the non-practising allowance admissible at index average 536 (1982 = 100) shall be added while fixing the pay in the revised pay band, and in such cases, non-practising allowance at the new rates shall be drawn with effect from 1.1.2006 or the date of option for revised pay structure, in addition to the pay so fixed in the revised pay structure. *Illustration 2* in this regard is at in the Explanatory Memorandum to these Rules.

*Note 1 -* (a) In the case of Group D employees, the pay in the revised pay structure will be fixed initially in the -1S pay band as per Clause (A) above with the appropriate grade pay and arrears paid accordingly. Thereafter, pay of such of those Group D employees who already possess the revised minimum qualifications recommended by the Commission prescribed for entry into PB-1 would be fixed with effect from 1.1.2006 in PB-1 with grade pay of Rs.1800.

(b) Such of those existing Group D employees who do not possess the revised minimum qualifications for entry into PB-1 would be retrained by the concerned Department preferably within a period of six months so that payment of arrears on account of upgradation are not delayed. After re-training, these Group D staff will also be placed in the Pay Band PB-1 with the grade pay of Rs.1800 with effect from 1.1.2006 and arrears drawn accordingly. Once placed in the PB-1 Pay Band, this category of Group D staff will regain their seniority vis-à-vis the other category of Group D staff that already possessed the minimum qualifications and were, therefore, placed in the PB-1 Pay Band as on 1.1.2006. Inter-se seniority of all the employees in erstwhile Group D will be fully maintained with Group D employee in a higher pre-revised pay scale being placed higher vis-à-vis an employee in a lower pay scale. Within the same pre-revised pay scale, seniority which existed prior to revision would continue.

(c) Arrears shall be payable with effect from 1.1.2006 in both the cases i.e. to those Group D employees who possess the qualifications and are placed in PB-1 straight away and those Group D employees who do not possess the qualifications and are placed after re-training. *Illustration 3* in regard to

fixation of pay for Group D staff is in the Explanatory Memorandum to these Rules.

**Note 2A** - Where a post has been upgraded as a result of the recommendations of the Sixth CPC as indicated in Part B or Part C of the First Schedule to these Rules, the fixation of pay in the applicable pay band will be done in the manner prescribed in accordance with Clause (A) (i) and (ii) of Rule 7 by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding the resultant figure to the next multiple of ten. The grade pay corresponding to the upgraded scale as indicated in Column 6 of Part B or C will be payable in addition. *Illustration 4A* in this regard is in the Explanatory Memorandum to these Rules.

**Note 2B** - In the case of merger of pay scales, pay in the revised pay bands will be fixed in the manner prescribed in accordance with Clause (A) (i) and (ii) of Rule 7 by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding the resultant figure to the next multiple of ten. The grade pay corresponding to the merged scale as indicated in Column 6 of Part B or C will be payable in addition. *Illustration 4B* in this regard is in the Explanatory Memorandum to these Rules.

**Note 3** - A Government servant who is on leave on the 1<sup>st</sup> day of January, 2006 and is entitled to leave salary shall become entitled to pay in the revised pay structure from 1.1.2006 or the date of option for the revised pay structure. Similarly, where a government servant is on study leave on the first day of January, 2006 he will be entitled to the benefits under these Rules from 1.1.2006 or the date of option.

**Note 4** - A Government servant under suspension, shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure will be subject to the final order on the pending disciplinary proceedings.

**Note 5** - Where a Government servant is holding a permanent post and is officiating in a higher post on a regular basis and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only, and the pay so fixed shall be treated as substantive pay.

The provisions of this Note shall apply mutatis mutandis, to Government servants holding in an officiating capacity, posts on different existing scales which have been replaced by the revised pay structure.

**Note 6** - Where the 'existing emoluments' exceed the revised emoluments in the case of any Government servant, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

**Note 7** - Where in the fixation of pay under sub-rule (1), the pay of a Government servant, who, in the existing scale was drawing immediately before the 1<sup>st</sup> day of January, 2006 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised pay band at a stage lower

than that of such junior, his pay shall be stepped upto the same stage in the revised pay band as that of the junior.

**Note 8 -** Where a Government servant is in receipt of personal pay on the 1<sup>st</sup> day of January, 2006, which together with his existing emoluments exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increases in pay.

**Note 9 -** In the case of employees who are in receipt of personal pay for passing Hindi Pragma, Hindi Typewriting, Hindi Shorthand and such other examinations under the "Hindi Teaching Scheme", or on successfully undergoing training in cash and accounts matters prior to the 1<sup>st</sup> day of January, 2006, while the personal pay shall not be taken into account for purposes of fixation of initial pay in the revised pay structure, they would continue to draw personal pay after fixation of their pay in the revised pay structure on and from the 1<sup>st</sup> day of January, 2006 or subsequently for the period for which they would have drawn it but for the fixation of their pay in the revised pay structure. The quantum of such personal pay would be paid at the appropriate rate of increment in the revised pay structure from the date of fixation of pay for the period for which the employee would have continued to draw it.

**Explanation -** For the purpose of this Note, "appropriate rate of increment in the revised pay structure" means 3% of the sum of the pay in the pay band and the grade pay at the stage at which the pay of the employee is fixed in the revised pay structure.

**Note 10 -** In cases where a senior Government servant promoted to a higher post before the 1<sup>st</sup> day of January, 2006 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1<sup>st</sup> day of January, 2006, the pay in the pay band of the senior Government servant should be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior Government servant subject to the fulfillment of the following conditions, namely: -

- (a) both the junior and the senior Government servants should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.
- (b) the pre-revised scale of pay and the revised grade pay of the lower and higher posts in which they are entitled to draw pay should be identical.
- (c) the senior Government servants at the time of promotion should have been drawing equal or more pay than the junior.
- (d) the anomaly should be directly as a result of the application of the provisions of Fundamental Rule 22 or any other rule or order regulating pay fixation on such promotion in the revised pay structure. If even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any



advance increments granted to him, provision of this Note need not be invoked to step up the pay of the senior officer.

- (2) Subject 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 former shall be fixed at the same stage as the substantive pay.

8. **Fixation of pay in the revised pay structure of employees appointed as fresh recruits on or after 1.1.2006** - Section II of Part A of the First Schedule of these Rules indicates the entry level pay in the pay band at which the pay of direct recruits to a particular post carrying a specific grade pay will be fixed on or after 1.1.2006.

This will also be applied in the case of those recruited between 1.1.2006 and the date of issue of this Notification. In such cases, where the emoluments in the pre-revised pay scale(s) [i.e., basic pay in the pre-revised pay scale(s) plus Dearness Pay plus Dearness Allowance applicable on the date of joining] exceeds the sum of the pay fixed in the revised pay structure and the applicable dearness allowance thereon, the difference shall be allowed as personal pay to be absorbed in future increments in pay.

9. **Rate of increment in the revised pay structure** -The rate of increment in the revised pay structure will be 3% of the sum of the pay in the pay band and grade pay applicable, which will be rounded off to the next multiple of 10. The amount of increment will be added to the existing pay in the pay band. *Illustration 5* in this regard is in the Explanatory Memorandum to these Rules. In the case of PB-3, variable rates of increment at 3% and 4% have been provided. The higher rate of increment will be granted to not more than 20% of the strength of officers in PB-3.

10. **Date of next increment in the revised pay structure** - There will be a uniform date of annual increment, viz. 1<sup>st</sup> July of every year. Employees completing 6 months and above in the revised pay structure as on 1<sup>st</sup> of July will be eligible to be granted the increment. The first increment after fixation of pay on 1.1.2006 in the revised pay structure will be granted on 1.7.2006 for those employees for whom the date of next increment was between 1<sup>st</sup> July, 2006 to 1<sup>st</sup> January, 2007.

Provided that in the case of persons who had been drawing maximum of the existing scale for more than a year as on the 1<sup>st</sup> day of January, 2006, the next increment in the revised pay structure shall be allowed on the 1<sup>st</sup> day of January, 2006. Thereafter, the provision of Rule 10 would apply.

Provided that in cases where an employee reaches the maximum of his pay band, shall be placed in the next higher pay band after one year of reaching such a maximum. At the time of placement in the higher pay band, benefit of one increment will be provided. Thereafter, he will continue to move in the higher pay band till his pay in the pay band reaches the maximum of PB-4, after which no further increments will be granted.

**Note 1** - In cases where two existing scales, one being a promotional scale for the other, are merged, and the junior Government servant, now drawing his pay at equal or lower stage in the lower scale of pay, happens to draw more pay in the pay band in the revised pay structure than the pay of the senior Government servant in the existing higher scale, the pay in the pay band of the senior government servant shall be stepped up to that of his junior from the same date and he shall draw next increment in accordance with Rule 10.

11. **Fixation of pay in the revised pay structure subsequent to the 1<sup>st</sup> day of January, 2006.** - Where a Government servant continues to draw his pay in the existing scale and is brought over to the revised pay structure from a date later than the 1<sup>st</sup> day of January, 2006, his pay from the later date in the revised pay structure shall be fixed in the following manner:-

- (i) Pay in the pay band will be fixed by adding the basic pay applicable on the later date, the dearness pay applicable on that date and the pre-revised dearness allowance based on rates applicable as on 1.1.2006. This figure will be rounded off to the next multiple of 10 and will then become the pay in the applicable pay band. In addition to this, the grade pay corresponding to the pre-revised pay scale will be payable. Where the Government servant is in receipt of special pay or non-practising allowance, the methodology followed will be as prescribed in Rule 7 (i), (B), (C) or (D) as applicable, except that the basic pay and dearness pay to be taken into account will be the basic pay and dearness pay applicable as on that date but dearness allowance will be calculated as per rates applicable on 1.1.2006.

12. **Fixation of pay on reappointment after the 1<sup>st</sup> day of January, 2006 to a post held prior to that date** - A Government servant who had officiated in a post prior to the 1<sup>st</sup> day of January, 2006 but was not holding that post on that date and who on subsequent appointment to that post draws pay in the revised pay structure shall be allowed the benefit of the proviso to Fundamental Rule 22, to the extent it would have been admissible had he been holding that post on the 1<sup>st</sup> day of January, 2006, and had elected the revised pay structure on and from that date.

13. **Fixation of pay on promotion on or after 1.1.2006** - In the case of promotion from one grade pay to another in the revised pay structure, the fixation will be done as follows:-

- (i) One increment equal to 3% of the sum of the pay in the pay band and the existing grade pay will be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The grade pay corresponding to the promotion post will thereafter be granted in addition to this pay in the pay band. In cases where promotion involves change in the pay band also, the same methodology will be followed. However, if the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum.
- (ii) In the case of promotion from PB-4 to HAG+, after adding one increment in the manner prescribed in Rule 9, the pay in the pay band and existing grade pay will be added and the resultant figure will become the basic pay in HAG+. This shall not exceed Rs. 80,000, the maximum of the scale. For Government servants in receipt of NPA, pay plus NPA will not exceed Rs. 85,000.

14. **Mode of payment of arrears of pay** - The arrears shall be paid in cash in two instalments. The first instalment should be restricted to 40% of the total arrears. The remaining 60% of arrears should be paid during the next financial year.

**Explanation -** For the purposes of this rule:

- (a) "arrears 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 and allowances under these rules, for the relevant period. Revised allowances (except for dearness allowance and non-practising allowance) will be payable only with effect from 1.9.2008; and
  - (ii) the aggregate of the pay and allowances to which he would have been entitled (whether such pay and allowances had been received or not) for that period had his pay and allowances not been so revised.
- (b) "relevant period" means the period commencing on the 1<sup>st</sup> day of January, 2006 and ending with the 31<sup>st</sup> August, 2008.

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, 1960, the Central Civil Services (Revised Pay) Rules, 1973, Central Civil Services (Revised Pay) Rules, 1986 and CCS (Revised Pay) Rules, 1997 shall not, save as otherwise provided in these rules, apply to cases where pay is regulated 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 that rule to 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.

3255 GI/08-6

**THE FIRST SCHEDULE**  
(SEE RULES 3 & 4)

**PART - A**

**Section I**

**Revised Pay Bands and Grade Pays for posts carrying present scales in Group 'A', 'B', 'C' & 'D' except posts for which different revised scales are notified separately.**

(In Rs.)

Present Scale			Revised Pay Structure		
Sl. No.	Post/Grade	Present Scale	Name of Pay Band/Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
1	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300
2	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400
3	S-2A	2610-60-2910-65-3300-70-4000	-1S	4440-7440	1600
4	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650
5	S-4	2750-70-3800-75-4400	PB-1	5200-20200	1800
6	S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900
7	S-6	3200-85-4900	PB-1	5200-20200	2000
8	S-7	4000-100-6000	PB-1	5200-20200	2400
9	S-8	4500-125-7000	PB-1	5200-20200	2800
10	S-9	5000-150-8000	PB-2	9300-34800	4200
11	S-10	5500-175-9000	PB-2	9300-34800	4200
12	S-11	6500-200-6900	PB-2	9300-34800	4200
13	S-12	6500-200-10500	PB-2	9300-34800	4200
14	S-13	7450-225-11500	PB-2	9300-34800	4600
15	S-14	7500-250-12000	PB-2	9300-34800	4800
16	S-15	8000-275-13500	PB-2	9300-34800	5400
17	New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400
18	S-16	9000	PB-3	15600-39100	5400
19	S-17	9000-275-9550	PB-3	15600-39100	5400
20	S-18	10325-325-10975	PB-3	15600-39100	6600
21	S-19	10000-325-15200	PB-3	15600-39100	6600
22	S-20	10650-325-15850	PB-3	15600-39100	6600
23	S-21	12000-375-16500	PB-3	15600-39100	7600
24	S-22	12750-375-16500	PB-3	15600-39100	7600
25	S-23	12000-375-18000	PB-3	15600-39100	7600
26	S-24	14300-400-18300	PB-4	37400-67000	8700
27	S-25	15100-400-18300	PB-4	37400-67000	8700
28	S-26	16400-450-20000	PB-4	37400-67000	8900
29	S-27	16400-450-20900	PB-4	37400-67000	8900
30	S-28	14300-450-22400	PB-4	37400-67000	10000
31	S-29	18400-500-22400	PB-4	37400-67000	10000
32	S-30	22400-525-24500	PB-4	37400-67000	12000

33	S-31	22400-600-26000	HAG+ Scale	75500- (annual increment @ 3%) -80000	Nil
34	S-32	24050-650-26000	HAG+ Scale	75500- (annual increment @ 3%) -80000	Nil
35	S-33	26000 (Fixed)	Apex Scale	80000 (Fixed)	Nil
36	S-34	30000 (Fixed)	Cab. Sec.	90000 (Fixed)	Nil

## Section II

Entry Pay in the revised pay structure for direct recruits appointed on or after 1.1.2006

## PB-1 (Rs.5200-20200)

Grade pay	Pay in the Pay Band	Total
1,800	5,200	7,000
1,900	5,830	7,730
2,000	6,460	8,460
2,400	7,510	9,910
2,800	8,560	11,360

## PB-2 (Rs.9300-34800)

Grade pay	Pay in the Pay Band	Total
4,200	9,300	13,500
4,600	12,540	17,140
4,800	13,350	18,150

## PB-3 (Rs.15600-39100)

Grade pay	Pay in the Pay Band	Total
5,400	15,600	21,000
6,600	18,750	25,350
7,600	21,900	29,500

## PB-4 (Rs.37400-67000)

Grade pay	Pay in the Pay Band	Total
8,700	37,400	46,100
8,900	40,200	49,100
10,000	43,000	53,000
12,000	47,100	59,100

**PART - B****REVISED PAY SCALES FOR CERTAIN COMMON CATEGORIES OF STAFF****Section I**

- (i) The revised pay structure mentioned in Column (5) and (6) of this part of the Notification for the posts mentioned in Column (2) have been approved by the Government. The initial fixation as on 1.1.2006 will be done in accordance with Note 2 below Rule 7 of this Notification.
- (ii) On account of merger of pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500, some posts which presently constitute feeder and promotion grades will come to lie in an identical grade. The specific recommendations about some categories of these posts made by the Pay Commission are included Section II of Part B. As regards other posts, the posts in these three scales should be merged. In case it is not feasible to merge the posts in these pay scales on functional considerations, the posts in the scale of Rs.5000-8000 and Rs.5500-9000 should be merged, with the post in the scale of Rs.6500-10500 being upgraded to the next higher grade in pay band PB-2 i.e. to the grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500. In case a post already exists in the scale of Rs.7450-11500, the post being upgraded from the scale of Rs.6500-10500 should be merged with the post in the scale of Rs.7450-11500.
- (iii) Posts in the scale of Rs.6500-10500 carrying minimum qualification of either Degree in Engineering or a Degree in Law should also be upgraded and placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.9300-34800 along with grade pay of Rs.4600.
- (iv) Posts of scientific staff in the scale of Rs.6500-10500 carrying minimum qualification of engineering degree or a post-graduate degree should also be upgraded and placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.9300-34800 along with grade pay of Rs.4600
- (v) Upgradation as in (ii) above may be done in consultation with Department of Expenditure, Ministry of Finance. Regarding (iii) and (iv) above, upgradation may be done by the Ministries concerned in consultation with their Integrated Finance.

**Section II**

(In Rupees)

Sl. No.	Post	Present scale	Revised Pay Scale	Corresponding Pay Band & Grade Pay		Para No. of the Report
				Pay Band	Grade Pay	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
<b>I</b>	<b>OFFICE STAFF IN THE SECRETARIAT*</b>					
1	Section Officer/PS/ equivalent	6500-10500	7500-12000	PB-2	4800	3.1.9
			8000-13500	PB-3	5400	

			(on completion of four years)		(on completion of 4 years)	(Modified by Govt.)
	* This scale shall be available only in such of those organizations/services which have had a historical parity with CSS/CSSS. Services like AFHQSS/AFHQSSS/RBSS and Ministerial/Secretarial posts in Ministries/Departments organisations like MEA, Ministry of Parliamentary Affairs, CVC, UPSC, etc. would therefore be covered.					
<b>II</b>	<b>OFFICE STAFF WORKING IN ORGANISATIONS OUTSIDE THE SECRETARIAT</b>					
1	Head Clerk/ Assistants/ Steno Gr.II/ equivalent	4500-7000 5000-8000	6500-10500	PB-2	4200	3.1.14
2	Administrative Officer Grade II/ Sr. Private Secretary/ equivalent	7500-12000	7500-12000 (entry grade for fresh recruits)  8000-13500 (on completion of four years)	PB-2	4800  5400 (on completion of 4 years)	3.1.14
<b>III</b>	<b>ACCOUNTS STAFF BELONGING TO UN-ORGANIZED ACCOUNTS CADRES</b>					3.8.5
	The existing relativity between the accounts related posts outside organized accounts cadres and ministerial posts will be maintained and the accounts staff belonging to unorganized Accounts cadres shall be extended the corresponding replacement Pay Band and grade pay.					
<b>IV</b>	<b>ARTISTS</b>					
1	Senior Artist	6500-10500	7450-11500	PB-2	4600	3.8.6
<b>V</b>	<b>CANTEEN STAFF</b>					
1.	Posts of Canteen Staff in the pre-revised Group 'D' pay scales	All the posts of canteen staff in Group 'D' will be placed in the revised Pay Band PB-1 along with grade pay of Rs.1800 once the staff occupying these posts is suitably retrained and made multi-skilled.				3.8.7
<b>VI</b>	<b>DRAWING OFFICE STAFF</b>					
1	Chief Draughtsman	6500-10500	7450-11500	PB-2	4600	3.8.9
<b>VII</b>	<b>ELECTRONIC DATA PROCESSING (EDP) STAFF</b>					
1	Data Processing Assistant	6500-10500	7450-11500	PB-2	4600	3.8.11
<b>VIII</b>	<b>FIRE FIGHTING STAFF</b>					
1	Firemen	2610-3540	3050-4590	PB-1	1900	3.8.12
2	Leading Fireman	3050-4590	3200-4900	PB-1	2000	
3	Station Officer	4000-6000	4500-7000	PB-1	2800	
4	Asstt. Divisional	5000-8000	6500-10500	PB-2	4200	

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	Fire Officer					
5	Deputy Divisional Fire Officer	6500-10500	7450-11500	PB-2	4600	
<b>IX</b>	<b>LIBRARY STAFF</b>					
1	Posts of Library Attendant Grade II and I shall stand merged and placed in the revised pay band PB-1 along with grade pay of Rs.1800 after their skills are suitably enhanced.					3.8.13
2	Asstt. Library Information Officer	6500-10500	7450-11500	PB-2	4600	
<b>XI</b>	<b>LABORATORY STAFF</b>					
1	All posts of Laboratory Staff in the pre-revised Group 'D' pay scales (commonly designated as Laboratory Attendants Grade I, II & III) shall be placed in the revised Pay Band PB-1 along with Grade Pay of Rs.1800 after their skills are suitably enhanced.					3.8.14
2	Laboratory Technician Gr.I	6500-10500	7450-11500	PB-2	4600	
<b>XII</b>	<b>NURSING &amp; PARAMEDICAL STAFF</b>					
1	Staff Nurse	5000-8000	7450-11500	PB-2	4600	3.8.15
2	Nursing Sister	5500-9000	7500-12000	PB-2	4800	
3	Dietician Gr.II/ Lecturer in PT/OT/ Radiographer	6500-10500	7450-11500	PB-2	4600	
4	Asstt. Nursing Superintendent	6500-10500	8000-13500	PB-3	5400	
5	Deputy Nursing Superintendent	7500-12000	8000-13500	PB-3	5400	
6	Nursing Superintendent	8000-13500	10000-15200	PB-3	6600	
7	Chief Nursing Officer	10000-15200	12000-16500	PB-3	7600	
<b>XIII</b>	<b>PHOTOGRAPHERS</b>					
1	Photography Attendant Gr.II/ any other post in the pre-revised Group 'D' scale	2650-4000/ any other scale in the pre-revised Group 'D' scale		PB-1	1800	3.8.16
2	Chief Cinematographer/ equivalent	6500-10500	7450-11500	PB-2	4600	
<b>XIV</b>	<b>PRINTING STAFF</b>					
1	Posts of printing staff in the pre-revised pay scales of Rs.6500-10500		7450-11500	PB-2	4600	3.8.18
<b>XV</b>	<b>RECEPTIONISTS</b>					
1	Various posts of Receptionists to be merged with the clerical cadre in the corresponding pay band and grade pay. In case no corresponding grade pay exists in the clerical cadre, the merger should be made in the immediate higher grade pay available in the clerical cadre.					3.8.19
<b>XVI</b>	<b>STOREKEEPING STAFF</b>					
1	Senior Store Keeper	6500-10500	7450-1100	PB-2	4600	3.8.20



	Gr. II (To be extended to all analogous posts of Storekeeping staff irrespective of designation)					
<b>XVII</b>	<b>TEACHERS</b>					
1	Primary School Teacher	Grade III 4500-7000	Grade III 6500-10500	PB-2	4200	3.8.22
		Grade II 5500-9000	Grade II 7450-11500	PB-2	4600	
		Grade I 6500-10500	Grade I 7500-12000	PB-2	4800	
2	Trained Graduate Teacher	Grade III 5500-9000	Grade III 7450-11500	PB-2	4600	
		Grade II 6500-10500	Grade II 7500-12000	PB-2	4800	
		Grade I 7500-12000	Grade I 8000-13500	PB-2	5400	
3	Post Graduate Teacher	Grade III 6500-10500	Grade III 7500-12000	PB-2	4800	
		Grade II 7500-12000	Grade II 8000-13500	PB-3	5400	
		Grade I 8000-13500	Grade I 10000-15200	PB-3	6600	
4	Vice Principal	Grade II 7500-12000	Grade II 8000-13500	PB-3	5400	
		Grade I 8000-13500	Grade I 10000-15200	PB-3	6600	
5	Principal	10000-15200	12000-16500	PB-3	7600	
6.	Education Officer/ Assistant Director of Education #	10000-15200	12000-16500	PB-3	7600	3.8.24
	# Posts of Education Officer/Assistant Director of Education stand merged with the post of Deputy Director of Education.					
<b>XVII</b>	<b>VETERINARIANS</b>					
<b>I</b>						
1	Group 'D' posts of Para Veterinary Attendants	All Group 'D' posts of Para Veterinary Attendants/Compounder are to be placed in the revised pay band PB-1 along with grade pay of Rs.1800 after they are retrained suitably.				3.8.25
2	All Para Veterinary staff in the pre-revised scale of Rs.6500-10500	6500-10500	7450-11500	PB-2	4600	

3	Veterinary Officers	Veterinary Officers requiring a degree of B.V.Sc & AH along with registration in the Veterinary Council of India are to be placed on par with General Duty Medical Officers and Dental Doctors.				
<b>XIX WORKSHOP STAFF</b>						
1	Unskilled	2550-3200	2750-4400	PB-1	1800	3.8.27
2	Semi Skilled	2650-4000	2750-4400	PB-1	1800 *	
3	Asstt. Shop Superintendent \$ / Dy. Shop Superintendent / Asstt. Foreman	6500-10500	7450-11500	PB-2	4600	3.8.29
* Grades of existing unskilled and semi-skilled workers stand merged. \$ The grades of Asstt. Shop Superintendent/equivalent and Shop Superintendent/ equivalent stand merged.						
<b>XX ORGANISED ACCOUNTS CADRES*</b>						
1	Section Officer	6500-10500	7500-12000	PB-2	4800	7.56.9
2	Assistant Accounts/Audit Officer	7450-11500	7500-12000	PB-2	4800	7.56.9
3	Audit/Accounts Officer	7500-12000	8000-13500	PB-2	5400	7.56.9
4	Senior Audit / Accounts Officer	8000-13500	8000-13500	PB-3	5400	7.56.9
*Also applicable to employees of Indian Audit & Accounts Department						

## PART - C

REVISED PAY STRUCTURE FOR CERTAIN POSTS IN MINISTRIES,  
DEPARTMENTS AND UNION TERRITORIES

## Section I

- (i) The revised pay structure mentioned in Column (5) and (6) of this part of the Notification for the posts mentioned in Column (2) have been approved by the Government. The initial fixation as on 1.1.2006 will be done in accordance with Note 2 below Rule 7 of this Notification.
- (ii) On account of merger of pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500, some posts which presently constitute feeder and promotion grades will come to lie in an identical grade. The specific recommendations about some categories of these posts made by the Pay Commission are included Section II of Part C. As regards other posts, the posts in these three scales should be merged. In case it is not feasible to merge the posts in these pay scales on functional considerations, the posts in the scale of Rs.5000-8000 and Rs.5500-9000 should be merged, with the post in the scale of Rs.6500-10500 being upgraded to the next higher grade in pay band PB-2 i.e. to the grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500. In case a post already exists in the scale of Rs.7450-11500, the post being upgraded from the scale of Rs.6500-10500 should be merged with the post in the scale of Rs.7450-11500.
- (iii) Posts in the scale of Rs.6500-10500 carrying minimum qualification of either Degree in Engineering or a Degree in Law should also be upgraded and placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.9300-34800 along with grade pay of Rs.4600.
- (iv) Posts of scientific staff in the scale of Rs.6500-10500 carrying minimum qualification of engineering degree or a post-graduate degree should also be upgraded and placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.9300-34800 along with grade pay of Rs.4600
- (v) Upgradation as in (ii) above may be done in consultation with Department of Expenditure, Ministry of Finance. Regarding (iii) and (iv) above, upgradation may be done by the Ministries concerned in consultation with their Integrated Finance.

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## Section II

The revised pay structure mentioned in Column (5) and (6) of this part of the Notification for the posts mentioned in Column 2 have been approved by the Government.

(In Rupees)						
Sl. No.	Post	Present scale	Revised Pay Scale	Corresponding Pay Band & Grade Pay		Para No. of the Report
				Pay Band	Grade Pay	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
<b>MINISTRY OF AGRICULTURE</b>						
1	Plant Protection Officer in Directorate of Plant Protection, Quarantine & Storage	6500-10500	7450-11500	PB-2	4600	7.1.5
2	Senior Instructor in Central Farm Machinery Training and Testing Institute	6500-10500	7450-11500	PB-2	4600	7.1.6
3	Manager (Procurement/Processing/Quality Control/Distribution) in Delhi Milk Scheme	10000-15200	12000-16500	PB-3	7600	7.1.7
4	Senior Dairy Engineer in Delhi Milk Scheme	10000-15200	12000-16500	PB-3	7600	7.1.7
5	Junior Fisheries Scientists Grade I and Grade II in Fishery Survey of India (Posts stand merged)	Grade I 7500-12000 Grade II 6500-10500	7500-12000	PB-2	4800	7.1.12
6	Assistant Director in Directorate of Cotton Development	6500-10500	7450-11500	PB-2	4600	7.1.20
7	Senior Seed Analyst in National Seed Research Training Centre, Varanasi	6500-10500	7450-11500	PB-2	4600	7.1.22
8	Senior Instructor in Northern Region Farm Machinery Training and Testing Institute	6500-10500	7450-11500	PB-2	4600	7.1.24
<b>MINISTRY OF COMMUNICATIONS &amp; INFORMATION TECHNOLOGY DEPARTMENT OF POSTS</b>						
1	Technical Supervisors in Mail Motor Service	4500-7000	5000-8000	PB-2	4200	7.6.8
2	Artisan Grade I in Mail Motor Service	4000-6000	4500-7000	PB-1	2800	7.6.8
3.	Assistant Director (Recruitment)	6500-10500	7450-11500	PB-2	4600	7.6.9

4	Assistant Superintendent Post Office (ASPOs)	6500-10500	7450-11500	PB-2	4600	7.6.14
5	Superintendent (Posts)	6500-10500	7500-12000 8000-13500 (after 4 years)	PB-2 PB-2	4800 5400	7.6.14
6	Assistant Manager, Mail Motor Service	6500-10500	7450-11500	PB-2	4600	7.6.14
7	Deputy Manager, Mail Motor Service	6500-10500	7500-12000	PB-2	4800	7.6.14
8	Higher Selection Grade I	6500-10500	7450-11500	PB-2	4600	7.6.15
9	Postman	3050-4590	3200-4900	PB-1	2000	7.6.17
10	Mail Guard in Railway Mail Service	3050-4590	3200-4900	PB-1	2000	7.6.17
11	Translation Officer (French)	6500-10500	7500-12000	PB-2	4800	7.6.18

**MINISTRY OF CONSUMER AFFAIRS, FOOD AND PUBLIC DISTRIBUTION**

1	Technical Assistant in the Directorate of Sugar	4500-7000	6500-10500	PB-2	4200	7.12.13
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**MINISTRY OF CORPORATE AFFAIRS**

1	Company Prosecutor Grade II & Grade III	Grade II 6500-10500 Grade III 5500-9000	7450-11500	PB-2	4600	7.8.5
2	Senior Technical Assistants	6500-10500	7450-11500	PB-2	4600	7.8.6
3	Assistant Directors in Serious Fraud Investigation Organisation	6500-10500	7500-12000	PB-2	4800	7.8.10

**MINISTRY OF CULTURE**

1	Assistant Superintendent (Archaeologist) in Archaeology Cadre, ASI	6500-10500	7450-11500	PB-2	4600	7.9.5
2	Assistant Superintendent in the Epigraphy Cadre, ASI	6500-10500	7450-11500	PB-2	4600	7.9.5
3	Assistant Superintendent in Science Cadre, Assistant Archaeological Chemist, ASI	6500-10500	7450-11500	PB-2	4600	7.9.5
4	Assistant Superintendent, Archaeological Engineer in Conservation Cadre, ASI	6500-10500	7450-11500	PB-2	4600	7.9.5
5	Assistant Superintendent, Archaeological Engineer, Horticulture Engineer, ASI	6500-10500	7450-11500	PB-2	4600	7.9.5
6	Senior Surveyor, Archaeological Survey of India	5500-9000	7450-11500	PB-2	4600	7.9.8
7	Deputy Curator in National Museum	6500-10500	7450-11500	PB-2	4600	7.9.14

8	Posts in the National Archives carrying the pre-revised scale of 6500-10500 and feeder post exists in 5500-9000.	6500-10500	7450-11500	PB-2	4600	7.9.16
9	Microphotographer in National Archives of India	6500-10500	7450-11500	PB-2	4600	7.9.18
<b>MINISTRY OF DEFENCE</b> Department of Defence						
1	Machineman/Operator Offset	4500-7000	5000-8000	PB-2	4200	7.10.17
2	Assistant Master in Military Schools	5500-9000	7450-11500	PB-2	4600	7.10.21
3	Master Gazetted in Military Schools	7500-12000	8000-13500	PB-3	5400	7.10.21
<b>Coast Guard Organisation (General Duty Branch)</b>						
4	Navik	3050-4590	3200-4900	PB-1	2000	7.10.26
5	Uttam Navik	3200-4900	4000-6000	PB-1	2400	7.10.26
6	Pradhan Navik	3200-4900 + spl.pay Rs.50	4500-7000	PB-1	2800	7.10.26
7	Uttam Adhikari	6500-10500	7450-11500	PB-2	4600	7.10.26
8	Pradhan Adhikari	6500-10500+ spl. Pay of Rs.200	7500-12000	PB-2	4800	7.10.26
<b>Coast Guard Organisation (Domestic Branch)</b>						
9	Navik	2750-4400	3050-4590	PB-1	1900	7.10.26
10	Uttam Navik	3050-4590	3200-4900	PB-1	2000	7.10.26
11	Pradhan Navik	3200-4900	4000-6000	PB-1	2400	7.10.26
12	Pradhan Adhikari	6500-10500	7450-11500	PB-2	4600	7.10.26
<b>Coast Guard Organisation (Aviation Branch)</b>						
13	Navik	3050-4590	3200-4900	PB-1	2000	7.10.26
14	Uttam Navik	3200-4900	4000-6000	PB-1	2400	7.10.26
15	Pradhan Navik	4000-6000	4500-7000	PB-1	2800	7.10.26
16	Uttam Adhikari	6500-10500	7450-11500	PB-2	4600	7.10.26
17	Pradhan Adhikari	6500-10500+ Spl. Pay of Rs.200	7500-12000	PB-2	4800	7.10.26
<b>Coast Guard Organisation (Technical Branch)</b>						
18	Uttam Engineer	6500-10500	7450-11500	PB-2	4600	7.10.26
19	Pradhan Engineer	7450-11500	7500-12000	PB-2	4800	7.10.26
<b>Department of Defence Production</b>						
20	Assistant Accounts Officer in DGQA	6500-10500	7450-11500	PB-2	4600	7.10.33

Department of Defence Research and Development						
21	Examiner Grade I in Defence Institute of Psychological Research	6500-10500	7450-11500	PB-2	4600	7.10.35
22	Senior Technical Assistant in DRDO	6500-10500	7450-11500	PB-2	4600	7.10.39
MINISTRY OF EARTH SCIENCES						
1	Technical Assistants in Centre for Marine Living Resources & Ecology, Kochi	4500-7000	6500-10000	PB-2	4200	7.12.7
MINISTRY OF ENVIRONMENT & FORESTS						
1	Junior Administrative Officer in Zoological Survey of India	6500-10500	7450-11500	PB-2	4600	7.13.9
MINISTRY OF EXTERNAL AFFAIRS						
1	Security Guards	Higher Pay scales as recommended for analogous posts in CISF shall be extended in respect of Security Guards in MEA				7.14.4
2	Superintendent, Central Passport Organization	6500-10500	7450-11500	PB-2	4600	7.14.5
MINISTRY OF FINANCE						
Department of Economic Affairs						
1	Section Officer (Excluded)	7450-11500	7500-12000 8000-13500 (after 4 years)	PB-2 PB-3	4800 5400	7.15.3
2	Assistant Class-II in Govt. Mint	3050-4590	3200-4900	PB-1	2000	7.15.5
3	Supervisor in India Security Press and Currency Note Press	6500-10500	7450-11500	PB-2	4600	7.15.7
4	Deputy Control Officer in India Security Press and Currency Note Press	6500-10500	7450-11500	PB-2	4600	7.15.7
5	Works Engineer in India Security Press and Currency Note Press	6500-10500	7450-11500	PB-2	4600	7.15.7
6	Assistant Class-II in Calcutta Mint	3050-4590	4500-7000	PB-1	2800	7.15.8
7	Technical Wing Officers in Security Printing Press	6500-10500	7450-11500	PB-2	4600	7.15.9
8	Dy. Technical Officer, Security Printing Press	6500-10500	7450-11500	PB-2	4600	7.15.9

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Department of Revenue						
9	Income Tax Officers/ Superintendent, Appraisers etc. (Customs & Central Excise)	7500-12000	7500-12000  8000-13500 (after 4 years)	PB-2  PB-2	4800  5400	7.15.17
10	Notice Server	3050-4590	3200-4900	PB-1	2000	7.15.18
MINISTRY OF HEALTH & FAMILY WELFARE						
1	Medical Supervisor/Health Visitor	4000-6000	4500-7000	PB-1	2800	7.17.11
MINISTRY OF HOME AFFAIRS						
1	Statistical Investigator Gr.I in RGI	6500-10500	7450-11500	PB-2	4600	7.19.9
2	Additional DIG in CPMFs	14300-18300	16400-20000	PB-4	8900	7.19.33
3	Constable in CPMFs	3050-4590	3200-4900	PB-1	2000	7.19.35
4	Head Constable in CPMFs	3200-4900	4000-6000	PB-1	2400	7.19.35
5	Assistant Sub Inspector in CPMFs	4000-6000	4500-7000	PB-1	2800	7.19.35
6	Inspector in CPMFs	6500-10500	7450-11500	PB-2	4600	7.19.35
7	Subedar Major in CPMFs	6500- 10500+Rs.20 0 pm.	7500-12000	PB-2	4800	7.19.35
8	Constable in Delhi Police	3050-4590	3200-4900	PB-1	2000	7.19.50
9	Head Constable in Delhi Police	3200-4900	4000-6000	PB-1	2400	7.19.50
10	Assistant Sub Inspector in Delhi Police	4000-6000	4500-7000	PB-1	2800	7.19.50
11	Inspector in Delhi Police	6500-10500	7450-11500	PB-2	4600	7.19.50
12	Security Assistant in IB	3050-4590	3200-4900	PB-1	2000	7.19.62
13	Junior Intelligence Officer Gr.II in IB	3200-4900	4000-6000	PB-1	2400	7.19.62
14	Junior Intelligence Officer Gr.I in IB	4000-6000	4500-7000	PB-1	2800	7.19.62
15	ACIO-I in IB	6500-10500	7450-11500	PB-2	4600	7.19.62
16	Sr. Translator in CSOLS	6500-10500	7450-11500	PB-2	4600	7.19.68
17	Asstt. Director (OL) in CSOLS	7500-12000	8000-13500	PB-3	5400	7.19.68
18	Entry Grade in DANICS, DANIPS, Pondicherry Civil Service and Pondicherry Police Service	6500-10500	7500-12000  8000-13500 (after 4 years)	PB-2  PB-3	4800  5400	7.19.51 7.19.68
MINISTRY OF INFORMATION & BROADCASTING						
1	Technical Assistants (Advertising) in DAVP	6500-10500	7450-11500	PB-2	4600	7.22.6
2	Assistant Production Manager in DAVP	6500-10500	7450-11500	PB-2	4600	7.22.8
3	Assistant Distribution Officer in DAVP/Assistant Media Executive	6500-10500	7450-11500	PB-2	4600	7.22.8



4	Assistant Business Manager in Publications Division	6500-10500	7450-11500	PB-2	4600	7.22.12
5	Carpenters in Films Division	3050-4590	3200-4900	PB-1	2000	7.22.14
<b>MINISTRY OF LABOUR &amp; EMPLOYMENT</b>						
1	Senior Employment Officer	6500-10500	7450-11500	PB-2	4600	7.23.4
2	Law Officer Grade II in DGMS	6500-10500	7450-11500	PB-2	4600	7.23.11
3	Legal Assistant in DGMS (To be merged with the post of Law Officer Grade II)	5500-9000	7450-11500	PB-2	4600	7.23.11
4	Labour Enforcement Officers in Labour Bureau	6500-10500	7450-11500	PB-2	4600	7.23.14
<b>MINISTRY OF LAW AND JUSTICE</b>						
1	Assistant (Legal)	6500-10500	7450-11500	PB-2	4600	7.24.12
<b>MINISTRY OF MINES</b>						
1	Assistant Mining Geologist in IBM	6500-10500	7450-11500	PB-2	4600	7.26.5
2	Assistant Chemist in IBM	6500-10500	7450-11500	PB-2	4600	7.26.5
3	Mineral Officer in IBM	6500-10500	7450-11500	PB-2	4600	7.26.5
4	Senior Scientific Officer in the Directorate General of Mines Safety	6500-10500	7450-11500	PB-2	4600	7.26.11
<b>MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS</b>						
1	Language Instructors	6500-10500	7500-12000	PB-2	4800	7.32.10
2	Assistant Directors in ISTM	6500-10500	7500-12000	PB-2	4800	7.32.16
3	Constable in CBI	3050-4590	3200-4900	PB-1	2000	7.32.18
4	Head Constable in CBI	3200-4900	4000-6000	PB-1	2400	7.32.18
5	Assistant Sub Inspector in CBI	4000-6000	4500-7000	PB-1	2800	7.32.18
6	Inspector in CBI	6500-10500	7450-11500	PB-2	4600	7.32.18
<b>MINISTRY OF POWER</b>						
1	Professional/Statistical Assistant	4500-7000	5000-8000	PB-2	4200	7.35.2
<b>MINISTRY OF SHIPPING, ROAD TRANSPORT &amp; HIGHWAYS</b> <b>Border Roads Organization</b>						
1.	Technical Assistant, Assistant Engineer and Chief Draughtsman in Deptt. of Road Transport & Highways.	6500-10500	7450-11500	PB-2	4600	7.39.20

2	Overseer in Border Roads Organisation (To be merged with the promotional post of Superintendent BR Grade II)	3200-4900	5000-8000	PB-2	4200	7.39.22
3	Superintendent Grade II in the Civil Engineering and Electrical & Mechanical Cadre	4500-7000	5000-8000	PB-2	4200	7.39.23
4	Foreman Superintendent (Fire)	4000-6000	4500-7000	PB-1	2800	7.39.28
<b>MINISTRY OF SOCIAL JUSTICE &amp; EMPOWERMENT</b>						
1	Senior Investigator in National Commission for Scheduled Castes	6500-10500	7450-11500	PB-2	4600	7.40.4
<b>MINISTRY OF STATISTICS AND PROGRAMME IMPLEMENTATION</b>						
1	Statistical Investigator Grade II (To be merged with the post of Statistical Investigator Gr.I)	6500-10500	7450-11500	PB-2	4600	7.41.5
<b>MINISTRY OF TEXTILES</b>						
1	Assistant Director (Technical) in the Office of Textile Commissioner	6500-10500	7450-11500	PB-2	4600	7.43.11
2	Assistant Director (Economics) in the Office of Textile Commissioner	6500-10500	7450-11500	PB-2	4600	7.43.11
3	Assistant Director (Handicrafts) in the Office of Development Commissioner (Handicrafts)	6500-10500	7450-11500	PB-2	4600	7.43.13
<b>MINISTRY URBAN DEVELOPMENT</b>						
1	Assistant Engineer in Engineering Wing of CPWD	6500-10500	7450-11500	PB-2	4600	7.46.12
2	Assistant Director in Horticulture Wing of CPWD	6500-10500	7450-11500	PB-2	4600	7.46.17
3	Technical Officers in Drawing Wing of CPWD	6500-10500	7450-11500	PB-2	4600	7.46.23
4	Legal Assistants in the Directorate of Estates	5500-9000	7450-11500	PB-2	4600	7.46.27
5	UDC Incharge (To be merged with the post of Deputy Store Keeper)	4500-7000	5000-8000	PB-2	4200	7.46.31

MINISTRY OF WATER RESOURCES						
1	Superintendent in Central Water & Power Research Station	6500-10500	7450-11500	PB-2	4600	7.47.6
2	Assistant Director Gr.II in Central Water Commission	6500-10500	7450-11500	PB-2	4600	7.47.8
MINISTRY OF WOMEN & CHILD DEVELOPMENT						
1	Demonstration Officer Grade I/Senior Technical Assistant/Chemist	6500-10500	7450-11500	PB-2	4600	7.48.5
UNION PUBLIC SERVICE COMMISSION						
1	Estate Manager & Meeting Officer, Jr. Analyst, Jr. Research Officer, Security Officer, Superintendent (DP), Reception Officer, Assistant Library & Information Officer, Data Processing & Processing Assistant and Superintendent (Typing)	6500-10500	7450-11500	PB-2	4600	7.53.6
INDIAN AUDIT AND ACCOUNTS DEPARTMENT						
1	Divisional Accounts Officer Gr.II	6500-10500	7450-11500	PB-2	4600	7.56.13
2	Divisional Accounts Officer Grade-I	7450-11500	7500-12000	PB-2	4800	7.56.13
3	Sr. Divisional Accounts Officer	7500-12000	8000-13500	PB-3	5400	7.56.13
UNION TERRITORIES						
1	Constable in UTs other than Delhi (Constables presently in a pay scale lower than Rs.3050-4590 shall be placed in the revised pay band PB-1 with grade pay of Rs.1800.	3050-4590	3200-4900	PB-1	2000	7.57.6
2	Head Constable in UTs other than Delhi	3200-4900	4000-6000	PB-1	2400	7.57.6
3	Assistant Sub Inspector in UTs other than Delhi	4000-6000	4500-7000	PB-1	2800	7.57.6
4	Inspector in UTs other than Delhi	6500-10500	7450-11500	PB-2	4600	7.57.6
5	Forest Guard/Forest Protection Force	3050-4590	3200-4900	PB-1	2000	7.57.7

6	Head Forest Guard	3200-4900	4000-6000	PB-1	2400	7.57.7
7	Forester/analogous posts	4000-6000	4500-7000	PB-1	2800	7.57.7
8	Tehsildars	6500-10500	7450-11500	PB-2	4600	7.57.11
<b>Union Territory of Delhi</b>						
9	Archaeological Engineer in UT of Delhi	6500-10500	7450-11500	PB-2	4200	7.57.15
10	Horticulture Assistant in Department of Archaeology, Govt. of Delhi	4500-7000	6500-10500	PB-2	4200	7.57.16
11	Conservation Assistant in Department of Archaeology, Govt. of Delhi	4500-7000	6500-10500	PB-2	4200	7.57.16
12	Surveyor in Department of Archaeology, Govt. of Delhi	4500-7000	6500-10500	PB-2	4200	7.57.16
13	Horticulture Assistant in Departments of Revenue & Development, UT of Delhi	4500-7000	6500-10500	PB-2	4200	7.57.17
14	Technical Assistant in Departments of Revenue & Development, UT of Delhi	4500-7000	6500-10500	PB-2	4200	7.57.17
15	Plant Protection Assistant in Departments of Revenue & Development, UT of Delhi	4500-7000	6500-10500	PB-2	4200	7.57.17
16	Extension Officer in Departments of Revenue & Development	4500-7000	6500-10500	PB-2	4200	7.57.17
17	Village Level Worker	3200-4000	4000-6000	PB-2	2400	7.57.17
18	Project Officer in UT of Delhi	6500-10500	7450-11500	PB-2	4600	7.57.25
19	Junior Staff Officer in UT of Delhi	6500-10500	7450-11500	PB-2	4600	7.57.29
20	Public Prosecutor	6500-10500	7450-11500	PB-2	4600	7.57.30
<b>Union Territory of Lakshadweep</b>						
21	Assistant Director of Fisheries (To be merged with the post of Dy. Director of Fisheries)	6500-10500	7450-11500	PB-2	4600	7.57.47
22	Fireman	2610-4000	3050-4590	PB-1	1900	7.57.46
<b>Union Territory of Andaman &amp; Nicobar Islands</b>						
23	Patwari in the UT of Andaman & Nicobar Islands and also other UTs irrespective of the designation it carries.	3050-4590	3200-4900	PB-1	2000	7.57.61
<b>Union Territory of Puducherry</b>						
24	Translator, Law Department	4500-7000	5000-8000	PB-2	4200	7.57.65
25	Reporter, Information Department (To be merged with the post of Sub Editor)	4000-6000	4500-7000	PB-1	2800	7.57.66
26	Overseer Grade I, Local Administration Department	4500-7000	5000-8000	PB-2	4200	7.57.68
27	Draughtsman Grade II	4500-7000	5000-8000	PB-2	4200	7.57.68

28	Editor of Debates, Legislative Assembly	6500-10500	7450-11500	PB-2	4600	7.57.71
29	Assistant Engineer (Marine), Fisheries Department	6500-10500	7450-11500	PB-2	4600	7.57.76
30	Overseer, Public Works Department	4000-6000	5000-8000	PB-2	4200	7.57.77
31	Sewage Analyst, Public Works Department (To be merged with the post of Bio Chemist)	5500-9000	7450-11500	PB-2	4600	7.57.77
32	Bio Chemist	6500-10500	7450-11500	PB-2	4600	7.57.77
33	Fieldman, Animal Husbandry Department	3200-4900	4000-6000	PB-1	2400	7.57.79

### THE SECOND SCHEDULE

#### Form of Option

[See Rule \_\_\_\_]

\* (i) I \_\_\_\_\_ hereby elect the revised pay structure with effect from 1<sup>st</sup> January, 2006.

\* (ii) I \_\_\_\_\_ hereby elect to continue on the existing scale of pay of my substantive/officiating post mentioned below until:

\* the date of my next increment

The date of my subsequent increment raising my pay to Rs.

I vacate or cease to draw pay in the existing scale.

The date of my promotion to \_\_\_\_\_

Existing Scale \_\_\_\_\_

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Office in which employed \_\_\_\_\_

Date:

Station:

\* To be scored out, if not applicable.

**MEMORANDUM EXPLANATORY TO THE CENTRAL CIVIL SERVICES  
(REVISED PAY) RULES, 2008**

Rule 1 - This rule is self-explanatory.

Rule 2 - This rule lays down the categories of employees to whom the rules apply. Except for the categories excluded under clause (2), the rules are applicable to all persons under the rule making control of the President serving in Departments paid from Civil Estimates. They do not apply to the employees under the Ministry of Railways and civilian personnel paid from Defence Services Estimates, for whom separate rules will be issued by the Ministries concerned. The rules do not also apply to Gramin Dak Sevaks in the Department of Posts. The rules, however, apply to work charged establishments.

Rule 3 & 4 - These rules 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 to draw pay in the existing scales. Those who exercise the option to continue on the existing scales of pay will continue to draw the dearness allowance at the rates in force on the 1<sup>st</sup> January, 2006 and the dearness allowance will count towards the emoluments for pension, etc. to the extent it so counted on the said date. If a Government servant is holding a permanent post in a substantive capacity and officiating in a higher post, or would have officiated in one or more posts but for his being on deputation etc., he has the option to retain the existing scale only in respect of one scale. Such a Government servant may retain the existing scale applicable to a permanent post or any one of the officiating posts. In respect of the remaining posts he will necessarily have to be 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 should be apprised of such option. The option has to be exercised in the appropriate form appended to the rules. It should be noted that it is not sufficient for a Government servant to exercise the option within the specified time limit but 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 these rules are promulgated, the period within which the option has to be exercised is three months from the date they take over charge of the post in India. In the case of Government servants the revised pay structure of whose posts are announced subsequent to the date of issue of these rules, the period of three months will run from the date of such announcement.

Persons who have retired between 1<sup>st</sup> January 2006 and the date of issue of these rules are also eligible to exercise option.

Rule 7(1) - This rule deals with the actual fixation of pay in the existing scales on 1<sup>st</sup> January, 2006. A few illustrations indicating the manner in which pay of Government servants should be fixed under this sub-rule subject to stepping up of pay under Notes below rule 7(1) are given in the attached Annexure.

Rule 7(2) - The benefit of this rule is not admissible in cases where a Government servant has elected the revised pay structure in respect of his substantive post, but has retained the existing scale in respect of an officiating post.

Rule 8 - This Rule prescribes the method of fixation of pay of employees appointed as fresh recruits on or after 1.1.2006.

Rule 9 & 10 - These rules prescribe the manner in which the next increment in the new scale should be regulated. The provisos to this rule are intended to eliminate the anomalies of junior Government servants drawing more pay than their senior by the operation of substantive part of this rule and also taking care of the Government servants who have been drawing pay at the maximum of the existing scale for more than one year as on 1.1.2006 and also those Government servants who have been stagnating at the maximum of the existing scale and are actually in receipt of stagnation increment on ad hoc basis.

Rule 11 to 17 - These rules are self-explanatory.

[F. No. 1/1/2008-IC]

SUSHAMA NATH, Secy.

**Illustration 1** : Fixation of initial pay in the revised pay structure

1.	Existing Scale of Pay	Rs.4000-100-6000
2.	Pay Band applicable	PB-1 Rs.5200-20200
3.	Existing basic pay as on 1.1.2006	Rs.4800
4.	Pay after multiplication by a factor of 1.86	Rs. 8928 (Rounded off to Rs.8930)
5.	Pay in the Pay Band PB-2	Rs.8930
6.	Pay in the Pay Band after including benefit of bunching, if admissible	Rs.8930
7.	Grade Pay attached to the scale	Rs.2400
8.	Revised basic pay - total of pay in the pay band and grade pay	Rs.11330

**Illustration 2** : Fixation of initial pay in the revised pay structure of medical officers

1.	Existing Scale of Pay	Rs.10000-15200
2.	Pay Band applicable	PB-3 Rs.15600-39100
3.	Existing basic pay as on 1.1.2006	Rs.10000
	Dearness Pay (DP) on pay + NPA	Rs.6250
	25% NPA on basic pay + DP	Rs.4063
	Dearness Allowance (DA) @ 24%	Rs.4875 (24% of basic pay+DP+NPA)
	Existing emoluments	Rs.25188 (Rounded off to Rs.25190)

3255 GI/08-9

4.	Revised pay in the pay band after multiplication by a factor of 1.86 on basic pay	Rs.18600
5.	DA on NPA	Rs.976 (24% of Rs.4063)
6.	Pay in the Pay Band attached to the scale	Rs.19580 (18600+976=19576 Rounded off)
6.	Grade Pay attached to the scale	Rs.6600
7.	Revised basic pay - total of pay in the pay band and grade pay	Rs.26180
8.	Revised NPA	Rs.6545

**Illustration 3****Stage 1 : Initial fixation of Group D employee in -1S**

1.	Existing Scale of Pay	Rs.2500-55-2660-60-3200
2.	Pay Band applicable	-1S Rs.4440-7440
3.	Existing basic pay as on 1.1.2006	Rs.2840
4.	Pay after multiplication by a factor of 1.86	Rs.5282 (Rounded off to Rs.5290)
5.	Pay in the Pay Band	Rs.5290
6.	Pay in the Pay Band after including benefit of bunching, if admissible	Rs.5290
7.	Grade Pay attached to the scale	Rs.1300
8.	Revised basic pay - total of pay in the pay band and grade pay	Rs.6590

**Stage 2 : Fixation of Group D employee possessing requisite qualification or after retraining**

1.	Existing Scale of Pay	Rs.2500-55-2660-60-3200
2.	Pay Band applicable	PB-1 Rs.5200-20200
3.	Existing basic pay as on 1.1.2006	Rs.2840
4.	Pay after multiplication by a factor of 1.86	Rs.5282 (Rounded off to Rs.5290)
5.	Pay in the Pay Band PB-1	Rs.5290
6.	Pay in the Pay Band after including benefit of bunching, if admissible	Rs.5530



7.	Grade Pay attached to the scale	Rs.1800
8.	Revised basic pay - total of pay in the pay band and grade pay	Rs.7330

**Illustration 4A :** Pay fixation in cases where posts have been upgraded e.g. posts in pre-revised pay scale of Rs.3050-75-3950-80-4590 to Rs.3200—85-4900 scale

1.	Existing Scale of Pay	Rs.3050-4590 (Corresponding Grade Pay Rs.1900)
2.	Pay Band applicable	PB-1 Rs.5200-20200
3.	Upgraded to the Scale of Pay	Rs.3200-4900 (Corresponding Grade Pay Rs.2000)
4.	Existing basic pay as on 1.1.2006	Rs.3125
5.	Pay after multiplication by a factor of 1.86	Rs.5813 (Rounded off to Rs.5820)
6.	Pay in the Pay Band PB-2	Rs.5820
7.	Pay in the pay band after including benefit of bunching in the pre-revised scale of Rs.3050-4590, if admissible	Rs.6060
8.	Grade Pay attached to the scale of Rs.3200-4900	Rs.2000
9.	Revised basic pay - total of pay in the pay band and grade pay	Rs.8060

**Illustration 4B :** Pay fixation in cases where pay scales have been merged e.g. pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500

1.	Existing Scale of Pay	Rs.5000-150-8000
2.	Pay Band applicable	PB-2 Rs.9300-34800
3.	Merged with the scale of pay	Rs.6500-200-10500
4.	Existing basic pay as on 1.1.2006	Rs.5600
5.	Pay after multiplication by a factor of 1.86	Rs. 10416 (Rounded off to Rs.10420)
6.	Pay in the Pay Band PB-2	Rs.10420
7.	Pay in the Pay Band after including benefit of bunching, if admissible	Rs.10420

- |    |   |          |
|----|---|----------|
| 8. | Grade Pay attached to the scale of<br>Rs.6500-200-20500           | Rs.4200  |
| 9. | Revised basic pay - total of pay in the pay<br>band and grade pay | Rs.14620 |

**Illustration 5** : Pay fixation on grant of increment in the revised pay structure

- |    |                                     |                              |
|----|-------------------------------------|------------------------------|
| 1. | Pay in the PB-2                     | Rs.9300                      |
| 2. | Grade Pay                           | Rs.4200                      |
| 3. | Total of pay + grade pay            | Rs.13500                     |
| 4. | Rate of increment                   | 3% of 3 above                |
| 5. | Amount of increment                 | Rs.405 rounded off to Rs.410 |
| 6. | Pay in the pay band after increment | Rs.9300 + 410                |
| 7. | Pay after increment                 | Rs.9710                      |
| 8. | Grade pay applicable                | Rs.4200                      |



# भारत का राजपत्र

## The Gazette of India

असाधारण

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रक्षा मंत्रालय

अधिसूचना

नई दिल्ली, 9 सितम्बर, 2008

का.नि.आ. 21(अ).— राष्ट्रपति संविधान के अनुच्छेद 309 के परंतुक द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए एतद्वारा निम्नलिखित नियम बनाते हैं, अर्थात् :-

**1 लघु नाम और प्रारम्भ:-**

- (1) इन नियमों को रक्षा सेवा में सिविलियन (संशोधित वेतन) नियम, 2008 कहा जाएगा।
- (2) इन्हें 1 जनवरी, 2006 से लागू माना जाएगा।

**2 उन सरकारी कर्मचारियों की श्रेणियां जिन पर ये नियम लागू होंगे:-**

- (1) अन्यथा उपलब्ध व्यवस्था या इन नियमों में निहित प्रावधानों को छोड़कर ये नियम संघ के कार्यों के संबंध में नियुक्त कर्मचारियों और पदों, जिनका वेतन रक्षा सेवा प्रावकलन में से अदा होता है तथा भारतीय लेखापरीक्षा और लेखा विभाग में सेवारत कर्मचारियों पर भी लागू होंगे।
- (2) ये नियम लागू नहीं होंगे:-
  - (i) उन व्यक्तियों पर, जो राजनयिक, कांसुली अथवा विदेशों में स्थित भारतीय संस्थापनाओं में स्थानीय रूप से सेवार्थ भर्ती हैं;
  - (ii) उन व्यक्तियों पर, जो पूर्णकालिक सेवायोजन में नहीं हैं;
  - (iii) उन व्यक्तियों पर, जिनका भुगतान आकस्मिक निधि से किया जाता है;
  - (iv) उन व्यक्तियों पर, जिन्हें मासिक आधार की अपेक्षा अन्य प्रकार से भुगतान किया जाता है, उनमें वे व्यक्ति भी शामिल हैं जिन्हें केवल मात्रानुपात दर पर भुगतान किया जाता है;
  - (v) उन व्यक्तियों पर जो अनुबंध पर कार्य कर रहे हैं। केवल उन व्यक्तियों को छोड़कर जहां अनुबंध में अन्य प्रकार से इसका प्रावधान किया गया हो;

- (vi) उन व्यक्तियों पर जो सेवा-निवृत्ति के बाद पुनः सरकारी नौकरी में लगाए गए हों;
- (vii) उन किसी भी अन्य वर्ग या श्रेणी के व्यक्तियों पर जिन्हें राष्ट्रपति आदेश द्वारा सारे कार्यों से अथवा इन नियमों में निहित प्रावधानों से विशेष रूप से निष्कासित करते हैं।

3 परिभाषाएं- इन नियमों में जब तक अन्यथा अपेक्षित न हो-

- (1) "मौजूदा मूल वेतन" से आशय उस वेतन से होगा जो निर्धारित मौजूदा वेतनमान में आहरित किया जाता है, जिसमें गत्यवरोध वेतनवृद्धियां भी शामिल हैं परन्तु इनमें "विशेष वेतन", आदि जैसा किसी अन्य प्रकार का वेतन शामिल नहीं है।
- (2) सरकारी कर्मचारियों के संबंध में "मौजूदा वेतनमान" से आशय उस वर्तमान वेतनमान से है जो सरकारी कर्मचारी द्वारा 1 जनवरी, 2006 को वास्तविक अथवा स्थानापन्न रूप से धारित पद (अथवा जैसा भी मामला हो, वैयक्तिक वेतनमान पर लागू हो)।
- "स्पष्टीकरण- किसी सरकारी कर्मचारी के मामले में, जो 1 जनवरी, 2006 को विदेश में प्रतिनियुक्ति अथवा अवकाश पर अथवा विदेश सेवा में था या जिसने उस तारीख को उच्चतर पद पर स्थानापन्न रहते हुए भी एक या एक से अधिक निचले पदों पर कार्य किया था "मौजूदा वेतनमान" में किसी पद के लिए ग्रां वेतनमान जो उसने भारत से बाहर प्रतिनियुक्ति अथवा छुट्टी अथवा किसी उच्चतर पद पर स्थानापन्न रहते हुए भी विदेश सेवा में होते हुए अथवा, जैसा भी मामला हो, धारित किया होता, शामिल होगा।
- (3) "मौजूदा परिलब्धियों" से आशय है (i) मौजूदा मूल वेतन, (ii) मूल वेतन पर दिया जाने वाला उपयुक्त महंगाई वेतन तथा (iii) मूल वेतन पर दिया जाने वाला उपयुक्त महंगाई भत्ता + 536 (1982 = 100) के सूचकांक औसत पर दिया जाने वाला महंगाई वेतन।
- (4) प्रथम अनुसूची के कालम 2 में उल्लिखित किसी भी पद/ग्रेड के संबंध में "मौजूदा वेतनमान" से आशय उस वेतनमान से है जिसका उल्लेख कालम 3 में पद के सामने किया गया है;
- (5) "वेतन बैंड में वेतन" का तात्पर्य है प्रथम अनुसूची के कॉलम 5 में दिए गए रनिंग वेतन बैंडों में आहरित वेतन।
- (6) "ग्रेड वेतन" पूर्व-संशोधित वेतनमानों/पदों के अनुरूप नियत देय राशि।
- (7) प्रथम अनुसूची के कालम 2 में उल्लिखित किसी भी पद के संबंध में "संशोधित वेतन ढाँचे" का तात्पर्य उसके कालम 5 तथा 6 में निर्दिष्ट वेतनमान या उस पद के समक्ष उल्लिखित ग्रेड वेतन और वेतन बैंड से है, बशर्त कि उस पद के लिए अलग से भिन्न-भिन्न संशोधित वेतन बैंड तथा ग्रेड वेतन अथवा वेतनमान अधिसूचित न किए गए हों।
- (8) संशोधित वेतन ढाँचे में "मूल वेतन" से आशय उस वेतन से होगा जो निर्धारित वेतन बैंड तथा लागू ग्रेड वेतन के जोड़ में आहरित किया जाता है, परन्तु इसमें विशेष वेतन आदि जैसा किसी अन्य प्रकार का वेतन शामिल नहीं है।

एच ए जी +, शीर्षस्थ वेतनमान तथा मंत्रिमण्डल सचिव के वेतनमान में सरकारी कर्मचारियों के मामले में मूल वेतन का तात्पर्य निर्धारित वेतनमान में मिलने वाले वेतन से है।

- (9) "संशोधित परिलब्धियों" का अर्थ संशोधित वेतनमान में सरकारी कर्मचारी के मूल वेतन से है जिसमें संशोधित वेतनमान में वेतन के अतिरिक्त उसे दिया जाने वाला संशोधित प्रैक्टिस बंदी भत्ता, यदि कोई हो, या एग्र ए जी + उसके ऊपर के वेतनमान में मूल वेतन भी शामिल है।
- (10) "अनुसूची" का तात्पर्य इन नियमों के साथ संलग्न अनुसूची से है।

4 पदों का वेतनमान- प्रथम अनुसूची के कॉलम 2 में उल्लिखित प्रत्येक पद/ग्रेड के लिए यथा लागू वेतन बैंड तथा ग्रेड वेतन अथवा वेतनमान का उल्लेख उसके कॉलम 5 तथा 6 के सामने किया जाएगा।

5 संशोधित वेतन ढाँचे में वेतन का आहरण- इन नियमों में अन्यथा निहित प्रावधानों को छोड़कर कोई भी सरकारी कर्मचारी उसके नियुक्त पद पर लागू संशोधित वेतन ढाँचे में अपना वेतन प्राप्त करेगा।

बशर्त कि कोई सरकारी कर्मचारी मौजूदा वेतनमान में उसकी अगली या किसी अनुवर्ती वृद्धि की तारीख तक, अथवा वह पद रिक्त करने तक अथवा उस वेतनमान में वेतन आहरण करना छोड़ने तक मौजूदा वेतनमान में वेतन प्राप्त करने का विकल्प चुन सकता है।

इसके अलावा यह भी शर्त है कि ऐसे मामलों में जहां सरकारी कर्मचारी को 1/1/2006 तथा पदोन्नति, वेतनमान के स्तरोन्नयन आदि के कारण बनाए गए इन नियमों की अधिसूचना के जारी होने की तारीख के बीच उच्चतर वेतनमान में रखा गया है, वह सरकारी कर्मचारी ऐसी पदोन्नति, स्तरोन्नयन आदि की तारीख से संशोधित वेतन ढाँचे का विकल्प चुन सकता है।

स्पष्टीकरण 1- इस नियम के परन्तुक के अंतर्गत मौजूदा वेतनमान बहाल रखने का विकल्प केवल एक मौजूदा वेतनमान के मामले में देय होगा।

स्पष्टीकरण 2- ऊपर दिया गया विकल्प 1 जनवरी, 2006 को अथवा उसके बाद किसी पद पर नियुक्त किसी भी व्यक्ति के लिए लागू नहीं होगा चाहे वह सरकारी सेवा में पहली बार आया हो अथवा दूसरे पद से स्थानांतरित होकर आया हो, उसे केवल संशोधित वेतन ढाँचे में ही वेतन प्राप्त करने की अनुमति होगी।

स्पष्टीकरण 3- जहां कहीं कोई सरकारी कर्मचारी मूलभूत नियम 22 या किसी अन्य नियम या पद के लिए लागू किसी अन्य नियम के अंतर्गत वेतन नियमन के प्रयोजन के लिए नियमित आधार पर स्थानापन्न क्षमता पर धारित अपने किसी पद के संबंध में इस नियम के अंतर्गत मौजूदा वेतनमान को बहाल रखने का विकल्प चुनता है तो इस स्थिति में उसका वास्तविक वेतन वह मूलभूत वेतन होगा जो मौजूदा वेतनमान के संबंध में धारित पद, जिस पर उसका पुनर्ग्रहणाधिकार रहता या निलंबित न किए जाने तक उसका पुनर्ग्रहणाधिकार बना रहता या स्थानापन्न पद का वह वेतन, इनमें से जो भी अधिक हो, होगा जो कि लागू होने के समय किसी भी आदेश के अनुरूप वास्तविक वेतन की खासियत लिए हुए वह अर्जित करता।

## 6 विकल्प का चयन-

- (1) नियम 5 के उपबंध के अंतर्गत चयन का विकल्प लिखित रूप में उस फार्म पर देना होगा जो दूसरी अनुसूची के साथ संलग्न है और यह विकल्प उप नियम (2) में वर्णित अधिकारी के पास इस नियम के प्रकाशित होने की तारीख के तीन माह के अंदर पहुंच जाने चाहिए अथवा जहां वर्तमान वेतनमान

निर्धारित तारीख के बाद संशोधित किया जाता है तो वहां इसका संशोधित नियम की तारीख के प्रकाशन के तीन माह बाद तक पहुंचना मान्य होगा।

बशर्त कि-

- (i) उस मामले में जब सरकारी कर्मचारी उस नियम या आदेश के प्रकाशित होने की तारीख में छुट्टी पर या प्रतिनियुक्ति पर या विदेश सेवा अथवा सविराज्य सेवा में देश से बाहर हो। उपर्युक्त विकल्प संबंधित अधिकारी के पास कर्मचारी के भारत में आने और यहाँ का पदभार संभालने की तारीख के तीन माह के अंदर लिखित रूप में पहुंच जाए, तथा
  - (ii) जहां कोई सरकारी कर्मचारी 1 जनवरी, 2006 को निलंबित हो तो ऐसे में उसके काम पर लौटने की तारीख इस उप-नियम के प्रकाशित होने की तारीख के बाद की हो तो वह अपने कार्य दिवस पर लौटने के तीन महीने के अंदर लिखित विकल्प दे सकता है।
- (2) विकल्प की सूचना सरकारी कर्मचारी द्वारा अपने कार्यालय प्रमुख को दी जाएगी।
  - (3) अगर सरकारी कर्मचारी का लिखित विकल्प उप-नियम 1 के अनुसार निर्धारित तारीख के अंदर प्राप्त नहीं होता तो यह मान लिया जाएगा कि उसने नए संशोधित वेतनमान द्वारा शासित होने का चयन कर लिया है और उसे 1 जनवरी, 2006 से संशोधित वेतन ढाँचे के अनुसार वेतन दिया जाएगा।
  - (4) एक बार दिया गया विकल्प ही अंतिम होगा।

**नोट 1-** जिन लोगों की सेवा 1 जनवरी, 2006 को या उसके बाद समाप्त कर दी गई और जो स्वीकृत पदों की समाप्ति के कारण सेवामुक्त कर दिए जाने के कारण इस्तीफा, बर्खास्तगी अथवा सेवा-मुक्ति अथवा अनुशासनहीनता के कारणों से निर्धारित समय सीमा के अंदर चयन का विकल्प नहीं दे सके उन्हें भी इस नियम के लाभों का अधिकार होगा।

**नोट 2-** जो लोग 1 जनवरी, 2006 को या इसके बाद दिवंगत हो गए और इस कारण निर्धारित समय सीमा के अंदर संशोधित वेतन ढाँचे के लिए चयन का विकल्प नहीं दे सके उनकी स्थिति में भी यह मान लिया जाएगा कि उन्होंने 1 जनवरी, 2006 से या उसके बाद की किसी भी तारीख से जो उनके आश्रितों को लाभप्रद लगे, उन्होंने नए वेतनमान का चयन कर लिया है। अगर संशोधित वेतन ढाँचे उनके हक में हैं तो बकाया राशि के भुगतान के लिए तत्संबंधी कार्यालय प्रमुख द्वारा इस संबंध में उचित कार्रवाई की जाएगी।

**नोट 3-** जो व्यक्ति 1/1/2006 को आजित अवकाश अथवा किसी अन्य अवकाश, जो उन्हें छुट्टी के हकदार बनाता है, उन्हें छुट्टी के इस नियम के लाभ मिलेंगे।

**7 संशोधित वेतन ढाँचे में प्रारंभिक वेतन का निर्धारण:**

- (1) कोई सरकारी कर्मचारी, जिसने 1 जनवरी, 2006 को और उसी तारीख से संशोधित वेतन ढाँचे द्वारा शासित होने के लिए नियम 6 के उप नियम (3) के तहत विकल्प चुन लिया है या उसके द्वारा इस प्रकार का विकल्प चुनना मान लिया गया है, के स्थाई पद-जिस पर वह कार्य-पुनर्ग्रहणाधिकार रखता है या निलंबित न होने की स्थिति में यह अधिकार रखता होता, में वास्तविक वेतन के संबंध में जब तक कि राष्ट्रपति के विशेष नियम या अन्यथा निर्देश ना हों, उसका आरंभिक वेतन अलग से

निर्धारित किया जाएगा और उसके धारित पद में उसके वेतन निर्धारण के संबंध में निम्नलिखित तरीका अपनाया जाएगा।

(क) सभी कर्मचारियों के मामले में-

- (i) वेतन बैंड/वेतनमान में वेतन का निर्धारण 1/1/2006 को यथाविद्यमान मौजूदा मूल वेतन को 1.86 के गुणक से गुणा करके तथा इस प्रकार प्राप्त संख्या को 10 के अगले गुणज में पूर्णांकित करके किया जाएगा।
- (ii) यदि संशोधित वेतन बैंड/वेतनमान का न्यूनतम उपर्युक्त (i) के अनुसार प्राप्त राशि से ज्यादा है तो वेतन संशोधित वेतन बैंड/वेतनमान के न्यूनतम पर निर्धारित किया जाएगा।

इसके अतिरिक्त यह भी शर्त है कि:-

वेतन निर्धारण में जहां कहीं सरकारी कर्मचारियों का वेतन जो मौजूदा वेतनमान में दो या अधिक संयोजी अवस्थाओं पर आहरित वेतन समूहबद्ध हो जाता है, अर्थात् अन्यथा कहें तो इसी अवस्था पर संशोधित वेतन ढांचे में वेतन बैंड में निर्धारित हो जाता है तो इस प्रकार से समूहबद्ध ऐसी प्रत्येक दो अवस्थाओं के लिए उन्हें एक वेतनवृद्धि का लाभ दिया जाएगा जिससे कि संशोधित रनिंग वेतन बैंडों में दो अवस्थाओं से अधिक बंचिंग से बचा जा सके। इस प्रयोजन के लिए वेतनवृद्धि वेतन बैंड में वेतन पर परिकल्पित की जाएगी। बंचिंग को कम करने के लिए वेतनवृद्धियां देते समय ग्रेड वेतन को ध्यान में नहीं रखा जाएगा।

वेतन बैंड पी.बी. -4 में उच्चतर प्रशासनिक ग्रेड (एच ए जी) में वेतनमानों के मामले में बंचिंग के कारण वेतनवृद्धियों का लाभ इस ग्रेड में विभिन्न वेतनमानों में सभी अवस्थाओं को ध्यान में रखकर दिया जाएगा। एच ए जी + वेतनमान के मामले में संशोधित वेतनमान में पूर्व-संशोधित वेतनमान की प्रत्येक दो अवस्थाओं के लिए एक वेतनवृद्धि का लाभ दिया जाएगा।

उपर्युक्त ढंग से वेतन वर्धन से यदि किसी सरकारी कर्मचारी का वेतन संशोधित वेतन बैंड/वेतनमान (जहां लागू हो) की उस अवस्था पर निर्धारित हो जाता है जो कि अगली उच्च अवस्था अथवा अवस्थाओं वाले संशोधित वेतन बैंड वाले कर्मचारियों को प्राप्त हो रहा है, तब ऐसी स्थिति में बाद वाले कर्मचारी का वेतन उसी सीमा तक बढ़ाया जाएगा जब तक कि वह पिछले कर्मचारी के वेतन की तुलना में कम हो।

- (iii) वेतन बैंड में वेतन उपर्युक्त तरीके से निर्धारित होगा। वेतन बैंड में वेतन के अलावा मौजूदा वेतनमान के अनुरूप ग्रेड वेतन भी देय होगा।

नोट- उपर्युक्त पर उदाहरण 1 इन नियमों के व्याख्यात्मक ज्ञापन में दिया गया है।

- (ख) उन कर्मचारियों, जो कि मौजूदा वेतनमान में वेतन के अलावा विशेष वेतन/भत्ता प्राप्त कर रहे हैं तथा जिनके लिए स्थानापन्न तौर पर किसी विशेष वेतन/भत्तों के बिना ही कोई वेतन बैंड ग्रेड वेतन दिया गया है, ऐसे कर्मचारियों का वेतन संशोधित वेतन ढांचे में ऊपर (क) के उप खण्ड में निहित प्रावधानों के अनुसार ही किया जाएगा।
- (ग) उन कर्मचारियों, जो कि वर्तमान वेतनमानों में मिल रहे वेतन के अतिरिक्त किसी अन्य नाम से विशेष वेतन घटक प्राप्त कर रहे हैं, जैसे कि छोटे परिवार के मानकों को प्रोत्साहन देने के लिए

व्यक्तिगत वेतन, सचिवालय सहायकों के लिए विशेष वेतन, केन्द्रीय (कार्यकाल पर प्रतिनियुक्ति) भत्ता, आदि तथा जिनके मामले में इनके स्थान पर सा दृश्य भत्ता/वेतन के साथ संशोधित वेतन ढांचा लागू कर दिया गया है, के मामले में संशोधित वेतन ढांचा उपर्युक्त धारा (क) के प्रावधानों के अनुरूप निर्धारित होंगे। ऐसे मामलों में संस्तुत नई दरों पर भत्ते, इन भत्तों से संबंधित वैयक्तिक अधिसूचनाओं में विनिर्दिष्ट तारीख से संशोधित वेतन ढांचे में मिलने वाले वेतन के अतिरिक्त मिलेंगे।

- (घ) चिकित्सा आधिकारिकों के मामले में उन चिकित्सा आधिकारिकों, जिनको प्रैक्टिस बंदी भत्ता मिल रहा है, का वेतन संशोधित वेतन ढांचे में उपर्युक्त खंड (क) के प्रावधानों के अनुसार निर्धारित किया जाएगा, सिवाय इसके कि ऐसे मामलों में सूचकांक औसत 536 (1982= 100) पर स्वीकार्य प्रैक्टिस-बंदी भत्तों के लिए उपर्युक्त पूर्व-संशोधित महंगाई भत्ता संशोधित वेतन बैंड में वेतन का निर्धारण करते समय जोड़ा जाएगा तथा ऐसे मामलों में नई दरों पर प्रैक्टिस-बंदी भत्ता 1/1/2006 अथवा संशोधित वेतन ढांचे में विकल्प देने की तारीख से संशोधित वेतन ढांचे में निर्धारित वेतन के अतिरिक्त मिलेगा। इस संबंध में उदाहरण 2 इन नियमों के व्याख्यात्मक ज्ञापन में दिया गया है।

#### टिप्पणी 1-

(क) समूह "घ" कर्मचारियों के मामले में, संशोधित वेतन ढांचे में वेतन प्रारंभ में उपर्युक्त खंड (क) के अनुसार- 1एस वेतन बैंड में उपर्युक्त ग्रेड वेतन के साथ निर्धारित किया जाएगा। तदनुसार बकाया राशि का भुगतान किया जाएगा। उसके पश्चात ऐसे उन समूह "घ" कर्मचारियों का वेतन 1800 रुपए के ग्रेड वेतन के साथ पी.बी. 1 में 1.1.2006 से निर्धारित किया जाएगा जो पी.बी. 1 में प्रविष्टि के लिए निर्धारित आयोग द्वारा संस्तुत संशोधित न्यूनतम अर्हताएं पहले से ही रखते हैं।

(ख) ऐसे मौजूदा समूह "घ" कर्मचारी, जो पी.बी. 1 में प्रविष्टि के लिए संशोधित न्यूनतम अर्हताएं नहीं रखते हैं, को संबंधित विभाग द्वारा आधिमानतः छह माह के भीतर पुनः प्रशिक्षित किया जाएगा ताकि स्तरोन्नयन के फलस्वरूप मिलने वाले बकाया के भुगतान में विलम्ब न हो। पुनः प्रशिक्षण के बाद इन समूह "घ" कर्मचारियों को भी 1.1.2006 से 1800 रुपए के ग्रेड वेतन के साथ वेतन बैंड पी.बी. 1 में रखा जाएगा और तदनुसार बकाया राशि आहरित की जाएगी। एक बार वेतन बैंड पी.बी. 1 में आने के बाद, इस श्रेणी के समूह "घ" कर्मचारी पहले से ही न्यूनतम अर्हताएं रखने वाले अन्य श्रेणी के समूह "घ" कर्मचारियों की तुलना में अपनी वरिष्ठता पुनः प्राप्त कर लेंगे और इसीलिए ये 1.1.2006 को पी.बी. वेतन बैंड में रखे गए हैं। तत् कालीन समूह "घ" में सभी कर्मचारियों की पारस्परिक वरिष्ठता निचले वेतनमान वाले कर्मचारी की तुलना में उच्च वेतनमान में रखे जा रहे पूर्व-संशोधित उच्च वेतनमान वाले समूह "घ" कर्मचारी के साथ पूरी तरह बहाल रखी जाएगी। उसी पूर्व-संशोधित वेतनमान में वरिष्ठता, जो संशोधन से पहले थी, बनी रहेगी।

(ग) दोनों मामलों में अर्थात् अर्हताएं रखने वाले समूह "घ" के वे कर्मचारी जिन्हें सीधे पी.बी. 1 में रखा गया है तथा समूह "घ" के वे कर्मचारी जिनके पास अर्हता नहीं है, लेकिन पुनः प्रशिक्षण के बाद रखा गया है, की बकाया राशि 1.1.2006 से देय होगी। समूह "घ" कर्मचारियों के लिए वेतन निर्धारण से संबंधित उदाहरण 3 इन नियमों के व्याख्यात्मक ज्ञापन में दिया गया है।

#### टिप्पणी 2क-

जहां किसी पद को छोटे केन्द्रीय वेतन आयोग की सिफारिश के फलस्वरूप स्तरोन्नत किया गया है, जैसा कि इन नियमों की प्रथम अनुसूची के भाग "ख" अथवा भाग "ग" में दर्शाया गया है, वहाँ लागू वेतन बैंड में वेतन का निर्धारण नियम 7 के खंड (क) (i) और (ii) के अनुरूप निर्धारित पद्धति से दिनांक 1.1.2006 की स्थिति के अनुसार मौजूदा मूल वेतन को गुणक 1.86 से गुणा करने के फलस्वरूप आने वाली संख्या को दस के अगले गुणज में पूर्णांकित करके किया जाएगा। स्तरोन्नत



वेतनमान के सा दृश्य ग्रेड वेतन, जैसा भाग "ख" अथवा "ग" के कॉलम 6 में दर्शाया गया है, अतिरिक्त रूप से देय होगा। इस संबंध में उदाहरण 4 क इन नियमों के व्याख्यात्मक ज्ञापन में दिया गया है।

टिप्पणी 2(ख)- वेतनमानों के आमेलन के मामले में, संशोधित वेतन बैंडों में वेतन का नियतन दिनांक 01.01.2006 को यथावियमान स्थिति के अनुसार मौजूद मूल वेतन को 1. 86 के गुणक से गुणा करके तथा इसके फलस्वरूप प्राप्त संख्या को दस के गुणक में पूर्णांकित करते हुए नियम 7 के खंड (क) (i) और (ii) के अनुसरण में निर्धारित तरीके से मौजूद मूल वेतन को गुणा करते हुए किया जाएगा। भाग ख अथवा ग के कॉलम 6 में दर्शाए गए अनुसार आमेलित वेतनमान के अनुरूप ग्रेड वेतन इसके अतिरिक्त दिया जाएगा। इस संबंध में इन नियमों के व्याख्यात्मक ज्ञापन में उदाहरण 4 ख दिया गया है।

टिप्पणी 3- यदि कोई सरकारी कर्मचारी जनवरी, 2006 की पहली तारीख को छुट्टी पर हो और वह छुट्टी का वेतन लेने का हकदार हो तो वह 1.1.2006 से अथवा संशोधित वेतन ढांचे में विकल्प देने की तारीख से संशोधित वेतन ढांचे में वेतन लेने का हकदार होगा। इसी प्रकार यदि कोई सरकारी कर्मचारी जनवरी, 2006 की पहली तारीख को अध्ययनार्थ छुट्टी पर हो तो वह 1.1.2006 अथवा विकल्प की तारीख से इन नियमों के तहत लाभ प्राप्त करने का हकदार होगा।

टिप्पणी 4- निलंबित सरकारी कर्मचारी मौजूदा वेतनमान के आधार पर निर्वाह भत्ता प्राप्त करता रहेगा तथा संशोधित वेतन ढांचे में उसका वेतन लंबित अनुशासनात्मक कार्यवाही पर अंतिम निर्णय लिए जाने के अधीन होगा।

टिप्पणी 5- जब कोई सरकारी कर्मचारी किसी स्थायी पद पर हो तथा नियमित आधार पर किस उच्च पद पर स्थानापन्न रूप में कार्यरत हो तथा दोनों पदों पर लागू वेतनमानों का एक में विलय कर दिया गया हो ऐसे में वेतन का निर्धारण इस उप नियम के अधीन स्थानापन्न पद के संदर्भ में ही किया जाए जाएगा तथा इस प्रकार से निर्धारित किया गया वेतन ही स्थायी वेतन माना जाएगा।

इस नोट के प्रावधान आवश्यक परिवर्तनों सहित, उन सरकारी कर्मचारियों पर लागू होंगे जो कि विभिन्न मौजूदा वेतनमानों के स्थान पर एक संशोधित वेतन संरचना वाले स्थानापन्न पद पर कार्यरत हैं।

टिप्पणी 6- यदि किसी सरकारी कर्मचारी की मौजूदा परिलब्धियां "संशोधित परिलब्धियां" से अधिक हो जाती हैं तो उस अंतर को वेतन में होने वाली भावी वृद्धियों में व्यक्तिगत वेतन के रूप में समाहित करने की अनुमति होगी।

टिप्पणी 7- जहां उप नियम (1) के अधीन वेतन निर्धारण में कोई कर्मचारी मौजूदा वेतनमान में 1 जनवरी, 2006 के तुरंत पहले समान कांडर के किसी कनिष्ठ कर्मचारी की तुलना में अधिक वेतन प्राप्त कर रहा था और संशोधित वेतन बैंड में उसका वेतन एक ऐसी अवस्था पर निर्धारित हो जाता है जो कि उसके कनिष्ठ से कम हो तब ऐसी स्थिति में उसका वेतन संशोधित वेतन बैंड में उसी अवस्था तक बढ़ा दिया जाएगा जिस अवस्था पर वह कनिष्ठ कर्मचारी हो।

टिप्पणी 8- जहां कोई सरकारी कर्मचारी 1 जनवरी, 2006 को व्यक्तिगत वेतन प्राप्त कर रहा हो और जो उसकी मौजूदा परिलब्धियों से जुड़ने पर संशोधित परिलब्धियों से अधिक हो जाती है, तो उस अंतर को

वेतन में होने वाली भावी वृद्धियों में उस सरकारी कर्मचारी के व्यक्तिगत वेतन के रूप में समाहित करने की अनुमति होगी।

**टिप्पणी 9-** उन कर्मचारियों के मामले में जो कि 1 जनवरी, 2006 के पूर्व "हिन्दी शिक्षण योजना" के अंतर्गत हिन्दी प्राज्ञ, हिन्दी टंकण, हिन्दी आशुलिपिक तथा इस प्रकार की अन्य परीक्षाएं उत्तीर्ण करने के लिए या रोकड़ शाखा एवं लेखा-मामलों में सफल प्रशिक्षण प्राप्त करने के लिए व्यक्तिगत वेतन प्राप्त कर रहे हैं, उनका यह व्यक्तिगत वेतन, संशोधित वेतन संरचना में मूल वेतन के निर्धारण के लिए शामिल नहीं किया जाएगा, वे 1 जनवरी, 2006 से या उसके आगे की उस अवधि के लिए संशोधित वेतन ढांचे में उस व्यक्तिगत वेतन को प्राप्त करते रहेंगे जो कि वे संशोधित वेतन ढांचे का निर्धारण न होने की दशा में प्राप्त करते। ऐसा व्यक्तिगत वेतन, निर्धारण की तिथि से संशोधित वेतन ढांचे में वेतनवृद्धि की उचित दर से उस अवधि तक के लिए दिया जाएगा, जिस अवधि तक कर्मचारी उसे प्राप्त करना जारी रखता।

**स्पष्टीकरण-** इस टिप्पणी के प्रयोजनार्थ, "संशोधित वेतन ढांचे में वेतनवृद्धि की उपयुक्त दर" से अभिप्राय वेतन बैंड में वेतन और ग्रेड वेतन के उस जोड़ के 3 प्रतिशत से है जिस पर कर्मचारी का वेतन संशोधित वेतन ढांचे में निर्धारित होगा।

**टिप्पणी 10-** ऐसे मामलों में जहां किसी वरिष्ठ सरकारी कर्मचारी की 1 जनवरी, 2006 के पहले किसी उच्चतर पद पर पदोन्नति हो जाती है तथा वह उस कनिष्ठ कर्मचारी से संशोधित वेतन संरचना में कम वेतन प्राप्त कर रहा है जो कि 1 जनवरी, 2006 के बाद उच्च पद पर पदोन्नत किया गया है। तब ऐसी स्थिति में वरिष्ठ सरकारी कर्मचारी का वेतन उसके कनिष्ठ कर्मचारी को उच्च पद पर दिए जा रहे वेतन बैंड में वेतन के बराबर कर दिया जाए। यह वृद्धि कनिष्ठ सरकारी कर्मचारी की पदोन्नति की तिथि से की जाएगी तथा वह निम्नलिखित शर्तों की पूर्ति के अधीन होगी, अर्थात्:-

- (क) कनिष्ठ तथा वरिष्ठ सरकारी कर्मचारियों का एक ही कैडर का होना चाहिए तथा जिस पद पर वे पदोन्नत हुए हैं वह कैडर में समान पद होने चाहिए।
- (ख) निम्नतर तथा उच्चतर पदों के पूर्व-संशोधित वेतनमान तथा संशोधित ग्रेड वेतन जिनमें वे वेतन पाने के हकदार हैं, समान होने चाहिए।
- (ग) वरिष्ठ सरकारी कर्मचारी पदोन्नति के समय कनिष्ठ कर्मचारी के बराबर या उससे अधिक वेतन प्राप्त कर रहे हों।
- (घ) विसंगति सीधे तौर पर मूलभूत नियम 22 के प्रावधानों के उपयोग के कारण अथवा किसी संशोधित वेतन संरचना में इस प्रकार की पदोन्नति में वेतन निर्धारण को नियंत्रित करने वाले अन्य किसी नियम या आदेशों के कारण होनी चाहिए। यदि कनिष्ठ पद पर भी कोई कनिष्ठ अधिकारी संशोधन पूर्व वेतनमान के अनुसार वरिष्ठ अधिकारी की तुलना में आब्यग्रम वेतनवृद्धि दिए जाने के कारण अधिक वेतन प्राप्त करता रहा है तो इस नोट के प्रावधानों को लागू करते हुए वरिष्ठ अधिकारी के वेतन को बढ़ाने की आवश्यकता नहीं है।

- (2) नियम 5 के प्रावधानों के अधीन उप नियम (1) के तहत यदि स्थानापन्न पद पर नियत किया गया वेतन मूलभूत पद में नियत किए गए वेतन से कम है तो पूर्व को मूलभूत वेतन के अगले चरण से ऊपर नियत किया जाएगा।

8 1.1.2006 को अथवा उसके बाद नए रिक्तों के रूप में नियुक्त कर्मचारियों के वेतन का संशोधित वेतन ढांचे में निर्धारण- इन नियमों की प्रथम अनुसूची का भाग "क" का खण्ड " वेतन बैंड " में उस प्रारंभिक स्तर को दर्शाता है जिस पर किसी विशिष्ट ग्रेड वेतन वाले विशेष पद पर सीधी भर्ती से आए कर्मचारियों का वेतन 1.1.2006 को अथवा उसके बाद निर्धारित किया जाएगा ।

यह 1.1.2006 और इस अधिसूचना के जारी होने की तारीख के बीच भर्ती हुए कर्मचारियों के मामले में भी लागू होगा । ऐसे मामलों में, जहां पूर्व संशोधित वेतनमानों में परिलब्धियाँ अर्थात् सेवा में आने की तारीख को लागू पूर्व संशोधित वेतनमान (वेतनमानों में मूल वेतन जमा महंगाई भत्ता संशोधित वेतन संरचना में निर्धारित वेतन तथा उस पर स्वीकार्य महंगाई भत्ते के जोड़ से अधिक हों तो उस अंतर को वेतन में होने वाली भावी वृद्धियों में व्यक्तिगत वेतन के रूप में समाहित करने की अनुमति होगी ।

9 संशोधित वेतन ढांचे में वेतनवृद्धि- संशोधित वेतन ढांचे में वेतनवृद्धि की दर वेतन बैंड में वेतन और लागू ग्रेड वेतन के जोड़ का 3 प्रतिशत होगी, जिसे 10 के अगले गुणक में पूर्णांकित किया जाएगा । वेतनवृद्धि की राशि वेतन बैंड में मौजूदा वेतन में जोड़ी जाएगी । इस संबंध में उदाहरण 5 इन नियमों के व्याख्यात्मक ज्ञापन में दिया गया है । पी.बी. 3 के मामले में, 3 प्रतिशत और 4 प्रतिशत के हिसाब से वेतनवृद्धि की परिवर्तनीय दरों की व्यवस्था की गई है । वेतनवृद्धि की यह उच्चतर दर पी.बी. 3 में आने वाले अधिकारिकों की संख्या के 20 प्रतिशत से अधिक अधिकारिकों को नहीं दी जाएगी ।

10 संशोधित वेतन ढांचे में अगली वेतनवृद्धि की तारीख- वार्षिक वेतनवृद्धि की तारीख एक समान अर्थात् प्रत्येक वर्ष 01 जुलाई होगी । 01 जुलाई को संशोधित वेतन ढांचे में 6 माह और अधिक पूरा करने वाले कर्मचारी वेतनवृद्धि प्राप्त करने के पात्र होंगे । संशोधित वेतन संरचना में 1.1.2006 को वेतन संशोधित वेतन ढांचे में 1.1.2006 को वेतन निर्धारण के पश्चात् पहली वेतनवृद्धि 1.7.2006 को उन कर्मचारियों को प्रदान की जाएगी, जिनकी अगली वेतनवृद्धि की तारीख 1 जुलाई, 2006 और 31 दिसंबर, 2006 के बीच होगी ।

बशर्ते कि उन व्यक्तियों के मामले में संशोधित वेतन ढांचे में अगली वेतनवृद्धि जनवरी, 2006 को देने की अनुमति होगी, जो 01 जनवरी, 2006 को एक वर्ष से अधिक समय से मौजूदा वेतनमान का अधिकतम वेतन ले रहे थे । उसके बाद उन पर नियम 10 की शर्त लागू होगी ।

बशर्ते कि उन मामलों में जब कोई कर्मचारी अपने वेतन बैंड के अधिकतम स्तर पर पहुंच जाएगा तो उसे अधिकतम स्तर पर पहुंचने के एक वर्ष बाद अगले उच्चतर वेतन बैंड में डाल दिया जाएगा । उच्चतर वेतन बैंड में स्थापन के समय एक वेतनवृद्धि का लाभ दिया जाएगा । उसके पश्चात् वह उच्चतर वेतन बैंड में तब तक रहेगा जब तक वेतन बैंड में उसका वेतन पी.बी. 4 के अधिकतम तक नहीं पहुँच जाता और उसके पश्चात् उसे और कोई वेतनवृद्धि नहीं दी जाएगी ।

नोट 1- ऐसे मामलों में, जहां दो मौजूदा वेतनमानों में से एक को दूसरे के लिए पदोन्नति वेतनमान होने के कारण मिला दिया गया हो और अब कनिष्ठ सरकारी कर्मचारी अपना वेतन निचले वेतनमान में समान अथवा नीचे के स्तर पर पा रहा हो तथा संशोधित वेतन संरचना में वेतन बैंड में वह मौजूदा उच्चतर वेतनमान में कार्यरत वरिष्ठ सरकारी कर्मचारी के वेतन से अधिक वेतन ले रहा हो तो वरिष्ठ सरकारी कर्मचारी के वेतन बैंड में वेतन उसी तारीख से उक्त कनिष्ठ कर्मचारी के वेतन के बराबर कर दिया जाएगा और इस प्रकार वह अपनी अगली वेतनवृद्धि नियम 10 के अनुसार प्राप्त करेगा ।

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11 1 जनवरी, 2006 के बाद संशोधित वेतन ढांचे में वेतन का निर्धारण- जहां सरकारी कर्मचारी मौजूदा वेतनमान में अपना वेतन लेना जारी रखता है और उसे 1 जनवरी, 2006 के बाद की तारीख से संशोधित वेतन ढांचे में लाया जाता है, तो संशोधित वेतन संरचना में बाद की तारीख से उसका वेतन निम्न प्रकार निर्धारित होगा:-

- (i) वेतन बैंड में वेतन का निर्धारण बाद की तिथि में लागू मूल वेतन को जोड़ने हुए किया जाएगा। उस तिथि को लागू महंगाई वेतन और पूर्व-संशोधित महंगाई भत्ता 1.1.2006 को यथा-विद्यमान दरों पर आधारित होगा। यह संख्या 10 के अगले गुणक से गुणा की जाएगी और इस प्रकार निकाली गई संख्या ही लागू वेतन बैंड में वेतन होगा। इसके अतिरिक्त पूर्व-संशोधित वेतनमान के अनुरूप ग्रेड वेतन भी देय होगा। जहाँ कहीं कोई सरकारी कर्मचारी विशेष वेतन या प्रैक्टिस बंदी भत्ता ले रहा होगा तो, नियम 7 (i) (ख), (ग) अथवा (घ) में यथा विहित प्रक्रिया जिस रूप में लागू हो, का अनुपालन किया जाएगा, सिवाय इसके कि उक्त तारीख को यथा लागू मूल वेतन और महंगाई वेतन ही गणना में लिया जाएगा किन्तु महंगाई भत्ते का परिकलन 1.1.2006 को लागू दरों के अनुसार ही किया जाएगा।

12 1 जनवरी, 2006 के बाद पुनः नियुक्त होने पर उस तारीख से पहले धारित पद पर वेतन का निर्धारण- वह सरकारी कर्मचारी जो 1 जनवरी, 2006 से पहले किसी पद पर स्थानापन्न रहा हो परन्तु उस तारीख को उस पद पर न रहा हो, जो बाद में उस पद पर नियुक्त होने पर संशोधित वेतन ढांचे में वेतन ले रहा हो तो उसे मूलभूत नियम 22 के परन्तुक का लाभ उसी स्थिति में दिया जाएगा कि क्या 1 जनवरी, 2006 को वह उस पद पर था और उसने उस तारीख को तथा उस तारीख से संशोधित वेतन ढांचे में रहने का विकल्प दिया था।

13 1.1.2006 को या उसके बाद पदोन्नति पर वेतन-निर्धारण- संशोधित वेतन ढांचे में एक ग्रेड से दूसरे ग्रेड में पदोन्नति की स्थिति में निर्धारण निम्नलिखित के अनुसार किया जाएगा।

- (i) वेतन बैंड में वेतन राशि के 3 प्रतिशत राशि के समान एक वेतनवृद्धि और मौजूदा ग्रेड वेतन को जोड़ लिया जाएगा तदन्तर इसे 10 के अगले गुणक में गुणा किया जाएगा इसे वेतन बैंड में मौजूदा वेतन से जोड़ लिया जाएगा इसके बाद वेतन बैंड में इस वेतन के अतिरिक्त पदोन्नत पद के समकक्ष ग्रेड वेतन में वेतन प्रदान किया जाएगा। जहां पदोन्नति में वेतन बैंड में तब्दीली भी जरूरी हो ऐसी स्थिति में इसी पद्धति का पालन किया जाएगा तथापि वेतन वृद्धि जोड़ने के बाद भी जहां वेतन बैंड में वेतन पदोन्नति वाले पद के उच्च वेतन बैंड के न्यूनतम से कम होगा तो इस वेतन को उक्त वेतन बैंड में न्यूनतम के बराबर बढ़ा दिया जाएगा।
- (ii) वेतन बैंड -4 से एच ए जी+ में पदोन्नति की स्थिति में, नियम 9 में यथा विहित तरीके से एक वेतनवृद्धि जोड़ने के बाद, वेतन बैंड और मौजूदा ग्रेड में वेतन को मिला लिया जाएगा और इस प्रकार से हासिल संख्या ही एच ए जी+ में वेतन होगा। यह राशि वेतनमान के अधिकतम 80,000 रुपए से अधिक नहीं होगी। प्रैक्टिस बंदी भत्ता, वेतन जमा प्रैक्टिस बंदी भत्ता पाने वाले सरकारी कर्मचारियों के मामले में यह राशि 85,000 रुपए से अधिक नहीं होगी।

14 वेतन-बकायों के भुगतान की विधि- बकायों का भुगतान दो किस्तों में किया जाएगा। पहली किस्त वृत्त राशि का 40 प्रतिशत होगी। बकायों की शेष 60 प्रतिशत राशि अगले वित्त वर्ष में दी जाएगी।

स्पष्टीकरण- इस नियम के प्रयोजनों हेतु:

- (क) "बकाया वेतन" का अर्थ एक सरकारी कर्मचारी के संबंध में निम्नलिखित के बीच अंतर:
- (i) इन नियमों के तहत वेतन और भत्तों में संशोधन के कारण वह संगत अवधि जिसका वह पात्र है के लिए उसका वृत्त वेतन एवं भत्ते संशोधित भत्ते (महंगाई भत्ते और प्रैक्टिस बंदी भत्ते के सिवाय) 1. 9. 2008 से ही देय होंगे; और
- (ii) उस अवधि के वेतन एवं भत्तों का वृत्त जिसका कि वह पात्र होगा (चाहे ऐसे वेतन और भत्ते पाए गए हों या नहीं) चाहे इस प्रकार से उसका वेतन संशोधित नहीं किया गया हो।
- (ख) "प्रासंगिक अवधि" से आशय 1 जनवरी, 2006 से प्रारंभ होकर 31 अगस्त, 2008 को समाप्त होने वाली अवधि से है।

15 नियमों का अधिक्रमण - मूलभूत नियमावली, रक्षा सेवाओं में सिविलियन (वेतन का संशोधन) नियम, 1947, रक्षा सेवाओं में सिविलियन (संशोधित वेतन) नियम, 1960 और रक्षा सेवाओं में सिविलियन (संशोधित वेतन) नियम, 1973, रक्षा सेवाओं में सिविलियन (संशोधित वेतन) नियम, 1986 और रक्षा सेवाओं में सिविलियन (संशोधित वेतन) नियम, 1997 के प्रावधान, जैसा कि अन्यथा उपबंधित है, के सिवाय, इन नियमों के साथ असंगत होने की सीमा तक उन मामलों पर लागू नहीं होंगे जहां इन नियमों के अधीन वेतन विनियमित किया गया हो।

16 ढील देने की शक्ति - राष्ट्रपति, जहां संतुष्ट हों कि इन नियमों के सभी या कोई एक प्रावधान किसी विशेष मामले में अवांछित अड़चन पैदा करता है, तो इस स्थिति में वे इस मामले के न्यायसंगत निपटान के लिए यथा-आवश्यक सीमा तक इस आदेश के विलोपन या इसमें वांछित मात्रा तक ढील दे सकते हैं बशर्त कि वे ऐसा किया जाना जरूरी समझें।

17 व्याख्या- इन नियमों के किसी प्रावधानों की व्याख्या पर यदि कहीं कोई प्रश्न उत्पन्न होता है, तो निर्णय के लिए इसे केन्द्र सरकार के पास भेजा जाए।

पहली अनुसूची  
(नियम 3 और 4 देखें)

भाग- क

खण्ड I

जिन पदों के लिए संशोधित वेतनमान अलग से अधिसूचित किए गए हैं, के सिवाय 'क', 'ख', 'ग' एवं 'घ' समूहों में विद्यमान पदों के लिए संशोधित वेतन बैंड तथा ग्रेड वेतन

(रुपए में)

मौजूदा वेतनमान			संशोधित वेतन संरचना		
क्र. सं.	पद/ ग्रेड	मौजूदा वेतनमान	वेतन बैंड/ वेतनमान का नाम	सादृश्य वेतन बैंड/वेतनमान	सादृश्य ग्रेड वेतन
(1)	(2)	(3)	(4)	(5)	(6)
1	एस-1	2550-55-2660-60-3200	-1एस	4440-7440	1300
2	एस-2	2610-60-3150-65-3540	-1एस	4440-7440	1400
3	एस-2क	2610-60-2910-65-3300-70-4000	-1एस	4440-7440	1600
4	एस-3	2650-65-3300-70-4000	-1एस	4440-7440	1650
5	एस-4	2750-70-3800-75-4400	वेतन बैंड-1	5200-20200	1800
6	एस-5	3050-75-3950-80-4590	वेतन बैंड-1	5200-20200	1900
7	एस-6	3200-85-4900	वेतन बैंड-1	5200-20200	2000
8	एस-7	4000-100-6000	वेतन बैंड-1	5200-20200	2400
9	एस-8	4500-125-7000	वेतन बैंड-1	5200-20200	2800
10	एस-9	5000-150-8000	वेतन बैंड-2	9300-34800	4200
11	एस-10	5500-175-9000	वेतन बैंड-2	9300-34800	4200
12	एस-11	6500-200-6900	वेतन बैंड-2	9300-34800	4200
13	एस-12	6500-200-10500	वेतन बैंड-2	9300-34800	4200
14	एस-13	7450-225-11500	वेतन बैंड-2	9300-34800	4600
15	एस-14	7500-250-12000	वेतन बैंड-2	9300-34800	4800
16	एस-15	8000-275-13500	वेतन बैंड-2	9300-34800	5400
17	नया वेतनमान	8000-275-13500 (समूह 'क' प्रविष्टि)	वेतन बैंड-3	15600-39100	5400
18	एस-16	9000	वेतन बैंड-3	15600-39100	5400
19	एस-17	9000-275-9550	वेतन बैंड-3	15600-39100	5400
20	एस-18	10325-325-10975	वेतन बैंड-3	15600-39100	6600
21	एस-19	10000-325-15200	वेतन बैंड-3	15600-39100	6600
22	एस-20	10650-325-15850	वेतन बैंड-3	15600-39100	6600
23	एस-21	12000-375-16500	वेतन बैंड-3	15600-39100	7600
24	एस-22	12750-375-16500	वेतन बैंड-3	15600-39100	7600
25	एस-23	12000-375-18000	वेतन बैंड-3	15600-39100	7600
26	एस-24	14300-400-18300	वेतन बैंड-4	37400-67000	8700

27	एस-25	15100-400-18300	वेतन बैंड-4	37400-67000	8700
28	एस-26	16400-450-20000	वेतन बैंड-4	37400-67000	8900
29	एस-27	16400-450-20900	वेतन बैंड-4	37400-67000	8900
30	एस-28	14300-450-22400	वेतन बैंड-4	37400-67000	10000
31	एस-29	18400-500-22400	वेतन बैंड-4	37400-67000	10000
32	एस-30	22400-525-24500	वेतन बैंड-4	37400-67000	12000
33	एस-31	22400-600-26000	एच ए जी + वेतनमान	75500- (वार्षिक वेतनवृद्धि 3 प्रतिशत) -80000	शून्य
34	एस-32	24050-650-26000	एच ए जी + वेतनमान	75500- (वार्षिक वेतनवृद्धि 3 प्रतिशत) -80000	शून्य
35	एस-33	26000 (नियत)	शीर्षस्थ वेतनमान	80000 (नियत)	शून्य
36	एस-34	30000 (नियत)	मंत्रिमंडल सचिव	90000 (नियत)	शून्य

## खण्ड - II

दिनांक 01.01.2006 को अथवा इसके बाद नियुक्त सीधी भर्ती रिक्तों के लिए संशोधित वेतन ढांचे में प्रविष्टि वेतन

## वेतन बैंड-1 (5200-20200 रुपए)

ग्रेड वेतन	वेतन बैंड में वेतन	घुञ्ज
1,800	5,200	7,000
1,900	5,830	7,730
2,000	6,460	8,460
2,400	7,510	9,910
2,800	8,560	11,360

## वेतन बैंड-2 (9300-34800 रुपए)

ग्रेड वेतन	वेतन बैंड में वेतन	घुञ्ज
4,200	9,300	13,500
4,600	12,540	17,140
4,800	13,350	18,150

## वेतन बैंड-3 (15600-39100 रुपए)

ग्रेड वेतन	वेतन बैंड में वेतन	घुञ्ज
5,400	15,600	21,000
6,600	18,750	25,350
7,600	21,900	29,500

## वेतन बैंड-4 (37400-67000 रुपए)

ग्रेड वेतन	वेतन बैंड में वेतन	वृत्त
8,700	37,400	46,100
8,900	40,200	49,100
10,000	43,000	53,000
12,000	47,100	59,100

## भाग - ख

## कर्मचारियों की कुछ आम श्रेणियों के लिए संशोधित वेतनमान

## खण्ड - 1

- (i) कॉलम (2) में बताए गए पदों के लिए सरकार द्वारा अधिसूचना के इस भाग के कॉलम (5) तथा (6) में निर्दिष्ट संशोधित वेतन ढांचा अनुमोदित किया गया है। दिनांक 01.01.2006 की यथा-स्थिति तक वेतन का आरंभिक निर्धारण इस अधिसूचना के नियम 7 के नीचे दी गई टिप्पणी 2 के अनुसार किया जाएगा।
- (ii) पूर्व-संशोधित वेतनमानों यथा- 5000-8000 रुपए, 5500-9000 रुपए तथा 6500-10500 रुपए के वेतनमानों के आमेलन के कारण, कुछ पद जो मौजूदा समय में फीडर तथा प्रोन्नति ग्रेडों को बनाते हैं, वे एक ही ग्रेड में आ जाएंगे। इन पदों की कुछ श्रेणियों के बारे में वेतन आयोग द्वारा की गई विशिष्ट सिफारिशें भाग- ख के खण्ड " में शामिल हैं। जहां तक अन्य पदों का संबंध है, इन तीन वेतनमानों के पदों को आमेलित कर देना चाहिए। यदि कार्यात्मक दृष्टि से इन वेतनमानों में पदों को आमेलित करना व्यावहारिक नहीं है तो 5000-8000 रुपए तथा 5500-9000 रुपए के वेतनमान में पदों को पी.बी. - 2 वेतन बैंड में अगले उच्चतर ग्रेड अर्थात् 7450-11500 रुपए के पूर्व-संशोधित वेतनमान के समनुरूप 4600 रुपए के ग्रेड वेतन में स्तरोन्नत किए जा रहे 6500-10500 रुपए के वेतनमान में पद के साथ आमेलित कर देना चाहिए। यदि 7450-11500 रुपए के वेतनमान में पहले से ही पद मौजूद है तो 6500-10500 रुपए के वेतनमान से स्तरोन्नत किए जा रहे पद को 7450-11500 रुपए के वेतनमान में पद के साथ आमेलित कर दिया जाना चाहिए।
- (iii) अभियांत्रिकी में डिग्री अथवा विधि में डिग्री, दोनों में से किसी एक की न्यूनतम अर्हता वाले 6500-10500 रुपए के वेतनमान में पदों को भी स्तरोन्नत किया जाना चाहिए तथा 4600 रुपए के ग्रेड वेतन के साथ 9300-34800 रुपए के संशोधित पी.बी. - 2 वेतन बैंड के समनुरूप 7450-11500 रुपए के वेतनमान में रखना चाहिए।
- (iv) 6500-10500 रुपए के वेतनमान में इंजीनियरिंग अथवा विधि में डिग्री की न्यूनतम अर्हता रखने वाले पदों को स्तरोन्नत किया जाना चाहिए और इन्हें 4600 रुपए के ग्रेड वेतन के साथ 9300-34800 रुपए के वेतन बैंड से सादृश्य वेतनमान 7450-11500 रुपए में रखा जाना चाहिए।
- (v) उपर्युक्त (ii) के मुताबिक, स्तरोन्नयन रक्षा मंत्रालय एवं व्यय विभाग, वित्त मंत्रालय के परामर्श से किया जाए। उपर्युक्त (iii) तथा (iv) के संबंध में, स्तरोन्नयन रक्षा मंत्रालय द्वारा उसके अपने एकीकृत वित्त के साथ परामर्श से किया जाए।



## खण्ड - II

(रूप में)

क्र. सं.	पद	मौजूदा वेतनमान	संशोधित वेतनमान	सा दृश्य वेतन बैंड तथा ग्रेड वेतन		रिपोर्ट की पैरा सं.
				वेतन बैंड	ग्रेड वेतन	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
I	सचिवालय में कार्यरत कर्मचारी*					
1	अनुभाग आधिकारी/ निजी सचिव/समकक्ष	6500-10500	7500-12000  8000-13500 (चार वर्ष पूरे करने पर)	वेतन बैंड-2  वेतन बैंड-3	4800  5400 (चार वर्ष पूरे करने पर)	3. 1. 9 (सरकार द्वारा संशोधित)
	* यह वेतनमान केवल उन संगठनों/सेवाओं में ही उपलब्ध होगा जिनकी सी एन सी / सी एन सी एन के साथ ऐतिहासिक साम्यता रही थी। ए एफ एच वक्यू एन एन / ए एफ एच वक्यू, एन एन एन / आर बी एन एन सरीखी सेवाओं तथा विदेश मंत्रालय, संसदीय कार्य मंत्रालय, केन्द्रीय सतर्वन्ता आयोग, संघ लोक सेवा आयोग आदि जैसे मंत्रालयों/संगठनों में मंत्रालयी/सचिवालयी पदों को इसी से कवर किया जाएगा।					
II	सचिवालय से बाहर संगठनों के कार्यरत कार्यालय कर्मचारी					
1	प्रधान लिपिक/सहायक/ आशुलिपिक ग्रेड "/ समकक्ष	4500-7000 5000-8000	6500-10500	वेतन बैंड-2	4200	3. 1. 14
2	प्रशासनिक आधिकारी ग्रेड "/ व निजी सचिव/समकक्ष	7500-12000	7500-12000 (नए भर्ती होने वालों के लिए प्रारंभिक ग्रेड)  8000-13500 (चार वर्ष की सेवा पूरी करने के बाद)	वेतन बैंड-2	4800  5400 (चार वर्ष की सेवा पूरी करने के बाद)	3. 1. 14
III	असंगठित लेखा संवर्गों से संबंधित लेखा स्टाफ असंगठित लेखा संवर्गों से संबंधित लेखा स्टाफ संगठित लेखा संवर्गों से बाहर लेखा संबंधी पदों तथा मंत्रालयी पदों के बीच मौजूद सापेक्षता को बरकरार रखा जाएगा तथा असंगठित लेखा संवर्गों से संबंधित लेखा स्टाफ को प्रतिस्थापित वेतन बैंड और ग्रेड वेतन दिया जाएगा।					3. 8. 5

IV	कलाकार					
1	वरिष्ठ कलाकार	6500-10500	7450-11500	वेतन बैंड-2	4600	3. 8. 6
V	वैन्टीन स्टाफ					
1.	पूर्व संशोधित समूह 'घ' वेतनमानों में वैन्टीन स्टाफ के पद	इन पदों पर काबिज कर्मचारियों को एक बार समुचित रूप से पुनःप्रशिक्षित कर लिया जाता है तथा बहु-कौशल्युक्त बना लिया जाता है तो समूह 'घ' में वैन्टीन स्टाफ के सभी पदों को 1800 रुपए के ग्रेड वेतन के साथ संशोधित वेतन बैंड पी बी- 1 में रखा जाएगा ।				3. 8. 7
VI	आरेखण कार्यालय स्टाफ					
1	मुख्य ड्राफ्ट्समैन	6500-10500	7450-11500	वेतन बैंड-2	4600	3. 8. 9
VII	इलेक्ट्रॉनिक डाटा प्रोसेसिंग (ई डी पी ) स्टाफ					
1	डाटा प्रोसेसिंग सहायक	6500-10500	7450-11500	वेतन बैंड-2	4600	3. 8. 11
VIII	दमकल स्टाफ					
1	फायरमैन	2610-3540	3050-4590	वेतन बैंड-1	1900	3. 8. 12
2	अग्रणी फायरमैन	3050-4590	3200-4900	वेतन बैंड-1	2000	
3	स्टेशन आधिकारी	4000-6000	4500-7000	वेतन बैंड-1	2800	
4	सहायक मंडलीय दमकल आधिकारी	5000-8000	6500-10500	वेतन बैंड-2	4200	
5	उप मंडलीय दमकल आधिकारी	6500-10500	7450-11500	वेतन बैंड-2	4600	
IX	पुस्तकालय स्टाफ					
1	लाइब्रेरी अटेंडेंट ग्रेड " एवं ' के पदों को उन पर काबिज कर्मियों की दक्षता में समुचित बढ़ोतरी के बाद 1800 रुपए के ग्रेड वेतन के साथ संशोधित वेतन बैंड पी.बी. -1 में आमेलित होकर रखा जाएगा ।					3. 8. 13
2	सहायक पुस्तकालय सूचना आधिकारी	6500-10500	7450-11500	वेतन बैंड-2	4600	
X	प्रयोगशाला स्टाफ					
1	पूर्व-संशोधित समूह 'घ' वेतनमानों में लेबोरेटरी स्टाफ के सभी पदों को (आम तौर पर लेबोरेटरी अटेंडेंट्स ग्रेड ' , " एवं ' के रूप में पदनामित) उनकी दक्षता में समुचित बढ़ोतरी के बाद 1800 रुपए के ग्रेड वेतन के साथ संशोधित वेतन बैंड पी.बी. - 1 में रखा जाएगा ।					3. 8. 14
2	लेबोरेटरी तकनीशियन ग्रेड'	6500-10500	7450-11500	वेतन बैंड-2	4600	

XI नर्सिंग एवं अर्ध-चिकित्सा स्टाफ						
1	स्टाफ नर्स	5000-8000	7450-11500	वेतन बैंड-2	4600	3. 8. 15
2	नर्सिंग सिस्टर	5500-9000	7500-12000	वेतन बैंड-2	4800	
3	आहार-विज्ञानी ग्रेड "/पी टी /ओ टी में प्राध्यापक/रेडियोग्राफ र	6500-10500	7450-11500	वेतन बैंड-2	4600	
4	सहायक नर्सिंग अधीक्षक	6500-10500	8000-13500	वेतन बैंड-3	5400	
5	उप नर्सिंग अधीक्षक	7500-12000	8000-13500	वेतन बैंड-3	5400	
6	नर्सिंग अधीक्षक	8000-13500	10000-15200	वेतन बैंड-3	6600	
7	मुख्य नर्सिंग आधिकारी	10000-15200	12000-16500	वेतन बैंड-3	7600	
XII छायाकार						
1	फोटोग्राफी अटैंडेंट ग्रेड "/पूर्व संशोधित समूह 'घ' वेतनमान में कोई अन्य पद	2650-4000/ पूर्व-संशोधित समूह 'घ' वेतनमान में कोई अन्य वेतनमान		वेतन बैंड-1	1800	3. 8. 16
2	मुख्य छायाकार/समकक्ष	6500-10500	7450-11500	वेतन बैंड-2	4600	
XIII मुद्रण स्टाफ						
1	6500-10500 रुपए के पूर्व संशोधित वेतनमान में प्रिंटिंग स्टाफ के पद		7450-11500	वेतन बैंड-2	4600	3. 8. 18
XIV रिसेप्शनिस्ट						
1	रिसेप्शनिस्टों विभिन्न पदों को सा दृश्य वेतन बैंड तथा ग्रेड वेतन में लिपिकीय संवर्ग के साथ आमेलित किया जाएगा। यदि लिपिकीय संवर्ग में कोई सा दृश्य ग्रेड वेतन मौजूद नहीं है, तो लिपिकीय संवर्ग में उपलब्ध ठीक ऊपर के ग्रेड वेतन में उनका आमेलन किया जाना चाहिए।					3. 8. 19
XV स्टोरकीपिंग स्टाफ						
1	वरिष्ठ स्टोर कीपर ग्रेड " (पदनाम पर ध्यान दिए बगैर स्टोरकीपिंग के सभी समकक्ष पदों को दिया जाएगा)	6500-10500	7450-1100	वेतन बैंड-2	4600	3. 8. 20

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XVI		अध्यापक				
1	प्राथमिक स्कूल अध्यापक	ग्रेड "' 4500-7000	ग्रेड "' 6500-10500	वेतन बैंड-2	4200	3. 8. 22
		ग्रेड " 5500-9000	ग्रेड " 7450-11500	वेतन बैंड-2	4600	
		ग्रेड ' 6500-10500	ग्रेड ' 7500-12000	वेतन बैंड-2	4800	
2	प्रशिक्षित स्नातक अध्यापक	ग्रेड "' 5500-9000	ग्रेड "' 7450-11500	वेतन बैंड-2	4600	
		ग्रेड " 6500-10500	ग्रेड " 7500-12000	वेतन बैंड-2	4800	
		ग्रेड ' 7500-12000	ग्रेड ' 8000-13500	वेतन बैंड-2	5400	
3	स्नातकोत्तर अध्यापक	ग्रेड "' 6500-10500	ग्रेड "' 7500-12000	वेतन बैंड-2	4800	
		ग्रेड " 7500-12000	ग्रेड " 8000-13500	वेतन बैंड-3	5400	
		ग्रेड ' 8000-13500	ग्रेड ' 10000-15200	वेतन बैंड-3	6600	
4	उप प्रधानाचार्य	ग्रेड " 7500-12000	ग्रेड " 8000-13500	वेतन बैंड-3	5400	
		ग्रेड ' 8000-13500	ग्रेड ' 10000-15200	वेतन बैंड-3	6600	
5	प्रधानाचार्य	10000-15200	12000-16500	वेतन बैंड-3	7600	
6.	शिक्षा आधिकारी/ सहायक शिक्षा निदेशक	10000-15200	12000-16500	वेतन बैंड-3	7600	3. 8. 24
शिक्षा आधिकारी/ सहायक शिक्षा निदेशक के पद उप शिक्षा निदेशक के पद के साथ आमेलित किए जाते हैं।						
XVII		पशु चिकित्सक				
1	पैरा वेटेरेनरी अर्टिडेंट के समूह 'घ' पद	पैरा वेटेरेनरी अर्टिडेंट्स/कम्पाउंडर के साथ समूह 'घ' पदों को उनके समुचित प्रशिक्षण के बाद 1800 रुपए के ग्रेड वेतन के साथ संशोधित वेतन बैंड पी.बी. - 1 में रखा जाता है				
2	6500-10500 रुपए के पूर्व संशोधित	6500-10500	7450-11500	वेतन	4600	3. 8. 25

	वेतनमान में सभी पैरा वेटेरेनरी कर्मचारी			बैंड-2		
3	वेटेरेनरी अधिकारी	भारतीय पशुचिकित्सा परिषद में पंजीकरण के साथ पशुचिकित्सा में स्नातक एवं ए एच की अपेक्षित उपाधि वाले वेटेरेनरी अधिकारियों को सामान्य इयूटी चिकित्सा अधिकारियों तथा दंत चिकित्सा सर्जनों के समतुल्य रखा जाएगा				
XVIII	वर्तमान शॉप स्टाफ					
1	अवुशाल	2550-3200	2750-4400	वेतन बैंड-1	1800	3. 8. 27
2	अर्द्ध-वुशाल	2650-4000	2750-4400	वेतन बैंड-1	1800 *	3. 8. 29
3	सहायक शॉप अधीक्षक / उप शॉप अधीक्षक/सहायक फोरमैन	6500-10500	7450-11500	वेतन बैंड-2	4600	
* मौजूदा अवुशाल और अर्द्ध वुशाल कर्मियों के ग्रेड आमेलित होते हैं । सहायक शॉप अधीक्षक/समकक्ष तथा शॉप अधीक्षक/समकक्ष के ग्रेड आमेलित होते हैं ।						

XIX	संगठित लेखा संवर्ग*					
1	अनुभाग अधिकारी	6500-10500	7500-12000	वेतन बैंड-2	4800	7. 56. 9
2	सहायक लेखा/ लेखापरीक्षा आधिकारी	7450-11500	7500-12000	वेतन बैंड-2	4800	7. 56. 9
3	लेखापरीक्षा/ लेखाधिकारी	7500-12000	8000-13500	वेतन बैंड-2	5400	7. 56. 9
4	वरिष्ठ लेखापरीक्षा/ लेखाधिकारी	8000-13500	8000-13500	वेतन बैंड-3	5400	7. 56. 9
*भारतीय लेखा परीक्षा एवं लेखा विभाग के कर्मचारियों पर भी लागू						

## भाग - ग

रक्षा मंत्रालय के अधीन विस्थापनाओं में कतिपय पदों के लिए  
संशोधित वेतन ढांचा

## खण्ड - I

- (i) कॉलम (2) में बताए गए पदों के लिए सरकार द्वारा अधिसूचना के इस भाग के कॉलम (5) तथा (6) में निर्दिष्ट संशोधित वेतन ढांचा अनुमोदित किया गया है । दिनांक 01.01.2006 को यथा-स्थिति तक वेतन का आरंभिक निर्धारण इस अधिसूचना के नियम 7 के नीचे दी गई टिप्पणी 2 के अनुसार किया जाएगा ।
- (ii) पूर्व-संशोधित वेतनमानों यथा- 5000-8000 रुपए, 5500-9000 रुपए तथा 6500-10500 रुपए के वेतनमानों के आमेलन के कारण, कुछ पद जो मौजूदा समय में फीडर तथा प्रोन्नति ग्रेडों को बनाते हैं, वे एक ही ग्रेड में आ जाएंगे । इन पदों की कुछ श्रेणियों के बारे में वेतन आयोग द्वारा की गई विशिष्ट सिफारिशें

भाग- ग के खण्ड " में शामिल हैं। जहां तक अन्य पदों का संबंध है, इन तीन वेतनमानों के पदों को आमेलित कर देना चाहिए। यदि कार्यात् मक दृष्टि से इन वेतनमानों में पदों को आमेलित करना व्यावहारिक नहीं है तो 5000-8000 रुपए तथा 5500-9000 रुपए के वेतनमान में पदों को पी.बी. - 2 वेतन बैंड में अगले उच्चतर ग्रेड अर्थात् 7450-11500 रुपए के पूर्व-संशोधित वेतनमान के समनुरूप 4600 रुपए के ग्रेड वेतन में स्तरोन्नत किए जा रहे 6500-10500 रुपए के वेतनमान में पद के साथ आमेलित कर देना चाहिए। यदि 7450-11500 रुपए के वेतनमान में पहले से ही पद मौजूद है तो 6500-10500 रुपए के वेतनमान से स्तरोन्नत किए जा रहे पद को 7450-11500 रुपए के वेतनमान में पद के साथ आमेलित कर दिया जाना चाहिए।

- (iii) आभियांत्रिकी में डिग्री अथवा विधि में डिग्री, दोनों में से किसी एक की न्यूनतम अर्हता वाले 6500-10500 रुपए के वेतनमान में पदों को भी स्तरोन्नत किया जाना चाहिए तथा 4600 रुपए के ग्रेड वेतन के साथ 9300-34800 रुपए के संशोधित पी.बी. - 2 वेतन बैंड के समनुरूप 7450-11500 रुपए के वेतनमान में रखना चाहिए।
- (iv) 6500-10500 रुपए के वेतनमान में इंजीनिरिंग अथवा विधि में डिग्री की न्यूनतम अर्हता रखने वाले पदों को स्तरोन्नत किया जाना चाहिए और इन्हें 4600 रुपए के ग्रेड वेतन के साथ 9300-34800 रुपए के वेतन बैंड से सा दृश्य वेतनमान 7450-11500 रुपए में रखा जाना चाहिए।
- (v) उपर्युक्त (ii) के मुताबिक, स्तरोन्नयन रक्षा मंत्रालय, व्यय विभाग, वित्त मंत्रालय के परामर्श से किया जाए। उपर्युक्त (iii) तथा (iv) के संबंध में, स्तरोन्नयन रक्षा मंत्रालय द्वारा उसके अपने एकीकृत वित्त के साथ परामर्श से किया जाए।

### खण्ड - II

अनुसूची 2 में निर्दिष्ट पदों के लिए अधिसूचना के इस भाग के कॉलम (5) और (6) में निर्दिष्ट संशोधित वेतन संरचना को सरकार ने अनुमोदित कर दिया है।

रक्षा मंत्रालय रक्षा विभाग						
1	मशीनमैन/ऑपरेटर ऑफसेट	4500-7000	5000-8000	वेतन बैंड-2	4200	7. 10. 17
2	सेना स्क्वॉर्लों में सहायक मास्टर	5500-9000	7450-11500	वेतन बैंड-2	4600	7. 10. 21
3	सेना स्क्वॉर्लों में मास्टर गेजेटिड	7500-12000	8000-13500	वेतन बैंड-3	5400	7. 10. 21

तटरक्षक संगठन (सामान्य ड्यूटी शाखा)						
4	नाविक	3050-4590	3200-4900	वेतन बैंड-1	2000	7. 10. 26
5	उत्तम नाविक	3200-4900	4000-6000	वेतन बैंड-1	2400	7. 10. 26
6	प्रधान नाविक	3200-4900 + विशेष वेतन 50 रुपए	4500-7000	वेतन बैंड-1	2800	7. 10. 26
7	उत्तम आधिकारी	6500-10500	7450- 11500	वेतन बैंड-2	4600	7. 10. 26
8	प्रधान आधिकारी	6500- 10500+ विशेष वेतन 200 रुपए	7500- 12000	वेतन बैंड-2	4800	7. 10. 26
तटरक्षक संगठन (घरेलू शाखा)						
9	नाविक	2750-4400	3050-4590	वेतन बैंड-1	1900	7. 10. 26
10	उत्तम नाविक	3050-4590	3200-4900	वेतन बैंड-1	2000	7. 10. 26
11	प्रधान नाविक	3200-4900	4000-6000	वेतन बैंड-1	2400	7. 10. 26
12	प्रधान आधिकारी	6500-10500	7450- 11500	वेतन बैंड-2	4600	7. 10. 26
तटरक्षक संगठन (विमानन शाखा)						
13	नाविक	3050-4590	3200-4900	वेतन बैंड-1	2000	7. 10. 26
14	उत्तम नाविक	3200-4900	4000-6000	वेतन बैंड-1	2400	7. 10. 26
15	प्रधान नाविक	4000-6000	4500-7000	वेतन बैंड-1	2800	7. 10. 26
16	उत्तम आधिकारी	6500-10500	7450- 11500	वेतन बैंड-2	4600	7. 10. 26
17	प्रधान आधिकारी	6500- 10500+विशेष वेतन 200 रुपए	7500- 12000	वेतन बैंड-2	4800	7. 10. 26
तटरक्षक संगठन (तकनीकी शाखा)						
18	उत्तम इंजीनियर	6500-10500	7450- 11500	वेतन बैंड-2	4600	7. 10. 26

19	प्रधान इंजीनियर	7450-11500	7500-12000	वेतन बैंड-2	4800	7. 10. 26
रक्षा उत्पादन विभाग						
20	डी जी वक्सू ए में सहायक लेखा आधिकारी	6500-10500	7450-11500	वेतन बैंड-2	4600	7. 10. 33

रक्षा अनुसंधान एवं विकास विभाग						
21	रक्षा मनोवैज्ञानिक अनुसंधान संस्थान में परीक्षक ग्रेड *	6500-10500	7450-11500	वेतन बैंड-2	4600	7. 10. 35
22	डी आर डी 30 में वरिष्ठ तकनीकी सहायक	6500-10500	7450-11500	वेतन बैंड-2	4600	7. 10. 39

दूसरी अनुसूची  
विकल्प फार्म  
नियम देखें

- \* (i) मैं दिनांक 01 जनवरी, 2006 से लागू संशोधित वेतनमान का चयन करता हूँ।
- \* (ii) मैं मेरा मूल/स्थानापन्न पद नीचे दिए गए के अनुसार मौजूदा वेतनमान पर आगे भी बने रहने के विकल्प का चयन करता/करती हूँ जब तक कि:-
- \* मेरी अगली वेतनवृद्धि की तारीख
  - मेरी बाद की वेतनवृद्धि की तारीख जिससे मेरे वेतन
  - ..... रुपए हो जाए।
- मैं, मौजूदा वेतनमान में वेतन लेना बंद कर दूँ/छोड़ दूँ।

मौजूदा वेतनमान

हस्ताक्षर

नाम

पदनाम

कार्यरत कार्यालय का नाम

दिनांक:

स्टेशन:

- \* यदि लागू न हो, तो काट दिया जाए।



**रक्षा सेवाओं में सिविलियनों के लिए व्याख्यात्मक ज्ञापन  
(संशोधित वेतन) नियमावली, 2008**

**नियम 1 - यह नियम स्वतः स्पष्ट है।**

**नियम 2 -** यह नियम उन कर्मचारियों को श्रेणीबद्ध करता है जिन पर यह लागू होगा। खण्ड (2) में वर्गीकृत श्रेणियों को छोड़कर राष्ट्रपति के अधिकार में आने वाले उन सभी व्यक्तियों पर लागू होगा जो रक्षा सेवा प्राक्कलन से भुगतान प्राप्त करने वाले विभागों में कार्यरत हैं। तथापि, यह कार्य प्रभारित संस्थानों पर लागू होगा।

**नियम 3 और 4 -** ये नियम स्वतः स्पष्ट हैं।

**नियम 5 -** इस नियम का अभिप्राय यह है कि सभी सरकारी कर्मचारियों को संशोधित वेतनमान के अंतर्गत लाया जाए सिवाय उन लोगों के जो मौजूदा वेतनमानों में वेतन आहरित करने का चुनाव करते हैं। जो मौजूदा वेतनमान में ही बने रहना चाहते हैं उन्हें महंगाई भत्ते की वे किश्तें मिलते रहेंगी जो 01 जनवरी 2006 को लागू थीं और महंगाई भत्ता उस वृत्त परिलब्धि में शामिल माना जाएगा जो पेंशन आदि के लिए उस तारीख से लागू हैं। यदि सरकारी कर्मचारी मौलिक क्षमता के अनुसार स्थायी पद पर काबिज है तथा अपने से ऊंचे पद का कार्य निभा रहा है, अथवा उसके प्रतिनियुक्ति आदि पर न होते हुए एक या अधिक पदों का कार्य निभाया हुआ होता तो उसके पास वेत्चल एक वेतनमान के संबंध में मौजूदा वेतनमान में बने रहने का विकल्प होता। ऐसा सरकारी कर्मचारी स्थायी पद अथवा कार्यवाहक पदों में से किसी एक पद पर लागू मौजूदा वेतनमान में बने रह सकता है। शेष पदों के संबंध में उसे संशोधित वेतन संरचना के तहत अनिवार्यतः लाया जाना होगा।

**नियम 6 -** यह नियम यह पद्धति विनिर्दिष्ट करता है कि विकल्प का चयन कैसे किया जाए और किस प्राधिकरण को अपने विकल्प से अवगत कराया जाए। अपना विकल्प नियमावली के साथ संलग्न फार्म पर ही उपलब्ध करवाना है। ध्यान देने योग्य बात यह है कि सरकारी कर्मचारी के लिए इतना ही पर्याप्त नहीं है कि वह निर्धारित समय-सीमा के अंदर अपना विकल्प चुन ले बल्कि उसके लिए यह भी जरूरी है कि वह निर्धारित समय-सीमा के अंदर ही अपना चयनित विकल्प संबंधित अधिकारी तक पहुंचाए। अगर इन नियम के अनुपालन के समय कोई सरकारी कर्मचारी देश के बाहर है तो उसे भारत में आकर अपना अधिभार ग्रहण करने की तिथि से तीन महीने की समय-सीमा के अंदर अपना चयनित विकल्प संबंधित अधिकारी तक पहुंचाना होगा। सरकारी कर्मचारियों के मामले में जिन पदों की संशोधित वेतन संरचना की घोषणा इन नियमों के जारी होने की तारीख के बाद होती है, ऐसी घोषणा की तारीख से तीन महीने की समय-सीमा निर्धारित की जाती है।

जो लोग 01 जनवरी, 2006 और इस नियम के जारी होने की तारीख के बीच सेवानिवृत्त हुए हैं उन्हें भी अपना विकल्प चुनने का अधिकार होगा।

**नियम 7(1) -** इस नियम का संबंध 01 जनवरी, 2006 को यथाव्ययमान वेतनमानों में वेतन के वास्तविक निर्धारण से है। नियम 7(1) के नीचे टिप्पणियों के तहत वेतन-वर्धन की शर्त पर इस उप-नियम के अंतर्गत सरकारी कर्मचारी का वेतन निर्धारित करने का तरीका दर्शाने वाले कुछ उदाहरण संलग्न अनुबंध में दिए गए हैं।

**नियम 7(2) -** इस नियम का लाभ ऐसे मामलों में दंड नहीं होगा जहां किसी सरकारी कर्मचारी ने अपने मूल पद के लिए संशोधित वेतनमान का चुनाव किया हो लेकिन कार्यवाहक पद के संबंध में मौजूदा वेतनमान को ही बरकरार रखा हो।

**नियम 8 -** यह नियम 01.01.2006 को या इसके बाद नई भर्ती के रूप में नियुक्त कर्मचारियों के वेतन निर्धारण की पद्धति को विनिर्दिष्ट करता है।

**नियम 9 और 10 -** इन नियमों में यह विदित है कि नए वेतनमान में अगली वेतनवृद्धि किस प्रकार विनियमित की जानी चाहिए। इन नियमों के परंतुकों का उद्देश्य मूल भाग की विसंगतियों के कारण कनिष्ठ कर्मचारी अपने से वरिष्ठ कर्मचारियों से अधिक वेतन पा रहे हैं, को दूर किया जा रहा है और इसके द्वारा उन सरकारी कर्मचारियों को

01.01.2006 को एक वर्ष से अधिक समय के मौजूदा वेतनमान में अधिकतम वेतन पा रहे हैं और जो गतिरोध के कारण मौजूदा वेतनमान में अधिकतम वेतन पा रहे हैं और जो वास्तव में तदर्थ आधार पर गतिरोध वेतनवृद्धि पा रहे हैं, का भी ध्यान रखना है।

नियम 11 से 17 - ये नियम स्वतः स्पष्ट हैं।

[फा. सं. 11/1/2008/रक्षा (सिविल-1)]

अजय टिकौ, संयुक्त सचिव (स्था. एवं लोक शिकायत निवारण)

**उदाहरण 1:** संशोधित वेतन ढांचे में प्रारंभिक वेतन का निर्धारण

1.	मौजूदा वेतनमान	4000-100-6000 रुपए
2.	लागू वेतन बैंड	वेतन बैंड-1 5200-20200 रुपए
3.	01.01.2006 को मौजूदा मूल वेतन	4800 रुपए
4.	1. 86 गुणक द्वारा गुणा करने के बाद वेतन	8928 रुपए (8930 रुपए में पूर्णांकित)
5.	वेतन बैंड पी.बी. -2 में वेतन	8930 रुपए
6.	बैंचिंग, यदि लागू हो, के लाभ को जोड़ने के बाद वेतन बैंड में वेतन	8930 रुपए
7.	वेतनमान से संबद्ध ग्रेड वेतन	2400 रुपए
8.	संशोधित मूल वेतन - वेतन बैंड में वेतन और ग्रेड वेतन का जोड़	11330 रुपए

**उदाहरण 2** चिकित्सा आधिकारिकों की संशोधित वेतन ढांचे में प्रारंभिक वेतन का निर्धारण

1.	मौजूदा वेतनमान	10000-15200 रुपए
2.	लागू वेतन बैंड	वेतन बैंड-3 15600-39100 रुपए
3.	01.01.2006 की स्थिति के अनुसार मौजूदा मूल वेतन	10000 रुपए
	वेतन पर महंगाई वेतन (डी पी ) + एन पी ए	6250 रुपए
	मूल वेतन पर 25 प्रतिशत एन पी ए + डी पी	4063 रुपए
	मूल वेतन पर 24 प्रतिशत की दर से महंगाई भत्ता	4875 रुपए मूल वेतन का 24 प्रतिशत + डी पी
	वर्तमान परिलब्धियां	+एन पी ए 25188 रुपए (2519 रुपए पूर्णांकित)
4.	मूल वेतन पर 1. 86 गुणक द्वारा गुणा करने के पश्चात	18600 रुपए
	वेतन बैंड में संशोधित वेतन	
5.	एन पी ए पर महंगाई भत्ता	976 रुपए(4063 रुपए का 24 प्रतिशत)
6.	वेतनमान से संबद्ध वेतन बैंड में वेतन	19580 रुपए (18600 + 976 = 19576 पूर्णांकित)
7.	वेतनमान से संबद्ध ग्रेड वेतन	6600 रुपए
8.	संशोधित मूल वेतन - वेतन बैंड में वेतन और ग्रेड वेतन का जोड़	26180 रुपए

9. संशोधित एन पी ए 6545 रुपए

**उदाहरण 3**

स्थिति 1 : -1एस में समूह 'घ' कर्मचारियों का प्रारंभिक निर्धारण

1.	मौजूदा वेतनमान	2500-55-2660-60-3200 रुपए
2.	लागू वेतन बैंड	-1एस 4440-7440 रुपए
3.	01.01.2006 को मौजूदा मूल वेतन	2840 रुपए
4.	1. 86 गुणक द्वारा गुणा करने के बाद वेतन	5282 रुपए (5290 रुपए पूर्णांकित)
5.	वेतन बैंड में वेतन	5290 रुपए
6.	बचिंग, यदि लागू हो, के लाभ को जोड़ने के बाद वेतन बैंड में वेतन	5290 रुपए
7.	वेतनमान से संबद्ध ग्रेड वेतन	1300 रुपए
8.	संशोधित मूल वेतन - वेतन बैंड में वेतन और ग्रेड वेतन का जोड़	6590 रुपए

स्थिति 2 : अपेक्षित अर्हता रखने वाले अथवा पुनः प्रशिक्षण के बाद वाले समूह 'घ' कर्मचारियों का निर्धारण

1.	मौजूदा वेतनमान	2500-55-2660-60-3200 रुपए
2.	लागू वेतन बैंड	वेतन बैंड-1 5200-20200 रुपए
3.	01.01.2006 को मौजूदा मूल वेतन	2840 रुपए
4.	1. 86 गुणक द्वारा गुणा करने के बाद वेतन	5282 रुपए (5290 रुपए पूर्णांकित)
5.	वेतन बैंड पी.बी. -1 में वेतन	5290 रुपए
6.	बचिंग, यदि लागू हो, के लाभ को जोड़ने के बाद वेतन बैंड में वेतन	5530 रुपए
7.	वेतनमान से संबद्ध ग्रेड वेतन	1800 रुपए
8.	संशोधित मूल वेतन - वेतन बैंड में वेतन और ग्रेड वेतन का जोड़	7330 रुपए

**उदाहरण 4क :** स्तरान्त पदों के मामले में वेतन निर्धारण अर्थात् 3050-75-80-4590 रुपए से 3200-85-4900 रुपए के वेतनमान में पूर्व-संशोधित वेतनमान के पद

1.	मौजूदा वेतनमान	3050-4590 रुपए (1900 रुपए का सा दृश्य ग्रेड वेतन)
2.	लागू वेतन बैंड	वेतन बैंड-1 5200-20200 रुपए
3.	वेतन के वेतनमान में स्तरान्त	3200-4900 रुपए (सा दृश्य ग्रेड वेतन 2000 रुपए)
4.	01.01.2006 को मौजूदा मूल वेतन	3125 रुपए

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5.	1. 86 गुणक द्वारा गुणा करने के बाद वेतन	5813 रुपए (5820 रुपए पूर्णांकित)
6.	वेतन बैंड पी.बी. -2 में वेतन	5820 रुपए
7.	3050-4900 रुपए के पूर्व-संशोधित वेतनमान में बंचिंग, यदि लागू हो, के लाभ को जोड़ने के बाद वेतन बैंड में वेतन	6060 रुपए
8.	3200-4900 रुपए के वेतनमान से संबद्ध ग्रेड वेतन	2000 रुपए
9.	संशोधित मूल वेतन - वेतन बैंड में वेतन और ग्रेड वेतन का जोड़	8060 रुपए

**उदाहरण 4ख :** उन मामलों में, जहां 5000-8000, 5500-9000 तथा 6500-10500 रुपए के पूर्व संशोधित वेतनमानों को आमेलित किया गया है, वेतन निर्धारण

1.	मौजूदा वेतनमान	5000-150-18000
2.	लागू वेतन बैंड	पी.बी. -2 9300-34000 रुपए
3.	वेतनमान में आमेलित	6500-200-10500
4.	01.01.2006 को मौजूदा मूल वेतन	5600 रुपए
5.	1. 86 के गुणक द्वारा गुणा करने के बाद वेतन	10416 रुपए (10420 पूर्णांकित)
6.	वेतन बैंड पी बी-2 में वेतन	10420 रुपए
7.	बंचिंग के लाभ शामिल करने के बाद वेतन बैंड में वेतन	10420 रुपए
8.	6500-200-20500 रुपए में पिछले संलग्न ग्रेड वेतन	4200 रुपए
9.	वेतन बैंड और ग्रेड वेतन का जोड़ संशोधित वेतन	14620 रुपए

**उदाहरण 5 :** संशोधित वेतन ढांचे में वेतनवृद्धि देने के बाद वेतन निर्धारण

1.	वेतन बैंड-2 में वेतन	9300 रुपए
2.	ग्रेड वेतन	4200 रुपए
3.	वेतन + ग्रेड वेतन का योग	13500 रुपए
4.	वेतनवृद्धि की दर	उपर्युक्त 3 का 3 प्रतिशत
5.	वेतनवृद्धि की राशि	405 रुपए 410 रुपए पूर्णांकित
6.	वेतनवृद्धि के बाद वेतन बैंड में वेतन	9300 + 410 रुपए
7.	वेतन वृद्धि के बाद वेतन	9710 रुपए
8.	लागू ग्रेड वेतन	4200 रुपए

## MINISTRY OF DEFENCE

## NOTIFICATION

New Delhi, the 9th September, 2008

S.R.O. 21(E).— In exercise of the powers conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules, namely : -

1. *Short title and commencement -*

- (1) These rules may be called the Civilians in Defence Services (Revised Pay) Rules, 2008.
- (2) They shall be deemed to have come into force on the 1<sup>st</sup> day of January, 2006.

2. *Categories of Government servants to whom the rules apply: -*

(1) Save as 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 debitable to the Defence Services Estimates.

(2) These rules shall not apply to : -

- (i) persons locally recruited for service in Diplomatic, Consular or other Indian establishments in foreign countries;
- (ii) persons not in whole-time employment;
- (iii) persons paid out of contingencies;
- (iv) persons paid otherwise than on a monthly basis including those paid only on a piece-rate basis;
- (v) persons employed on contract except where the contract provides otherwise;
- (vi) persons re-employed in Government service after retirement;
- (vii) any other class or category of persons whom the President may, by order, specifically exclude from the operation of all or any of the provisions contained in these rules.

3. **Definitions** – In these rules, unless the context otherwise requires -

- (1) “existing basic pay” means pay drawn in the prescribed existing scale of pay, including stagnation increment(s), but does not include any other type of pay like ‘special pay’, etc.
- (2) “existing scale” in relation to a Government servant means the present scale applicable to the post held by the Government servant (or, as the case may be, personal scale applicable to him) as on the 1<sup>st</sup> day of January, 2006 whether in a substantive or officiating capacity.

**Explanation-** In the case of a Government servant, who was on the 1<sup>st</sup> day of January, 2006 on deputation out of India or on leave or on foreign service, or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, “existing scale” includes the scale applicable to the post which he would have held but for his being on deputation out of India or on leave or on foreign service or, as the case may be, but for his officiating in a higher post;

- (3) “existing emoluments” mean the sum of (i) existing basic pay, (ii) dearness pay appropriate to the basic pay and (iii) dearness allowance appropriate to the basic pay + dearness pay at index average 536 (1982=100).
- (4) “present scale” in relation to any post/grade specified in column 2 of the First Schedule means the scale of pay specified against that post in column 3 thereof;
- (5) “pay in the pay band” means pay drawn in the running pay bands specified in Column 5 of the First Schedule.
- (6) “grade pay” is the fixed amount corresponding to the pre-revised pay scales/posts.
- (7) “revised pay structure” in relation to any post specified in column 2 of the First Schedule means the pay band and grade pay specified against that post or the pay scale specified in column 5 & 6 thereof, unless a different revised pay band and grade pay or pay scale is notified separately for that post.
- (8) “basic pay” in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc.

In the case of Government servants in the pay scales of HAG+, apex scale and the Cabinet Secretary’s scale, basic pay means the pay in the prescribed scale.

- (9) "revised emoluments" means the pay in the pay band plus the grade pay of a Government servant in the revised pay structure or the basic pay in HAG+ & above and includes the revised non-practising allowance, if any, admissible to him, in addition.
- (10) "Schedule" means a schedule annexed to these rules.

4. *Scale of pay of posts* - The pay band and grade pay or the pay scale, as applicable, of every post/grade specified in column 2 of the First Schedule shall be as specified against it in column 5 & 6 thereof.

5. *Drawal of pay in the revised pay structure* - Save as otherwise provided in these rules, a Government servant shall draw pay in the revised pay structure applicable to the post to which he is appointed;

Provided that a Government servant may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale.

Provided further that in cases where a Government servant has been placed in a higher pay scale between 1.1.2006 and the date of notification of these Rules on account of promotion, upgradation of pay scale etc., the Government servant may elect to switch over to the revised pay structure from the date of such promotion, upgradation, etc.

*Explanation 1* - The option to retain the existing scale under the provisos to this rule shall be admissible only in respect of one existing scale.

*Explanation 2* - The aforesaid option shall not be admissible to any person appointed to a post on or after the 1<sup>st</sup> day of January, 2006, whether for the first time in Government service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

*Explanation 3* - Where a Government servant exercises the option under the provisos to this rule to retain the existing scale in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale under Fundamental Rule 22, or 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 scale in respect of the permanent post on which he holds a lien or would have held a lien had his lien 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 provisos to Rule 5 shall be exercised in writing in the form appended to the Second Schedule so as to reach the authority mentioned in sub rule (2) within three months of the date of publication of these rules or where an existing scale has been revised by any order made subsequent to that date, within three months of the date of such order.

Provided that -

- (i) in the case of a Government servant who is, on the date of such publication or, as the case may be, date of such order, out of India on leave or deputation or foreign service or active 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 India; and
- (ii) where a Government servant is under suspension on the 1<sup>st</sup> day of January, 2006, 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 prescribed in this sub-rule.
- (2) The option shall be intimated by the Government servant to the Head of his Office.
- (3) If the intimation regarding option is not received within the time mentioned in sub-rule (1), the Government servant shall be deemed to have elected to be governed by the revised pay structure with effect on and from the 1<sup>st</sup> day of January, 2006.
- (4) The option once exercised shall be final.

*Note 1 -* Persons whose services were terminated on or after the 1<sup>st</sup> January, 2006 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge or disciplinary grounds, are entitled to the benefits of this rule.

*Note 2 -* Persons who have died on or after the 1<sup>st</sup> day of January, 2006 and could not exercise the option within the prescribed time limit are deemed to have opted for the revised pay structure on and from the 1<sup>st</sup> day of January, 2006 or such later date as is most beneficial to their dependents, if the revised pay structure is more favourable and in such cases, necessary action for payment of arrears should be taken by the Head of Office.

*Note 3 -* Persons who were on earned leave or any other leave on 1.1.2006 which entitled them to leave salary will be allowed the benefits of this rule.



7. *Fixation of initial pay in the revised pay structure:*

- (1) The initial pay of a Government servant who elects, or is deemed to have elected under sub-rule (3) of rule 6 to be governed by the revised pay structure on and from the 1<sup>st</sup> day of January, 2006, shall, unless in any case the President by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely :-

## (A) in the case of all employees:-

- (i) the pay in the pay band/pay scale will be determined by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.
- (ii) if the minimum of the revised pay band/ pay scale is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the revised pay band/pay scale;

Provided further that:-

Where, in the fixation of pay, the pay of Government servants drawing pay at two or more consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised pay structure at the same stage in the pay band, then, for every two stages so bunched, benefit of one increment shall be given so as to avoid bunching of more than two stages in the revised running pay bands. For this purpose, the increment will be calculated on the pay in the pay band. Grade pay would not be taken into account for the purpose of granting increments to alleviate bunching.

In the case of pay scales in higher administrative grade (HAG) in the pay band PB-4, benefit of increments due to bunching shall be given taking into account all the stages in different pay scales in this grade. In the case of HAG+ scale, benefit of one increment for every two stages in the pre-revised scale will be granted in the revised pay scale.

If by stepping up of the pay as above, the pay of a Government servant gets fixed at a stage in the revised pay band/ pay scale (where applicable) which is higher than the stage in the revised pay band at which the pay of a Government servant who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped

up only to the extent by which it falls short of that of the former.

- (iii) The pay in the pay band will be determined in the above manner. In addition to the pay in the pay band, grade pay corresponding to the existing scale will be payable.

*Note - Illustration 1* on the above is provided in the Explanatory Memorandum to these Rules.

- (B) In the case of employees who are in receipt of special pay/allowance in addition to pay in the existing scale which has been recommended for replacement by a pay band and grade pay without any special pay/allowance, pay shall be fixed in the revised pay structure in accordance with the provisions of clause (A) above.
- (C) In the case of employees who are in receipt of special pay component with any other nomenclature in addition to pay in the existing scales, such as personal pay for promoting small family norms, special pay to Parliament Assistants, Central (Deputation on Tenure) Allowance, etc., and in whose case the same has been replaced in the revised pay structure with corresponding allowance/pay at the same rate or at a different rate, the pay in the revised pay structure shall be fixed in accordance with the provisions of clause (A) above. In such cases, the allowance at the new rate as recommended shall be drawn in addition to pay in the revised pay structure from the date specified in the individual notifications related to these allowances.
- (D) In the case of medical officers who are in receipt of non-practising allowance, the pay in the revised pay structure shall be fixed in accordance with the provisions of clause (A) above except that, in such cases, the pre-revised dearness allowance appropriate to the non-practising allowance admissible at index average 536 (1982 = 100) shall be added while fixing the pay in the revised pay band, and in such cases, non-practising allowance at the new rates shall be drawn with effect from 1.1.2006 or the date of option for revised pay structure, in addition to the pay so fixed in the revised pay structure. *Illustration 2* in this regard is at in the Explanatory Memorandum to these Rules.

*Note 1 -* (a) In the case of Group D employees, the pay in the revised pay structure will be fixed initially in the -1S pay band as per Clause (A) above with the appropriate grade pay and arrears paid accordingly. Thereafter, pay of such of those Group D employees who already possess the revised minimum qualifications recommended by the Commission prescribed for entry into PB-1 would be fixed with effect from 1.1.2006 in PB-1 with grade pay of Rs.1800.

(b) Such of those existing Group D employees who do not possess the revised minimum qualifications for entry into PB-1 would be retrained by the concerned Department preferably within a period of six months so that

payment of arrears on account of upgradation are not delayed. After re-training, these Group D staff will also be placed in the Pay Band PB-1 with the grade pay of Rs.1800 with effect from 1.1.2006 and arrears drawn accordingly. Once placed in the PB-1 Pay Band, this category of Group D staff will regain their seniority vis-à-vis the other category of Group D staff that already possessed the minimum qualifications and were, therefore, placed in the PB-1 Pay Band as on 1.1.2006. Inter-se seniority of all the employees in erstwhile Group D will be fully maintained with Group D employee in a higher pre-revised pay scale being placed higher vis-à-vis an employee in a lower pay scale. Within the same pre-revised pay scale, seniority which existed prior to revision would continue.

(c) Arrears shall be payable with effect from 1.1.2006 in both the cases i.e. to those Group D employees who possess the qualifications and are placed in PB-1 straight away and those Group D employees who do not possess the qualifications and are placed after re-training. *Illustration 3* in regard to fixation of pay for Group D staff is in the Explanatory Memorandum to these Rules.

*Note 2A* - Where a post has been upgraded as a result of the recommendations of the Sixth CPC as indicated in Part B or Part C of the First Schedule to these Rules, the fixation of pay in the applicable pay band will be done in the manner prescribed in accordance with Clause (A) (i) and (ii) of Rule 7 by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding the resultant figure to the next multiple of ten. The grade pay corresponding to the upgraded scale as indicated in Column 6 of Part B or C will be payable in addition. *Illustration 4A* in this regard is in the Explanatory Memorandum to these Rules.

*Note 2B* - In case of merger of pay scales, pay in the revised pay bands will be fixed in the manner prescribed in accordance with Clause (A) (i) and (ii) of Rule 7 by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding the resultant figure to the next multiple of ten. The grade pay corresponding to the merged scale as indicated in Column 6 of Part B or C will be payable in addition. *Illustration 4B* in this regard is in the Explanatory Memorandum to these Rules.

*Note 3* - A Government servant who is on leave on the 1<sup>st</sup> day of January, 2006 and is entitled to leave salary shall become entitled to pay in the revised pay structure from 1.1.2006 or the date of option for the revised pay structure. Similarly, where a government servant is on study leave on the first day of January, 2006 he will be entitled to the benefits under these Rules from 1.1.2006 or the date of option.

*Note 4* - A Government servant under suspension, shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure will be subject to the final order on the pending disciplinary proceedings.

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*Note 5* - Where a Government servant is holding a permanent post and is officiating in a higher post on a regular basis and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only, and the pay so fixed shall be treated as substantive pay.

The provisions of this Note shall apply mutatis mutandis, to Government servants holding in an officiating capacity, posts on different existing scales which have been replaced by the revised pay structure.

*Note 6* - Where the 'existing emoluments' exceed the revised emoluments in the case of any Government servant, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

*Note 7* - Where in the fixation of pay under sub-rule (1), the pay of a Government servant, who, in the existing scale was drawing immediately before the 1<sup>st</sup> day of January, 2006 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the revised pay band as that of the junior.

*Note 8* - Where a Government servant is in receipt of personal pay on the 1<sup>st</sup> day of January, 2006, which together with his existing emoluments exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increases in pay.

*Note 9* - In the case of employees who are in receipt of personal pay for passing Hindi Pragya, Hindi Typewriting, Hindi Shorthand and such other examinations under the "Hindi Teaching Scheme", or on successfully undergoing training in cash and accounts matters prior to the 1<sup>st</sup> day of January, 2006, while the personal pay shall not be taken into account for purposes of fixation of initial pay in the revised pay structure, they would continue to draw personal pay after fixation of their pay in the revised pay structure on and from the 1<sup>st</sup> day of January, 2006 or subsequently for the period for which they would have drawn it but for the fixation of their pay in the revised pay structure. The quantum of such personal pay would be paid at the appropriate rate of increment in the revised pay structure from the date of fixation of pay for the period for which the employee would have continued to draw it.

*Explanation* - For the purpose of this Note, "appropriate rate of increment in the revised pay structure" means 3% of the sum of the pay in the pay band and the grade pay at the stage at which the pay of the employee is fixed in the revised pay structure.

*Note 10* - In cases where a senior Government servant promoted to a higher post before the 1<sup>st</sup> day of January, 2006 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the

1<sup>st</sup> day of January, 2006, the pay in the pay band of the senior Government servant should be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior Government servant subject to the fulfillment of the following conditions, namely: -

- (a) both the junior and the senior Government servants should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.
  - (b) the pre-revised scale of pay and the revised grade pay of the lower and higher posts in which they are entitled to draw pay should be identical.
  - (c) the senior Government servants at the time of promotion should have been drawing equal or more pay than the junior.
  - (d) the anomaly should be directly as a result of the application of the provisions of Fundamental Rule 22 or any other rule or order regulating pay fixation on such promotion in the revised pay structure. If even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him, provision of this Note need not be invoked to step up the pay of the senior officer.
- (2) Subject 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 former shall be fixed at the same stage as the substantive pay.

8. *Fixation of pay in the revised pay structure of employees appointed as fresh recruits on or after 1.1.2006* – Section II of Part A of the First Schedule of these Rules indicates the entry level pay in the pay band at which the pay of direct recruits to a particular post carrying a specific grade pay will be fixed on or after 1.1.2006.

This will also be applied in the case of those recruited between 1.1.2006 and the date of issue of this Notification. In such cases, where the emoluments in the pre-revised pay scale(s) [i.e., basic pay in the pre-revised pay scale(s) plus Dearness Pay plus Dearness Allowance applicable on the date of joining] exceeds the sum of the pay fixed in the revised pay structure and the applicable dearness allowance thereon, the difference shall be allowed as personal pay to be absorbed in future increments in pay.

9. *Rate of increment in the revised pay structure* – The rate of increment in the revised pay structure will be 3% of the sum of the pay in the pay band and grade pay applicable, which will be rounded off to the next multiple of 10. The amount of increment will be added to the existing pay in the pay band. *Illustration 5* in this regard is in the Explanatory Memorandum to these Rules. In the case of PB-3, variable rates of increment at 3% and 4% have been provided. The higher rate of increment will be granted to not more than 20% of the strength of officers in PB-3.

10. *Date of next increment in the revised pay structure* - There will be a uniform date of annual increment, viz. 1<sup>st</sup> July of every year. Employees completing 6 months and above in the revised pay structure as on 1<sup>st</sup> of July will be eligible to be granted the increment. The first increment after fixation of pay on 1.1.2006 in the revised pay structure will be granted on 1.7.2006 for those employees for whom the date of next increment was between 1<sup>st</sup> July, 2006 to 1<sup>st</sup> January, 2007.

Provided that in the case of persons who had been drawing maximum of the existing scale for more than a year as on the 1<sup>st</sup> day of January, 2006, the next increment in the revised pay structure shall be allowed on the 1<sup>st</sup> day of January, 2006. Thereafter, the provision of Rule 10 would apply.

Provided that in cases where an employee reaches the maximum of his pay band, shall be placed in the next higher pay band after one year of reaching such a maximum. At the time of placement in the higher pay band, benefit of one increment will be provided. Thereafter, he will continue to move in the higher pay band till his pay in the pay band reaches the maximum of PB-4, after which no further increments will be granted.

*Note 1* - In cases where two existing scales, one being a promotional scale for the other, are merged, and the junior Government servant, now drawing his pay at equal or lower stage in the lower scale of pay, happens to draw more pay in the pay band in the revised pay structure than the pay of the senior Government servant in the existing higher scale, the pay in the pay band of the senior government servant shall be stepped up to that of his junior from the same date and he shall draw next increment in accordance with Rule 10.

11. *Fixation of pay in the revised pay structure subsequent to the 1<sup>st</sup> day of January, 2006.* - Where a Government servant continues to draw his pay in the existing scale and is brought over to the revised pay structure from a date later than the 1<sup>st</sup> day of January, 2006, his pay from the later date in the revised pay structure shall be fixed in the following manner:-

- (i) Pay in the pay band will be fixed by adding the basic pay applicable on the later date, the dearness pay applicable on that date and the pre-revised dearness allowance based on rates applicable as on 1.1.2006. This figure will be rounded off to the next multiple of 10 and will then become the pay in the applicable pay band. In addition to this, the grade pay corresponding to the pre-revised pay scale will be payable. Where the Government servant is in receipt of special pay or non-practising allowance, the methodology followed will be as prescribed in Rule 7 (i), (B), (C) or (D) as applicable, except that the basic pay and dearness pay to be taken into account will be the basic pay and dearness pay applicable as on that date but dearness allowance will be calculated as per rates applicable on 1.1.2006.

12. *Fixation of pay on reappointment after the 1<sup>st</sup> day of January, 2006 to a post held prior to that date* - A Government servant who had officiated in a post

prior to the 1<sup>st</sup> day of January, 2006 but was not holding that post on that date and who on subsequent appointment to that post draws pay in the revised pay structure shall be allowed the benefit of the proviso to Fundamental Rule 22, to the extent it would have been admissible had he been holding that post on the 1<sup>st</sup> day of January, 2006, and had elected the revised pay structure on and from that date.

13. *Fixation of pay on promotion on or after 1.1.2006* – In the case of promotion from one grade pay to another in the revised pay structure, the fixation will be done as follows:-

- (i) One increment equal to 3% of the sum of the pay in the pay band and the existing grade pay will be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The grade pay corresponding to the promotion post will thereafter be granted in addition to this pay in the pay band. In cases where promotion involves change in the pay band also, the same methodology will be followed. However, if the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum.
- (ii) In the case of promotion from PB-4 to HAG+, after adding one increment in the manner prescribed in Rule 9, the pay in the pay band and existing grade pay will be added and the resultant figure will become the basic pay in HAG+. This shall not exceed Rs. 80,000, the maximum of the scale. For Government servants in receipt of NPA, pay plus NPA will not exceed Rs. 85,000.

14. *Mode of payment of arrears of pay* - The arrears shall be paid in cash in two instalments. The first instalment should be restricted to 40% of the total arrears. The remaining 60% of arrears should be paid during the next financial year.

*Explanation* - For the purposes of this rule:

- (a) "arrears 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 and allowances under these rules, for the relevant period. Revised allowances (except for dearness allowance and non-practising allowance) will be payable only with effect from 1.9.2008; and
  - (ii) the aggregate of the pay and allowances to which he would have been entitled (whether such pay and allowances had been received or not) for that period had his pay and allowances not been so revised.
- (b) "relevant period" means the period commencing on the 1<sup>st</sup> day of January, 2006 and ending with the 31<sup>st</sup> August, 2008.

15. **Overriding effect of Rules** - The provisions of the Fundamental rules, the Civilians in Defence Services (Revision of Pay) Rules, 1947, the Civilians in Defence Services (Revised Pay) Rules, 1960, the Civilians in Defence Services (Revised Pay) Rules, 1973, the Civilians in Defence Services (Revised Pay) Rules, 1986 and the Civilians in Defence Services (Revised Pay) Rules, 1997 shall not, save as otherwise provided in these rules, apply to cases where pay is regulated 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 that rule to 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.

**THE FIRST SCHEDULE**  
(SEE RULES 3 & 4)

**PART - A**  
**Section I**

Revised Pay Bands and Grade Pays for posts carrying present scales in Group 'A', 'B', 'C' & 'D' except posts for which different revised scales are notified separately.

(In Rs.)

Sl. No.	Post/Grade	Present Scale	Revised Pay Structure		
			Name of Pay Band/Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
1	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300
2	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400
3	S-2A	2610-60-2910-65-3300-70-4000	-1S	4440-7440	1600
4	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650
5	S-4	2750-70-3800-75-4400	PB-1	5200-20200	1800
6	S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900
7	S-6	3200-85-4900	PB-1	5200-20200	2000
8	S-7	4000-100-6000	PB-1	5200-20200	2400
9	S-8	4500-125-7000	PB-1	5200-20200	2800
10	S-9	5000-150-8000	PB-2	9300-34800	4200
11	S-10	5500-175-9000	PB-2	9300-34800	4200
12	S-11	6500-200-6900	PB-2	9300-34800	4200
13	S-12	6500-200-10500	PB-2	9300-34800	4200
14	S-13	7450-225-11500	PB-2	9300-34800	4600
15	S-14	7500-250-12000	PB-2	9300-34800	4800
16	S-15	8000-275-13500	PB-2	9300-34800	5400
17	New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400



18	S-16	9000	PB-3	15600-39100	5400
19	S-17	9000-275-9550	PB-3	15600-39100	5400
20	S-18	10325-325-10975	PB-3	15600-39100	6600
21	S-19	10000-325-15200	PB-3	15600-39100	6600
22	S-20	10650-325-15850	PB-3	15600-39100	6600
23	S-21	12000-375-16500	PB-3	15600-39100	7600
24	S-22	12750-375-16500	PB-3	15600-39100	7600
25	S-23	12000-375-18000	PB-3	15600-39100	7600
26	S-24	14300-400-18300	PB-4	37400-67000	8700
27	S-25	15100-400-18300	PB-4	37400-67000	8700
28	S-26	16400-450-20000	PB-4	37400-67000	8900
29	S-27	16400-450-20900	PB-4	37400-67000	8900
30	S-28	14300-450-22400	PB-4	37400-67000	10000
31	S-29	18400-500-22400	PB-4	37400-67000	10000
32	S-30	22400-525-24500	PB-4	37400-67000	12000
33	S-31	22400-600-26000	HAG+ Scale	75500- (annual increment @ 3%) -80000	Nil
34	S-32	24050-650-26000	HAG+ Scale	75500- (annual increment @ 3%) -80000	Nil
35	S-33	26000 (Fixed)	Apex Scale	80000 (Fixed)	Nil
36	S-34	30000 (Fixed)	Cab. Sec.	90000 (Fixed)	Nil

## Section II

Entry Pay in the revised pay structure for direct recruits appointed on or after 1.1.2006

## PB-1 (Rs.5200-20200)

Grade pay	Pay in the Pay Band	Total
1,800	5,200	7,000
1,900	5,830	7,730
2,000	6,460	8,460
2,400	7,510	9,910
2,800	8,560	11,360

## PB-2 (Rs.9300-34800)

Grade pay	Pay in the Pay Band	Total
4,200	9,300	13,500
4,600	12,540	17,140
4,800	13,350	18,150

## PB-3 (Rs.15600-39100)

Grade pay	Pay in the Pay Band	Total
5,400	15,600	21,000
6,600	18,750	25,350
7,600	21,900	29,500

## PB-4 (Rs.37400-67000)

Grade pay	Pay in the Pay Band	Total
8,700	37,400	46,100
8,900	40,200	49,100
10,000	43,000	53,000
12,000	47,100	59,100

## PART - B

## REVISED PAY SCALES FOR CERTAIN COMMON CATEGORIES OF STAFF

## Section I

- (i) The revised pay structure mentioned in Column (5) and (6) of this part of the Notification for the posts mentioned in Column (2) have been approved by the Government. The initial fixation as on 1.1.2006 will be done in accordance with Note 2 below Rule 7 of this Notification.
- (ii) On account of merger of pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500, some posts which presently constitute feeder and promotion grades will come to lie in an identical grade. The specific recommendations about some categories of these posts made by the Pay Commission are included Section II of Part B. As regards other posts, the posts in these three scales should be merged. In case it is not feasible to merge the posts in these pay scales on functional considerations, the posts in the scale of Rs.5000-8000 and Rs.5500-9000 should be merged, with the post in the scale of Rs.6500-10500 being upgraded to the next higher grade in pay band PB-2 i.e. to the grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500. In case a post already exists in the scale of Rs.7450-11500, the post being upgraded from the scale of Rs.6500-10500 should be merged with the post in the scale of Rs.7450-11500.
- (iii) Posts in the scale of Rs.6500-10500 carrying minimum qualification of either Degree in Engineering or a Degree in Law should also be upgraded and placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.9300-34800 along with grade pay of Rs.4600.
- (iv) Posts of scientific staff in the scale of Rs.6500-10500 carrying minimum qualification of engineering degree or a post-graduate degree should also be upgraded and placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.9300-34800 along with grade pay of Rs.4600
- (v) Upgradation as in (ii) above may be done in consultation with Ministry of Defence and Department of Expenditure, Ministry of Finance. Regarding (iii) and (iv) above, upgradation may be done by the Ministry of Defence in consultation with their Integrated Finance.

## Section II

(In Rupees)

Sl. No.	Post	Present scale	Revised Pay Scale	Corresponding Pay Band & Grade Pay		Para No. of the Report
				Pay Band	Grade Pay	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
<b>I</b>	<b>OFFICE STAFF IN THE SECRETARIAT*</b>					
1	Section Officer/PS/ equivalent	6500-10500	7500-12000 8000-13500 (on completion of four years)	PB-2 PB-3	4800 5400 (on completion of 4 years)	3.1.9 (Modified by Govt.)
	* This scale shall be available only in such of those organizations/services which have had a historical parity with CSS/CSSS. Services like AFHQSS/AFHQSSS/RBSS and Ministerial/Secretarial posts in Ministries/Departmentis organisations like MEA, Ministry of Parliamentary Affairs, CVC, UPSC, etc. would therefore be covered.					
<b>II</b>	<b>OFFICE STAFF WORKING IN ORGANISATIONS OUTSIDE THE SECRETARIAT</b>					
1	Head Clerk/ Assistants/ Steno Gr.II/ equivalent	4500-7000 5000-8000	6500-10500	PB-2	4200	3.1.14
2	Administrative Officer Grade II/ Sr. Private Secretary/ equivalent	7500-12000	7500-12000 (entry grade for fresh recruits) 8000-13500 (on completion of four years)	PB-2	4800 5400 (on completion of 4 years)	3.1.14
<b>III</b>	<b>ACCOUNTS STAFF BELONGING TO UN-ORGANIZED ACCOUNTS CADRES</b>					3.8.5
	The existing relativity between the accounts related posts outside organized accounts cadres and ministerial posts will be maintained and the accounts staff belonging to unorganized Accounts cadres shall be extended the corresponding replacement Pay Band and grade pay.					

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<b>IV ARTISTS</b>						
1	Senior Artist	6500-10500	7450-11500	PB-2	4600	3.8.6
<b>V CANTEEN STAFF</b>						
1.	Posts of Canteen Staff in the pre-revised Group 'D' pay scales	All the posts of canteen staff in Group 'D' will be placed in the revised Pay Band PB-1 along with grade pay of Rs.1800 once the staff occupying these posts is suitably retrained and made multi-skilled.				3.8.7
<b>VI DRAWING OFFICE STAFF</b>						
1	Chief Draughtsman	6500-10500	7450-11500	PB-2	4600	3.8.9
<b>VII ELECTRONIC DATA PROCESSING (EDP) STAFF</b>						
1	Data Processing Assistant	6500-10500	7450-11500	PB-2	4600	3.8.11
<b>VIII FIRE FIGHTING STAFF</b>						
1	Firemen	2610-3540	3050-4590	PB-1	1900	3.8.12
2	Leading Fireman	3050-4590	3200-4900	PB-1	2000	
3	Station Officer	4000-6000	4500-7000	PB-1	2800	
4	Asstt. Divisional Fire Officer	5000-8000	6500-10500	PB-2	4200	
5	Deputy Divisional Fire Officer	6500-10500	7450-11500	PB-2	4600	
<b>IX LIBRARY STAFF</b>						
1	Posts of Library Attendant Grade II and I shall stand merged and placed in the revised pay band PB-1 along with grade pay of Rs.1800 after their skills are suitably enhanced.					3.8.13
2	Asstt. Library Information Officer	6500-10500	7450-11500	PB-2	4600	
<b>X LABORATORY STAFF</b>						
1	All posts of Laboratory Staff in the pre-revised Group 'D' pay scales (commonly designated as Laboratory Attendants Grade I, II & III) shall be placed in the revised Pay Band PB-1 along with Grade Pay of Rs.1800 after their skills are suitably enhanced.					3.8.14
2	Laboratory Technician Gr.I	6500-10500	7450-11500	PB-2	4600	
<b>XI NURSING &amp; PARAMEDICAL STAFF</b>						
1	Staff Nurse	5000-8000	7450-11500	PB-2	4600	3.8.15
2	Nursing Sister	5500-9000	7500-12000	PB-2	4800	

3	Dietician Gr.II/ Lecturer in PT/OT/ Radiographer	6500-10500	7450- 11500	PB-2	4600	
4	Asstt. Nursing Superintendent	6500-10500	8000- 13500	PB-3	5400	
5	Deputy Nursing Superintendent	7500-12000	8000- 13500	PB-3	5400	
6	Nursing Superintendent	8000-13500	10000- 15200	PB-3	6600	
7	Chief Nursing Officer	10000- 15200	12000- 16500	PB-3	7600	
<b>XII PHOTOGRAPHERS</b>						
1	Photography Attendant Gr.II/ any other post in the pre-revised Group 'D' scale	2650-4000/ any other scale in the pre-revised Group 'D' scale		PB-1	1800	3.8.16
2	Chief Cinematograp her/ equivalent	6500- 10500	7450-11500	PB-2	4600	
<b>XIII PRINTING STAFF</b>						
1	Posts of printing staff in the pre-revised pay scales of Rs 6500-10500		7450-11500	PB-2	4600	3.8.18
<b>XIV RECEPTIONISTS</b>						
1	Various posts of Receptionists to be merged with the clerical cadre in the corresponding pay band and grade pay. In case no corresponding grade pay exists in the clerical cadre, the merger should be made in the immediate higher grade pay available in the clerical cadre.					3.8.19
<b>XV STOREKEEPING STAFF</b>						
1	Senior Store Keeper Gr. II (To be extended to all analogous posts of Storekeeping staff irrespective of designation)	6500- 10500	7450-11500	PB-2	4600	3.8.20

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XVI		TEACHERS				
1	Primary School Teacher	Grade III 4500-7000	Grade III 6500-10500	PB-2	4200	3.8.22
		Grade II 5500-9000	Grade II 7450-11500	PB-2	4600	
		Grade I 6500-10500	Grade I 7500-12000	PB-2	4800	
2	Trained Graduate Teacher	Grade III 5500-9000	Grade III 7450-11500	PB-2	4600	
		Grade II 6500-10500	Grade II 7500-12000	PB-2	4800	
		Grade I 7500-12000	Grade I 8000-13500	PB-2	5400	
3	Post Graduate Teacher	Grade III 6500-10500	Grade III 7500-12000	PB-2	4800	
		Grade II 7500-12000	Grade II 8000-13500	PB-3	5400	
		Grade I 8000-13500	Grade I 10000-15200	PB-3	6600	
4	Vice Principal	Grade II 7500-12000	Grade II 8000-13500	PB-3	5400	
		Grade I 8000-13500	Grade I 10000-15200	PB-3	6600	
5	Principal	10000-15200	12000-16500	PB-3	7600	3.8.22
6.	Education Officer/ Assistant Director of Education #	10000-15200	12000-16500	PB-3	7600	3.8.24
# Posts of Education Officer/Assistant Director of Education stand merged with the post of Deputy Director of Education.						

XVII VETERINARIANS							
1	Group 'D' posts of Para Veterinary Attendants	All Group 'D' posts of Para Veterinary Attendants/Compounder are to be placed in the revised pay band PB-1 along with grade pay of Rs.1800 after they are retrained suitably.					
2	All Para Veterinary staff in the pre-revised scale of Rs.6500-10500	6500-10500	7450-11500	PB-2	4600	3.8.25	
3	Veterinary Officers	Veterinary Officers requiring a degree of B.V.Sc & AH along with registration in the Veterinary Council of India are to be placed on par with General Duty Medical Officers and Dental Doctors.					
XVIII WORKSHOP STAFF							
1	Unskilled	2550-3200	2750-4400	PB-1	1800	3.8.27	
2	Semi Skilled	2650-4000	2750-4400	PB-1	1800 *		
3	Asstt. Shop Superintendent \$ / Dy. Shop Superintendent/ Asstt. Foreman	6500-10500	7450-11500	PB-2	4600	3.8.29	
* Grades of existing unskilled and semi-skilled workers stand merged. \$ The grades of Asstt. Shop Superintendent/equivalent and Shop Superintendent/ equivalent stand merged.							
XIX ORGANISED ACCOUNTS CADRES*							
1	Section Officer	6500-10500	7500-12000	PB-2	4800	7.56.9	
2	Assistant Accounts/Audit Officer	7450-11500	7500-12000	PB-2	4800	7.56.9	
3	Audit/Accounts Officer	7500-12000	8000-13500	PB-2	5400	7.56.9	
4	Senior Audit / Accounts Officer	8000-13500	8000-13500	PB-3	5400	7.56.9	
*Also applicable to employees of Indian Audit & Accounts Department							





**PART – C****REVISED PAY STRUCTURE FOR CERTAIN POSTS IN  
ESTABLISHMENTS UNDER MINISTRY OF DEFENCE****Section I**

- (i) The revised pay structure mentioned in Column (5) and (6) of this part of the Notification for the posts mentioned in Column (2) have been approved by the Government. The initial fixation as on 1.1.2006 will be done in accordance with Note 2 below Rule 7 of this Notification.
- (ii) On account of merger of pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500, some posts which presently constitute feeder and promotion grades will come to lie in an identical grade. The specific recommendations about some categories of these posts made by the Pay Commission are included Section II of Part C. As regards other posts, the posts in these three scales should be merged. In case it is not feasible to merge the posts in these pay scales on functional considerations, the posts in the scale of Rs.5000-8000 and Rs.5500-9000 should be merged, with the post in the scale of Rs.6500-10500 being upgraded to the next higher grade in pay band PB-2 i.e. to the grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500. In case a post already exists in the scale of Rs.7450-11500, the post being upgraded from the scale of Rs.6500-10500 should be merged with the post in the scale of Rs.7450-11500.
- (iii) Posts in the scale of Rs.6500-10500 carrying minimum qualification of either Degree in Engineering or a Degree in Law should also be upgraded and placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.9300-34800 along with grade pay of Rs.4600.
- (iv) Posts of scientific staff in the scale of Rs.6500-10500 carrying minimum qualification of engineering degree or a post-graduate degree should also be upgraded and placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.9300-34800 along with grade pay of Rs.4600.
- (v) Upgradation as in (ii) above may be done in consultation with Ministry of Defence and Department of Expenditure, Ministry of Finance. Regarding (iii) and (iv) above, upgradation may be done by Ministry of Defence in consultation with their Integrated Finance.

## Section II

The revised pay structure mentioned in Column (5) and (6) of this part of the Notification for the posts mentioned in Column 2 have been approved by the Government.

(In Rupees)

Sl. No.	Post	Present scale	Revised Pay Scale	Corresponding Pay Band & Grade Pay		Para No. of the Report
				Pay Band	Grade Pay	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
<b>MINISTRY OF DEFENCE</b>						
<b>Department of Defence</b>						
1	Machineman/Operator Offset	4500-7000	5000-8000	PB-2	4200	7.10.17
2	Assistant Master in Military Schools	5500-9000	7450-11500	PB-2	4600	7.10.21
3	Master Gazetted in Military Schools	7500-12000	8000-13500	PB-3	5400	7.10.21
<b>Coast Guard Organisation (General Duty Branch)</b>						
4	Navik	3050-4590	3200-4900	PB-1	2000	7.10.26
5	Uttam Navik	3200-4900	4000-6000	PB-1	2400	7.10.26
6	Pradhan Navik	3200-4900 + spl.pay Rs.50	4500-7000	PB-1	2800	7.10.26
7	Uttam Adhikari	6500-10500	7450-11500	PB-2	4600	7.10.26
8	Pradhan Adhikari	6500-10500+ spl. Pay of Rs.200	7500-12000	PB-2	4800	7.10.26
<b>Coast Guard Organisation (Domestic Branch)</b>						
9	Navik	2750-4400	3050-4590	PB-1	1900	7.10.26
10	Uttam Navik	3050-4590	3200-4900	PB-1	2000	7.10.26
11	Pradhan Navik	3200-4900	4000-6000	PB-1	2400	7.10.26
12	Pradhan Adhikari	6500-10500	7450-11500	PB-2	4600	7.10.26
<b>Coast Guard Organisation (Aviation Branch)</b>						
13	Navik	3050-4590	3200-4900	PB-1	2000	7.10.26
14	Uttam Navik	3200-4900	4000-6000	PB-1	2400	7.10.26

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15	Pradhan Navik	4000-6000	4500-7000	PB-1	2800	7.10.26
16	Uttam Adhikari	6500-10500	7450-11500	PB-2	4600	7.10.26
17	Pradhan Adhikari	6500-10500+Spl. Pay of Rs.200	7500-12000	PB-2	4800	7.10.26
<b>Coast Guard Organisation (Technical Branch)</b>						
18	Uttam Engineer	6500-10500	7450-11500	PB-2	4600	7.10.26
19	Pradhan Engineer	7450-11500	7500-12000	PB-2	4800	7.10.26
<b>Department of Defence Production</b>						
20	Assistant Accounts Officer in DGQA	6500-10500	7450-11500	PB-2	4600	7.10.33
<b>Department of Defence Research and Development</b>						
21	Examiner Grade 1 in Defence Institute of Psychological Research	6500-10500	7450-11500	PB-2	4600	7.10.35
22	Senior Technical Assistant in DRDO	6500-10500	7450-11500	PB-2	4600	7.10.39

**THE SECOND SCHEDULE****Form of Option**

[See Rule \_\_\_\_]

\* (i) I \_\_\_\_\_ hereby elect the revised pay structure with effect from 1<sup>st</sup> January, 2006.

\* (ii) I \_\_\_\_\_ hereby elect to continue on the existing scale of pay of my substantive/officiating post mentioned below until:

\* the date of my next increment

The date of my subsequent increment raising my pay to Rs.

I vacate or cease to draw pay in the existing scale.

The date of my promotion to \_\_\_\_\_

Existing Scale \_\_\_\_\_

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Office in which employed \_\_\_\_\_

Date:

Station:

\* To be scored out, if not applicable.

**MEMORANDUM EXPLANATORY TO THE CIVILIANS IN DEFENCE  
SERVICES (REVISED PAY ) RULES , 2008**

Rule 1 - This rule is self-explanatory.

Rule 2 - This rule lays down the categories of employees to whom the rules apply. Except for the categories excluded under clause (2), the rules are applicable to all persons under the rule making control of the President serving in Departments paid from Defence Services Estimates. The rules, however, apply to work charged establishments.

Rule 3 & 4 - These rules 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 to draw pay in the existing scales. Those who exercise the option to continue on the existing scales of pay will continue to draw the dearness allowance at the rates in force on the 1<sup>st</sup> January, 2006 and the dearness allowance will count towards the emoluments for pension, etc. to the extent it so counted on the said date. If a Government servant is holding a permanent post in a substantive capacity and officiating in a higher post, or would have officiated in one or more posts but for his being on deputation etc., he has the option to retain the existing scale only in respect of one scale. Such a Government servant may retain the existing scale applicable to a permanent post or any one of the officiating posts. In respect of the remaining posts he will necessarily have to be 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 should be apprised of such option. The option has to be exercised in the appropriate form appended to the rules. It should be noted that it is not sufficient for a Government servant to exercise the option within the specified time limit but 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 these rules are promulgated, the period within which the option has to be exercised is three months from the date they take over charge of the post in India. In the case of Government servants the revised pay structure of whose posts are announced subsequent to the date of issue of these rules, the period of three months will run from the date of such announcement.

Persons who have retired between 1<sup>st</sup> January 2006 and the date of issue of these rules are also eligible to exercise option.

Rule 7(1) - This rule deals with the actual fixation of pay in the existing scales on 1<sup>st</sup> January, 2006. A few illustrations indicating the manner in which pay of Government servants should be fixed under this sub-rule subject to stepping up of pay under Notes below rule 7(1) are given in the attached Annexure.

Rule 7(2) - The benefit of this rule is not admissible in cases where a Government servant has elected the revised pay structure in respect of his substantive post, but has retained the existing scale in respect of an officiating post.



as fresh recruits on or after 1.1.2006.

Rule 9 & 10 - These rules prescribe the manner in which the next increment in the new scale should be regulated. The provisos to this rule are intended to eliminate the anomalies of junior Government servants drawing more pay than their senior by the operation of substantive part of this rule and also taking care of the Government servants who have been drawing pay at the maximum of the existing scale for more than one year as on 1.1.2006 and also those Government servants who have been stagnating at the maximum of the existing scale and are actually in receipt of stagnation increment on ad hoc basis.

Rule 11 to 17 - These rules are self-explanatory.

[F. No. 11/1/2008/D (Civ-I)]

AJAY TIRKEY, Jt. Secy. (E&PG)

**Illustration 1** : Fixation of initial pay in the revised pay structure

1.	Existing Scale of Pay	Rs.4000-100-6000
2.	Pay Band applicable	PB-1 Rs.5200-20200
3.	Existing basic pay as on 1.1.2006	Rs.4800
4.	Pay after multiplication by a factor of 1.86	Rs. 8928 (Rounded off to Rs.8930)
5.	Pay in the Pay Band PB-2	Rs.8930
6.	Stage in the Pay Band after including benefit of bunching, if admissible	Rs.8930
7.	Grade Pay attached to the scale	Rs.2400
8.	Revised basic pay – total of pay in the pay band and grade pay	Rs.11330

**Illustration 2** : Fixation of initial pay in the revised pay structure of medical officers

1.	Existing Scale of Pay	Rs.10000-15200
2.	Pay Band applicable	PB-3 Rs.15600-39100
3.	Existing basic pay as on 1.1.2006	Rs.10000
	Dearness Pay (DP) on pay + NPA	Rs. 6250
	25% NPA on basic pay + DP	Rs.4063
	Dearness Allowance (DA) @ 24%	Rs.4875 (24% of basic pay +DP+NPA)
	Existing emoluments	Rs.25188 (Rounded off to Rs.25190)
4.	Revised pay in the pay band after Multiplication by a factor of 1.86 on basic pay	Rs.18600

5.	DA on NPA	Rs.976 (24% of Rs.4063)
6.	Pay in the Pay Band attached to the scale	Rs.19580 (18600+976=Rs.19576 Rounded off)
7.	Grade Pay attached to the scale	Rs.6600
8.	Revised basic pay – total of pay in the pay band and grade pay	Rs.26180
9.	Revised NPA	Rs.6545

**Illustration 3****Stage 1 : Initial fixation of Group D employee in -1S**

1.	Existing Scale of Pay	Rs.2500-55-2660-60-3200
2.	Pay Band applicable	-1S Rs.4440-7440
3.	Existing basic pay as on 1.1.2006	Rs.2840
4.	Pay after multiplication by a factor of 1.86	Rs.5282 (Rounded off to Rs.5290)
5.	Pay in the Pay Band	Rs.5290
6.	Pay in the Pay Band after including benefit of bunching, if admissible	Rs.5290
7.	Grade Pay attached to the scale	Rs.1300
8.	Revised basic pay – total of pay in the pay band and grade pay	Rs.6590

**Stage 2 : Fixation of Group D employee possessing requisite qualification or after retraining**

1.	Existing Scale of Pay	Rs.2500-55-2660-60-3200
2.	Pay Band applicable	PB-1 Rs.5200-20200
3.	Existing basic pay as on 1.1.2006	Rs.2840
4.	Pay after multiplication by a factor of 1.86	Rs.5282 (Rounded off to Rs.5290)
5.	Pay in the Pay Band PB-1	Rs.5290
6.	Pay in the Pay Band after including benefit of bunching, if admissible	Rs.5530

7.	Grade Pay attached to the scale	Rs.1800
8.	Revised basic pay – total of pay in the pay band and grade pay	Rs.7330

**Illustration 4 A:** Pay fixation in cases where posts have been upgraded e.g posts in pre-revised pay scale of Rs.3050-75-3950-80-4590 to Rs.3200-85-4590 scale

1.	Existing Scale of Pay	Rs.3050-4590 (Corresponding Grade Pay Rs.1900)
2.	Pay Band applicable	PB-1 Rs.5200-20200
3.	Upgraded to the Scale of Pay	Rs.3200-4900 (Corresponding Grade Pay Rs.2000)
4.	Existing basic pay as on 1.1.2006	Rs.3125
5.	Pay after multiplication by a factor of 1.86	Rs. 5813 (Rounded off to Rs.5820)
6.	Pay in the Pay Band PB-2	Rs.5820
7.	Pay in the Pay Band after including benefit of bunching in the pre-revised scale of Rs.3050-4590, if admissible	Rs.6060
8.	Grade Pay attached to the scale of Rs.3200-4900	Rs.2000
9.	Revised basic pay – total of pay in the pay band and grade pay	Rs.8060

**Illustration 4 B:** Pay fixation in cases where pay scales have been merged e.g pre-revised pay scale of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500

1.	Existing Scale of Pay	Rs.5000-150-8000
2.	Pay Band applicable	PB-2 Rs.9300-34800
3.	Merged with the Scale of Pay	Rs.6500-200-10500
4.	Existing basic pay as on 1.1.2006	Rs.5600
5.	Pay after multiplication by a factor of 1.86	Rs. 10416 (Rounded off to Rs.10420)
6.	Pay in the Pay Band PB-2	Rs.10420
7.	Pay in the Pay Band after including benefit of bunching, if admissible	Rs.10420
8.	Grade Pay attached to the scale of Rs.6500-200-20500	Rs.4200



9.	Revised basic pay – total of pay in the pay band and grade pay	Rs.14620
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**Illustration 5** : Pay fixation on grant of increment in the revised pay structure.

1.	Pay in the PB-2	Rs.9300
2.	Grade Pay	Rs.4200
3.	Total of pay + grade pay	Rs.13500
4.	Rate of increment	3% of 3 above
5.	Amount of increment	Rs.405 rounded off to Rs:410
6.	Pay in the pay band after increment	Rs.9300 + 410
7.	Pay after increment	Rs.9710
8.	Grade pay applicable	Rs.4200

F.No.1/1/2008-IC  
Government of India  
Ministry of Finance  
Department of Expenditure  
Implementation Cell

New Delhi, dated the 13<sup>th</sup> March, 2009.

**OFFICE MEMORANDUM**

**Subject:** Date of next increment in cases where Government servants are not able join posts in a particular grade pay on promotion/appointment on 1<sup>st</sup> of January of a year due to Sunday or Gazettd holiday - clarification regarding.

As per the provisions of Rule 10 of CCS (RP) Rules, 2008, w.e.f. 1.1.2006, in the case of all Central Government employees there is a uniform date of increment, i.e. 1<sup>st</sup> of July of every year. Government servants completing six months and above in the revised pay structure as on 1<sup>st</sup> of July are eligible to be granted the increment. From the above provision of CCS (RP) Rules it flows that Government servants who have rendered less than 6 months of service as on 1<sup>st</sup> of July of a year will not be eligible to draw increment on that day and their date of increment will fall 12 months later on the next 1<sup>st</sup> of July. Accordingly, all the Government servants who join posts in a particular grade on account of promotion/appointment etc., on 1<sup>st</sup> of January of a year will be eligible to draw their annual increment on the 1<sup>st</sup> of July of that year. However, those who join the posts between 2<sup>nd</sup> January and 30<sup>th</sup> June will not be eligible for the same.

2. In the light of the above position, some administrative departments have sought clarification from this Department regarding date of next increment in cases where Government servants are not able join posts in a particular grade pay on promotion/appointment on 1<sup>st</sup> of January of a year due to 1<sup>st</sup> of January falling on a Sunday or Gazettd holiday. In this connection, it is clarified that in the normal course, if a Government servant was to join post in a grade pay on appointment/promotion on 1<sup>st</sup> of January of a year, but he could not join the post only because 1<sup>st</sup> of January of the year happened to be a Sunday or gazetted holiday, the Government servants who join posts on the 1<sup>st</sup> working day of the year will be treated to have completed 6 months of service on 1<sup>st</sup> of July of that year for the purpose of granting them annual increment on that day.

  
( ALOK SAXENA )  
DIRECTOR

To:

All Ministries/Departments of Government of India as per standard mailing list.

F.No. 13/9/2009-Estt(Pay-I)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel & Training  
Estt(Pay-I) Section

North Block,  
New Delhi, dated the 21<sup>st</sup> October, 2009  
21.10.09

**OFFICE MEMORANDUM**

Subject: Fixation of pay in case of employees who seek transfer to a lower post under FR 15(a) – clarification regarding.

The undersigned is directed to refer to instructions issued vide this Department's OM NO. 16/6/2001-Estt(Pay-I) dated 14.2.2006 on the above subject. It was clarified therein that on transfer to the lower post/scale under FR 15(a), the pay of a Government servant holding a post on regular basis will be fixed at a stage equal to the pay drawn by him in the higher grade. If no such stage is available, the pay will be fixed at the stage next below the pay drawn by him in the higher post and the difference may be granted as personal pay to be absorbed in future increments. If the maximum of the pay scale of the lower post is less than the pay drawn by him in the higher post, his pay may be restricted to the maximum under FR 22(a)(a)(3).

2. Consequent upon implementation of the revised pay structure comprising grade pays and running Pay Bands, w.e.f. 1.1.2006 in cases of appointment of Government servants to posts carrying lower Grade Pay under FR 15(a) on their own request, the pay in the pay band of the Government servant will be fixed at a stage equal to the pay in the pay band drawn by him prior to his appointment against the lower post. However, he will be granted grade pay of lower post. Further, in all cases, he will continue to draw his increments based on his pay in the pay band +grade pay (lower).
3. Where transfer to a lower post is made subject to certain terms and conditions then the pay may be fixed according to such terms and conditions.
4. In so far as persons serving in the Indian Audit & Accounts Department are concerned, these orders issue after consultation with the Comptroller & Auditor General of India.
5. This order takes effect from 1.1.2006.
6. Hindi versions follows.

  
(B.K. Mukhopadhyay)  
Director (Pay)

To

All Ministries and Departments of the Government of India (as per standard mailing list).

2. NIC may upload the OM on the website of this Department in the what's new column.

F.No.1/1/2008-IC  
Government of India  
Ministry of Finance  
Department of Expenditure  
Implementation Cell

New Delhi, dated the 29th January, 2009.

**OFFICE MEMORANDUM**

**Subject: Fixation of pay and grant of increments in the revised pay structure - clarifications regarding.**

Following the notification of the CCS (Revised Pay) Rules, 2008, this Department has received references from some administrative departments, seeking clarification regarding various aspects of fixation of pay in the revised pay structure as also pay fixation and grant of increments in future under the revised pay structure. The matter has been considered in this Department. The points of doubt raised by administrative departments and the clarifications thereto are issued as under: -

Sl. No.	Point of Doubt	Clarifications
1.	As per the provisions of FR22 (I)(a)(1), split option has to be submitted by the eligible employee (other than those appointed on deputation to ex-cadre post or ad hoc basis or on direct recruitment basis) within one month of promotion. Some of the employees, promoted before 1.1.2006 as well as after 1.1.2006 but before notification of Revised Pay Rules, 2008 implementing 6 <sup>th</sup> CPC recommendations, had opted for their pay fixation on promotion from the date of their next increment which was falling after 1.1.2006 in the 5 <sup>th</sup> CPC scales as per the rules / pay structure then in force. Consequent upon implementation of recommendations of 6 <sup>th</sup> CPC in August / Sept. 2008 effective from 1.1.2006, the option submitted by a number of employees has now	DOP&T's OM No.16/8/2000-Estt.(Pay-I) dt. 25.2.2003 provides that a Government Servant may give a revised option for pay fixation under FR 22 (I)(a)(1) within one month from the date of orders of such unforeseen developments or change of rules. In any such cases, that have resulted from the notification of CCS (Revised Pay) Rules, 2008, Government Servants may be allowed to exercise a revised option for fixation of their pay in the promotion post <b><u>within one month from the date of issue of these clarifications</u></b> , if they have already not been allowed to do so under DOPT's O.M. dated 25.2.2003 mentioned above.

	<p>turned to be disadvantageous. Whether such employees may be allowed to revise their options under FR22(I)(a)(1).</p>
<p>2. As per Rule 5 of the Central Civil Services(Revised Pay) Rules 2008, a Govt. servant placed in a higher pay scale between 1.1.2006 and the date of notification of these rules on account of promotion, upgradation of pay scales etc. can elect to switch over to the revised pay structure from the date of such promotion (i.e. after placement in the promotional grade), upgradation etc. The employees promoted or upgraded to higher grade have option to have their pay fixed/re-fixed as per the provisions of FR 22/ FR 23 from the date of next increment etc.</p> <p>Whether such employees covered by Rule 5 of CCS(RP) Rules, 2008 can also revise their options now to choose either from the date of promotion/upgradation or the date of increment etc. (which may fall on the 1<sup>st</sup> July 2006,2007,2008 or 2009 etc.), as annual increment in the new structure is given uniformly on 1<sup>st</sup> July?</p> <p>Whether such option will also be available in the cases of ad-hoc promotions(whether or not followed by regularization without break)</p>	<p>Proviso to Rule 5 of CCS (RP) Rules, 2008 states that a Government servant may elect to continue to draw pay in the existing scale <b>until the date on which he earns his next or any subsequent increment in the existing scale, or until he vacates his post, or ceases to draw pay in that scale.</b></p> <p>The Rule ibid further provides that in cases where a Government servant has been placed in a higher pay scale between 1.1.2006 and the date of notification of these Rules on account of promotion, upgradation of pay scale etc., the Government servant may elect to switch over to the revised pay structure from the date of such promotion, upgradation, etc.</p> <p>It is clarified that such cases will be regulated under proviso to Rule 5 of the CCS (Revised Pay) Rules, 2008. After switching over to the revised pay structure, Clarification 2 (the method of fixation of pay on promotion after 1.1.2006) issued vide O.M. No.1/1/2008-IC dated 13.9.2008 will apply.</p> <p>In the case of ad-hoc promotions granted between 1.1.2006 and date of notification of CCS (RP) Rules, 2008, a Government Servant has the option to have his pay fixed under proviso to Rule 5. However, Clarification 2 (the method of fixation of pay on promotion after 1.1.2006) issued vide O.M. No.1/1/2008-IC dated 13.9.2008 will <b>not</b> apply in such cases.</p>

3.	<p>As per Rule 13 (i) of CCS(RP) Rules, 2008, in the case of promotion from one grade pay to another and that involving change of pay band, one increment equal to 3% of basic may be allowed and in addition higher grade pay of the promotional post may also be allowed. As per clarification 2 of MOF OM No. 1/1/2008-IC dated 13-09-2008, on promotion from one grade to another, a Govt. servant has an option under FR22(I)(a)(1) to get his pay fixed in the higher post either from the date of his promotion, or from date of his next increment. As per the provisions of FR22(I)(a)(1), the benefit of fixation under above rule is admissible only in cases of appointment involving duties &amp; responsibilities of greater importance. Further, the grant of option under above FR is also subject to the condition that the appointment is not on deputation on ex-cadre basis / ad-hoc or direct recruitment basis.</p> <p>It is not clear whether :</p> <p>(a) FR 22(I)(a)(1) still holds good in its present form with all the attendant conditions; or</p> <p>(b) The same has got modified on introduction of Sixth CPC Pay structure; and if yes</p> <p>(c) What is the extent of modification to above FR.</p>	<p>Point No.(a): FR22(I)(a)(1) still holds good.</p> <p>Points No.(b) &amp; (c): Clarification No.2 of this Department's O.M. No.1/1/2008-IC dated 13<sup>th</sup> September, 2008 prescribes the method of fixation of pay under FR22(I)(a)(1) after introduction of the system of pay bands and grade pay.</p>
4.	<p>Methodology for rounding off:</p> <p>As per Rule 9 of the notification, the rate of increment in the revised pay structure will be 3% of the sum of the pay in the pay band and grade pay applicable, which will be rounded off to the next multiple of 10. Whether rounding off to next multiple of 10 has to be done in terms of rupees or even a paisa has to be rounded off to next</p>	<p>In the case Fitment Tables annexed with this Department's OM of even number dated 30.08.2008, rounding off has already been done and the same should be implemented without any modification.</p> <p>In the case of calculation of increments under the revised pay</p>

	multiple of 10. For example, if the pay after drawl of increment works out to Rs.10510.10 the same has to be rounded off to 10520 or 10510.	structure, paise should be ignored, but any amount of a rupee or more should be rounded off to next multiple of 10. To illustrate, if the amount of increment comes to Rs.1900.70 paise, then the amount will be rounded off to Rs.1900; if the amount of increment works out to be Rs.1901, then it will be rounded off to Rs.1910.
5.	Grant of stagnation increment:  Whether the employees who have been granted stagnation increment between February 2005 or thereafter are to be granted additional increment w.e.f 1.1.2006, while fixing the pay or not? Since they have reached at the maximum of the existing pay scale.	In all cases, where a Government servant has been granted an increment (whether normal annual increment or stagnation increment) after January 1, 2005, no increment will be allowed on 1.1.2006 at the time of fixation of pay in the revised pay structure.

2. All Ministries/Departments are requested to take note of the above clarifications.

3. Hindi version will follow.

  
( ALOK SAXENA )  
DIRECTOR

To:

All Ministries/Departments of Government of India as per standard mailing list.

F.No.1/1/2008-IC  
Government of India  
Ministry of Finance  
Department of Expenditure  
(Implementation Cell)

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New Delhi, the 13<sup>th</sup> September, 2008

**OFFICE MEMORANDUM**

**Subject: Clarifications on CCS (Revised Pay) Rules, 2008**

The undersigned is directed to refer to the Central Civil Services (Revised Pay) Rules, 2008, notified vide G.S.R. No.622(E) dated 29<sup>th</sup> August, 2008 and to state that clarifications are being sought regarding the date of next increment, the method of fixation of pay on promotion after 01.01.2006, use of fitment tables for cases of pay fixation under Rule 11 of CCS (RP) Rules, 2008, fixation of pay of government servants who were on deputation on 1.1.06 and got promoted in the cadre subsequently while still on deputation, etc.

2. In this connection, the following clarifications are issued:-

**Clarification 1: The date of next increment**

- (i) As per Rule 10 of CCS (RP) Rules, 2008 there will be one uniform date of annual increment, viz. 1<sup>st</sup> July of every year. Government servants completing 6 months and above in the revised pay structure as on 1<sup>st</sup> of July will be eligible to be granted the increment. Accordingly, all Government servants who earned their last increment between 02.01.2005 and 01.01.2006 would get their next increment on 01.07.2006.
- (ii) For those employees whose date of next increment falls on 01.01.2006, the instructions already provide for granting an increment in the pre-revised pay scale as on 01.01.2006 and then fixing their pay in the revised pay scales. Such Government servants would also get their next increment on 01.07.2006.

**Clarification 2: The method of fixation of pay on promotion after 01.01.2006**

On promotion from one grade to another/financial upgradation under ACP, a Government servant has an option under FR 22(I)(a)(1) to get his pay fixed in the higher post either from the date of his promotion, or from date of his next increment, viz. 1<sup>st</sup> July of the year. The pay will be fixed in the following manner in the revised pay structure:-



- a) In case the Government servant opts to get his pay fixed from his date of next increment, then, on the date of promotion, pay in the pay band shall continue unchanged, but the grade pay of the higher post will be granted. Further re-fixation will be done on the date of his next increment i.e. 1<sup>st</sup> July. On that day, he will be granted two increments; one annual increment and the second on account of promotion. While computing these two increments, basic pay prior to the date of promotion shall be taken into account. To illustrate, if the basic pay prior to the date of promotion was Rs.100, first increment would be computed on Rs.100 and the second on Rs.103.
- b) In case the Government servant opts to get his pay fixed in the higher grade from the date of his promotion, he shall get his first increment in the higher grade on the next 1<sup>st</sup> July if he was promoted between 2<sup>nd</sup> July and 1<sup>st</sup> January. However, if he was promoted between 2<sup>nd</sup> January and 30<sup>th</sup> June of a particular year, he shall get his increment on 1<sup>st</sup> July of next year.

**Clarification 3: Use of fitment tables for cases of pay fixation under Rule 11 of CCS (RP) Rules, 2008**

Rule 11 of CCS (Revised Pay) Rules, 2008 provides for fixation of pay in the revised pay structure subsequent to the 1<sup>st</sup> day of January, 2006. When the pay of a Government servant will be fixed as per Rule 11 on a date subsequent to 01.01.2006, the fitment tables annexed with this Department's O.M. of even number dated 30.08.2008 will be used as prescribed in the relevant provisions contained in para 2 of the O.M. The pre-revised pay to be reckoned in such cases will be the pay of the Government servant on the day of such fixation.

**Clarification 4: Fixation of pay of government servants who were on deputation and got promoted in the cadre subsequently while still on deputation**

- (i) In case the Government servant was on deputation on 1.1.06 and got promoted to a higher post in his cadre after 1.1.06, but was not granted proforma promotion under the 'Next Below Rule', his pay will get fixed w.e.f. 1.1.06 in the grade which he was holding on 1.1.06.
- (ii) In case the Government servant had been granted proforma promotion under the 'Next Below Rule', his pay will be fixed using the provisions of the 'Next Below Rule' as explained in (iii) below.

- (iii) In the revised pay structure, the pay of a government servant would be regulated in the following manner on grant of proforma promotion to him under 'Next Below Rule':
- (a) In case a Government servant on deputation to a post gets promoted in his cadre to a post in a higher grade, his pay in the pay band will be fixed with reference to the pay in the pay band of the employee immediately junior to him in the cadre of his service. However, the government servant in question would continue to draw the grade pay attached to the deputation post for the remaining duration of the deputation.
  - (b) In case a Government servant on deputation to a post in PB-4 gets promoted in his cadre to a post in HAG+, his basic pay will be fixed with reference to the basic pay of the employee immediately junior to him in the cadre of his service, but the total of pay in the pay band and grade pay of the deputation post will not exceed Rs.79,000.
  - (c) In case a Government servant on deputation to a post in PB-4 gets promoted in his cadre to a post in the apex scale, his basic pay will be fixed with reference to the basic pay of the employee immediately junior to him in the cadre of his service, but the total of pay in the pay band and grade pay of the deputation post will not exceed Rs.79,000.
  - (d) In case a Government servant on deputation to a post in HAG+ gets promoted in his cadre to a post in the apex scale, his basic pay will be fixed with reference to the basic pay of the employee immediately junior to him in the cadre of his service.

**Clarification 5: Fixation of pay of government servants who go on deputation to a lower post**

- (i) In case a Government servant goes on deputation to a post carrying a lower grade pay, his pay in the pay band would continue unchanged, but he will be granted the grade pay of the lower post for the entire duration of the deputation.
- (ii) In case a Government servant in HAG+ scale goes on deputation to a lower post in PB-4, his basic pay in the deputation post will be fixed at a stage equal to his basic pay in the cadre of his service, but the total of pay in the pay band and grade pay of the deputation post will not exceed Rs.79,000.

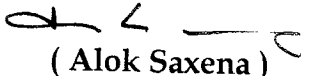
- (iii) In case a Government servant in the apex scale goes on deputation to a lower post in PB-4, his pay in the pay band will be fixed at the maximum of PB-4 (Rs.67000) and he will be granted the grade pay attached to the deputation post, but the total of pay in the pay band and grade pay of the deputation post will not exceed Rs.79,000. In case deputation is from the apex scale to a post in HAG+, the basic pay will be protected in HAG+.

**Clarification 6: Procedure for placing employees in upgraded scales in case of merger of scales/upgradations recommended by the Sixth CPC.**

- (i) Where **all** posts in one or more pre-revised scales are **merged** with a higher pre-revised scale and given a common replacement scale/grade pay, the suitability of the incumbents need not to be assessed for granting them the higher replacement scale/grade pay and the incumbents will automatically be granted the replacement pay scale/grade pay recommended by the Commission. Their pay will be fixed in the accordance with the fitment table annexed to this Department's O.M. of even number dated 30.08.2008.
- (ii) Similarly, in the case of **upgradations recommended by the Pay Commission**, i.e. where **all** posts in a particular grade have been granted a higher replacement pay scale/grade pay, the suitability of the incumbents need not be assessed for granting them the higher replacement scale/grade pay. The incumbents will automatically be granted the replacement pay scale/grade pay recommended by the Commission. Their pay in the pay band will be fixed with reference to their fitment table corresponding to pre-revised pay scale. However, the grade pay corresponding to the upgraded post will be granted.

**Note:** CCS (Revised Pay) Rules, 2008 define the term "basic pay" in the revised pay structure as the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of Government servants in the pay scales of HAG+ and above, basic pay means the pay in the prescribed scale.

3. Hindi version will follow.

  
( Alok Saxena )  
Director

To

**All Ministries/Departments of the Government of India and others as per standard list.**

F.No. 1/1/2008-IC  
Government of India  
Ministry of Finance  
Department of Expenditure  
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New Delhi, the 13<sup>th</sup> October, 2008

OFFICE MEMORANDUM

**Subject:** Fixation of pay in the pay bands where posts have been upgraded as a result of recommendations of Sixth CPC - clarification regarding

Note 2A below Rule 7 of the CCS (RP) Rules, 2008 states as under:-

*"Note 2A* - Where a post has been upgraded as a result of the recommendations of the Sixth CPC as indicated in Part B or Part C of the First Schedule to these Rules, the fixation of pay in the applicable pay band will be done in the manner prescribed in accordance with Clause (A) (i) and (ii) of Rule 7 by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding the resultant figure to the next multiple of ten. The grade pay corresponding to the upgraded scale as indicated in Column 6 of Part B or C will be payable in addition. *Illustration 4A* in this regard is in the Explanatory Memorandum to these Rules."

2. Accordingly, in cases of upgradation of posts as a result of recommendations of Sixth CPC, the fitment table attached with the O.M. of even number dated 30<sup>th</sup> August, 2008 corresponding to the **pre-revised scale** shall be used for the purpose of determination of pay in the pay band. To the pay in the pay band so determined, the grade pay corresponding to the upgraded post is to be added. This will be the revised pay of the Government servant who has been upgraded as a result of Sixth CPC recommendation.

3. To illustrate, CPMF Constables have been upgraded from pre-revised scale of Rs.3050-4590 to the pay scale of Rs.3200-4900 corresponding to the grade pay of Rs.2000 in PB-1. In the case of a CPMF Constable drawing the basic pay of Rs.3575 as on 1.1.2006, his pay in the pay band will be fixed in accordance with the fitment table of the pre-revised scale of Rs.3050-4590. Hence, his revised pay in the pay band will be Rs.6650 as per the table corresponding to the pre-revised scale of Rs.3050-4590. To this, the Grade Pay of Rs.2000 corresponding to the upgraded pay scale of Rs.3200-4900 will be added. Consequently, his revised basic pay would be Rs.8650 as on 1.1.2006.

4. The above procedure is to be adopted in all cases where pay scales have been upgraded by the Pay Commission, including Constabulary and other ranks in the CPMFs/CPOs, Postmen and similar cadres in Department of Posts, Assistants and Section Officers in the Central Secretariat and other headquarter organization and the common category cadres of Teachers and Nurses. This list is illustrative and not exhaustive.

5. All administrative Ministries/Departments are directed to ensure that in no case is there any deviation from the above [subject to other provisions of CCS (RP) Rules, 2008]. Pay fixed in the case of upgradations in any manner other than the above, will be rectified.

  
(Alok Saxena)  
Director

All Ministries/Departments

Copy to all Financial Advisers (by name)

F.No.1/1/2008-IC  
Government of India/Bharat Sarkar  
Ministry of Finance/Vitta Mantralaya  
Department of Expenditure/Vyaya Vibhag  
(Implementation Cell)

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New Delhi, the 30<sup>th</sup> August, 2008

**OFFICE MEMORANDUM**

**Subject: Implementation of Sixth Central Pay Commission recommendations - fixation of pay and payment of arrears - instructions regarding.**

The undersigned is directed to refer to the Central Civil Services (Revised Pay) Rules, 2008, notified vide G.S.R. No.622(E) dated 29<sup>th</sup> August, 2008 and to state that in terms of Rule 6 of these Rules, government servants are required to exercise their option for drawal of their pay in the revised pay structure in the format prescribed in the Second Schedule to the Rules.

2. The sequence of action to be taken on receipt of the option will be as follows: -

- (i) The manner of initial fixation of pay in the revised pay structure has been indicated in Rule 7 of the CCS (RP) Rules, 2008. On the basis of this Rule, detailed Fixation Tables for each stage in each of the pre-revised scales have been worked out in the manner recommended by the Sixth Pay Commission and are enclosed as Annex-I of this O.M. These may be used for the purpose of fixation in the revised pay structure as on 1.1.2006.
- (ii) The tables in Annex-I will be applicable in cases where normal replacement pay scales have been approved by the Government. In cases of upgradation of posts and merger of pre-revised pay scales, fixation of pay will be done as prescribed in Note 2A and 2B below Rule 7(1) and in the manner indicated in Illustration 4A & 4B respectively of the Explanatory Memorandum to the CCS (RP) Rules, 2008.
- (iii) In terms of the CCS (RP) Rules, 2008, there shall be a uniform date of increment i.e. 1<sup>st</sup> July of the year after implementation of the revised pay structure. Consequently, in the case of employees whose date of next increment falls on 1.1.2006, the increment will be drawn in the pre-revised scale and pay fixed in accordance with the tables after including this increment. The next increment in the revised pay structure in such cases will be drawn on 1<sup>st</sup> July, 2006.

- (iv) On fixation of pay in the applicable revised pay bands and grade pay or in the pay scale, as the case may be, pay and allowances for the month of September, 2008 may be drawn and paid on the basis of the revised pay structure and the applicable allowances thereon after deduction of enhanced subscription to the General Provident Fund which will be calculated with reference to the revised basic pay. Insofar as the employees who have joined on or after 1.1.2004 are concerned, the enhanced deductions under the New Pension Scheme will be calculated with reference to the revised basic pay and DA thereon.

“Basic pay” in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of Government servants in the pay scales of HAG+ and above, basic pay means the pay in the prescribed scale.

- (v) Bills may be drawn separately in respect of the arrears of pay and allowances for the period from January 1, 2006 to August 31, 2008. The aggregate arrears, computed after deduction of subscription at enhanced rates of GPF and NPS with reference to the revised pay, may be paid in two instalments, the first instalment being restricted to 40% of the aggregate arrears. DDOs/PAOs will ensure that action is taken simultaneously in regard to Government’s contribution towards enhanced subscription. Orders in regard to the payment of the second instalment of arrears will be issued separately.
- (vi) Similar sequential action as indicated above may be taken for the authorization of the revised pay and allowances of those employees whose options might be received later.

3. The revised rates of all allowances, such as House Rent Allowance, Transport Allowance, Children Education Allowance, Special Compensatory Allowance, Special Duty Allowance, Island Special Duty Allowance, Hard Duty Allowance, etc., will be paid prospectively w.e.f. 1.9.08. Accordingly, no arrears will be paid in respect of these allowances. However, Dearness Allowance and Non-Practising Allowance for medical doctors at rates notified separately, will be payable w.e.f. 1.1.2006 or the date of option.

4. With a view to expediting the authorization and disbursement of arrears, it has been decided that the arrear claims may be paid without pre-check of the fixation of pay in the revised scales of pay. The facility to disburse arrears without pre-check of fixation of pay will not, however, be available in respect of those Government servants who have relinquished service on account of dismissal, resignation, discharge, retirement etc. after the date of implementation

of the Pay Commission's recommendations but before the preparation and drawal of the arrear 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.

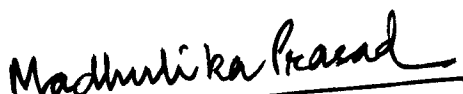
5. In order to ensure correct and systematic fixation of pay in the revised pay structure, a proforma for the purpose (Statement of Fixation of Pay) is enclosed (Annex-II). The statement should be prepared in triplicate and one copy thereof should be passed in the Service Book of the Government servant concerned and another copy made available to the concerned accounting authorities [Chief Controller of Accounts/Controller of Accounts/Accounts Officer] for post-check. Attention is also invited in this connection to the Government decision contained at Sl. No. 2 (iii) of the Part 'A' of the Resolution No.1/1/2008-IC dated August 29, 2008 regarding the adjustment of the instalments of Dearness Allowance paid paid between July 1, 2006 and June 30, 2008.

6. 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. The Drawing & Disbursing Officers should, therefore, 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 may also be obtained in writing from every employee at the time of disbursement of the arrears/pay and allowances for September, 2008 to the effect that any excess payment that may be found to have been made as a result of incorrect fixation of pay in the revised scales will be refunded by him to Government either by adjustment against future payments or otherwise. A specimen form of the undertaking is also enclosed (Annex-III).

7. In authorizing the arrears, Income Tax as due may also be deducted and credited to Government in accordance with the instructions on the subject. In case a Government servant wishes to deposit his arrears in his General Provident Fund account, this may be permitted.

8. On receipt of the necessary options, action for drawal and disbursement of arrears should be completed immediately.

9. Hindi version will follow.



( MADHULIKA P. SUKUL )

Joint Secretary to the Government of India

To

**All Ministries/Departments of the Government of India and others as per standard list.**




## Fitment Tables

**Pre-revised scale (S - 1)**  
Rs.2550-55-2660-60-3200

**Revised Pay Band + Grade Pay**  
-1S Rs.4440-7440 + Rs.1300


Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,550	4,750	1,300	6,050
2,605	4,850	1,300	6,150
2,660	4,950	1,300	6,250
2,720	5,060	1,300	6,360
2,780	5,180	1,300	6,480
2,840	5,290	1,300	6,590
2,900	5,400	1,300	6,700
2,960	5,510	1,300	6,810
3,020	5,620	1,300	6,920
3,080	5,730	1,300	7,030
3,140	5,840	1,300	7,140
3,200	5,960	1,300	7,260
<b>3,260</b>	<b>6,070</b>	<b>1,300</b>	<b>7,370</b>
<b>3,320</b>	<b>6,180</b>	<b>1,300</b>	<b>7,480</b>
<b>3,380</b>	<b>6,290</b>	<b>1,300</b>	<b>7,590</b>

  
**ALOK SAXENA**  
Director (IC)  
Ministry of Finance  
Deptt. of Expenditure  
New Delhi

**Pre-revised scale (S - 2)**  
Rs.2610-60-3150-65-3540


**Revised Pay Band + Grade Pay**  
-1S Rs.4440-7440 + Rs.1400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,610	4,860	1,400	6,260
2,670	4,970	1,400	6,370
2,730	5,080	1,400	6,480
2,790	5,190	1,400	6,590
2,850	5,310	1,400	6,710
2,910	5,420	1,400	6,820
2,970	5,530	1,400	6,930
3,030	5,640	1,400	7,040
3,090	5,750	1,400	7,150
3,150	5,860	1,400	7,260
3,215	5,980	1,400	7,380
3,280	6,110	1,400	7,510
3,345	6,230	1,400	7,630
3,410	6,350	1,400	7,750
3,475	6,470	1,400	7,870
3,540	6,590	1,400	7,990
<b>3,605</b>	<b>6,710</b>	<b>1,400</b>	<b>8,110</b>
<b>3,670</b>	<b>6,830</b>	<b>1,400</b>	<b>8,230</b>
<b>3,735</b>	<b>6,950</b>	<b>1,400</b>	<b>8,350</b>

  
**ALOK SAXENA**  
Director (IC)  
Ministry of Finance  
Deptt. of Expenditure  
NEW DELHI

**Pre-revised scale (S - 2A)**      **Revised Pay Band + Grade Pay**  
 Rs.2610-60-2910-65-3300-70-      -1S Rs.4440-7440 + Rs.1600  
 4000


Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,610	4,860	1,600	6,460
2,670	4,970	1,600	6,570
2,730	5,080	1,600	6,680
2,790	5,190	1,600	6,790
2,850	5,310	1,600	6,910
2,910	5,420	1,600	7,020
2,975	5,540	1,600	7,140
3,040	5,660	1,600	7,260
3,105	5,780	1,600	7,380
3,170	5,900	1,600	7,500
3,235	6,020	1,600	7,620
3,300	6,140	1,600	7,740
3,370	6,270	1,600	7,870
3,440	6,400	1,600	8,000
3,510	6,530	1,600	8,130
3,580	6,660	1,600	8,260
3,650	6,790	1,600	8,390
3,720	6,920	1,600	8,520
3,790	7,050	1,600	8,650
3,860	7,180	1,600	8,780
3,930	7,310	1,600	8,910
4,000	7,440	1,600	9,040
<b>4,070</b>	<b>7,570</b>	<b>1,600</b>	<b>9,170</b>
<b>4,140</b>	<b>7,700</b>	<b>1,600</b>	<b>9,300</b>
<b>4,210</b>	<b>7,840</b>	<b>1,600</b>	<b>9,440</b>

  
**ALOK SAXENA**  
 Director (IC)  
 Ministry of Finance  
 Deptt. of Expenditure  
 New Delhi

Pre-revised scale (S - 3)  
Rs.2650-65-3300-70-4000

Revised Pay Band + Grade Pay  
-1S Rs.4440-7440 + Rs.1650

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,650	4,930	1,650	6,580
2,715	5,050	1,650	6,700
2,780	5,180	1,650	6,830
2,845	5,300	1,650	6,950
2,910	5,420	1,650	7,070
2,975	5,540	1,650	7,190
3,040	5,660	1,650	7,310
3,105	5,780	1,650	7,430
3,170	5,900	1,650	7,550
3,235	6,020	1,650	7,670
3,300	6,140	1,650	7,790
3,370	6,270	1,650	7,920
3,440	6,400	1,650	8,050
3,510	6,530	1,650	8,180
3,580	6,660	1,650	8,310
3,650	6,790	1,650	8,440
3,720	6,920	1,650	8,570
3,790	7,050	1,650	8,700
3,860	7,180	1,650	8,830
3,930	7,310	1,650	8,960
4,000	7,440	1,650	9,090
<b>4,070</b>	<b>7,570</b>	<b>1,650</b>	<b>9,220</b>
<b>4,140</b>	<b>7,700</b>	<b>1,650</b>	<b>9,350</b>
<b>4,210</b>	<b>7,840</b>	<b>1,650</b>	<b>9,490</b>

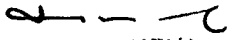
  
ALOK SAXENA  
Director (IC)  
Ministry of Finance  
Deptt. of Expenditure  
(2020-21/11)

## Fitment of existing Group D employees on upgradation to Group C

Pre-revised scale (S - 1)  
Rs.2550-55-2660-60-3200

Revised Pay Band + Grade Pay  
PB-1 Rs.5200-20200 + Rs.1800

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,550	5,200	1,800	7,000
2,605	5,200	1,800	7,000
2,660	5,360	1,800	7,160
2,720	5,360	1,800	7,160
2,780	5,530	1,800	7,330
2,840	5,530	1,800	7,330
2,900	5,700	1,800	7,500
2,960	5,700	1,800	7,500
3,020	5,880	1,800	7,680
3,080	5,880	1,800	7,680
3,140	6,060	1,800	7,860
3,200	6,060	1,800	7,860
3,260	6,070	1,800	7,870
3,320	6,180	1,800	7,980
3,380	6,290	1,800	8,090

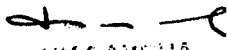
  
ALOK SAXENA  
Director (IC)  
Ministry of Finance  
Deptt. of Expenditure  
New Delhi

## Fitment of existing Group D employees on upgradation to Group C

Pre-revised scale (S - 2)  
Rs.2610-60-3150-65-3540

Revised Pay Band + Grade Pay  
PB-1 Rs.5200-20200 + Rs.1800


Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,610	5,200	1,800	7,000
2,670	5,360	1,800	7,160
2,730	5,360	1,800	7,160
2,790	5,530	1,800	7,330
2,850	5,530	1,800	7,330
2,910	5,700	1,800	7,500
2,970	5,700	1,800	7,500
3,030	5,880	1,800	7,680
3,090	5,880	1,800	7,680
3,150	6,060	1,800	7,860
3,215	6,060	1,800	7,860
3,280	6,110	1,800	7,910
3,345	6,230	1,800	8,030
3,410	6,350	1,800	8,150
3,475	6,470	1,800	8,270
3,540	6,590	1,800	8,390
<b>3,605</b>	<b>6,710</b>	<b>1,800</b>	<b>8,510</b>
<b>3,670</b>	<b>6,830</b>	<b>1,800</b>	<b>8,630</b>
<b>3,735</b>	<b>6,950</b>	<b>1,800</b>	<b>8,750</b>

  
ANURAG SAXENA  
Director (IC)  
Ministry of Finance  
Deptt. of Expenditure  
New Delhi

## Fitment of existing Group D employees on upgradation to Group C

Pre-revised scale (S - 2A)      Revised Pay Band + Grade Pay  
 Rs.2610-60-2910-65-3300-70-      PB-1 Rs.5200-20200 + Rs.1800  
 4000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,610	5,200	1,800	7,000
2,670	5,360	1,800	7,160
2,730	5,360	1,800	7,160
2,790	5,530	1,800	7,330
2,850	5,530	1,800	7,330
2,910	5,700	1,800	7,500
2,975	5,700	1,800	7,500
3,040	5,880	1,800	7,680
3,105	5,880	1,800	7,680
3,170	6,060	1,800	7,860
3,235	6,060	1,800	7,860
3,300	6,140	1,800	7,940
3,370	6,270	1,800	8,070
3,440	6,400	1,800	8,200
3,510	6,530	1,800	8,330
3,580	6,660	1,800	8,460
3,650	6,790	1,800	8,590
3,720	6,920	1,800	8,720
3,790	7,050	1,800	8,850
3,860	7,180	1,800	8,980
3,930	7,310	1,800	9,110
4,000	7,440	1,800	9,240
<b>4,070</b>	<b>7,570</b>	<b>1,800</b>	<b>9,370</b>
<b>4,140</b>	<b>7,700</b>	<b>1,800</b>	<b>9,500</b>
<b>4,210</b>	<b>7,840</b>	<b>1,800</b>	<b>9,640</b>

  
**ALOK SAXENA**  
 Director (IC)  
 Ministry of Finance  
 Dept. of Expenditure  
 New Delhi

## Fitment of existing Group D employees on upgradation to Group C

**Pre-revised scale (S - 3)**  
Rs.2650-65-3300-70-4000

**Revised Pay Band + Grade Pay**  
PB-1 Rs.5200-20200 + Rs.1800

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,650	5,360	1,800	7,160
2,715	5,360	1,800	7,160
2,780	5,530	1,800	7,330
2,845	5,530	1,800	7,330
2,910	5,700	1,800	7,500
2,975	5,700	1,800	7,500
3,040	5,880	1,800	7,680
3,105	5,880	1,800	7,680
3,170	6,060	1,800	7,860
3,235	6,060	1,800	7,860
3,300	6,140	1,800	7,940
3,370	6,270	1,800	8,070
3,440	6,400	1,800	8,200
3,510	6,530	1,800	8,330
3,580	6,660	1,800	8,460
3,650	6,790	1,800	8,590
3,720	6,920	1,800	8,720
3,790	7,050	1,800	8,850
3,860	7,180	1,800	8,980
3,930	7,310	1,800	9,110
4,000	7,440	1,800	9,240
<b>4,070</b>	<b>7,570</b>	<b>1,800</b>	<b>9,370</b>
<b>4,140</b>	<b>7,700</b>	<b>1,800</b>	<b>9,500</b>
<b>4,210</b>	<b>7,840</b>	<b>1,800</b>	<b>9,640</b>

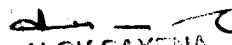
  
**ALOK SAXENA**  
 Director (IC)  
 Ministry of Finance  
 Deptt. of Expenditure  
 New Delhi



**Pre-revised scale (S -4)**  
Rs.2750-70-3800-75-4400

**Revised Pay Band + Grade Pay**  
PB-1 Rs.5200 -20200 + Rs.1800

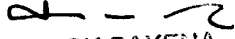
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,750	5,530	1,800	7,330
2,820	5,530	1,800	7,330
2,890	5,700	1,800	7,500
2,960	5,700	1,800	7,500
3,030	5,880	1,800	7,680
3,100	5,880	1,800	7,680
3,170	6,060	1,800	7,860
3,240	6,060	1,800	7,860
3,310	6,160	1,800	7,960
3,380	6,290	1,800	8,090
3,450	6,420	1,800	8,220
3,520	6,550	1,800	8,350
3,590	6,680	1,800	8,480
3,660	6,810	1,800	8,610
3,730	6,940	1,800	8,740
3,800	7,070	1,800	8,870
3,875	7,210	1,800	9,010
3,950	7,350	1,800	9,150
4,025	7,490	1,800	9,290
4,100	7,630	1,800	9,430
4,175	7,770	1,800	9,570
4,250	7,910	1,800	9,710
4,325	8,050	1,800	9,850
4,400	8,190	1,800	9,990
<b>4,475</b>	<b>8,330</b>	<b>1,800</b>	<b>10,130</b>
<b>4,550</b>	<b>8,470</b>	<b>1,800</b>	<b>10,270</b>
<b>4,625</b>	<b>8,610</b>	<b>1,800</b>	<b>10,410</b>

  
ALOK SAXENA  
Director (IC)  
Ministry of Finance  
Dept. of Expenditure  
New Delhi

Pre-revised scale (S - 5)  
Rs.3050-75-3950-80-4590

Revised Pay Band + Grade Pay  
PB-1 Rs.5200 -20200 + Rs.1900

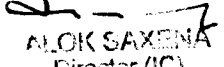
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
3,050	5,880	1,900	7,780
3,125	6,060	1,900	7,960
3,200	6,060	1,900	7,960
3,275	6,100	1,900	8,000
3,350	6,240	1,900	8,140
3,425	6,380	1,900	8,280
3,500	6,510	1,900	8,410
3,575	6,650	1,900	8,550
3,650	6,790	1,900	8,690
3,725	6,930	1,900	8,830
3,800	7,070	1,900	8,970
3,875	7,210	1,900	9,110
3,950	7,350	1,900	9,250
4,030	7,500	1,900	9,400
4,110	7,650	1,900	9,550
4,190	7,800	1,900	9,700
4,270	7,950	1,900	9,850
4,350	8,100	1,900	10,000
4,430	8,240	1,900	10,140
4,510	8,390	1,900	10,290
4,590	8,540	1,900	10,440
<b>4,670</b>	<b>8,690</b>	<b>1,900</b>	<b>10,590</b>
<b>4,750</b>	<b>8,840</b>	<b>1,900</b>	<b>10,740</b>
<b>4,830</b>	<b>8,990</b>	<b>1,900</b>	<b>10,890</b>

  
ALOK SAXENA  
Director (IC)  
Ministry of Finance  
Deptt. of Expenditure  
New Delhi

Pre-revised scale (S - 6)  
Rs.3200-85-4900

Revised Pay Band + Grade Pay  
PB-1 Rs.5200-20200 + Rs.2000

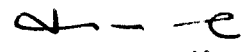
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
3,200	6,060	2,000	8,060
3,285	6,110	2,000	8,110
3,370	6,270	2,000	8,270
3,455	6,430	2,000	8,430
3,540	6,590	2,000	8,590
3,625	6,750	2,000	8,750
3,710	6,910	2,000	8,910
3,795	7,060	2,000	9,060
3,880	7,220	2,000	9,220
3,965	7,380	2,000	9,380
4,050	7,540	2,000	9,540
4,135	7,700	2,000	9,700
4,220	7,850	2,000	9,850
4,305	8,010	2,000	10,010
4,390	8,170	2,000	10,170
4,475	8,330	2,000	10,330
4,560	8,490	2,000	10,490
4,645	8,640	2,000	10,640
4,730	8,800	2,000	10,800
4,815	8,960	2,000	10,960
4,900	9,120	2,000	11,120
4,985	9,280	2,000	11,280
5,070	9,430	2,000	11,430
5,155	9,590	2,000	11,590

  
ALOK SAXENA  
Director (IC)  
Ministry of Finance  
Deptt. of Expenditure  
New Delhi

Pre-revised scale (S - 7)  
Rs.4000-100-6000

Revised Pay Band + Grade Pay  
PB-1 Rs.5200-20200 + Rs.2400

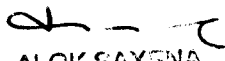
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
4,000	7,440	2,400	9,840
4,100	7,630	2,400	10,030
4,200	7,820	2,400	10,220
4,300	8,000	2,400	10,400
4,400	8,190	2,400	10,590
4,500	8,370	2,400	10,770
4,600	8,560	2,400	10,960
4,700	8,750	2,400	11,150
4,800	8,930	2,400	11,330
4,900	9,120	2,400	11,520
5,000	9,300	2,400	11,700
5,100	9,490	2,400	11,890
5,200	9,680	2,400	12,080
5,300	9,860	2,400	12,260
5,400	10,050	2,400	12,450
5,500	10,230	2,400	12,630
5,600	10,420	2,400	12,820
5,700	10,610	2,400	13,010
5,800	10,790	2,400	13,190
5,900	10,980	2,400	13,380
6,000	11,160	2,400	13,560
<b>6,100</b>	<b>11,350</b>	<b>2,400</b>	<b>13,750</b>
<b>6,200</b>	<b>11,540</b>	<b>2,400</b>	<b>13,940</b>
<b>6,300</b>	<b>11,720</b>	<b>2,400</b>	<b>14,120</b>

  
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Ministry of Finance  
Deptt. of Expenditure  
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**Pre-revised scale (S - 8)**  
Rs.4500-125-7000

**Revised Pay Band + Grade Pay**  
PB-1 Rs.5200-20200 + Rs.2800

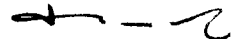
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
4,500	8,370	2,800	11,170
4,625	8,610	2,800	11,410
4,750	8,840	2,800	11,640
4,875	9,070	2,800	11,870
5,000	9,300	2,800	12,100
5,125	9,540	2,800	12,340
5,250	9,770	2,800	12,570
5,375	10,000	2,800	12,800
5,500	10,230	2,800	13,030
5,625	10,470	2,800	13,270
5,750	10,700	2,800	13,500
5,875	10,930	2,800	13,730
6,000	11,160	2,800	13,960
6,125	11,400	2,800	14,200
6,250	11,630	2,800	14,430
6,375	11,860	2,800	14,660
6,500	12,090	2,800	14,890
6,625	12,330	2,800	15,130
6,750	12,560	2,800	15,360
6,875	12,790	2,800	15,590
7,000	13,020	2,800	15,820
7,125	13,260	2,800	16,060
7,250	13,490	2,800	16,290
7,375	13,720	2,800	16,520

  
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**Pre-revised scale (S - 9)**  
Rs.5000-150-8000

**Revised Pay Band + Grade Pay**  
PB-2 Rs.9300-34800 + Rs.4200

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
5,000	9,300	4,200	13,500
5,150	9,580	4,200	13,780
5,300	9,860	4,200	14,060
5,450	10,140	4,200	14,340
5,600	10,420	4,200	14,620
5,750	10,700	4,200	14,900
5,900	10,980	4,200	15,180
6,050	11,260	4,200	15,460
6,200	11,540	4,200	15,740
6,350	11,820	4,200	16,020
6,500	12,090	4,200	16,290
6,650	12,370	4,200	16,570
6,800	12,650	4,200	16,850
6,950	12,930	4,200	17,130
7,100	13,210	4,200	17,410
7,250	13,490	4,200	17,690
7,400	13,770	4,200	17,970
7,550	14,050	4,200	18,250
7,700	14,330	4,200	18,530
7,850	14,610	4,200	18,810
8,000	14,880	4,200	19,080
<b>8,150</b>	<b>15,160</b>	<b>4,200</b>	<b>19,360</b>
<b>8,300</b>	<b>15,440</b>	<b>4,200</b>	<b>19,640</b>
<b>8,450</b>	<b>15,720</b>	<b>4,200</b>	<b>19,920</b>

  
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Deptt. of Economic Affairs  
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**Pre-revised scale (S - 10)**  
Rs.5500-175-9000

**Revised Pay Band + Grade Pay**  
PB-2 Rs.9300-34800 + Rs.4200

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
5,500	10,230	4,200	14,430
5,675	10,560	4,200	14,760
5,850	10,890	4,200	15,090
6,025	11,210	4,200	15,410
6,200	11,540	4,200	15,740
6,375	11,860	4,200	16,060
6,550	12,190	4,200	16,390
6,725	12,510	4,200	16,710
6,900	12,840	4,200	17,040
7,075	13,160	4,200	17,360
7,250	13,490	4,200	17,690
7,425	13,820	4,200	18,020
7,600	14,140	4,200	18,340
7,775	14,470	4,200	18,670
7,950	14,790	4,200	18,990
8,125	15,120	4,200	19,320
8,300	15,440	4,200	19,640
8,475	15,770	4,200	19,970
8,650	16,090	4,200	20,290
8,825	16,420	4,200	20,620
9,000	16,740	4,200	20,940
9,175	17,070	4,200	21,270
9,350	17,400	4,200	21,600
9,525	17,720	4,200	21,920

**Pre-revised scale (S - 11)**  
Rs.6500-200-6900

**Revised Pay Band + Grade Pay**  
PB-2 Rs.9300-34800 + Rs.4200

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
6,500	12,090	4,200	16,290
6,700	12,470	4,200	16,670
6,900	12,840	4,200	17,040
7,100	13,210	4,200	17,410
7,300	13,580	4,200	17,780
7,500	13,950	4,200	18,150

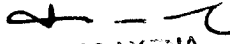


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Pre-revised scale (S - 12)  
Rs.6500-200-10500

Revised Pay Band + Grade Pay  
PB-2 Rs.9300-34800 + Rs.4200

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
6,500	12,090	4,200	16,290
6,700	12,470	4,200	16,670
6,900	12,840	4,200	17,040
7,100	13,210	4,200	17,410
7,300	13,580	4,200	17,780
7,500	13,950	4,200	18,150
7,700	14,330	4,200	18,530
7,900	14,700	4,200	18,900
8,100	15,070	4,200	19,270
8,300	15,440	4,200	19,640
8,500	15,810	4,200	20,010
8,700	16,190	4,200	20,390
8,900	16,560	4,200	20,760
9,100	16,930	4,200	21,130
9,300	17,300	4,200	21,500
9,500	17,670	4,200	21,870
9,700	18,050	4,200	22,250
9,900	18,420	4,200	22,620
10,100	18,790	4,200	22,990
10,300	19,160	4,200	23,360
10,500	19,530	4,200	23,730
<b>10,700</b>	<b>19,910</b>	<b>4,200</b>	<b>24,110</b>
<b>10,900</b>	<b>20,280</b>	<b>4,200</b>	<b>24,480</b>
<b>11,100</b>	<b>20,650</b>	<b>4,200</b>	<b>24,850</b>

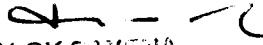
  
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Ministry of Finance  
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Pre-revised scale (S - 13)  
Rs.7450-225-11500

Revised Pay Band + Grade Pay  
PB-2 Rs.9300-34800 + Rs.4600


Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
7,450	13,860	4,600	18,460
7,675	14,280	4,600	18,880
7,900	14,700	4,600	19,300
8,125	15,120	4,600	19,720
8,350	15,540	4,600	20,140
8,575	15,950	4,600	20,550
8,800	16,370	4,600	20,970
9,025	16,790	4,600	21,390
9,250	17,210	4,600	21,810
9,475	17,630	4,600	22,230
9,700	18,050	4,600	22,650
9,925	18,470	4,600	23,070
10,150	18,880	4,600	23,480
10,375	19,300	4,600	23,900
10,600	19,720	4,600	24,320
10,825	20,140	4,600	24,740
11,050	20,560	4,600	25,160
11,275	20,980	4,600	25,580
11,500	21,390	4,600	25,990
<b>11,725</b>	<b>21,810</b>	<b>4,600</b>	<b>26,410</b>
<b>11,950</b>	<b>22,230</b>	<b>4,600</b>	<b>26,830</b>
<b>12,175</b>	<b>22,650</b>	<b>4,600</b>	<b>27,250</b>

  
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Director (C)  
Ministry of Finance  
Dept. of Expenditure  
New Delhi

**Pre-revised scale (S - 14)**  
Rs.7500-250-12000

**Revised Pay Band + Grade Pay**  
PB-2 Rs.9300-34800 + Rs.4800

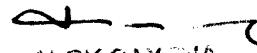
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
7,500	13,950	4,800	18,750
7,750	14,420	4,800	19,220
8,000	14,880	4,800	19,680
8,250	15,350	4,800	20,150
8,500	15,810	4,800	20,610
8,750	16,280	4,800	21,080
9,000	16,740	4,800	21,540
9,250	17,210	4,800	22,010
9,500	17,670	4,800	22,470
9,750	18,140	4,800	22,940
10,000	18,600	4,800	23,400
10,250	19,070	4,800	23,870
10,500	19,530	4,800	24,330
10,750	20,000	4,800	24,800
11,000	20,460	4,800	25,260
11,250	20,930	4,800	25,730
11,500	21,390	4,800	26,190
11,750	21,860	4,800	26,660
12,000	22,320	4,800	27,120
<b>12,250</b>	<b>22,790</b>	<b>4,800</b>	<b>27,590</b>
<b>12,500</b>	<b>23,250</b>	<b>4,800</b>	<b>28,050</b>
<b>12,750</b>	<b>23,720</b>	<b>4,800</b>	<b>28,520</b>

  
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**Pre-revised scale (S - 15)**  
Rs.8000-275-13500

**Revised Pay Band + Grade Pay**  
PB-2 Rs.9300-34800 + Rs.5400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
8,000	14,880	5,400	20,280
8,275	15,400	5,400	20,800
8,550	15,910	5,400	21,310
8,825	16,420	5,400	21,820
9,100	16,930	5,400	22,330
9,375	17,440	5,400	22,840
9,650	17,950	5,400	23,350
9,925	18,470	5,400	23,870
10,200	18,980	5,400	24,380
10,475	19,490	5,400	24,890
10,750	20,000	5,400	25,400
11,025	20,510	5,400	25,910
11,300	21,020	5,400	26,420
11,575	21,530	5,400	26,930
11,850	22,050	5,400	27,450
12,125	22,560	5,400	27,960
12,400	23,070	5,400	28,470
12,675	23,580	5,400	28,980
12,950	24,090	5,400	29,490
13,225	24,600	5,400	30,000
13,500	25,110	5,400	30,510
13,775	25,630	5,400	31,030
14,050	26,140	5,400	31,540
14,325	26,650	5,400	32,050

  
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**New (Group A Entry)**  
Rs.8000-275-13500

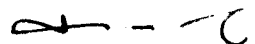
**Revised Pay Band + Grade Pay**  
PB-3 Rs.15600-39100 + 5400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
8,000	15,600	5,400	21,000
8,275	15,600	5,400	21,000
8,550	15,910	5,400	21,310
8,825	16,420	5,400	21,820
9,100	16,930	5,400	22,330
9,375	17,440	5,400	22,840
9,650	17,950	5,400	23,350
9,925	18,470	5,400	23,870
10,200	18,980	5,400	24,380
10,475	19,490	5,400	24,890
10,750	20,000	5,400	25,400
11,025	20,510	5,400	25,910
11,300	21,020	5,400	26,420
11,575	21,530	5,400	26,930
11,850	22,050	5,400	27,450
12,125	22,560	5,400	27,960
12,400	23,070	5,400	28,470
12,675	23,580	5,400	28,980
12,950	24,090	5,400	29,490
13,225	24,600	5,400	30,000
13,500	25,110	5,400	30,510
13,775	25,630	5,400	31,030
14,050	26,140	5,400	31,540
14,325	26,650	5,400	32,050

**Pre-revised scale (S - 16)**  
Rs.9000

**Revised Pay Band + Grade Pay**  
PB-3 Rs.15600-39100 + 5400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
9,000	16,740	5,400	22,140

  
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Deptt. of Emp. & P.S.

**Pre-revised scale (S - 17)**  
Rs.9000-275-9550

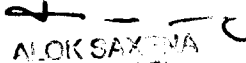
**Revised Pay Band + Grade Pay**  
PB-3 Rs.15600-39100 + 5400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
9,000	16,740	5,400	22,140
9,275	17,260	5,400	22,660
9,550	17,770	5,400	23,170
9,825	18,280	5,400	23,680
10,100	18,790	5,400	24,190
10,375	19,300	5,400	24,700

**Pre-revised scale (S - 18)**  
Rs.10325-325-10975

**Revised Pay Band + Grade Pay**  
PB-3 Rs.15600-39100 + 6600

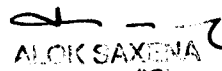
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
10,325	19,210	6,600	25,810
10,650	19,810	6,600	26,410
10,975	20,420	6,600	27,020
11,300	21,020	6,600	27,620
11,625	21,630	6,600	28,230
11,950	22,230	6,600	28,830

  
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Pre-revised scale (S - 19)  
Rs.10000-325-15200

Revised Pay Band + Grade Pay  
PB-3 Rs.15600-39100 + 6600

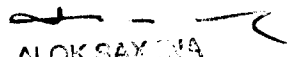
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
10,000	18,600	6,600	25,200
10,325	19,210	6,600	25,810
10,650	19,810	6,600	26,410
10,975	20,420	6,600	27,020
11,300	21,020	6,600	27,620
11,625	21,630	6,600	28,230
11,950	22,230	6,600	28,830
12,275	22,840	6,600	29,440
12,600	23,440	6,600	30,040
12,925	24,050	6,600	30,650
13,250	24,650	6,600	31,250
13,575	25,250	6,600	31,850
13,900	25,860	6,600	32,460
14,225	26,460	6,600	33,060
14,550	27,070	6,600	33,670
14,875	27,670	6,600	34,270
15,200	28,280	6,600	34,880
15,525	28,880	6,600	35,480
15,850	29,490	6,600	36,090
16,175	30,090	6,600	36,690

  
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New Delhi

Pre-revised scale (S - 20)  
Rs.10650-325-15850

Revised Pay Band + Grade Pay  
PB-3 Rs.15600-39100 + 6600

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
10,650	19,810	6,600	26,410
10,975	20,420	6,600	27,020
11,300	21,020	6,600	27,620
11,625	21,630	6,600	28,230
11,950	22,230	6,600	28,830
12,275	22,840	6,600	29,440
12,600	23,440	6,600	30,040
12,925	24,050	6,600	30,650
13,250	24,650	6,600	31,250
13,575	25,250	6,600	31,850
13,900	25,860	6,600	32,460
14,225	26,460	6,600	33,060
14,550	27,070	6,600	33,670
14,875	27,670	6,600	34,270
15,200	28,280	6,600	34,880
15,525	28,880	6,600	35,480
15,850	29,490	6,600	36,090
<b>16,175</b>	<b>30,090</b>	<b>6,600</b>	<b>36,690</b>
<b>16,500</b>	<b>30,690</b>	<b>6,600</b>	<b>37,290</b>
<b>16,825</b>	<b>31,300</b>	<b>6,600</b>	<b>37,900</b>

  
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**Pre-revised scale (S - 21)**  
Rs.12000-375-16500

**Revised Pay Band + Grade Pay**  
PB-3 Rs.15600-39100 + 7600

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
12,000	22,320	7,600	29,920
12,375	23,020	7,600	30,620
12,750	23,720	7,600	31,320
13,125	24,420	7,600	32,020
13,500	25,110	7,600	32,710
13,875	25,810	7,600	33,410
14,250	26,510	7,600	34,110
14,625	27,210	7,600	34,810
15,000	27,900	7,600	35,500
15,375	28,600	7,600	36,200
15,750	29,300	7,600	36,900
16,125	30,000	7,600	37,600
16,500	30,690	7,600	38,290
16,875	31,390	7,600	38,990
17,250	32,090	7,600	39,690
17,625	32,790	7,600	40,390

**Pre-revised scale (S - 22)**  
Rs.12750-375-16500

**Revised Pay Band + Grade Pay**  
PB-3 Rs.15600-39100 + 7600

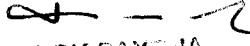
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
12,750	23,720	7,600	31,320
13,125	24,420	7,600	32,020
13,500	25,110	7,600	32,710
13,875	25,810	7,600	33,410
14,250	26,510	7,600	34,110
14,625	27,210	7,600	34,810
15,000	27,900	7,600	35,500
15,375	28,600	7,600	36,200
15,750	29,300	7,600	36,900
16,125	30,000	7,600	37,600
16,500	30,690	7,600	38,290
16,875	31,390	7,600	38,990
17,250	32,090	7,600	39,690
17,625	32,790	7,600	40,390



Pre-revised scale (S - 23)  
Rs.12000-375-18000

Revised Pay Band + Grade Pay  
PB-3 Rs.15600-39100 + 7600

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
12,000	22,320	7,600	29,920
12,375	23,020	7,600	30,618
12,750	23,720	7,600	31,315
13,125	24,420	7,600	32,013
13,500	25,110	7,600	32,710
13,875	25,810	7,600	33,408
14,250	26,510	7,600	34,105
14,625	27,210	7,600	34,803
15,000	27,900	7,600	35,500
15,375	28,600	7,600	36,198
15,750	29,300	7,600	36,895
16,125	30,000	7,600	37,593
16,500	30,690	7,600	38,290
16,875	31,390	7,600	38,988
17,250	32,090	7,600	39,685
17,625	32,790	7,600	40,383
18,000	33,480	7,600	41,080
<b>18,375</b>	<b>34,180</b>	<b>7,600</b>	<b>41,778</b>
<b>18,750</b>	<b>34,880</b>	<b>7,600</b>	<b>42,475</b>
<b>19,125</b>	<b>35,580</b>	<b>7,600</b>	<b>43,173</b>

  
ALOK SAXENA  
Director (IC)  
Ministry of Finance  
Deptt. of Economic Affairs  
New Delhi

Pre-revised scale (S - 24)  
Rs.14300-400-18300


Revised Pay Band + Grade Pay  
PB-4 Rs.37400-67000 + 8700

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
14,300	37,400	8,700	46,100
14,700	37,400	8,700	46,100
15,100	38,530	8,700	47,230
15,500	38,530	8,700	47,230
15,900	39,690	8,700	48,390
16,300	39,690	8,700	48,390
16,700	40,890	8,700	49,590
17,100	40,890	8,700	49,590
17,500	42,120	8,700	50,820
17,900	42,120	8,700	50,820
18,300	43,390	8,700	52,090
<b>18,700</b>	<b>43,390</b>	<b>8,700</b>	<b>52,090</b>
<b>19,100</b>	<b>44,700</b>	<b>8,700</b>	<b>53,400</b>
<b>19,500</b>	<b>44,700</b>	<b>8,700</b>	<b>53,400</b>

Pre-revised scale (S - 25)  
Rs.15100-400-18300

Revised Pay Band + Grade Pay  
PB-4 Rs.37400-67000 + 8700

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
15,100	39,690	8,700	48,390
15,500	39,690	8,700	48,390
15,900	40,890	8,700	49,590
16,300	40,890	8,700	49,590
16,700	42,120	8,700	50,820
17,100	42,120	8,700	50,820
17,500	43,390	8,700	52,090
17,900	43,390	8,700	52,090
18,300	44,700	8,700	53,400
<b>18,700</b>	<b>44,700</b>	<b>8,700</b>	<b>53,400</b>
<b>19,100</b>	<b>46,050</b>	<b>8,700</b>	<b>54,750</b>
<b>19,500</b>	<b>46,050</b>	<b>8,700</b>	<b>54,750</b>

  
ALOK SAXENA  
Director (CG)  
Ministry of Finance  
Dept. of Expenditure  
New Delhi

**Pre-revised scale (S - 26)**  
Rs.16400-450-20000

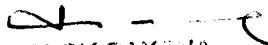
**Revised Pay Band + Grade Pay**  
PB-4 Rs.37400-67000 + 8900

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
16,400	39,690	8,900	48,590
16,850	40,890	8,900	49,790
17,300	40,890	8,900	49,790
17,750	42,120	8,900	51,020
18,200	42,120	8,900	51,020
18,650	43,390	8,900	52,290
19,100	43,390	8,900	52,290
19,550	44,700	8,900	53,600
20,000	44,700	8,900	53,600
<b>20,450</b>	<b>46,050</b>	<b>8,900</b>	<b>54,950</b>
<b>20,900</b>	<b>46,050</b>	<b>8,900</b>	<b>54,950</b>
<b>21,350</b>	<b>47,440</b>	<b>8,900</b>	<b>56,340</b>

**Pre-revised scale (S - 27)**  
Rs.16400-450-20900

**Revised Pay Band + Grade Pay**  
PB-4 Rs.37400-67000 + 8900


Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
16,400	39,690	8,900	48,590
16,850	40,890	8,900	49,790
17,300	40,890	8,900	49,790
17,750	42,120	8,900	51,020
18,200	42,120	8,900	51,020
18,650	43,390	8,900	52,290
19,100	43,390	8,900	52,290
19,550	44,700	8,900	53,600
20,000	44,700	8,900	53,600
20,450	46,050	8,900	54,950
20,900	46,050	8,900	54,950
<b>21,350</b>	<b>47,440</b>	<b>8,900</b>	<b>56,340</b>
<b>21,800</b>	<b>47,440</b>	<b>8,900</b>	<b>56,340</b>
<b>22,250</b>	<b>48,870</b>	<b>8,900</b>	<b>57,770</b>

  
ALOK SAXENA  
Director (G)  
Ministry of Finance  
Dept. of Expenditure  
New Delhi

**Pre-revised scale (S - 28)**  
Rs.14300-450-22400

**Revised Pay Band + Grade Pay**  
PB-4 Rs.37400-67000 + 10000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
14,300	37,400	10,000	47,400
14,750	37,400	10,000	47,400
15,200	38,530	10,000	48,530
15,650	38,530	10,000	48,530
16,100	39,690	10,000	49,690
16,550	39,690	10,000	49,690
17,000	40,890	10,000	50,890
17,450	40,890	10,000	50,890
17,900	42,120	10,000	52,120
18,350	42,120	10,000	52,120
18,800	43,390	10,000	53,390
19,250	43,390	10,000	53,390
19,700	44,700	10,000	54,700
20,150	44,700	10,000	54,700
20,600	46,050	10,000	56,050
21,050	46,050	10,000	56,050
21,500	47,440	10,000	57,440
21,950	47,440	10,000	57,440
22,400	48,870	10,000	58,870
<b>22,850</b>	<b>48,870</b>	<b>10,000</b>	<b>58,870</b>
<b>23,300</b>	<b>50,340</b>	<b>10,000</b>	<b>60,340</b>
<b>23,750</b>	<b>50,340</b>	<b>10,000</b>	<b>60,340</b>

  
ALOK SAXENA  
Director (IC)  
Ministry of Finance  
Dept. of Expenditure  
New Delhi

**Pre-revised scale (S - 29)**  
Rs.18400-500-22400

**Revised Pay Band + Grade Pay**  
PB-4 Rs.37400-67000 + 10000


Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
18,400	44,700	10,000	54,700
18,900	46,050	10,000	56,050
19,400	46,050	10,000	56,050
19,900	47,440	10,000	57,440
20,400	47,440	10,000	57,440
20,900	48,870	10,000	58,870
21,400	48,870	10,000	58,870
21,900	50,340	10,000	60,340
22,400	51,850	10,000	61,850
<b>22,900</b>	<b>53,410</b>	<b>10,000</b>	<b>63,410</b>
<b>23,400</b>	<b>55,020</b>	<b>10,000</b>	<b>65,020</b>
<b>23,900</b>	<b>56,680</b>	<b>10,000</b>	<b>66,680</b>

**Note :** The last three stages in each of the pay scales above relates to fixation for those drawing stagnation increment in the pre-revised scale

**Pre-revised scale (S - 30)**  
Rs.22400-525-24500

**Revised Pay Band + Grade Pay**  
PB-4 Rs.37400-67000 + 12000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
22,400	51,850	12,000	63,850
22,925	53,410	12,000	65,410
23,450	55,020	12,000	67,020
23,975	56,680	12,000	68,680
24,500	58,380	12,000	70,380

  
ALOK SAXENA  
Director (CG)  
Ministry of Finance  
Deptt. of Emp. & P.S.  
Govt. of India

**Pre-revised scale (S - 31)**  
Rs.22400-600-26000

**Revised Pay Scale**  
HAG+ Rs.75500-80000

Pre-revised Basic Pay	Revised Basic Pay
22,400	75,500
23,000	75,500
23,600	77,765
24,200	77,765
24,800	80,000
25,400	80,000
26,000	80,000

**Pre-revised scale (S - 32)**  
Rs.24050-650-26000

**Revised Pay Scale**  
HAG+ Rs.75500-80000

Pre-revised Basic Pay	Revised Basic Pay
24,050	77,765
24,700	80,000
25,350	80,000
26,000	80,000

**Pre-revised scale (S - 33)**  
Rs.26000 (fixed)


**Revised Pay Scale**  
Apex Scale Rs.80000 (fixed)

Pre-revised Basic Pay	Revised Basic Pay
26000 (fixed)	80,000 (fixed)

**Pre-revised scale (S - 34)**  
Rs.30000 (fixed)

**Revised Pay Scale**  
Cab. Sec./Equ. Scale Rs.90000 (fixed)

Pre-revised Basic Pay	Revised Basic Pay
30000 (fixed)	90000 (fixed)

  
ALOK SAXENA  
Director (C)  
Ministry of Finance  
Dept. of Expenditure  
New Delhi

**Statement of fixation of pay under Central Civil Service (Revised Pay) Rules, 2008**

1. Name of the Government Servant :
2. Designation of the post in which pay is to be fixed as on January 1, 2006 :
3. Status (substantive/officiating) :
4. Pre-revised scale(s) of pay applicable for the post [In case more than one scale of pay is applicable for the post and these have been merged in pursuance of the recommendation of the Sixth CPC in a single revised scale, the scale of pay in which the employee was actually drawing his pay should be specified] :
5. Existing emoluments as on January 1, 2006 -
  - (a) Basic pay (including Stagnation Increments, if any) :
  - (b) Dearness Pay :
  - (c) Dearness Allowance applicable at AICPI average 536 (1982 = 100) :
  - (d) Total existing emoluments [(a) to (c)]
6. Revised pay band and grade pay corresponding to the pre-revised scale shown at Sl.No.4 above. (In the case of HAG+ and above the appropriate scale may be mentioned) :
7. Pay in the revised pay band/scale in which pay is to be fixed as per the fitment table attached at Annex-I. :
8. Grade pay to be applied in terms of Rule 4 of CCS(RP) Rules, 2008. :
9. Stepped up pay with reference to the :

revised pay of Junior, if applicable [Notes 7 and 10 below Rule 7(1) of CCS (RP) Rules, 2008]. Name and pay of the junior also to be indicated distinctly.

10. Revised pay with reference to the :  
Substantive Pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post if applicable [Sub Rule (2) of Rule 7]
11. Personal Pay, if any [Notes 6 and 8 below :  
Rule 7(1)]
12. Revised emoluments after fixation
  - (a) Pay in the Revised Pay Band/Pay :  
Scale
  - (b) Grade Pay :
  - (c) Special Pay, if admissible (Sub Rule 1(C) of Rule 7) :
  - (d) Personal Pay, if admissible :
  - (e) Non-Practising Allowance, if admissible [Sub Rule 1(D) of Rule 7] :
13. Date of next increment (Rules 9 & 10) and pay after grant of increment

**Date of Increment**

**Pay after Increment**

Pay in the Pay Band/Scale	Grade Pay (wherever applicable)

14. Any other relevant information :

**Date:  
Office**

**Signature & Designation of Head of**



**UNDERTAKING**

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

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Designation: \_\_\_\_\_

Date:

Station:

**F.No. No.1/1/2008-IC  
Government of India  
Ministry of Finance  
Department of Expenditure  
Implementation Cell**

New Delhi, dated the 9<sup>th</sup> February, 2009.

**OFFICE MEMORANDUM**

**Subject: Fixation of initial pay in the revised pay structure of  
Medical officers in the pay band PB-4.**

Vide illustration 2 contained in Explanatory Memorandum to the CCS (Revised Pay) Rules, 2008, method for fixation of initial pay in the revised pay structure of Medical Officers was issued by this Department. Subsequently, clarifications have been received from various quarters regarding method of pay fixation in the revised pay structure of those Medical Officers whose revised pay is to be fixed in the pay band PB-4. In this connection, it is clarified that in the case of those Medical Officers whose pay is to be fixed in the pay band PB-4, their pay in the pay band will be fixed with reference to the fitment table corresponding to their pre-revised pay scale as per Annex-1 to this Department's O.M. of even number dated 30.8.2008. The method for fixation of their pay in the revised pay structure will be the same as prescribed in illustration 2 of the CCS (Revised Pay) Rules, 2008. However, in order to guide administrations/PAOs in fixing the revised pay of Medical Officers in the pay band PB-4 correctly, an illustration in this regard is annexed with this Office Memorandum.

2. Administrative ministries/departments are requested to bring this to the notice of all concerned.
3. Hindi version will follow.

  
( ALOK SAXENA )  
DIRECTOR

Encl: Annex

To

All Ministries/Departments of the Government of India as per standard mailing list.

F.No. No.1/1/2008-IC  
Government of India  
Ministry of Finance  
Department of Expenditure  
Implementation Cell

Illustration: The method of fixation of initial pay in the revised pay structure of Medical officers in the pay band PB-4 with grade pay of Rs.8700.

1.	Existing scale of pay	:	Rs.14300-400-18300
2.	Pay Band applicable	:	PB-4 (Rs.37400-67000) Grade Pay Rs.8700
	Existing basic pay as on 1.1.06	:	Rs.18300
	DP on Pay+NPA	:	Rs.11438
	25% NPA on BP+DP	:	Rs. 7435
	DA (24%)	:	Rs. 8922
	Existing emoluments	:	----- Rs.46095 -----
4.	Revised pay in the pay band as per fitment table corresponding to the existing pre-revised pay of Rs.18300 (as contained in Annex-1 of this Department's O.M. of even number dt. 30.8.2008)	:	Rs.43390
7.	Grade pay	:	Rs. 8700
8.	24% DA on NPA as on 1.1.2006 (24% of Rs.7435)	:	Rs. 1784
	Total	:	Rs. 53874 [Grade pay Rs.8700 ] [Pay in the Pay Band=45174 ] [(53874-8700) ]
8.	25% NPA on the revised pay	:	Rs. 13469
	Grand total	:	----- Rs.67343 -----

  
( ALOK SAXENA )  
DIRECTOR

F.No.1/1/2008-IC  
Government of India  
Ministry of Finance  
Department of Expenditure  
Implementation Cell

New Delhi, dated the 27<sup>th</sup> November, 2008.

**CORRIGENDUM**

**Subject:** Revised pay scales for Official Language posts in various subordinate offices of the Central Government.

In partial modification of this Department's O.M. of even number dated 24<sup>th</sup> November, 2008 (copy enclosed), the table in para 1 of the said O.M. may be read as under: -

(in Rs.)

Designation	Recommended pay scale	Corresponding Pay Band & Grade Pay	
		Pay Band	Grade Pay
Jr. Translator	6500-10500	PB-2	4200
Sr. Translator	7450-11500	PB-2	4600
Asstt. Director (OL)	8000-13500	PB-3	5400
Dy. Director (OL)	10000-15200	PB-3	6600
Jt. Director (OL)	12000-16500	PB-3	7600
Director (OL)	14300-18300	PB-4	8700

2. All Ministries/Departments etc., are required to grant the revised pay structure as indicated in the table above, which has been approved for various posts in the CSOLS, to similarly designated Official Language posts existing in their subordinate offices.

  
( ALOK SAXENA )  
DIRECTOR (IC)

To:

All Ministries/Departments of Government of India as per standard mailing list.

Copy to:

All FAs by name

F.No.1/1/2008-IC  
Government of India  
Ministry of Finance  
Department of Expenditure  
Implementation Cell

New Delhi, dated the 24<sup>th</sup> November, 2008.

OFFICE MEMORANDUM

Subject: Revised pay scales for Official Language posts in various subordinate offices of the Central Government.

Consequent upon the implementation of the recommendations of Sixth Central Pay Commission, this Department has received queries from many Ministries/Departments regarding the revised pay structure applicable in the case of Official Language posts existing in subordinate offices of the Central Government. In this connection, it is clarified that in accordance with the recommendations of the Sixth Central Pay Commission as accepted by the Government, similarly designated posts existing outside the Central Secretariat Official Language Service (CSOLS) cadre in various subordinate offices of the Central Government have been granted the same pay scales as those granted to CSOLS. The Government has notified the following revised pay structure for the Official language cadre belonging to CSOLS: -

(in Rs.)

Designation	Recommended pay scale	Corresponding Pay Band & Grade Pay	
		Pay Band	Grade Pay
Jr. Translator	6500-10500	PB-2	4200
Sr. Translator	7450-11500	PB-2	4600
Asstt. Director (OL)	8000-13500	PB-3	5400
Dy. Director (OL)	10000-13500	PB-3	6100
Jt. Director (OL)	12000-16500	PB-3	6600
Director (OL)	14300-18300	PB-3	7600

2. Accordingly, w.e.f. 1.1.2006, all Ministries/Departments etc., are required to grant the revised pay scales approved for various posts in the CSOLS to similarly designated Official Language posts existing in their subordinate offices.

  
(ALOK SAXENA)  
DIRECTOR (IC)

To:

All Ministries/Departments of Government of India as per standard mailing list.

Copy to:

All FAs by name



# भारत का राजपत्र

## The Gazette of India

असाधारण

EXTRAORDINARY

भाग I—खण्ड 1

PART I—Section 1

प्राधिकार से प्रकाशित

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वित्त मंत्रालय

(व्यय विभाग)

संकल्प

नई दिल्ली, 29 अगस्त, 2008

सं. 1/1/2008-आई सी.— सरकार द्वारा छठे केन्द्रीय वेतन आयोग का गठन संकल्प सं. 5/2/2006-संस्था- III (क) दिनांक 05 अक्टूबर, 2006 के अंतर्गत किया गया था जिसे [(आर.बी.आई. को छोड़कर) संसद के अधिनियमों के तहत गठित अन्य विनियामक निकायों के सदस्यों को शामिल करने हेतु] संकल्प सं. 5/2/2006-संस्था-III(क), दिनांक 07 दिसम्बर, 2006 तथा [सर्वोच्च न्यायालय के अधिकारियों तथा कर्मचारियों को इनके दायरे में शामिल करने के लिए] संकल्प सं. 5/2/2006-संस्था-III(क), दिनांक 08 अगस्त, 2007 के तहत संशोधित किया गया था। आयोग ने संघ शासित क्षेत्रों, अखिल भारतीय सेवाओं, रक्षा सेनाओं से संबंधित कार्मिकों तथा भारतीय लेखापरीक्षा तथा लेखा विभाग (आई.ए.एंड ए.डी.) के कर्मचारियों और नियामक निकायों (भारतीय रिजर्व बैंक को छोड़कर) के सदस्यों के साथ-साथ सभी केन्द्रीय सरकारी कर्मचारियों के परिलब्धियों के ढांचे, भत्तों तथा सेवा-शर्तों और पेंशन लाभों के संबंध में अपनी सिफारिशों 24 मार्च, 2008 को सरकार को सौंपी। सरकार ने समूह 'क', 'ख', 'ग' तथा 'घ' श्रेणी के सिविल कर्मचारियों तथा अखिल भारतीय सेवाओं के कर्मचारियों और नियामक बोर्ड (आर.बी.आई. के सिवाय) के सदस्यों/अध्यक्षों से संबंधित इन सिफारिशों पर गहन विचार-विमर्श करते हुए निम्नलिखित संशोधनों के साथ इन सिफारिशों को एक पैकेज के रूप में स्वीकार किए जाने का निर्णय लिया है:-

- (i) आयोग द्वारा संस्तुत निम्नलिखित वेतन बैंड सुधार और संशोधन के पश्चात् निम्न प्रकार होंगे:-

आयोग द्वारा की गई सिफारिश	सरकार का निर्णय
वेतन बैंड-1 4860-20200 रुपए	वेतन बैंड-1 5200-20200 रुपए
वेतन बैंड-2 8700-34800 रुपए	वेतन बैंड-2 9300-34800 रुपए
वेतन बैंड-4 39200-67000 रुपए	वेतन बैंड-4 37400-67000 रुपए

(1)

- (ii) वेतन बैंड 4 में से एच.ए.जी.+ नाम से 75500-80000 रुपए का एक नया वेतनमान (वार्षिक वेतनवृद्धि 03 प्रतिशत की दर से) बनाया जाएगा ।
- (iii) आयोग द्वारा संस्तुत निम्नलिखित ग्रेड वेतन में सुधार करके संशोधित ग्रेड वेतन निम्न प्रकार होंगे:-

आयोग द्वारा संस्तुत	सरकार का निर्णय
10000-15200 रुपए और 10325-10975 रुपए के पूर्व-संशोधित वेतनमानों के लिए वेतन बैंड-3 में 6100 रुपए का ग्रेड वेतन	ग्रेड वेतन- पी.बी.-3 में 6600 रुपए
10650-15850 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 में 6500 रुपए का ग्रेड वेतन	ग्रेड वेतन- पी.बी.-3 में 6600 रुपए
12000-16500 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 में 6600 रुपए का ग्रेड वेतन	ग्रेड वेतन- पी.बी.-3 में 7600 रुपए
12750-16500 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 में 7500 रुपए का ग्रेड वेतन	ग्रेड वेतन- पी.बी.-3 में 7600 रुपए
12000-18000 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 में 7600 रुपए का ग्रेड वेतन	ग्रेड वेतन- पी.बी.-3 में 7600 रुपए
14300-18300 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 में 7600 रुपए का ग्रेड वेतन	ग्रेड वेतन- पी.बी.-4 में 8700 रुपए
15100-18300 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 में 8300 रुपए का ग्रेड वेतन	ग्रेड वेतन- पी.बी.-4 में 8700 रुपए
16400-20000 रुपए तथा 16400-20900 रुपए के पूर्व-संशोधित वेतनमानों के लिए वेतन बैंड-3 में 8400 रुपए का ग्रेड वेतन	ग्रेड वेतन- पी.बी.-4 में 8900 रुपए
14300-22400 रुपए तथा 18400-22400 रुपए के पूर्व-संशोधित वेतनमानों के लिए वेतन बैंड-4 में 9000 रुपए का ग्रेड वेतन	ग्रेड वेतन- पी.बी.-4 में 10000 रुपए
22400-24500 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-4 में 11000 रुपए का ग्रेड वेतन	ग्रेड वेतन- पी.बी.-4 में 12000 रुपए
22400-26000 रुपए तथा 24050-26000 रुपए के पूर्व-संशोधित वेतनमानों के लिए वेतन बैंड-4 में 13000 रुपए का ग्रेड वेतन	एच.ए.जी. + के रूप में 75500-80000 रुपए (वार्षिक वृद्धि 3 प्रतिशत है) का एक नया वेतनमान अलग से बनाया गया है

टिप्पणी 1: भारतीय प्रशासनिक सेवा तथा भारतीय विदेश सेवा को तीन स्तरों जोकि वरिष्ठ समयमान, कनिष्ठ प्रशासनिक ग्रेड तथा चयन ग्रेड के रूप में मिल रहे मौजूदा लाभ उन्हें मिलने वाली दो अतिरिक्त वेतनवृद्धियों, जो कि प्रत्येक 3 प्रतिशत की

दर से होंगी तथा वेतन बैंड में समायोजित की जाएंगी, के रूप में मिलना जारी रहेंगे।

टिप्पणी 2: ग्रेड वेतन से केवल एक ही संवर्ग के पदानुक्रम में वरिष्ठता का निर्धारण होगा न कि अन्य संवर्गों के बीच।

- (iv) संशोधित वेतन बैंड में वेतन निर्धारण के संबंध में पांचवें केन्द्रीय वेतन आयोग के मौजूदा वेतनमान पर 01.01.2006 को आहरित मूल वेतन को 1.86 के गुणक से गुणा किया जाएगा तथा बाद में इसे 10 के अगले गुणज से पूर्णांकित किया जाएगा। इस प्रकार से प्राप्त संख्या ही संशोधित रनिंग वेतन बैंड में वेतन के रूप में मान्य होगी। सरकार द्वारा किए गए अनुमोदन के अनुसार पूर्व-संशोधित वेतनमान के समकक्ष नियत ग्रेड वेतन को संशोधित वेतन बैंड में आकलित वेतन से जोड़ दिया जाएगा। वेतन बैंड और ग्रेड वेतन में आकलित कुल वेतन ही 01.01.2006 को यथा-विद्यमान संशोधित मूल वेतन होगा;
- (v) आयोग द्वारा संस्तुत 2.5 प्रतिशत की वार्षिक वेतनवृद्धि को बढ़ाकर 3 प्रतिशत कर दिया गया है और आयोग द्वारा वेतन बैंड-3 में उच्चलब्धकों के लिए यथा-संस्तुत 3.5 प्रतिशत की परिवर्तनीय वेतनवृद्धि की दर को बढ़ाकर 4 प्रतिशत कर दिया गया है;
- (vi) परिवहन भत्ता प्रदान करने के लिए 'कैम्पस' की बंदिश को हटा लिया गया है, जिसके फलस्वरूप, परिसर में रहने वाले कर्मचारी भी परिवहन भत्ता पाने के हकदार होंगे। इसके साथ ही निचले स्तर के कर्मचारियों के लिए परिवहन भत्ता ए-1/ए श्रेणी के नगरों के लिए (400 रुपए से बढ़ाकर) 600 रुपए कर दिया गया है तथा अन्य कस्बों के लिए इसे (300 रुपए से) बढ़ाकर 400 रुपए कर दिया गया है;
- (vii) आयोग द्वारा संस्तुत संशोधित सुनिश्चित करियर प्रोन्नयन (ए.सी.पी.) स्कीम के अंतर्गत 10, 20 तथा 30 वर्षों पर तीन स्तरोन्नयन प्रदान किए जाएंगे। ए.सी.पी. स्कीम समूह 'क' कर्मचारियों पर भी लागू होगी;
- (viii) केन्द्रीय अर्ध सैनिक बलों (सी.पी.एम.एफ.) में उप महानिरीक्षक (डी.आई.जी.) तथा इससे ऊपर के स्तर पर भारतीय पुलिस सेवा अधिकारियों के लिए प्रतिनियुक्ति कोटा के संबंध में छठे केन्द्रीय वेतन आयोग की सिफारिशों पर संबद्ध प्रशासनिक मंत्रालय प्रशासनिक दृष्टिकोण अपना सकते हैं। तथापि, डी.आई.जी. के पद पर स्तरोन्नत अपर डी.आई.जी. के मौजूदा पदों को केन्द्रीय अर्ध सैनिक बलों के संवर्ग अधिकारियों द्वारा भरा जाना जारी रहेगा;
- (ix) केन्द्रीय समूह 'क' सेवाओं के लिए वर्ष में एक बार पैनलीकरण तथा संवर्ग समीक्षा आवश्यक होगी; और



- (X) समूह 'ख' संवर्गों के संबंध में आयोग की सिफारिशों नीचे लिखे अनुसार संशोधित की जाएंगी: -
- (क) वेतन बैंड-2 में 4800 रुपए के प्रविष्टि ग्रेड में 4 वर्षों की नियमित सेवा के बाद दिल्ली और अंडमान व निकोबार द्वीप समूह सिविल सेवा (दानिक्स) और दिल्ली तथा अंडमान निकोबार द्वीप समूह पुलिस सेवा (दानिप्स) के अधिकारियों को वेतन बैंड-2 में नहीं, बल्कि वेतन बैंड 3 में 5400 रुपए का अकार्यात्मक ग्रेड प्रदान किया जाएगा;
- (ख) वेतन बैंड-2 में 4800 रुपए के वेतन में चार वर्षों की नियमित सेवा के बाद ही केन्द्रीय सचिवालय सेवा संवर्ग के अधिकारियों, केन्द्रीय सचिवालय आशुलिपिक सेवा तथा मुख्यालय सेवाओं में अवस्थित अन्य समकक्ष अधिकारियों को भी वेतन बैंड-2 में नहीं, अपितु वेतन बैंड-3 में 5400 रुपए का अकार्यात्मक ग्रेड प्रदान किया जाएगा;
- (ग) भारतीय लेखा एवं लेखापरीक्षा तथा सभी संगठित लेखा संवर्गों, अनुभाग अधिकारियों और सहायक लेखापरीक्षा/लेखा अधिकारियों आदि को आमेलित किया जाएगा तथा उन्हें आयोग द्वारा यथा-संस्तुत वेतन बैंड-2 में 4800 रुपए के ग्रेड वेतन में रखा जाएगा। छोटे केन्द्रीय वेतन आयोग की सिफारिशों में संशोधन के फलस्वरूप लेखापरीक्षा/लेखा अधिकारी (ए.ओ.ज़) को 5400 रुपए के ग्रेड वेतन के साथ वेतन बैंड-2 में रखा जाएगा और वरिष्ठ ए.ओ.ज़ को 5400 रुपए का ग्रेड वेतन देते हुए वेतन बैंड-3 में रखा जाएगा;
- (घ) डाक, राजस्व आदि विभागों के समूह 'ख' अधिकारियों को वेतन बैंड-2 में 4800 रुपए के ग्रेड वेतन में चार वर्षों की नियमित सेवा पूरी करने पर वेतन बैंड- 2 में 5400 रुपए का ग्रेड वेतन प्रदान किया जाएगा।
2. अनुबंध-I के भाग- क में दिए गए विवरण के अनुसार केन्द्र सरकार के सिविल कर्मचारियों तथा अखिल भारतीय सेवाओं के कार्मिकों के लिए संशोधित वेतनमानों तथा महंगाई भत्ते आदि के संबंध में आयोग द्वारा संस्तुत सिफारिशों और सरकार द्वारा उन पर लिए गए निर्णय 01 जनवरी, 2006 से लागू होंगे।
3. महंगाई भत्ते के अलावा अन्य सभी संशोधित भत्ते पहली सितम्बर, 2008 से लागू होंगे।
4. बकायों के भुगतान के संबंध में आयोग की सिफारिशों में संशोधन इस रूप में किया गया है कि बकायों का भुगतान दो किस्तों में किया जाएगा। पहली किस्त मौजूदा वित्तीय वर्ष (2008-09) में 40 प्रतिशत होगी तथा शेष 60 प्रतिशत राशि अगले वित्त वर्ष (2009-10) में दी जाएगी।

5. सरकार सहमत है कि रेल मंत्रालय में मास्टर क्राफ्ट्समैन के वेतनमान के संबंध में आयोग की सिफारिशों को सरकार द्वारा गठित एक फास्ट ट्रैक कमेटी को सौंप दिया जाए। इस बारे में कोई फैसला होने तक मास्टर क्राफ्ट्समैनों पर सामान्य प्रतिस्थापित वेतनमान ही लागू होंगे।
6. वैयक्तिक अर्थात् व्यक्ति-परक, पद-विशिष्ट और संवर्ग-विशिष्ट विसंगतियों की जांच के लिए सरकार ने एक विसंगति समिति के गठन का अनुमोदन कर दिया है। विसंगति समिति को कोशिश करनी चाहिए कि वह एक वर्ष के भीतर अपना काम खत्म कर दे।
7. इस संकल्प में शामिल न की गई विभाग विशिष्ट सिफारिशों को संबंधित विभाग/मंत्रालय द्वारा ही प्रक्रियायित किया जाएगा और इन मामलों पर सरकार का आदेश वित्त मंत्रालय/अथवा कार्मिक एवं प्रशिक्षण मंत्रालय के साथ परामर्श करते हुए प्राप्त किया जाएगा।
8. पांच विशिष्ट विनियामक निकायों, जोकि भारतीय दूरसंचार विनियामक प्राधिकरण, बीमा विनियामक एवं विकास प्राधिकरण, केन्द्रीय विद्युत विनियामक आयोग, भारतीय प्रतिभूति और विनियम बोर्ड तथा भारतीय प्रतिस्पर्धा आयोग हैं, - के अध्यक्षों और पूर्वकालिक सदस्यों को 2.5 लाख रुपए और 3 लाख रुपए प्रतिमाह (बिना आवास और कार के) के उच्चतर वेतन पैकेज देने संबंधी आयोग की सिफारिश को सरकार ने मान लिया है। तथापि, विशिष्ट विनियामक प्राधिकरणों में कार्यरत मौजूदा पदधारकों को एक विकल्प दिया जाएगा कि या तो वे कार और आवास सुविधा के साथ अपने वर्तमान वेतन एवं भत्तों को लेना जारी रखें अथवा कार और आवास के बिना उच्चतर वेतन पैकेज का प्रस्तावित विकल्प स्वीकार करें। अन्य विनियामक निकायों के अध्यक्षों और सदस्यों के लिए सामान्य प्रतिस्थापित वेतनमान ही लागू होंगे।
9. सरकार ने केन्द्रीय अर्ध सैनिक बलों (सी.पी.एम.एफ.) में कमांडेंट तथा उससे नीचे के अधिकारियों और दुष्कर क्षेत्रों/घुसपैठ ग्रस्त इलाकों तथा ऊंचाई वाले दुर्गम क्षेत्रों में तैनात बटालियनों के अन्य रैंकों के लिए एक स्कीम का अनुमोदन सिद्धांत रूप से कर दिया है; क्योंकि ऐसे ही क्षेत्रों में कार्यरत रक्षा बलों के कार्मिकों को भी ऐसी सुविधाएं दी जा रही हैं तथा केन्द्रीय अर्ध सैनिक बलों को दिए जा रहे डिटेचमेंट तथा अन्य भत्तों का निर्धारण व्यय विभाग के परामर्श से किया जाएगा।
10. सरकार का निर्णय है कि केन्द्रीय अर्ध सैनिक बलों में अधिकारियों को सुरक्षा-सहायक का मौजूदा प्रावधान फिलहाल एक निर्धारित तिथि के बाद से जारी नहीं रहेगा। इस बीच अत्यंत अपरिहार्य पदों का सृजन केवल कार्यात्मक औचित्य के आधार पर ही किया जा सकता है। सुरक्षा सहायक के संबंध में लिया गया यह निर्णय अन्य विभागों में समान रूप से स्थित श्रेणियों पर भी लागू होगा।
11. सरकार ने वास्तविक रूप से अर्हक वैज्ञानिकों को पदोन्नति के समय परिवर्तनीय वेतनवृद्धि प्रदान करने के संबंध में अंतरिक्ष एवं परमाणु ऊर्जा विभाग और रक्षा अनुसंधान एवं विकास संगठन (डी.आर.डी.ओ.) के सुझावों को मान लिया है। इसके विस्तृत ब्यौरे वित्त मंत्रालय के परामर्श से तैयार किए जाएंगे। सरकार ने वैज्ञानिक 'जी' को पदोन्नति पर 2000 रुपए का विशेष वेतन देने की मौजूदा व्यवस्था को जारी रखा है और अंतरिक्ष एवं परमाणु ऊर्जा विभाग और जी.आर.डी.ओ. में इस राशि को दुगना कर 4000 रुपए कर दिया है और इन विभागों में 'सी' स्तर से 'एफ' स्तर तक के वैज्ञानिकों को दो अतिरिक्त वेतनवृद्धियां प्रदान करने की मौजूदा व्यवस्था को आगे भी जारी रखने का फैसला किया है।

12. डाक्टरों के लिए गतिशील ए.सी.पी. स्कीम 20 वर्षों की नियमित मेडिकल डाक्टर की सेवा वाले वरिष्ठ प्रशासनिक ग्रेड (वेतन बैंड-4 का ग्रेड वेतन 10000 रुपए) तक, अथवा वेतन बैंड-4 में 8700 रुपए के अकार्यात्मक ग्रेड वेतन में सात वर्षों की नियमित सेवा करने वाले पर लागू होगी। संगठित सेवाओं से संबंधित अथवा अलग-थलग पदों वाले सभी डाक्टरों को इस डायनैमिक (गतिशील) ए.सी.पी. के तहत कवर किया जाएगा।
13. केन्द्रीय सरकार के समूह 'क', 'ख', 'ग' तथा 'घ' श्रेणी के कर्मचारियों के अन्य मामलों के संबंध में आयोग की सिफारिशों पर सरकार के निर्णय को इस संकल्प के साथ अनुबंधित विवरण के भाग-ख के कॉलम-3 में दर्शाया गया है। अखिल भारतीय सेवाओं के संबंध में इन मामलों से जुड़े मुद्दों से संबंधित निर्णयों को लागू करने के लिए यथा-उपयुक्त कार्रवाई कार्मिक एवं प्रशिक्षण विभाग द्वारा की जाएगी।
14. आयोग द्वारा की गई वे सिफारिशें जोकि मानी नहीं गई हैं, अनुबंध-II में दी गई हैं।
15. सरकार का निर्णय है कि आयोग द्वारा संस्तुत कई सिफारिशों की जांच अलग से की जाए तथा उन पर निर्णय अलग से अधिसूचित किए जाएं। इस प्रकार की सिफारिशों की सूची अनुबंध-III में स्थित है।
16. इन अनुबंधों में शामिल सामान्य किस्म की अन्य सिफारिशों पर निर्णय अलग से अधिसूचित किए जाएंगे।
17. भारत सरकार आयोग द्वारा किए गए कार्य के लिए आयोग की व्यापक सराहना करती है।

### आदेश

आदेश दिया जाता है कि संकल्प को भारत के असाधारण राजपत्र में प्रकाशित किया जाए।

आदेश दिया जाता है कि संकल्प की एक प्रति भारत के मंत्रालयों/विभागों, राज्य सरकारों, संघ शासित क्षेत्रों के प्रशासकों तथा सभी संबंधितों को भेजी जाए।

सुषमा नाथ, सचिव

## भाग- क

‘क’, ‘ख’, ‘ग’ तथा ‘घ’ समूह के सिविल कर्मचारियों, अखिल भारतीय सेवा कार्मिकों से संबंधित वेतन एवं महंगाई भत्ते पर छोटे केन्द्रीय वेतन आयोग की सिफारिशों और सरकार द्वारा उन पर लिए गए निर्णयों को दर्शाने वाला विवरण पत्र (विवरण में अध्यायों तथा अनुच्छेदों का संदर्भ वेतन आयोग की रिपोर्ट से है)।

## 1. वेतन

## I. संशोधित वेतनमान

- (i) समूह ‘क’, ‘ख’, ‘ग’ तथा ‘घ’ के सिविल कर्मचारियों और अखिल भारतीय सेवा के कार्मिकों की वेतन संरचना पर छोटे केन्द्रीय वेतन आयोग की रिपोर्ट में संस्तुत सिफारिशें तथा सरकार द्वारा उन पर लिए गए निर्णय को दर्शाने वाला विवरण।

(रुपए में)

वर्तमान वेतन			छोटे केन्द्रीय वेतन आयोग द्वारा संस्तुत संशोधित वेतनमान			संशोधित वेतन-संरचना		
क्र. सं.	वेतनमान	वेतनमान	वेतन बैंड	समान वेतन बैंड	ग्रेड वेतन	वेतन बैंड	समान वेतन बैंड	ग्रेड वेतन
1	एस-1	2550-55-2660-60-3200	-1एस	4440-7440	1300	-1एस	4440-7440	1300
2	एस-2	2610-60-3150-65-3540	-1एस	4440-7440	1400	-1एस	4440-7440	1400
3	एस-2क	2610-60-2910-65-3300-70-4000	-1एस	4440-7440	1600	-1एस	4440-7440	1600
4	एस-3	2650-65-3300-70-4000	-1एस	4440-7440	1650	-1एस	4440-7440	1650
5	एस-4	2750-70-3800-75-4400	वेतन बैंड-1	4860-20200	1800	वेतन बैंड-1	5200-20200	1800
6	एस-5	3050-75-3950-80-4590	वेतन बैंड-1	4860-20200	1900	वेतन बैंड-1	5200-20200	1900
7	एस-6	3200-85-4900	वेतन बैंड-1	4860-20200	2000	वेतन बैंड-1	5200-20200	2000
8	एस-7	4000-100-6000	वेतन बैंड-1	4860-20200	2400	वेतन बैंड-1	5200-20200	2400
9	एस-8	4500-125-7000	वेतन बैंड-1	4860-20200	2800	वेतन बैंड-1	5200-20200	2800
10	एस-9	5000-150-8000	वेतन बैंड-2	8700-34800	4200	वेतन बैंड-2	9300-34800	4200
11	एस-10	5500-175-9000	वेतन बैंड-2	8700-34800	4200	वेतन बैंड-2	9300-34800	4200

वर्तमान वेतन			छठे केन्द्रीय वेतन आयोग द्वारा संस्तुत संशोधित वेतनमान			संशोधित वेतन-संरचना		
क्र. सं.	वेतनमान	वेतनमान	वेतन बैंड	समान वेतन बैंड	ग्रेड वेतन	वेतन बैंड	समान वेतन बैंड	ग्रेड वेतन
12	एस-11	6500-200-6900	वेतन बैंड-2	8700-34800	4200	वेतन बैंड-2	9300-34800	4200
13	एस-12	6500-200-10500	वेतन बैंड-2	8700-34800	4200	वेतन बैंड-2	9300-34800	4200
14	एस-13	7450-225-11500	वेतन बैंड-2	8700-34800	4600	वेतन बैंड-2	9300-34800	4600
15	एस-14	7500-250-12000	वेतन बैंड-2	8700-34800	4800	वेतन बैंड-2	9300-34800	4800
16	एस-15	8000-275-13500	वेतन बैंड-2	8700-34800	5400	वेतन बैंड-2	9300-34800	5400
17	नया वेतनमान	8000-275-13500 (ग्रुप ए शुरुआत)	वेतन बैंड-3	15600-39100	5400	वेतन बैंड-3	15600-39100	5400
18	एस-16	9000	वेतन बैंड-3	15600-39100	5400	वेतन बैंड-3	15600-39100	5400
19	एस-17	9000-275-9550	वेतन बैंड-3	15600-39100	5400	वेतन बैंड-3	15600-39100	5400
20	एस-18	10325-325-10975	वेतन बैंड-3	15600-39100	6100	वेतन बैंड-3	15600-39100	6600
21	एस-19	10000-325-15200	वेतन बैंड-3	15600-39100	6100	वेतन बैंड-3	15600-39100	6600
22	एस-20	10650-325-15850	वेतन बैंड-3	15600-39100	6500	वेतन बैंड-3	15600-39100	6600
23	एस-21	12000-375-16500	वेतन बैंड-3	15600-39100	6600	वेतन बैंड-3	15600-39100	7600
24	एस-22	12750-375-16500	वेतन बैंड-3	15600-39100	7500	वेतन बैंड-3	15600-39100	7600
25	एस-23	12000-375-18000	वेतन बैंड-3	15600-39100	7600	वेतन बैंड-3	15600-39100	7600
26	एस-24	14300-400-18300	वेतन बैंड-3	15600-39100	7600	वेतन बैंड-4	37400-67000	8700
27	एस-25	15100-400-18300	वेतन बैंड-3	15600-39100	8300	वेतन बैंड-4	37400-67000	8700
28	एस-26	16400-450-20000	वेतन बैंड-3	15600-39100	8400	वेतन बैंड-4	37400-67000	8900
29	एस-27	16400-450-20900	वेतन बैंड-3	15600-39100	8400	वेतन बैंड-4	37400-67000	8900
30	एस-28	14300-450-22400	वेतन बैंड-4	39200-67000	9000	वेतन बैंड-4	37400-67000	10000
31	एस-29	18400-500-22400	वेतन बैंड-4	39200-67000	9000	वेतन बैंड-4	37400-67000	10000

वर्तमान वेतन		छठे केन्द्रीय वेतन आयोग द्वारा संस्तुत संशोधित वेतनमान			संशोधित वेतन-संरचना			
क्र. सं.	वेतनमान	वेतनमान	वेतन बैंड	समान वेतन बैंड	ग्रेड वेतन	वेतन बैंड	समान वेतन बैंड	ग्रेड वेतन
32	एस-30	22400-525-24500	वेतन बैंड-4	39200-67000	11000	वेतन बैंड-4	37400-67000	12000
33	एस-31	22400-600-26000	वेतन बैंड-4	39200-67000	13000	एच.ए.जी. + स्केल	75500-80000	शून्य
34	एस-32	24050-650-26000	वेतन बैंड-4	39200-67000	13000	एच.ए.जी. + स्केल	75500-80000	शून्य
35	एस-33	26000 (नियत)	शीर्षस्थ वेतनमान	80000 (नियत)	शून्य	शीर्षस्थ वेतनमान	80000 (नियत)	शून्य
36	एस-34	30000 (नियत)	मंत्रिमंडल सचिव	90000 (नियत)	शून्य	मंत्रिमंडल सचिव	90000 (नियत)	शून्य

## (II) अखिल भारतीय सेवाओं के वेतनमान

क्र.सं.	छटे वेतन आयोग की सिफारिशें	सरकार का निर्णय
(i)	<p>भारतीय प्रशासनिक सेवा*</p> <p>8000-13500 रुपए की पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 (15600-39100 रुपए) में 5400 रुपए का ग्रेड वेतन ।</p> <p>10650-15850 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 में 6500 रुपए का ग्रेड वेतन ।</p> <p>12750-16500 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड- 3 में 7500 रुपए का ग्रेड वेतन ।</p> <p>15100-18300 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड- 3 में 8300 रुपए का ग्रेड वेतन ।</p> <p>18400-22400 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-4 में 9000 रुपए का ग्रेड वेतन ।</p> <p>22400-24500 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-4 में 11000 रुपए का ग्रेड वेतन ।</p> <p>80000 रुपए (नियत) का शीर्षस्थ वेतनमान</p>	<p>स्वीकृत ।</p> <p>ग्रेड वेतन संशोधित कर 6600 रुपए किया गया है । इस ग्रेड में पदोन्नति के समय दो अतिरिक्त वेतनवृद्धियां प्रदान की जानी हैं ।</p> <p>ग्रेड वेतन संशोधित कर 7600 रुपए किया गया है । इस ग्रेड में पदोन्नति के समय दो अतिरिक्त वेतनवृद्धियां प्रदान की जानी हैं ।</p> <p>ग्रेड वेतन संशोधित कर 8700 रुपए किया गया है तथा वेतन बैंड-4 में रखा गया है । वेतन बैंड-4 को सुधार कर 37400-67000 रुपए किया गया है । इस ग्रेड में पदोन्नति के समय दो अतिरिक्त वेतनवृद्धियां प्रदान की जानी हैं ।</p> <p>ग्रेड वेतन बढ़ाकर 10000 रुपए किया गया है । सरकार आई.ए.एस. के सुपर टाइम स्केल में पदोन्नति के लिए 16 वर्ष की अर्हता बहाल करे जिसे जनवरी, 2008 में घटा कर 14 वर्ष कर दिया गया है था ।</p> <p>ग्रेड वेतन संशोधित कर 12000 रुपए किया गया है ।</p> <p>स्वीकृत ।</p> <p>संगत आदेश संवर्ग नियंत्रक प्राधिकरण द्वारा जारी किए जाएंगे ।</p>
	*भारतीय प्रशासनिक सेवा पर लागू वेतन ढांचा भारतीय विदेश सेवा पर भी लागू होगा ।	

II.	<p><b>भारतीय पुलिस सेवा</b> 8000-13500 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 (15600-39100 रुपए) में 5400 रुपए का ग्रेड वेतन ।</p> <p>10000-15200 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 में 6100 रुपए का ग्रेड वेतन ।</p> <p>12000-16500 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 में 6600 रुपए का ग्रेड वेतन ।</p> <p>14300-18300 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 में 7600 रुपए का ग्रेड वेतन ।</p> <p>16400-20000 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 में 8400 रुपए का ग्रेड वेतन ।</p> <p>18400-22400 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-4 में 9000 रुपए का ग्रेड वेतन ।</p> <p>22400-24500 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-4 में 11000 रुपए का ग्रेड वेतन ।</p> <p>24050-26000 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-4 में 13000 रुपए का ग्रेड वेतन ।</p> <p>80000 रुपए (नियत) का शीर्षस्थ वेतनमान ।</p> <p>सशस्त्र सीमा बल और भारतीय तिब्बत सीमा पुलिस में महानिदेशक के पदों को शीर्षस्थ वेतनमान में स्तरोन्नत करना ।</p>	<p>स्वीकृत ।</p> <p>ग्रेड वेतन संशोधित कर 6600 रुपए किया गया है ।</p> <p>ग्रेड वेतन संशोधित कर 7600 रुपए किया गया है ।</p> <p>ग्रेड वेतन को बढ़ाकर वेतन बैंड-4 में 8700 रुपए किया गया तथा वेतन बैंड-4 को बढ़ाकर 37400-67000 रुपए किया गया है ।</p> <p>ग्रेड वेतन संशोधित कर 8900 रुपए किया गया है तथा वेतन बैंड-4 में रखा गया है ।</p> <p>ग्रेड वेतन संशोधित कर 10000 रुपए किया गया है ।</p> <p>ग्रेड वेतन संशोधित कर 12000 रुपए किया गया है । सुपर टाइम स्केल में आई.पी.एस. की पदोन्नति की 18 वर्षों की अर्हता जारी रहेगी ।</p> <p>वेतन बैंड-4 में एच.ए.जी.+ के नाम से 75500-80000 रुपए का एक नया वेतनमान बनाया गया है जिसमें वार्षिक वेतनवृद्धि 3 प्रतिशत की दर पर होगी ।</p> <p>80000 रुपए के शीर्षस्थ वेतनमान में पुलिस बल प्रमुख के रूप में पुलिस महानिदेशक का एक पद प्रत्येक राज्य संवर्ग में प्रदान करने के लिए भारतीय पुलिस सेवा वेतन नियमों को यथा-उपयुक्ततः संशोधित किया जाएगा ।</p> <p>स्वीकृत ।</p> <p>संगत आदेश संवर्ग नियंत्रक प्राधिकरण द्वारा जारी किए जाएंगे ।</p>
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<p>III.</p>	<p><b>भारतीय वन सेवा</b>  8000-13500 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 में 5400 रुपए (15600-39100 रुपए) का ग्रेड वेतन ।</p> <p>10000-15200 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 में 6100 रुपए का ग्रेड वेतन ।</p> <p>12000-16500 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 में 6600 रुपए का ग्रेड वेतन ।</p> <p>14300-18300 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 में 7600 रुपए का ग्रेड वेतन ।</p> <p>16400-20000 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 में 8400 रुपए का ग्रेड वेतन ।</p> <p>18400-22400 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-4 में 9000 रुपए का ग्रेड वेतन ।</p> <p>22400-24500 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-4 में 11000 रुपए का ग्रेड वेतन ।</p> <p>24050-26000 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-4 में 13000 रुपए का ग्रेड वेतन ।</p> <p>80000 रुपए (नियत) का शीर्षस्थ वेतनमान ।</p>	<p>स्वीकृत ।</p> <p>ग्रेड वेतन संशोधित कर 6600 रुपए किया गया ।</p> <p>ग्रेड वेतन संशोधित कर 7600 रुपए किया गया ।</p> <p>ग्रेड वेतन संशोधित कर 8700 रुपए किया गया तथा वेतन बैंड-4 में रखा गया । वेतन बैंड-4 संशोधित करके 37400-67000 रुपए किया गया ।</p> <p>ग्रेड वेतन संशोधित कर 8900 रुपए किया गया तथा वेतन बैंड-4 में रखा गया ।</p> <p>ग्रेड वेतन संशोधित कर 10000 रुपए किया गया ।</p> <p>ग्रेड वेतन संशोधित कर 12000 रुपए किया गया ।</p> <p>वेतन बैंड-4 में से निकाल कर एच.ए.जी+ के रूप में पदनामित कर 75500 - 80000 रुपए का नया वेतनमान ( वार्षिक वेतनवृद्धि 3 प्रतिशत की दर से)।</p> <p>भारतीय वन सेवा वेतन नियमों को प्रत्येक राज्य संवर्ग में 80,000 रुपए के शीर्षस्थ वेतनमान में वन सेवा के प्रमुख के तौर पर प्रधान मुख्य वन संरक्षक का एक पद समुचित रूप से संशोधित किया जाएगा ।</p> <p>संगत आदेश संवर्ग नियंत्रक प्राधिकरण द्वारा जारी किए जाएंगे ।</p>
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## III. समूह 'क' केन्द्रीय सेवाओं के वेतनमान

क्र.सं.	छूटे वेतन आयोग की सिफारिशें	सरकार का निर्णय
i.	<p><b>समूह 'क' केन्द्रीय सेवाएं</b> 8000-13500 के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 (15600-39100) में 5400 रुपए का ग्रेड वेतन ।</p> <p>10000-15200 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 में 6100 रुपए का ग्रेड वेतन ।</p> <p>12000-16500 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 में 6600 रुपए का ग्रेड वेतन ।</p> <p>14300-18300 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-3 में 7600 रुपए का ग्रेड वेतन ।</p> <p>18400-22400 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-4 में 9000 रुपए का ग्रेड वेतन ।</p> <p>22400-24500 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-4 में 11000 रुपए का ग्रेड वेतन ।</p> <p>22400-26000 रुपए तथा 24050-26000 रुपए के पूर्व-संशोधित वेतनमान के लिए वेतन बैंड-4 में 13000 रुपए का ग्रेड वेतन ।</p> <p>80000 रुपए (नियत) का शीर्षस्थ वेतनमान ।</p> <p>जब कभी एक विशिष्ट बैच के आई.ए.एस. अधिकारी की तैनाती केन्द्र में वेतन बैंड-3 अथवा वेतन बैंड 4 वेतन बैंडों में निर्धारित ग्रेड वेतन पर होती है, तो संगठित समूह 'क' सेवाओं के बैचों से संबंधित उन अधिकारियों को अकार्यात्मक आधार पर सरकार द्वारा उच्चतर वेतनमान दिया जाना चाहिए जो कि दो अथवा इससे अधिक वर्षों से वरिष्ठ हैं ।</p> <p>विभिन्न संगठित समूह 'क' सेवाओं में वरिष्ठ प्रशासनिक ग्रेड में प्रोन्नति हेतु निर्धारित अर्हता मानदण्ड एक समान होने चाहिए ।</p>	<p>स्वीकृत ।</p> <p>ग्रेड वेतन संशोधित कर 6600 रुपए किया गया ।</p> <p>ग्रेड वेतन संशोधित कर 7600 रुपए किया गया ।</p> <p>ग्रेड वेतन संशोधित कर 8700 रुपए किया गया तथा वेतन बैंड-4 में रखा गया । वेतन बैंड-4 संशोधित करके 37400-67000 रुपए किया गया ।</p> <p>ग्रेड वेतन संशोधित कर 10000 रुपए किया गया ।</p> <p>ग्रेड वेतन संशोधित कर 12000 रुपए किया गया ।</p> <p>वेतन बैंड-4 में से निकाल कर एच.ए.जी+ के रूप में पदनामित करते हुए 75500-80000 का नया वेतनमान (3 प्रतिशत की दर से वार्षिक वेतनवृद्धि)</p> <p>स्वीकृत ।</p> <p>स्वीकृत । यह अपने-अपने राज्य संवर्गों में भारतीय पुलिस सेवा तथा भारतीय वन सेवा पर भी लागू होगा जिनके लिए संगत संवर्ग नियंत्रक प्राधिकरणों द्वारा आदेश जारी किए जाएंगे ।</p> <p>स्वीकृत ।</p>

## (IV) विनियामक निकायों के अध्यक्षों तथा पूर्णकालिक सदस्यों के वेतन एवं भत्ते ।

क्र.सं.	छठे वेतन आयोग की सिफारिशें	सरकार का निर्णय
i.	सामान्यतः विनियामक निकायों के वर्तमान सदस्यों को सामान्य प्रतिस्थापित वेतन बैंड तथा ग्रेड वेतन दिए जाने की मौजूदा स्वीकृत दरों को संशोधित करके सरकारी कर्मचारियों के समनुरूप वर्गों के बराबर करने की सिफारिश है (पैरा सं. 8.1.7) ।	स्वीकृत ।
ii.	पांच विशिष्ट विनियामक निकायों, नामतः भारतीय दूरसंचार विनियामक प्राधिकरण, बीमा विनियामक एवं विकास प्राधिकरण, केन्द्रीय विद्युत विनियामक आयोग, भारतीय प्रतिभूति एवं विनियम बोर्ड तथा भारतीय प्रतियोगिता आयोग के अध्यक्ष और पूर्णकालिक सदस्यों के वेतन एवं भत्तों को सरकारी वेतनों से हटाया जाए तथा परिशोधित प्रक्रिया के माध्यम से सदस्यों के तौर पर नियुक्त व्यक्तियों को 1,50,000 रुपए प्रतिमाह का समेकित वेतन अदा किया जाए, जबकि अध्यक्ष को 2,00,000 रुपए प्रति माह अदा किया जाए, यदि एक कार व आवास दिया गया है तो अगर कोई कार व आवास नहीं दिया गया है तो अध्यक्ष को 3,00,000 रुपए प्रतिमाह तथा सदस्यों को 2,50,000 रुपए प्रतिमाह वेतन अदा किया जाए (पैरा सं. 8.1.7) ।	पांच विशिष्ट विनियामक निकायों के अध्यक्षों तथा पूर्णकालिक सदस्यों के लिए 2.5 लाख रुपए तथा 3 लाख रुपए प्रतिमाह (आवास एवं कार के बगैर) के उच्चतर वेतन पैकेज के संबंध में आयोग की सिफारिशें स्वीकार की जाती हैं । तथापि, इन विनियामक निकायों में मौजूदा पदधारकों को कार व आवास के साथ मौजूदा वेतन एवं भत्तों में बने रहने अथवा आवास व कार के बिना उच्चतर वेतन पैकेज में चुनाव करने का विकल्प दिया जाएगा ।

## (V) वेतन बैंडों तथा ग्रेड वेतनों की संशोधित वेतन संरचना में वेतन निर्धारण के लिए फार्मूला

क्र.सं.	छठे वेतन आयोग की सिफारिशें	सरकार का निर्णय
i.	रिपोर्ट के पैरा 2.2.21(i) से (v) तक में बताए गए तरीके से वेतन के प्रस्तावित वेतनमानों में कर्मचारियों का वेतन नियत किया जाए ।	निम्नलिखित संशोधनों के साथ स्वीकृत:  (क) परिशोधित वेतन बैंडों में वेतन का नियतन मौजूदा पांचवें केन्द्रीय वेतन आयोग के वेतनमानों पर 01.01.2006 की यथाविद्यमान स्थिति तक आहरित मूल वेतन को 1.86 के गुणक से गुणा करके और फिर उसके बाद 10 के अगले गुणज में पूर्णांकित करके किया जाएगा न कि 1.74 के गुणक से गुणा करके जैसा कि आयोग द्वारा सिफारिश की गई है ।  (ख) चिकित्सकों के मामले में परिशोधित वेतन बैंडों में उनका वेतन नियत करते समय प्रैक्टिसबंदी भत्ते पर महंगाई भत्ते का ध्यान रखा जाएगा ।

ii.	<p>क) यद्यपि, 1एस वेतनमान नियमित वेतनमान नहीं है, आरंभ में सभी समूह 'घ' कर्मचारियों को उपयुक्त ग्रेड वेतन के साथ - 1एस वेतनमान में रखा जाए। यह वेतनमान मुख्यतः उन समूह 'घ' कर्मचारियों के आरंभिक वेतन के नियतन के प्रयोजन से बनाया गया है जो सरकार द्वारा इस सिफारिश के कार्यान्वयन की तारीख से यथास्थिति तक पहले से ही नियमित आधार पर भर्ती किए जा चुके थे।</p> <p>ख) उसके उपरांत, ऐसे समूह 'घ' कर्मचारी जो 1800 रुपए के ग्रेड वेतन के साथ समूह 'ग' वेतन बैंड में प्रवेश के लिए निर्धारित संशोधित न्यूनतम अर्हता पहले से ही रखते हैं, उनको उस ग्रेड में (अर्थात् 1800 रुपए के ग्रेड वेतन के साथ 4860-20200 रुपए के वेतन बैंड में) 01.01.2006 से रखा जाएगा। इस नियतन के लिए फिर से कोई फिटमेंट लाभ नहीं दिया जाएगा।</p> <p>ग) समूह 'घ' के वे मौजूदा कर्मचारी जो निर्धारित की गई न्यूनतम अर्हता नहीं रखते हैं उन्हें पुनः प्रशिक्षित किए जाने की जरूरत होगी तथा उनकी विशिष्ट जरूरतों को ध्यान में रखते हुए प्रत्येक मंत्रालय/विभाग/संगठन के लिए अलग से एक प्रशिक्षण पैकेज विकसित करने के जरूरत होगी। बहुदक्षता पर बल देने के साथ पुनर्प्रशिक्षण के बाद, समूह 'घ' कर्मचारियों को 1800 रुपए के ग्रेड वेतन के साथ 4860-20200 रुपए के वेतन बैंड, वेतन बैंड-1 में रखा जाएगा। एक बार वेतन बैंड-1 वेतन बैंड में रखे जाने के बाद समूह 'घ' कर्मचारियों का यह वर्ग समूह 'घ' कर्मचारियों के अन्य वर्ग जो कि पहले से ही न्यूनतम निर्धारित अर्हता रखता था, और इस कारण तत्काल वेतन बैंड-1 में रख दिया गया था, की तुलना में अपनी वरिष्ठता पुनः ग्रहण कर लेगा।</p> <p>घ) पूर्व के सभी समूह 'घ' कर्मचारियों के बीच पारस्परिक वरिष्ठता पांचवें केन्द्रीय वेतन आयोग के उच्चतर वेतनमान में समूह 'घ' कर्मचारियों के साथ, जिन्हें निचले वेतनमान में कर्मचारी की तुलना में ऊंचा रखा जा रहा है, पूरी तरह से व्यवस्थित रखी जाएगी। उसी पूर्व-संशोधित वेतनमान में वरिष्ठता नियत करने का आधार वह तारीख होगी जिस पर व्यक्ति उस वेतनमान में रखा गया है।</p> <p>ड) निर्धारित अर्हता रखने वाले तथा निर्धारित अर्हता न रखने वाले दोनों ही मामलों में समूह 'घ' कर्मचारियों को बकाया राशि का भुगतान दिनांक 01.01.2006 से किया जाएगा। निर्धारित अर्हता नहीं रखने वाले कर्मचारियों का पुनर्प्रशिक्षण लघु अवधि में ही अधिमानतः पूरा कर लिया जाना चाहिए, लगभग 6 माह में, ताकि वेतन बैंड-1 में नियतन तथा बकाया राशि की अदायगी में बेवजह विलम्ब न हो।</p>	<p>स्वीकृत।</p> <p>इस संशोधन के साथ स्वीकृत कि वेतन बैंड-1 5200-20200 रुपए होगा।</p> <p>इस संशोधन के साथ स्वीकृत कि वेतन बैंड-1 5200-20200 रुपए होगा।</p> <p>स्वीकृत।</p> <p>स्वीकृत।</p>
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**(VI) लागू होने की तारीख**

क्र.सं.	छठे वेतन आयोग की सिफारिशें	सरकार का निर्णय
(i)	वेतन बैंडों तथा ग्रेड वेतन का संशोधित ढांचा दिनांक 01.01.2006 से लागू किया जाएगा (पैरा 6.5.2) ।	स्वीकृत ।

**(VII) वार्षिक वेतनवृद्धियां**

क्र.सं.	छठे वेतन आयोग की सिफारिशें	सरकार का निर्णय
(i)	वार्षिक वेतनवृद्धि की दर: सभी रनिंग वेतन बैंडों में वार्षिक वेतनवृद्धि वेतन बैंड में वेतन तथा समनुरूप ग्रेड वेतन के कुल जोड़ के 2.5 प्रतिशत के रूप में होगी (पैरा 2.2.11) ।	आयोग द्वारा संस्तुत 2.5 प्रतिशत को संशोधित करके 3 प्रतिशत कर दिया गया है ।
(ii)	समूह 'क' वेतन बैंड पी.बी.-3 के लिए बैंड में वार्षिक वेतनवृद्धि निष्पादन पर निर्भर करते हुए परिवर्तित होगी । ग्रेड में कम से कम 80 प्रतिशत कर्मचारियों को 2.5 प्रतिशत की दर से सामान्य वेतनवृद्धि दी जाएगी तथा वर्ष के दौरान बेहतर निष्पादन करने वाले 20 प्रतिशत कर्मचारियों 3.5 प्रतिशत की उच्चतर दर से वेतनवृद्धि दी जा रही है (पैरा 2.2.12) ।	वेतन बैंड-3 में बेहतर काम करने वालों के लिए परिवर्तनीय वेतनवृद्धि को आयोग द्वारा संस्तुत 3.5 प्रतिशत से बढ़ाकर 4 प्रतिशत कर दिया गया है ।
(iii)	वार्षिक वेतनवृद्धि की तारीख: सभी मामलों में वार्षिक वेतनवृद्धि 01 जुलाई होगी । 01 जुलाई की स्थिति तक वेतनमान में छह माह और इससे अधिक पूरा कर लेने वाले कर्मचारी, इस प्रकार से वेतनवृद्धि के पात्र होंगे (पैरा 2.2.11) ।	संशोधित । वार्षिक वेतनवृद्धि की दो एक समान तारीखें होंगी, अर्थात् प्रत्येक वर्ष की 01 जनवरी तथा 01 जुलाई । सभी कर्मचारियों को अपनी वेतनवृद्धि प्रत्येक वर्ष की 01 जनवरी अथवा 01 जुलाई को मिलेगी ।

**(VIII) बकाया राशि का भुगतान**

क्र.सं.	छठे वेतन आयोग की सिफारिशें	सरकार का निर्णय
i.	सरकार बकाया राशि का भुगतान अलग-अलग वर्षों में दो बराबर किस्तों में कर सकती है (पैरा 10.1.15) ।	इस संशोधन के साथ स्वीकृत कि बकाया राशि का भुगतान नकद रूप में दो किस्तों में किया जाएगा । चालू वित्त वर्ष (2008-09) के दौरान 40 प्रतिशत तथा अगले वित्त वर्ष (2009-10) में शेष 60 प्रतिशत ।

**2. मूल्य वृद्धि हेतु प्रतिपूर्ति (महंगाई भत्ता)**

क्र.सं.	छठे वेतन आयोग की सिफारिशें	सरकार का निर्णय
i.	सरकार के वर्तमान निर्धारित आधार सूचकांक प्रणाली में नियत आधार वर्ष में जहां तक संभव हो बार-बार संशोधन करते रहना चाहिए (पैरा 4.1.10) ।	स्वीकृत ।
ii.	राष्ट्रीय सांख्यिकीय आयोग को सरकारी कर्मचारियों को विशेष रूप से शामिल करते हुए एक विशिष्ट सर्वेक्षण की संभावना तलाशने के लिए कहा जाए जिससे कि सरकारी कर्मचारियों के प्रतिनिधियों का	स्वीकृत ।

	उपभोग बास्केट तैयार किया जा सके और अलग से एक सूचकांक बनाया जा सके। इस बीच, सरकार महंगाई भत्ते का अनुमान लगाने के लिए बाद के पैराग्राफों में प्रस्तावित संशोधनों की शर्त पर ए.आई.सी.पी.आई. (आई.डब्ल्यू.) का उपयोग जारी रख सकती है (पैरा 4.1.13)।	
iii.	आधार वर्ष 2001 के साथ अखिल भारतीय उपभोक्ता मूल्य सूचकांक (आई. डब्ल्यू.) अब आगे से महंगाई भत्ता परिकलन करने के प्रयोजन से तब तक उपयोग किया जाएगा जब तक कि यह संशोधित नहीं होता। दिनांक 01.01.2006 से महंगाई भत्ते के परिकलन हेतु संदर्भ आधार ए.आई.सी.पी.आई. (आई.डब्ल्यू.), 1982 श्रृंखला के अनुसार 536 का 12 मासिक औसत सूचकांक होगा। इसे, जब 2001 श्रृंखला में बदला जाता है तो, 4.63 के लिंकिंग फैक्टर का उपयोग करते हुए 116 निकलता है (पैरा 4.1.14)।	स्वीकृत। 2001 श्रृंखला का उपयोग करते हुए आधार 115.76 निकलता है। टिप्पणी: 01.01.2006 से मंजूर महंगाई भत्ते की किस्त को वेतनमानों के कारण परिशोधित फार्मुले/बकाया के तहत अदा किए जाने वाले महंगाई भत्ते की तुलना में समायोजित की जाएगा।
iv.	वर्तमान ए.आई.सी.पी.आई. (आई.डब्ल्यू.) श्रृंखला के निर्माण में आई विकृति को सुधारने के लिए सरकार द्वारा त्वरित उपायों को अमल में लाना सरकारी कर्मचारियों के लिए अलग से एक सूचकांक तैयार करते समय राष्ट्रीय सांख्यिकीय संगठन इस तथ्य को ध्यान में रखें (पैरा 4.1.14)।	स्वीकृत
v.	किसी भी स्थिति में मूल वेतन में महंगाई भत्ते का आमेलन करने की संस्तुति नहीं है (पैरा 4.1.18)।	स्वीकृत।
vi.	महंगाई भत्ता वर्ष में दो बार यथा 01 जनवरी तथा 01 जुलाई को मंजूर किया जाना तथा सभी स्तरों पर मुद्रास्फीति तटस्थता 100 प्रतिशत बरकरार रखते हुए इसकी अदायगी प्रशासनिक सुविधा के लिए क्रमशः मार्च और सितम्बर के वेतन के साथ की जानी जारी रखी जाए (पैरा 4.1.19)।	स्वीकृत।

### 3. प्रैक्टिस-बंदी भत्ता

क्र.सं.	छठे वेतन आयोग की सिफारिशें	सरकार का निर्णय
(i)	डाक्टरों को बैंड वेतन तथा ग्रेड वेतन के औसत की मौजूदा 25 प्रतिशत की दर पर एन.पी.ए. मिलता रहेगा बशर्ते कि मूल वेतन+एन.पी.ए. 85,000 रुपए से अधिक न हो। एन.पी.ए. की सुविधा किसी अन्य वर्ग को प्रदान नहीं की जा सकती। प्रैक्टिसबंदी भत्ता केवल उन पदासीन चिकित्सकों तक ही सीमित होना चाहिए जिन पदों के लिए चिकित्सकीय डिग्री की न्यूनतम अर्हता निर्धारित की गई है (पैरा 4.2.53)।	स्वीकृत।

### 4. सुनिश्चित करियर प्रोन्नयन स्कीम

क्र.सं.	छठे वेतन आयोग की सिफारिशें	सरकार का निर्णय
1.	आयोग ने यह सिफारिश की है कि मौजूदा स्कीम को वर्तमान में दो वित्तीय स्तरों के साथ निम्नलिखित संशोधनों सहित बरकरार रखा जा सकता है:-	इस संशोधन के साथ स्वीकृत कि ए.सी.पी. स्कीम के तहत सेवा के 10, 20 और 30 वर्षों के पश्चात् तीन स्तरों प्रदान दिए जाएंगे।

<p>i) यह स्कीम सभी समूह 'क' पदों के लिए उपलब्ध होगी चाहे ये पद अलग-थलग हों या न हों । तथापि, संगठित समूह 'क' सेवाएं इस स्कीम के तहत कवर नहीं की जाएंगी ।</p> <p>ii) सामान्य पदोन्नति के समय मिलने वाला वेतन नियतन का लाभ इस स्कीम के तहत वित्तीय स्तरोन्नतियों के समय मिलेगा । अतः इस स्कीम के तहत वित्तीय स्तरोन्नतयन के रूप में वेतन तथा ग्रेड वेतन में 2.5 प्रतिशत वृद्धि होगी ।</p> <p>iii) इस स्कीम के तहत ग्रेड वेतन वित्तीय स्तरोन्नतयन के समय परिवर्तित होगा । ए.सी.पी. के तहत वित्तीय स्तरोन्नतयन के समय दिए जाने वाला ग्रेड वेतन संस्तुत संशोधित वेतन बैंड तथा ग्रेड वेतन के पदानुक्रम में तुरंत अगला उच्चतम ग्रेड वेतन होगा । अतः कुछ मामलों में, जहां दो क्रमिक ग्रेडों के बीच नियमित पदोन्नति नहीं है वहां ए.सी.पी. के तहत वित्तीय स्तरोन्नतयन के समय ग्रेड वेतन, नियमित पदोन्नति के समय उपलब्ध ग्रेड वेतन से अलग होगा । ऐसे मामलों में, संबंधित संवर्ग/संगठन के पदानुक्रम में अगले पदोन्नत पद का उच्चतर ग्रेड वेतन नियमित पदोन्नति के समय ही दिया जाएगा ।</p> <p>iv) व्यक्ति के उसी ग्रेड में लगातार 12 वर्ष पूरे करने पर उसे इस स्कीम के तहत वित्तीय स्तरोन्नतयन मिलेगा । तथापि, इस स्कीम के अंतर्गत पूरे करियर में दो से अधिक वित्तीय स्तरोन्नतयन प्रदान नहीं किए जाएंगे ।</p> <p>उपरोक्त संशोधनों सहित इस स्कीम को संशोधित ए.सी.पी. स्कीम कहा जाएगा तथा यह केन्द्र सरकार के कर्मचारियों का एक समान प्रोन्नतयन सुनिश्चित करेगी (पैरा. 6.1.15) ।</p>	<p>स्वीकृत ।</p> <p>इस संशोधन के साथ स्वीकृत कि वेतनवृद्धि की दर 3 प्रतिशत होगी ।</p> <p>स्वीकृत ।</p> <p>इसमें यह संशोधन किया गया है कि व्यक्ति के उसी ग्रेड में लगातार 10 वर्ष पूरे करने पर उसे वित्तीय स्तरोन्नतयन दिया जाएगा । इसके आगे सेवा के 10, 20 तथा 30 वर्ष पूरे होने पर तीन स्तरोन्नतयन दिए जाएंगे ।</p>
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#### 5. निष्पादन से जुड़ी प्रोत्साहन स्कीम

क्र.सं.	छठे वेतन आयोग की सिफारिशें	सरकार का निर्णय
(i)	<p>आयोग ने नियमित वेतन के अलावा सरकारों कर्मचारियों के लिए आर्थिक लाभ पर आधारित तथा निष्पादन से जुड़ी एक विशेष प्रोत्साहन स्कीम की शुरुआत की है । इस लाभ को निष्पादन से जुड़ी प्रोत्साहन स्कीम (प्रिस) कहा जाएगा तथा इसमें विचारणीय अवधि के दौरान कर्मचारी द्वारा किए गए कामकाज के निष्पादन को ध्यान में रखा जाएगा । यह स्कीम विशिष्ट काम-काज के लिए विशिष्ट पुरस्कार के सिद्धांत पर आधारित है (पैरा 2.5.8) ।</p>	<p>स्वीकृत । नोडल मंत्रालय द्वारा इस बारे में विस्तृत दिशा-निर्देश जारी किए जाएंगे ।</p> <p>विज्ञान और प्रौद्योगिकी मंत्रालय वैज्ञानिकों के लिए प्रिस स्कीम तैयार करेगा ।</p>

## भाग -ख

समूह क, ख, ग और घ के सिविल कर्मचारियों से संबंधित अन्य भत्तों के संबंध में छठे केन्द्रीय वेतन आयोग की सिफारिशों तथा उन पर सरकार के निर्णय को दर्शाने वाला विवरण । (विवरण में दिए गए अध्याय और पैराग्राफों के संदर्भ वेतन आयोग की रिपोर्ट से हैं) ।

क्र.सं.	छठे वेतन आयोग की सिफारिशें					सरकार का निर्णय
1	नगर प्रतिपूर्ति भत्ता					
	नगर प्रतिपूर्ति भत्ते को समाप्त किया जाए (पैरा 4.2.8)					स्वीकृत ।
2	अन्य प्रतिपूर्ति भत्ते					
(i)	विशेष प्रतिपूर्ति भत्तों की दरें (पहाड़ी क्षेत्र/दूरस्थ क्षेत्र), जनजातीय क्षेत्र भत्ता, परियोजना भत्ता और खराब जलवायु भत्ता को निम्न प्रकार संशोधित किया जाए					स्वीकृत ।
	विशेष प्रतिपूर्ति (पहाड़ी क्षेत्र) भत्ता/खराब जलवायु भत्ता/आदिवासी क्षेत्र भत्ता					
	श्रेणी	खराब जलवायु/ आदिवासी क्षेत्र भत्ता		विशेष प्रतिपूर्ति (पहाड़ी क्षेत्र भत्ता)		
	5400 रुपए और उससे अधिक ग्रेड वेतन वाले पदों के लिए	400 रुपए प्रतिमाह		600 रुपए प्रतिमाह		
	अन्य पदों के लिए	240 रुपए प्रतिमाह		480 रुपए प्रतिमाह		
	(पैरा संख्या 4.2.24.1)					
(ii)	विशेष प्रतिपूर्ति (दूरस्थ क्षेत्र) भत्ता					स्वीकृत ।
	श्रेणी	भाग क (रुपए प्रतिमाह)	भाग ख (रुपए प्रतिमाह)	भाग ग (रुपए प्रतिमाह)	भाग घ (रुपए प्रतिमाह)	
	5400 रुपए और उससे अधिक ग्रेड वेतन वाले पदों के लिए	2600	2100	1500	400	
	5400 रुपए से कम ग्रेड वेतन वाले पदों के लिए	2000	1600	1200	320	
	(पैरा संख्या 4.2.24.2)					
(iii)	परियोजना भत्ता					स्वीकृत ।
	श्रेणी	परियोजना भत्ता				
	5400 रुपए और उससे अधिक ग्रेड वेतन वाले पदों के लिए	1500 रुपए प्रतिमाह				
	5400 रुपए से कम ग्रेड वेतन वाले पदों के लिए	1000 रुपए प्रतिमाह				
	(पैरा संख्या 4.2.24.3)					



(iv)	संशोधित वेतन बैंडों पर देय मंहगाई भत्ता जब कभी बढ़कर 50 प्रतिशत हो जाएगा, वैसे ही उपर्युक्त सभी भत्तों की दरें 25 प्रतिशत तक बढ़ जाएंगी। (पैरा संख्या 4.2.24.4)	स्वीकृत।
(v)	गांधीनगर के लिए विशेष प्रतिपूर्ति भत्ता और विशेष प्रतिपूर्ति (सीमा क्षेत्र) भत्ता समाप्त किया जाए। (पैरा संख्या 4.2.24.5)	स्वीकृत।
(vi)	केन्द्र सरकार के सभी कर्मचारियों को पूर्वोत्तर क्षेत्रों में तैनाती के लिए देय विशेष (ड्यूटी) भत्ता किसी भी पूर्वोत्तर क्षेत्र में स्थानांतरण पर उनकी तैनाती हेतु मौजूदा दरों पर दिया जाए, फिर चाहे स्थानांतरण पूर्वोत्तर क्षेत्र के बाहर से हो अथवा उस क्षेत्र के किसी अन्य क्षेत्र से हो। शर्त यह है कि अखिल भारतीय स्थानांतरण को दायित्व रखने वाले सभी कर्मचारियों को छोड़ दिया जाए। इस भत्ते की दर में किसी भी वृद्धि की सिफारिश नहीं की जा रही है, चूंकि भत्ता वेतन की प्रतिशतता के रूप में अदा किया जाता है। आयोग ने सिफारिश की है कि पूर्वोत्तर क्षेत्र में सरकारी कर्मचारियों के लिए अनुमत विशेष (ड्यूटी) भत्ता और अन्य रियायतें लद्दाख में तैनात सरकारी कर्मचारियों को भी दी जाएं (पैरा संख्या 4.2.25)।	स्वीकृत।
(vii)	द्वीप-विशेष (ड्यूटी) भत्ता के संबंध में कोई परिवर्तन न करने की सिफारिश की गई है। आगे से यह भत्ता उन्हीं केन्द्रीय कर्मचारियों को दिया जाए जिसका अखिल भारतीय स्थानांतरण का दायित्व न होने के बावजूद उन्हें किसी स्थान से इन द्वीपों में स्थानांतरण पर तैनात किया गया हो (पैरा संख्या 4.2.26)।	स्वीकृत।
(viii)	निकोबार द्वीपसमूह में तैनात कर्मचारियों को दुष्कर क्षेत्र भत्ता, द्वीप-विशेष (ड्यूटी) भत्ता के साथ-साथ अलग से दिया जाए। इसके अतिरिक्त, यह भत्ता लक्षद्वीप द्वीपसमूह में भी दिया जाए (पैरा संख्या 4.2.26)।	स्वीकृत। यह भत्ता लक्षद्वीप में समान रूप से वर्गीकृत द्वीपसमूहों को दिया जाएगा।
3	<p><b>परिवहन भत्ता</b></p> <p>आयोग ने परिवहन भत्ते के लिए निम्नलिखित दरों की सिफारिश की है:</p>	<p>इस संशोधन के साथ स्वीकृत कि परिवहन भत्ता प्रदान करने के लिए "कैम्पस" संबंधी बंदिश को हटा लिया जाएगा। परिणामस्वरूप, परिसरों में रहने वाले कर्मचारी भी परिवहन भत्ता लेने के हकदार हो जाएंगे। इसके अतिरिक्त, निम्नतम स्तर के कर्मचारियों के लिए परिवहन भत्ता ए-1/ए, वर्ग के शहरों में (400 रुपए) से बढ़कर 600 रुपए हो जाएगा।</p>

(रुपए) का ग्रेड वेतन ले रहे कर्मचारी	परिवहन भत्ते की दर प्रतिमाह		इसके अतिरिक्त, वेतन बैंड में वेतन के रूप में 7440 रुपए और इससे अधिक (पूर्व-संशोधित वेतनमानों में 4000 रुपए के तदनु रूप) वेतन वाले पी.बी.-1 के कर्मचारी 1600 रुपए/800 रुपए की दर के परिवहन भत्ता लेने के हकदार होंगे।
	ए-1/ए वर्ग का शहर (रुपए)	अन्य स्थान (रुपए)	
5400 रुपए और उससे अधिक तथा शीर्षस्थ वेतनमान वाले पदों तथा मंत्रिमण्डल सचिव/समकक्ष पद	3200 रुपए + उस पर महंगाई भत्ता	1600 रुपए + उस पर महंगाई भत्ता	
4200 से 4800*	1600 रुपए+ उस पर महंगाई भत्ता	800 रुपए + उस पर महंगाई भत्ता	
4200 रुपए से कम	400 रुपए+ उस पर महंगाई भत्ता	300ए+ उस पर महंगाई भत्ता	
* ऑफिसर रैंक से नीचे के समूह ख, ग, और घ के वे कर्मचारी/कार्मिक, जो 4000 रुपए और उससे अधिक संशोधित -पूर्व मूल वेतन ले रहे हैं (पैरा 4.2.43)।			
जिन कर्मचारियों को कार्यालय से एक किलोमीटर के दायरे में सरकारी आवास मुहैया कराया गया है, को परिवहन भत्ता प्रदान करने से रोकने वाली मौजूदा शर्त को हटाया जाए। इस भत्ते को प्रदान करने वाली अन्य शर्तों में कोई परिवर्तन नहीं होगा। शारीरिक रूप से विकलांग कर्मचारी सामान्य दरों से दुगुनी दरों पर इस भत्ते को लेते रहेंगे। तथापि, शारीरिक रूप से विकलांग कर्मचारियों के मामले में परिवहन भत्ता, किसी भी सूरत में 1000 रुपए प्रतिमाह जमा महंगाई भत्ते की ग्राह्य दर से कम नहीं होगा। वेतन बैंड पी.बी. -4 के वे कर्मचारी, जो आवास और कार्यालय के बीच यात्रा करने के लिए सरकारी कार का उपयोग करने के हकदार हैं, को 7000 रुपए प्रतिमाह की उच्चतर दर पर परिवहन भत्ता जमा महंगाई भत्ता लेने का विकल्प दिया जा सकता है, बशर्ते कि वे आवास और कार्यालय के बीच यात्रा के लिए सरकारी कार का उपयोग छोड़ दें। (पैरा संख्या 4.2.44)			
4 (i)	<b>मकान किराया भत्ता</b> आयोग ने "ग" वर्ग के शहरों (50,000 से 5 लाख तक की आबादी वाले) को "अवर्गीकृत नगरों" (50,000 से कम आबादी वाले) के साथ आमेलित करने की सिफारिश की है।		स्वीकृत।

(ii)	आयोग ने सिफारिश की है कि मकान किराया भत्ते के प्रयोजनार्थ नगरों और शहरों को वर्गीकृत करने के लिए मौजूदा जनसंख्या मापदण्डों को कायम रखा जाए। तथापि, मकान किराया भत्ते के प्रयोजन हेतु किसी शहर के वर्गीकरण के लिए शहरी बस्तियों की आबादी को भी जोड़ा जाए।	स्वीकृत।												
(iii)	आयोग ने ए-1 शहरों में रनिंग वेतन बैंड और उस पर देय ग्रेड वेतन में कुल संशोधित वेतन को 30 प्रतिशत की दर पर अदा किए जाने वाले मकान किराए भत्ते की मौजूदा दर को प्रतिधारित करने की सिफारिश की है।	स्वीकृत।												
(iv)	आयोग ने सिफारिश की है कि तत्कालीन ए, बी-1 और बी-2 श्रेणियों को आमेलित कर दिया जाए तथा सी और अवर्गीकृत श्रेणियों को भी आमेलित कर दिया जाए। मकान किराया भत्ते की निम्नलिखित दरें तदनुसार संस्तुत की गई हैं:	स्वीकृत।												
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	*जहां कहीं लागू हो	(पैरा संख्या 4.2.59)												
5	<b>शिशु शिक्षा भत्ता</b> शिशु शिक्षा भत्ता और ट्यूशन शुल्क की प्रतिपूर्ति को आमेलित कर दिया जाए तथा आगे से प्रतिपूर्ति अधिकतम 1000 रुपए प्रति बच्चा प्रतिमाह के हिसाब से हो, बशर्ते कि यह अधिकतम दो बच्चों तक हो। छात्रावास सब्सिडी की प्रतिपूर्ति की अधिकतम सीमा 3000 रुपए प्रतिमाह प्रति शिशु की जाए। संशोधित वेतन बैंडों पर महंगाई भत्ता जब भी बढ़कर 50 प्रतिशत हो जाएगा, तब हर बार यह सीमा स्वयमेव 25 प्रतिशत बढ़ जाएगी (पैरा संख्या 4.2.64)।	स्वीकृत।												

<p>6</p> <p>(i)</p> <p>(ii)</p>	<p><b>जोखिम भत्ता</b></p> <p>आयोग, तदनुसार, जोखिम भत्ते को समाप्त करने की सिफारिश करता है । उन सभी प्रकार के कार्यों, जिनमें एक समयावधि के बाद स्वास्थ्य पर हानिकर प्रभाव डालने वाले जोखिम के स्वाभाविक तत्व मौजूद होते हैं, के लिए वेतन बैंड पी.बी.-1 के कर्मचारियों के लिए निःशुल्क चिकित्सा और 5 लाख रुपए ; वेतन बैंड पी.बी.-2 के कर्मचारियों के लिए 7 लाख रुपए; पी.बी.-3 उच्चतर वेतन बैंडों के वेतनमानों के कर्मचारियों के लिए 10 लाख रुपए के जीवन बीमा की व्यवस्था होनी चाहिए । मुद्रा-स्फीति के प्रभाव की क्षतिपूर्ति करने के लिए संशोधित वेतन पर देय महंगाई भत्ता जब भी बढ़कर 50 प्रतिशत हो जाए तो हर बार बीमा की राशि स्वयमेव 50 प्रतिशत बढ़ जानी चाहिए । इस बीमा के प्रीमियम को अदा करने पर आने वाला सम्पूर्ण व्यय सरकार द्वारा वहन किया जाएगा । रोजगार अर्थात् सेवा काल के दौरान किसी भी प्रकार की गंभीर चोट लगने/मृत्यु होने की स्थिति में बीमा की राशि अदा कर दी जाएगी तथा यह सरकारी कर्मचारियों की सभी श्रेणियों को उपलब्ध अन्य सभी लक्ष्यों के अतिरिक्त होगी । इन कर्मचारियों को उचित स्वास्थ्य-लाभ के लिए जब भी आवश्यक हो, प्रत्येक तिमाही में अनिवार्य स्वास्थ्य-जाँच और वर्धित छुट्टी के अलावा अतिरिक्त स्वास्थ्य-लाभ भी दिए जाने चाहिए । सरकार को इन कार्यों में नवीनतम प्रौद्योगिकी तथा देखभाल का उच्चतम स्तर भी सुनिश्चित करना चाहिए ताकि उनमें निहित जोखिम को कम से कम किया जा सके । (पैरा संख्या 4.2.68)</p> <p><b>अस्पताल-रोगी देखभाल भत्ता/रोगी देखभाल भत्ता</b></p> <p>आयोग ने सरकारी दायित्वों को निभाते समय जोखिम का सामना करने वाले कर्मचारियों की ऐसी सभी श्रेणियों को अलग से पर्याप्त बीमा सुरक्षा देने की सिफारिश की है । यह बीमा सुरक्षा उन सभी श्रेणियों को दी जानी चाहिए, जिन्हें इस समय एच.पी.सी.ए./पी.सी.ए. मिल रहा है । साथ ही साथ, एच.पी.सी.ए./पी.सी.ए. को वापिस ले लिया जाए चूंकि उपयुक्त बीमा सुरक्षा देकर जब जोखिम-घटक कवर हो जाता है तो इन भत्तों का मौजूद रहना औचित्यपूर्ण नहीं होगा । इस मद पर कर्मचारियों द्वारा उठायी गई हानि समूह "घ" के उन मौजूदा कर्मचारियों, को की गई क्षतिपूर्ति की तुलना में अधिक होगी जो समूह "ग" में स्तरोन्नत कर दिये जाएंगे । समूह "ग" के कर्मचारियों को इस हानि की क्षतिपूर्ति निष्पादन संबंधी प्रोत्साहन स्कीम के रूप में की जाएगी । (पैरा संख्या 3.6.18)</p>	<p>जोखिम बीमा स्कीम की शुरुआत कर्मचारी पक्ष के साथ परामर्श करने के बाद 1.4.2009 से तथा 31 मार्च, 2009 तक जोखिम भत्ता को जारी रखा जाना ।</p> <p>जोखिम बीमा स्कीम की शुरुआत कर्मचारी पक्ष के साथ परामर्श करने के बाद 1.4.2009 से तथा 31 मार्च, 2009 तक एच.पी.सी.ए./पी.सी.ए. जारी रहेगा ।</p>						
<p>7</p> <p>(i)</p>	<p><b>वर्दी संबंधी भत्ते</b></p> <p>सी.पी.एम.एफ./सी.पी.ओ.ज./आर.पी.एफ./आई.पी.एस. कार्मिकों और अधिकारियों के लिए आयोग ने वर्दी भत्ते की निम्नलिखित दरों की सिफारिश की है:</p> <table border="1" data-bbox="316 1824 1125 2001"> <thead> <tr> <th>अनुदान</th> <th>दर</th> </tr> </thead> <tbody> <tr> <td>प्रारंभिक अनुदान</td> <td>14000 रुपए</td> </tr> <tr> <td>नवीकरण अनुदान</td> <td>3000 रुपए (प्रत्येक तीन वर्ष बाद देय)</td> </tr> </tbody> </table> <p>(पैरा संख्या 4.2.73 और 74)</p>	अनुदान	दर	प्रारंभिक अनुदान	14000 रुपए	नवीकरण अनुदान	3000 रुपए (प्रत्येक तीन वर्ष बाद देय)	<p>स्वीकृत ।</p>
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(ii)	<p>तटरक्षक अधिकारियों के लिए वर्दी भत्ते की निम्नलिखित दरों की संस्तुति की है:</p> <table border="1" data-bbox="359 276 1177 442"> <thead> <tr> <th>अनुदान</th> <th>राशि</th> </tr> </thead> <tbody> <tr> <td>प्रारंभिक अनुदान</td> <td>16000 रुपए</td> </tr> <tr> <td>नवीकरण अनुदान</td> <td>5000 रुपए (प्रत्येक तीन वर्ष बाद देय)</td> </tr> </tbody> </table> <p>(पैरा संख्या 4.2.75)</p>	अनुदान	राशि	प्रारंभिक अनुदान	16000 रुपए	नवीकरण अनुदान	5000 रुपए (प्रत्येक तीन वर्ष बाद देय)	स्वीकृत ।
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(iii)	<p>इस समय किट रख-रखाव भत्ता ले रहे कर्मचारियों की सभी श्रेणियों के लिए इस भत्ते की मौजूदा दरों को दुगुना किया जाए । नर्सों के लिए भी वर्दी भत्ता बढ़ाकर 500 रुपए प्रति माह किया जाए । (पैरा संख्या 4.2.76)</p>	स्वीकृत ।						
(iv)	<p>जब भी संशोधित वेतन बैंडों पर महंगाई भत्ता बढ़कर 50 प्रतिशत हो जाएगा तब हर बार उपर्युक्त सभी श्रेणियों के लिए वर्दी भत्ता और किट रख-रखाव भत्तों की दरें 25 प्रतिशत बढ़ जाएंगी । (पैरा संख्या 4.2.77)</p>	स्वीकृत ।						
8	<p><b>विविध भत्ते</b> आयोग ने साइकिल भत्ते, धुलाई भत्ते, रोकड़-संभाल भत्ता, विशेष भत्ता, रात्रि ड्यूटी भत्ता और स्प्लिट ड्यूटी भत्ता की मौजूदा दरों को दुगुना करने की सिफारिश की है । इसी प्रकार, विशिष्ट रूप से इस रिपोर्ट में कवर नहीं हुए विभिन्न संगठनों/विभागों/संगठनों के लिए भत्तों की दरें भी दुगुनी हो जाएंगी । संशोधित वेतनमानों पर देय महंगाई भत्ता जब भी बढ़कर 50 प्रतिशत हो जाएगा, तब हर बार इन भत्तों की दरें 25 प्रतिशत तक बढ़ जाएंगी । साथ ही, अब से मशीन भत्ता समाप्त कर दिया जाए । (पैरा संख्या 4.2.81)</p>	स्वीकृत ।						
9	<p><b>रखवाली (केयरटेकिंग) भत्ता</b> आगे से रखवाली भत्ते की राशि, वेतन बैंड में वेतन और उस पर ग्रेड वेतन की औसत राशि पर, 10 प्रतिशत की दर से अदा की जाएगी । (पैरा 3.8.8)</p>	स्वीकृत ।						
10	<p><b>प्रशिक्षण अकादमियों एवं स्टॉफ कालेजों में प्रशिक्षण भत्ता और सत्कार भत्ता</b></p> <p>(i) सरकार, विश्वविद्यालयों और शैक्षणिक संस्थानों से प्रतिनियुक्ति पर लिए गए उन प्रशिक्षकों के लिए प्रशिक्षण भत्ता मूल वेतन का 30 प्रतिशत कर दिया जाए जो राष्ट्रीय समूह "क" अधिकारियों के केन्द्रीय प्रशिक्षण अकादमियों और संस्थानों में बतौर संकाय सदस्य कार्य कर रहे हैं । यह भत्ता प्रशिक्षक को उस अवधि के लिए भी दिया जाए जब वह प्रशिक्षण संबंधी कार्यकलापों से संबंधित अध्ययन दौर पर हो । इन प्रशिक्षकों को अलग से प्रतिनियुक्ति भत्ता नहीं दिया जाएगा । इसे अन्य प्रशिक्षण संस्थापनाओं के लिए मौजूदा दर पर जारी रखा जा सकता है । (पैरा 6.4.6)</p>	स्वीकृत ।						

(ii)	समूह "क" अधिकारियों की इन राष्ट्रीय/केन्द्रीय प्रशिक्षण संस्थापनाओं के निदेशक अथवा प्रधान के लिए सत्कार भत्ता बढ़ाकर 3500 रुपए प्रतिमाह किया जाए तथा पाठ्यक्रम निदेशकों और काउंसलर्स को भी क्रमशः 2500 रुपए और 2000 प्रतिमाह की दर से सत्कार भत्ता दिया जाए। (पैरा संख्या 6.4.6)	स्वीकृत।
11	<b>सावकाश यात्रा रियायत (एल.टी.सी.)</b>	
(i)	केन्द्र सरकार के कर्मचारियों को चार वर्ष के एक ब्लॉक में तीन बार अपने परिवारों के साथ अपने गृह नगर जाने तथा चौथी बार भारत में किसी भी स्थान पर जाने की अनुमति दी जाए। यह सुविधा सरकारी अधिकारियों को पहली बार सरकारी सेवा में आने के बाद स्वीकार्य चार वर्षों के पहले दो ब्लॉकों के लिए ही मिलेगी। 4 वर्षों के ब्लॉक सरकार में ज्वाइनिंग की प्रारंभिक तारीख के संदर्भ में लागू होंगे चाहे कर्मचारी बाद में सरकार के भीतर अपनी नौकरी बदल ले। मौजूदा ब्लॉक वैसे ही बने रहेंगे, लेकिन नए रंगरुटों की हकदारी सेवा के पहले आठ वर्षों अलग होगी। एल.टी.सी. के तहत यात्रा की बारम्बारता से संबंधित अन्य सभी प्रावधानों को प्रतिधारित किया जाए (पैरा संख्या 4.3.5)।	स्वीकृत।
(ii)	यात्रा संबंध पात्रता, चाहे सरकारी दौरे/ स्थानांतरण अथवा एल.टी.सी. के प्रयोजनार्थ हो, वही रहनी चाहिए लेकिन एल.टी.सी. पर यात्रा के लिए कोई दैनिक भत्ता देय नहीं होगा। इसके अतिरिक्त, यह सुविधा सरकार अथवा केन्द्र अथवा राज्य सरकार द्वारा चलाए जा रहे सार्वजनिक क्षेत्र के किसी निगम अथवा किसी स्थानीय निकाय द्वारा चलाए जा रहे वाहनों द्वारा निष्पादित यात्राओं के संबंध में ही स्वीकार्य होगी (पैरा संख्या 4.3.6)।	स्वीकृत।
(iii)	माता-पिता और /अथवा सौतेले माता-पिता (सौतेली माता और सौतेला पिता), जो सरकारी कर्मचारी पर पूर्णतः आश्रित हों, को एल.टी.सी. के प्रयोजन हेतु परिवार की परिभाषा में इस बात पर ध्यान दिए बगैर शामिल किया जाएगा कि वे सरकारी कर्मचारी के साथ रह रहे हैं अथवा नहीं। निर्भरता की परिभाषा को सभी प्रयोजनों के लिए न्यूनतम पारिवारिक पेंशन से लिंक किया जा रहा है। तदनुसार, वे सभी माता-पिता और/अथवा सौतेले माता-पिता जिनकी सभी स्रोतों से कुल आय केन्द्र सरकार में निर्धारित न्यूनतम पारिवारिक पेंशन और उस पर महंगाई राहत से कम है, इस प्रयोजन हेतु परिवार की परिभाषा में शामिल होंगे। विवाहित/तलाकशुदा/परित्यक्त/पृथक/विधवा पुत्रियों सहित परिवार में शामिल अन्य संबंधों के संबंध में वर्तमान शर्तें बगैर किसी परिवर्तन के जारी रहेंगी (पैरा संख्या 4.3.7)।	स्वीकृत।

(iv)	हालांकि, एल.टी.सी. के साथ 10 दिन तक के अर्जित अवकाश, अधिक से अधिक कुल 60 दिन, को भुनाना जारी रखा जाए, फिर भी एल.टी.सी. का लाभ उठाने समय भुनाई गई छुट्टी सेवा-निवृत्ति के समय भुनाने-योग्य अर्जित अवकाश की अधिकतम राशि में से नहीं काटी जानी चाहिए। परिणामस्वरूप, कर्मचारी सेवा-निवृत्ति के समय 300 दिन को अर्जित अवकाश को भुनाने के हकदार हो जाएंगे, उन्होंने एल.टी.सी., चाहे अपने गृह नगर के लिए लिया हो अथवा भारत में किसी भी स्थान के लिए लिया हो, लेते समय अपने कैरियर के दौरान 60 दिन तक का अर्जित अवकाश भुना सकते हैं। जहां तक रेलवे का संबंध है, कर्मचारियों को इस नकदीकरण का लाभ उठाने की अनुमति पासों का लाभ लेते समय सम्पूर्ण कैरियर में अधिकतम 60 दिन के लिए दी जानी चाहिए, लेकिन शर्त यह है कि लगातार नकदीकरण दो वर्ष की न्यूनतम अवधि समाप्त होने से पहले नहीं किया जा सकता (पैरा संख्या 4.3.8)।	स्वीकृत।
12	<b>सी.पी.एम.एफ. कार्मिकों के लिए राशन मनी भत्ता</b> सी.पी.एम.एफ. कार्मिकों के लिए राशन मनी भत्ते का भुगतान रक्षा बलों को उपलब्ध भत्ते के बराबर होना चाहिए। राशन मनी भत्ते का भुगतान सी.पी.एम.एफ. कार्मिकों की केवल उन श्रेणियों को देना जारी रखा जाए, जिनको, इस समय यह भत्ता मिल रहा है। (पैरा संख्या 7.19.37)	स्वीकृत।
13	<b>सी.पी.एम.एफ. कार्मिकों के लिए परिवार आवास भत्ता</b> उन सभी सी.पी.एम.एफ. कार्मिकों के लिए मकान किराया भत्ते की निम्नतम दर पर एक नया परिवार आवास भत्ता देने की शुरुआत की जाए, जो किराया मुक्त आवास/मकान किराया भत्ता अथवा सी.आई.एल.क्यू. के हकदार नहीं हैं। मूल्य सूचकांक में 50 प्रतिशत तक की वृद्धि होने पर इस भत्ते की दरें हर बार 25 प्रतिशत तक बढ़ जाएंगी। (पैरा संख्या 7.19.42)	स्वीकृत।

## अनुबंध -II

**छठे केन्द्रीय वेतन आयोग की वे सिफारिशों, जिन्हें सरकार ने स्वीकार नहीं किया है।**

क्रम संख्या	सिफारिश
1	वे कर्मचारी, जो 15 वर्ष से अधिक, किन्तु 20 वर्ष से कम सेवा के बाद बिना पेंशन प्राप्त किए सेवा छोड़ना चाहते हैं, उनके लिए उदार "सेवा-विच्छेद पैकेज"।
2	अवकाश नीति, जिसके तहत सरकारी कर्मचारियों के लिए केवल तीन क्लोज्ड अवकाश ही अनुमत्य हों, से संबंधित सिफारिशें।
3	महिला कर्मचारियों के लिए "शिथिल घंटे" तथा अशक्त कर्मचारियों के लिए "शिथिल कार्य-सप्ताह" संबंधी सिफारिशें।

अनुबंध -IIIछठे केन्द्रीय वेतन आयोग की वे सिफारिशों, जिनकी जाँच अलग से की जाएगी

क्रम संख्या	सिफारिशों का सार
1	बोनस तथा समायोपरि भत्ते से संबंधित सिफारिशें ।
2	केन्द्रीय सरकारी कर्मचारियों के लिए सामान्य भविष्य निधि तथा केन्द्रीय सरकारी कर्मचारी सामूहिक बीमा स्कीम से संबंधित सिफारिशें ।
3	रक्षा कार्मिकों के केन्द्रीय अर्ध-सैनिक बलों में लेटरल-शिफ्ट से संबंधित सिफारिशें ।
4	केन्द्रीय सरकारी कर्मचारियों तथा पेंशनरों के लिए स्वास्थ्य बीमा स्कीम की शुरुआत ।
5	भारत के उप नियंत्रक एवं महालेखा परीक्षक, सदस्य, सी.बी.ई.सी. तथा सदस्य, सी.बी.डी.टी. के पदों को 80,000 रुपए (नियत) के शीर्षस्थ वेतनमान पर स्तरोन्नयन ।
6	सभी लेखांकन सेवाओं का आमेलन ।
7	भारतीय रेल का निगमीकरण ।
8	भारतीय दूर-संचार सेवा तथा दूर-संचार आयोग की समाप्ति ।
9	किसी पी.एस.यू. बैंकों/संस्थानों के लिए पेंशन के संराशीकरण की प्रक्रिया की आउटसोर्सिंग ।
10	निदेशक, इंदिरा गांधी राष्ट्रीय वन्य अकादमी, पर्यावरण एवं वन मंत्रालय, के पद का पूर्व-संशोधित उच्चतर ग्रेड 26,000 रुपए (नियत) में स्तरोन्नयन ।



**MINISTRY OF FINANCE****(Department of Expenditure)****RESOLUTION**

New Delhi, the 29th August, 2008

**No. 1/1/2008-I C.**— The Sixth Central Pay Commission was set up by the Government of India vide Resolution No.5/2/2006-E.III(A) dated 5<sup>th</sup> October, 2006 as amended by Resolution No.5/2/2006-E.III(A) dated 7<sup>th</sup> December, 2006 (to include Members of regulatory bodies (excluding RBI) set up under Acts of Parliament) and Resolution No.5/2/2006-E.III(A) dated 8<sup>th</sup> August, 2007 (to include the officers and employees of the Supreme Court). On the 24<sup>th</sup> March, 2008, the Commission submitted its Report relating to structure of emoluments, allowances, conditions of service and retirement benefits of Central Government employees including those belonging to Union Territories, members of All India Services, personnel belonging to the Defence Forces, officers and employees of the Indian Audit and Accounts Department (IA&AD) and Chairpersons/Members of Regulatory Bodies (except Reserve Bank of India). The Government have given careful consideration to the recommendations of the Commission in respect of civilian employees of the Central Government in Groups 'A', 'B', 'C' and 'D' as also those in the All India Services and Chairpersons/Members of Regulatory Bodies (except Reserve Bank of India) and have decided that the recommendations of the Commission in respect of these categories of Central Government employees, All India Services and Chairpersons/Members of Regulatory Bodies (except Reserve Bank of India) shall be accepted as a package subject to the modifications mentioned below:-

- (i) The following Pay Bands recommended by the Commission will be improved and the modified Pay Bands will be as below:

<b>Recommended by the Commission</b>	<b>Decision of the Government</b>
PB-1 Rs.4860-20200	PB-1 Rs.5200-20200
PB-2 Rs.8700-34800	PB-2 Rs.9300-34800
PB-4 Rs.39200-67000	PB-4 Rs.37400-67000

- (ii) A new pay scale of Rs.75500- (annual increment @ 3%)-80000 designated as HAG+ will be carved out of PB-4;

- (iii) The following Grade Pays recommended by the Commission will be improved and the modified Grade Pays will be as below:-

Recommended by the Commission	Decision of the Government
Grade Pay of Rs.6100 in PB-3 for the pre-revised pay scales of Rs.10000-15200 and Rs.10325-10975.	Grade Pay - Rs.6600 in PB-3
Grade Pay of Rs.6500 in PB-3 for the pre-revised pay scale of Rs.10650-15850.	Grade Pay - Rs.6600 in PB-3
Grade Pay of Rs.6600 in PB-3 for the pre-revised pay scale of Rs.12000-16500.	Grade Pay - Rs.7600 in PB-3
Grade Pay of Rs.7500 in PB-3 for the pre-revised pay scale of Rs.12750-16500.	Grade Pay - Rs.7600 in PB-3
Grade Pay of Rs.7600 in PB-3 for the pre-revised pay scale of Rs.12000-18000.	Grade Pay - Rs.7600 in PB-3
Grade Pay of Rs.7600 in PB-3 for the pre-revised pay scale of Rs.14300-18300.	Grade Pay - Rs.8700 in PB-4
Grade Pay of Rs.8300 in PB-3 for the pre-revised pay scale of Rs.15100-18300.	Grade Pay - Rs.8700 in PB-4
Grade Pay of Rs.8400 in PB-3 for the pre-revised pay scales of Rs.16400-20000 and Rs.16400-20900.	Grade Pay - Rs.8900 in PB-4
Grade Pay of Rs.9000 in PB-4 for the pre-revised pay scales of Rs.14300-22400 and Rs.18400-22400.	Grade Pay - Rs.10000 in PB-4
Grade Pay of Rs.11000 in PB-4 for the pre-revised pay scale of Rs.22400-24500.	Grade Pay - Rs.12000 in PB-4
Grade Pay of Rs.13000 in PB-4 for the pre-revised pay scales of Rs.22400-26000 and Rs.24050-26000.	A separate pay scale of Rs.75500- (annual increment @ 3%)-80000 designated as HAG+

Note 1: The edge presently accorded to the Indian Administrative Service and India Foreign Service at three grades viz., Senior Time Scale, Junior Administrative Grade and Selection Grade will continue in the form of two additional increments @ 3% each which will be adjusted in the pay band.

Note 2: Grade Pay will determine seniority of posts only within a cadre's hierarchy and not between various cadres;

- (iv) With regard to fixation of pay in the revised Pay Bands, the basic pay drawn as on 1.1.2006 on the existing Fifth CPC pay scales will be multiplied by a factor of 1.86 and then rounded off to next multiple of 10. This will be the pay in the revised running Pay Band. Grade Pay, as approved by the Government,

corresponding to the pre-revised pay scale, will then be added to the Pay in the revised Pay Band. The total of pay in the Pay Band and grade pay will be the revised Basic Pay as on 1.1.2006;

- (v) Rate of annual increments will be modified from 2.5% recommended by the Commission to 3% (three per cent) and the rate of variable increment for high achievers in PB-3 will be 4% instead of 3.5% recommended by the Commission;
- (vi) "Campus" restriction for grant of Transport Allowance will be removed. Consequently, employees living in campuses will also be eligible for Transport Allowance. Further, Transport Allowance for the employees at the lowest levels will be increased to Rs.600 (from Rs.400) in A-1/A class cities and Rs.400 (from Rs.300) in other towns;
- (vii) Three upgradations will be granted under Assured Career Progression (ACP) Scheme at 10, 20 and 30 years as per the modified ACP Scheme recommended by the Commission. ACP Scheme will also be applicable to Group A employees;
- (viii) Administrative ministries concerned will take an administrative view on the recommendation of Sixth Pay Commission relating to deputation quota for Indian Police Service officers in Central Para Military Forces (CPMFs) at the level of Deputy Inspector General (DIG) and above. The posts of Additional DIGs upgraded to the grade of DIG will, however, be continued to be manned by the cadre officers of the CPMFs;
- (ix) Empanelments and cadre reviews for Central Group A Services will be brought up-to-date in an year; and
- (x) Regarding Group 'B' cadres, the Commission's recommendations will be modified in the following manner: -
  - a) After 4 years of regular service in the entry grade of Rs.4800 in PB-2, Officers belonging to Delhi and Andaman & Nicobar Islands Civil Service and Delhi and Andaman & Nicobar Islands Police Service will be granted the non-functional grade of Rs.5400 in PB-3 and not in PB-2;
  - b) After 4 years of regular service in the Section Officer/Private Secretary/equivalent grade of Rs.4800 grade pay in PB-2, officers of Central Secretariat Service, Central Secretariat Stenographers Service and other similarly placed HQ services will also be granted the non-functional grade of Rs.5400 in PB-3 and not in PB-2 ;

- c) In the IA&AD and all organized accounts cadres, posts of Section Officers and Assistant Audit/Accounts Officers will be merged and placed in PB-2 with grade pay of Rs.4800 as recommended by the Commission. In modification of Sixth CPC's recommendations, Audit/Accounts Officers (AOs) will be placed in PB-2 with grade pay of Rs.5400 and Senior AOs will be placed in PB-3 with grade pay of Rs.5400;
- d) Group B officers of Ministry of Railways in the pre-revised scale of Rs. 8000-13500 will be granted Grade Pay of Rs.5400 in PB-3 instead of PB-2.
- e) Group B officers of Departments of Posts, Revenue, etc. will be granted Grade Pay of Rs.5400 in PB-2 on non-functional basis after 4 years of regular service in the grade pay of Rs.4800 in PB-2.

2. The Commission's recommendations and Government decision thereon with regard to revised scales of pay and dearness allowance for civilian employees of the Central Government and personnel of All India Services as detailed in the Part-A of the Annex-I will be made effective from 1<sup>st</sup> day of January, 2006.

3. The revised allowances, other than dearness allowance, will be effective from 1<sup>st</sup> day of September, 2008.

4. The Commission's recommendation regarding payment of arrears has been modified to the extent that the arrears will be paid in cash in two instalments - first instalment of 40% during the current financial year (2008-09) and the remaining 60% in the next financial year (2009-10).

5. The Government has agreed to refer the recommendations of the Commission in regard to pay scales of Master Craftsmen in the Ministry of Railways to a Fast Track Committee to be constituted by the Government. In the meantime, normal replacement scales will apply in the case of Master Craftsmen.

6. The Government has approved setting up of Anomalies Committees to examine individual, post-specific and cadre-specific anomalies. The Anomalies Committees should endeavour to complete their work in one year.

7. Department specific recommendations which are not included in this Resolution shall be processed by the concerned Department/Ministry and approvals of the Government obtained in consultation with the Ministry of Finance and/or Department of Personnel and Training.

8. The Commission's recommendations regarding higher pay package of Rs.2.5 lakh and Rs.3 lakh p.m. (without house and car) for Chairpersons and full-time Members of five specified Regulatory Bodies, viz., Telecom

Regulatory Authority of India, Insurance Regulatory and Development Authority, Central Electricity Regulatory Commission, Securities and Exchange Board of India and the Competition Commission of India have been accepted by the Government. However, the existing incumbents in the specified Regulatory Bodies will be offered an option to retain their present pay and allowances together with car and house or to choose the higher pay package without house and car. For Chairpersons and Members of all other Regulatory Bodies, the normal replacement scales will apply.

9. The Government has granted "in principle" approval to a scheme of allowances for CPMF officers of the rank of Commandant and below, and other ranks in the battalions deployed in difficult areas/counter-insurgency areas and in high altitude areas, keeping in view the allowances granted to Defence Forces personnel in such, or similar, areas and the Detachment and other allowances granted to the CPMF personnel at present, to be worked out in consultation with Department of Expenditure.

10. The Government has decided that the practice of provision of Suraksha Sahayaks to officers in CPMFs will be discontinued with effect from a date to be fixed. Meanwhile, absolutely necessary posts may be created on the basis of functional justification alone. The decision regarding Suraksha Sahayaks will also apply to similarly placed categories in other Departments.

11. The Government has accepted the suggestion from the Departments of Space and Atomic Energy and Defence Research & Development Organisation (DRDO) for granting variable increments to really deserving Scientists at the time of promotions. Details will be worked out in consultation with Ministry of Finance. The Government has also decided to continue the existing system of grant of Rs.2000 Special Pay to Scientists G on promotion and doubling of the amount to Rs.4000 p.m. in Departments of Space and Atomic Energy and DRDO and the continuation of the existing practice of grant of two additional increments to Scientists from Level C to F in these departments.

12. The Dynamic ACP Scheme for Doctors will be extended upto the Senior Administrative Grade (grade pay of Rs.10000 in PB-4) for Medical Doctors having 20 years of regular service, or seven years of regular service in the non-functional selection grade of Rs.8700 grade pay in PB-4. Also, all the Medical Doctors, whether belonging to Organized Services, or holding isolated posts, will be covered by the DACP Scheme.

13. The decision of the Government on the recommendations of the Commission relating to other matters in respect of Civilian employees of the Central Government belonging to Groups 'A', 'B', 'C' and 'D' are indicated in Column 3 of Part-B of the statement annexed to this Resolution. In regard to the All India Services, appropriate action will be taken by Department of Personnel & Training to give effect to the decisions on these matters as may be applicable to them.

14. The recommendations made by the Commission which have not been accepted are placed at Annex-II.
15. The Government have decided that certain recommendations made by the Commission will be examined separately and decisions thereon will be notified later. A list of such recommendations is placed at Annex-III.
16. The decision taken on the other recommendations of general nature made by the Commission which are not included in the Annexures will be notified separately.
17. The Government of India wish to place on record their appreciation of the work done by the Commission.

### ORDER

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

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

SUSHAMA NATH, Secy.

ANNEX-I

### PART - A

Statement showing the recommendations of the Sixth Central Pay Commission on Pay and Dearness Allowance relating to Civilian employees in Group A, B, C and D and personnel of All India Services and Government's decisions thereon. (References to chapters and paragraphs in the Statement are to the Pay Commission's Report).

#### 1. PAY

##### I. Revised Scales of Pay

- (i) A statement showing the recommendations of Sixth Pay Commission on the Pay Structure of Civilian employees in Groups A, B, C and D and personnel of All India Services and Government's decisions thereon.

(in Rs.)

Present Scale			Revised Pay Scales recommended by the Sixth Central Pay Commission			Revised Pay Structure		
Sl. No.	Pay Scale	Pay Scale	Pay Band	Corresponding Pay Bands	Grade Pay	Pay Band	Corresponding Pay Bands	Grade Pay
1	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300	-1S	4440-7440	1300
2	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400	-1S	4440-7440	1400
3	S-2A	2610-60-2910-65-3300-70-4000	-1S	4440-7440	1600	-1S	4440-7440	1600
4	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650	-1S	4440-7440	1650
5	S-4	2750-70-3800-75-4400	PB-1	4860-20200	1800	PB-1	5200-20200	1800
6	S-5	3050-75-3950-80-4590	PB-1	4860-20200	1900	PB-1	5200-20200	1900
7	S-6	3200-85-4900	PB-1	4860-20200	2000	PB-1	5200-20200	2000
8	S-7	4000-100-6000	PB-1	4860-20200	2400	PB-1	5200-20200	2400
9	S-8	4500-125-7000	PB-1	4860-20200	2800	PB-1	5200-20200	2800
10	S-9	5000-150-8000	PB-2	8700-34800	4200	PB-2	9300-34800	4200
11	S-10	5500-175-9000	PB-2	8700-34800	4200	PB-2	9300-34800	4200
12	S-11	6500-200-6900	PB-2	8700-34800	4200	PB-2	9300-34800	4200
13	S-12	6500-200-10500	PB-2	8700-34800	4200	PB-2	9300-34800	4200
14	S-13	7450-225-11500	PB-2	8700-34800	4600	PB-2	9300-34800	4600
15	S-14	7500-250-12000	PB-2	8700-34800	4800	PB-2	9300-34800	4800
16	S-15	8000-275-13500	PB-2	8700-34800	5400	PB-2	9300-34800	5400

Present Scale			Revised Pay Scales recommended by the Sixth Central Pay Commission			Revised Pay Structure		
Sl. No.	Pay Scale	Pay Scale	Pay Band	Corresponding Pay Bands	Grade Pay	Pay Band	Corresponding Pay Bands	Grade Pay
17	New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400	PB-3	15600-39100	5400
18	S-16	9000	PB-3	15600-39100	5400	PB-3	15600-39100	5400
19	S-17	9000-275-9550	PB-3	15600-39100	5400	PB-3	15600-39100	5400
20	S-18	10325-325-10975	PB-3	15600-39100	6100	PB-3	15600-39100	6600
21	S-19	10000-325-15200	PB-3	15600-39100	6100	PB-3	15600-39100	6600
22	S-20	10650-325-15850	PB-3	15600-39100	6500	PB-3	15600-39100	6600
23	S-21	12000-375-16500	PB-3	15600-39100	6600	PB-3	15600-39100	7600
24	S-22	12750-375-16500	PB-3	15600-39100	7500	PB-3	15600-39100	7600
25	S-23	12000-375-18000	PB-3	15600-39100	7600	PB-3	15600-39100	7600
26	S-24	14300-400-18300	PB-3	15600-39100	7600	PB-4	37400-67000	8700
27	S-25	15100-400-18300	PB-3	15600-39100	8300	PB-4	37400-67000	8700
28	S-26	16400-450-20000	PB-3	15600-39100	8400	PB-4	37400-67000	8900
29	S-27	16400-450-20900	PB-3	15600-39100	8400	PB-4	37400-67000	8900
30	S-28	14300-450-22400	PB-4	39200-67000	9000	PB-4	37400-67000	10000
31	S-29	18400-500-22400	PB-4	39200-67000	9000	PB-4	37400-67000	10000
32	S-30	22400-525-24500	PB-4	39200-67000	11000	PB-4	37400-67000	12000
33	S-31	22400-600-26000	PB-4	39200-67000	13000	HAG + Scale	Rs.75500- (annual increment @ 3%)-80000	Nil
34	S-32	24050-650-26000	PB-4	39200-67000	13000	HAG + Scale	Rs.75500- (annual increment @ 3%)-80000	Nil
35	S-33	26000 (Fixed)	Apex Scale	80000 (Fixed)	Nil	Apex Scale	80000 (Fixed)	Nil
36	S-34	30000 (Fixed)	Cab. Sec.	90000 (Fixed)	Nil	Cab. Sec.	90000 (Fixed)	Nil



## (II) Pay scales of All India Services

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the Government
(i)	<p><b>Indian Administrative Service*</b></p> <p>Grade Pay Rs.5400 in PB-3 (Rs.15600-39100) for the pre-revised pay scale of Rs.8000-13500.</p> <p>Grade Pay Rs.6500 in PB-3 for the pre-revised pay scale of Rs.10650-15850.</p> <p>Grade Pay Rs.7500 in PB-3 in PB-3 for the pre-revised pay scale of Rs.12750-16500.</p> <p>Grade Pay Rs.8300 in PB-3 for the pre-revised pay scale of Rs.15100-18300.</p> <p>Grade Pay Rs.9000 in PB-4 for the pre-revised pay scale of Rs.18400-22400.</p> <p>Grade Pay Rs.11000 in PB-4 for the pre-revised pay scale of Rs.22400-24500.</p> <p>Apex Scale of Rs.80000 (fixed)</p>	<p>Accepted</p> <p>Grade Pay modified to Rs.6600. Two additional increments to be granted at the time of promotion to this grade.</p> <p>Grade Pay modified to Rs.7600. Two additional increments to be granted at the time of promotion to this grade.</p> <p>Grade Pay modified to Rs.8700 and placed in PB-4. PB-4 modified to Rs.37400-67000. Two additional increments to be granted at the time of promotion to this grade.</p> <p>Grade Pay modified to Rs.10000. Government to restore the eligibility for promotion to Super Time Scale of the IAS to 16 years, which was reduced to 14 years in January 2008.</p> <p>Grade Pay modified to Rs.12000</p> <p>Accepted</p> <p>Relevant orders shall be issued by the cadre controlling authority.</p>
	*The pay structure for the IAS will also be applicable to the Indian Foreign Service.	
(ii)	<p><b>Indian Police Service</b></p> <p>Grade Pay Rs.5400 in PB-3 (Rs.15600-39100) for the pre-revised pay scale of Rs.8000-</p>	Accepted.

	<p>13500.</p> <p>Grade Pay Rs.6100 in PB-3 for the pre-revised pay scale of Rs.10000-15200.</p> <p>Grade Pay Rs.6600 in PB-3 for the pre-revised pay scale of Rs.12000-16500.</p> <p>Grade Pay Rs.7600 in PB-3 for the pre-revised pay scale of Rs.14300-18300.</p> <p>Grade Pay Rs.8400 in PB-3 for the pre-revised pay scales of Rs.16400-20000.</p> <p>Grade Pay Rs.9000 in PB-4 for the pre-revised pay scale of Rs.18400-22400.</p> <p>Grade Pay Rs.11000 in PB-4 for the pre-revised pay scale of Rs.22400-24500.</p> <p>Grade Pay of Rs.13000 in PB-4 for the pre-revised pay scale of Rs.24050-26000.</p> <p>Apex Scale of Rs.80000 (fixed)</p> <p>Posts of Directors General Sashastra Seema Bal and Indo-Tibetan Border Police may be upgraded to the apex scale.</p>	<p>Grade Pay modified to Rs.6600.</p> <p>Grade Pay modified to Rs.7600.</p> <p>Grade Pay modified to Rs.8700 and placed in PB-4. PB-4 modified to Rs.37400-67000.</p> <p>Grade Pay modified to Rs.8900 and placed in PB-4.</p> <p>Grade Pay modified to Rs.10000</p> <p>Grade Pay modified to Rs.12000. Eligibility for promotion to Super Time Scale of the IPS continue to be 18 years.</p> <p>A new pay scale of Rs.75500- (annual increment @ 3%)-80000 designated as HAG+ carved out of PB-4</p> <p>Indian Police Service Pay Rules will be appropriately modified to provide in each State cadre one post of Director General of Police as head of the police force in the apex scale of Rs.80,000.</p> <p>Accepted.</p> <p>Relevant orders shall be issued by the cadre controlling authority.</p>
(iii)	<b>Indian Forest Service</b>	
	Grade Pay Rs.5400 in PB-3 (Rs.15600-39100) for the pre-	Accepted

revised pay scale of Rs.8000-13500. Grade Pay Rs.6100 in PB-3 for the pre-revised pay scale of Rs.10000-15200.	Grade Pay modified to Rs.6600.
Grade Pay Rs.6600 in PB-3 for the pre-revised pay scale of Rs.12000-16500.	Grade Pay modified to Rs.7600.
Grade Pay Rs.7600 in PB-3 for the pre-revised pay scale of Rs.14300-18300.	Grade Pay modified to Rs.8700 and placed in PB-4. PB-4 modified to Rs.37400-67000.
Grade Pay Rs.8400 in PB-3 for the pre-revised pay scales of Rs.16400-20000.	Grade Pay modified to Rs.8900 and placed in PB-4.
Grade Pay Rs.9000 in PB-4 for the pre-revised pay scale of Rs.18400-22400.	Grade Pay modified to Rs.10000
Grade Pay Rs.11000 in PB-4 for the pre-revised pay scale of Rs.22400-24500.	Grade Pay modified to Rs.12000
Grade Pay of Rs.13000 in PB-4 for the pre-revised pay scale of Rs.24050-26000.	A new pay scale of Rs.75500- (annual increment @ 3%)-80000 designated as HAG+ carved out of PB-4.
Apex Scale of Rs.80000 (fixed)	Indian Forest Service Pay Rules will be appropriately modified to provide in each State cadre one post of Principal Chief Conservator of Forests as head of the forest service in the apex scale of Rs.80,000.  Relevant orders shall be issued by the cadre controlling authority.

**(III) Pay scales of Central Services Group 'A'**

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the Government
(i)	Central Services Group 'A'  Grade Pay Rs.5400 in PB-3 (Rs.15600-39100) for the pre-revised pay scale of Rs.8000-	Accepted

<p>13500.</p> <p>Grade Pay Rs.6100 in PB-3 for the pre-revised pay scale of Rs.10000-15200.</p> <p>Grade Pay Rs.6600 in PB-3 for the pre-revised pay scale of Rs.12000-16500.</p> <p>Grade Pay Rs.7600 in PB-3 for the pre-revised pay scale of Rs.14300-18300.</p> <p>Grade Pay Rs.9000 in PB-4 for the pre-revised pay scale of Rs.18400-22400.</p> <p>Grade Pay Rs.11000 in PB-4 for the pre-revised pay scale of Rs.22400-24500.</p> <p>Grade Pay of Rs.13000 in PB-4 for the pre-revised pay scales of Rs.22400-26000 and Rs.24050-26000.</p> <p>Apex Scale of Rs.80000 (fixed)</p> <p>Whenever any IAS officer of a particular batch is posted in the Centre to a particular grade carrying a specific grade pay in pay bands PB-3 or PB-4, grant of higher pay scale on non-functional basis to the officers belonging to batches of organised Group A services that are senior by two years or more should be given by the Government.</p> <p>Eligibility criteria prescribed for promotion to Senior Administrative Grade in various organized Group A services should be uniform.</p>	<p>Grade Pay modified to Rs.6600.</p> <p>Grade Pay modified to Rs.7600.</p> <p>Grade Pay modified to Rs.8700 and placed in PB-4. PB-4 modified to Rs.37400-67000.</p> <p>Grade Pay modified to Rs.10000</p> <p>Grade Pay modified to Rs.12000</p> <p>A new pay scale of Rs.75500- (annual increment @ 3%)-80000 designated as HAG+ carved out of PB-4</p> <p>Accepted</p> <p>Accepted. This will also be applicable to the Indian Police Service and the Indian Forest Service in their respective State cadres for which the relevant cadre controlling authorities will issue the orders.</p> <p>Accepted</p>
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**(IV) Pay and allowances of Chairpersons and full-time Members of Regulatory Bodies**

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the Government
(i)	Normal replacement pay bands and grade pay recommended to be granted in general to the existing Members of regulatory bodies. Rates of allowances presently admissible to be revised on par with those recommended for corresponding categories of Government employees. (Para No. 8.1.7)	Accepted
(ii)	The pay and allowances of Chairman and full-time Members of five specified Regulatory Bodies, viz., Telecom Regulatory Authority of India, Insurance Regulatory and Development Authority, Central Electricity Regulatory Commission, Securities and Exchange Board of India and the Competition Commission of India to be de-linked from Government salaries and those appointed as Members through the revised process should be paid a consolidated salary of Rs.1,50,000 p.m., while the Chairperson may be paid Rs.2,00,000 p.m. in case a car and house are provided. In case no car and house is given, the Chairperson should be paid a consolidated salary of Rs.3,00,000 p.m. and Members Rs.2,50,000. (Para No. 8.1.7)	The Commission's recommendations regarding higher pay package of Rs.2.5 lakh and Rs.3 lakh p.m. (without house and car) for Chairpersons and full-time Members of the five specified Regulatory Bodies accepted. However, the existing incumbents in these Regulatory Bodies will be offered an option to retain their present pay and allowances together with car and house or to choose the higher pay package without house and car.

**(V) Formula for fixation of pay in the revised pay structure of Pay Bands and Grade Pays**

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the Government
(i)	The pay of employees may be fixed in the proposed scales of pay in the manner laid down in Para 2.2.21(i) to (v) of the Report.	<p>Accepted with the following modifications:</p> <p>(a) Fixation of pay in the revised Pay Bands will be done by multiplying the basic pay drawn as on 1/1/2006 on the existing Fifth CPC pay scales by a factor of 1.86 and then rounded off to next multiple of 10 and not by a factor of 1.74 as recommended by the Commission.</p> <p>(b) In the case of Medical Doctors, Dearness Allowance on the Non Practising Allowance will be taken into account while fixing their pay in the revised Pay Bands.</p>
(ii)	<p>a) Though -1S pay scale is not a regular pay scale, initially all Group D employees shall be placed in the -1S pay scale with appropriate grade pay. This pay scale has been devised mainly for the purpose of initial fixation of pay of the Group D employees who had already been recruited on a regular basis as on the date of implementation of this recommendation by the Government.</p> <p>b) Thereafter, such of those Group D employees as already possess the revised minimum qualifications prescribed for entry into the Group C pay band along with a grade pay of Rs.1800 would be placed in that grade (i.e. pay band of Rs.4860-20200 along with a grade pay of Rs.1800) with effect from 1.1.2006.</p>	<p>Accepted</p> <p>Accepted with the modification that PB-1 will be Rs.5200-20200.</p>

<p>c) Such of those existing Group D employees who do not possess the minimum qualifications prescribed would need to be retrained and a training package would need to be evolved separately for each of the individual Ministry/Department/Organisation keeping in view their specific needs. After re-training with emphasis on multi-skilling, the Group D staff will be placed in the Pay Band PB-1 of Rs.4860-20200 with the grade pay of Rs.1800. Once placed in the PB-1 Pay Band, this category of Group D staff will regain their seniority vis-à-vis the other category of Group D staff that already possessed the minimum prescribed qualifications and were, therefore, placed in the PB-1 Pay Band immediately.</p>	<p>Accepted with the modification that PB-1 will be Rs.5200-20200.</p>
<p>f) Inter-se seniority of all the employees in erstwhile Group D will be fully maintained with Group D employee in a higher Fifth CPC pay scale being placed higher vis-à-vis an employee in a lower pay scale. Within the same pre-revised pay scale, the seniority will be fixed on the basis of date on which the person came to be placed in that pay scale.</p>	<p>Accepted</p>
<p>g) Arrears shall be payable with effect from 1.1.2006 in both the cases: to those Group D employees who possess the prescribed qualifications and those Group D employees who do not possess the prescribed qualifications. Retraining of the latter should preferably be completed within a short period, say 6 months, so that fixation in pay band PB-I and payment arrears of salary is not unduly delayed.</p>	<p>Accepted</p>

**(VI) Date of effect**

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the Government
(i)	The revised structure of pay bands and grade pay to be implemented from 1/1/2006. (Para 6.5.2)	Accepted

**(VII) Annual Increments**

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the Government
(i)	Rate of Annual Increment: All the running pay bands will have annual increments in form of two and half percent of the total of pay in the pay band and the corresponding grade pay. (Para 2.2.11)	Modified to 3% from 2.5% recommended by the Commission.
(ii)	For Group A Pay Band PB-3, annual increments in the band will vary depending upon the performance. Not less than eighty percent of the employees in the grade will be allowed normal increment at the rate of 2.5% with the remaining 20% high performers during the year being allowed increment at the higher rate of 3.5%. (Para 2.2.12)	The rate of variable increment for high achievers in PB-3 increased to 4% from 3.5% recommended by the Commission.
(iii)	Date of Annual Increments: The date of annual increments, in all cases, to be 1 <sup>st</sup> July. Employees completing six months and above in the scale as on July 1 to be eligible. (Para 2.2.11)	Accepted

**(VIII) Payment of Arrears**

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the Government
(i)	The Government may pay the arrears in two equal instalments in different years. (Para 10.1.15)	Accepted with the modification that the arrears will be paid in cash in two instalments - first instalment of 40% during the current financial year (2008-09) and the remaining 60% in the next financial year (2009-10).



## 2. Compensation for price rise (Dearness Allowance)

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the Government
(i)	The Government should keep revising the base year in the existing fixed base index method as frequently as feasible. (Para 4.1.10)	Accepted
(ii)	National Statistical Commission to be asked to explore the possibility of a specific survey covering Government employees exclusively, so as to construct a consumption basket representative of Government employees and formulate a separate index. Meanwhile, the Government may continue to use the AICPI (IW) for estimating the DA, subject to the modifications proposed in the subsequent paras. (Para 4.1.13)	Accepted
(iii)	AICPI (IW) with base 2001 may, henceforth, be used for the purpose of calculating DA till it gets revised. The reference base for calculation of Dearness Allowance with effect from 1.1.2006 will be the 12 monthly average index of 536 as per AICPI (IW), 1982 series. This, when converted to 2001 series, using the linking factor of 4.63, works out to 116. (Para 4.1.14)	Accepted. The base using the 2001 series works out to be 115.76.  Note: The instalment of Dearness Allowance sanctioned from 1.1.2006 onwards will be adjusted against the DA payable under revised formula/arrears on account of revision of pay scales.
(iv)	Government to take expeditious steps to rectify distortions in the construction of the current AICPI (IW) series. The National Statistical Commission may also take these factors into consideration while evolving a separate index for Government employees. (Para 4.1.14)	Accepted
(v)	Merger of dearness allowance with basic pay at any stage not recommended. (Para 4.1.18)	Accepted.
(vi)	DA may continue to be sanctioned twice a year as on 1 <sup>st</sup>	Accepted.

January and 1 <sup>st</sup> July payable with the salary of March and September respectively for administrative convenience with inflation neutralization being maintained at 100% at all levels. (Para 4.1.19)	
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### 3. Non-Practising Allowance

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the Government
(i)	Doctors should continue to be paid NPA at the existing rate of 25% of the aggregate of the band pay and grade pay subject to the condition that the Basic Pay + NPA does not exceed Rs.85,000. The facility of NPA cannot be extended to any other category. NPA should be restricted only to the medical Doctors occupying posts for which minimum qualifications of a medical degree is prescribed. (Para 4.2.53)	Accepted.

### 4. Assured Career Progression Scheme

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the Government
1.	The Commission has recommended that the existing scheme of Assured Career Progression may be continued with two financial upgradations being allowed as at present with the following modifications:-	Accepted with the modification that there will be three upgradations under the ACP Scheme after 10, 20 and 30 years of service.
	i) The scheme will also be available to all posts belonging to Group A - whether isolated or not. Organised Group A services will, however, not be covered under the scheme.	Accepted.
	ii) Benefit of pay fixation available at the time of normal promotion shall be allowed at the time of financial upgradations	Accepted with the modification that the rate of increment will be 3%.

<p>under the scheme. Thus, an increase of 2.5% of pay and grade pay shall be available as financial upgradation under the scheme.</p> <p>iii) The grade pay shall change at the time of financial upgradation under this scheme. The grade pay given at the time of financial upgradation under ACPS will be the immediate next higher grade pay in the hierarchy of revised pay bands and grade pay being recommended. Thus, grade pay at the time of financial upgradation under ACPS can, in certain cases where regular promotion is not between two successive grades, be different than what is available at the time of regular promotion. In such cases, the higher grade pay attached to the next promotion post in the hierarchy of the concerned cadre/ organization will be given only at the time of regular promotion.</p> <p>iv) Financial upgradation under the scheme will be available whenever a person has spent 12 years continuously in the same grade. However, not more than two financial upgradations shall be given in the entire career as was provided in the extant scheme.</p> <p>The scheme with aforesaid modifications shall be called modified ACPS and will ensure suitable progression uniformly to all the employees in Central Government. (Para No. 6.1.15)</p>	<p>Accepted.</p> <p>Modified to the extent that the financial upgradation will be available whenever a person has spent 10 years continuously in the same grade. Further, three upgradations after 10, 20 and 30 years of service will be allowed.</p>
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### 5. Performance Related Incentive Scheme

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the Government
(i)	<p>The Commission has recommended introduction of a new performance based pecuniary benefit, over and above the regular salary, for the Government employees. The benefit will be called Performance Related Incentive Scheme (PRIS) and will be payable taking into account the performance of the employee during the period under consideration. It is based on the principle of differential reward for differential performance. (Para No.2.5.8)</p>	<p>Accepted. Detailed guidelines will be issued by the nodal Ministry.</p> <p>Department of Science &amp; Technology will work out a PRIS scheme for scientists.</p>

## PART - B

Statement showing the recommendations of the Sixth Central Pay Commission on other Allowances relating to Civilian employees in Groups A, B, C and D and Government's decision thereon. (References to Chapters and Paragraphs in the Statement are to the Pay Commission's Report).

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the Government															
1.	<b>City Compensatory Allowance</b>  City Compensatory Allowance may be abolished. (Para 4.2.8)	Accepted															
2.	<b>Other Compensatory Allowances</b>																
(i)	Rates of Special Compensatory (Hill Area/Remote Locality), Tribal Area Allowance, Project Allowance and Bad Climate Allowance may be revised as under :  Special Compensatory (Hill Area) Allowance/Bad Climate Allowance/Tribal Area Allowance	Accepted															
	<table border="1"> <thead> <tr> <th>Category</th> <th>Bad climate/Tribal Area allowance</th> <th>Special Compensatory (Hill Area) Allowance</th> </tr> </thead> <tbody> <tr> <td>For posts in the grade pay of Rs.5400 and above</td> <td>Rs.400 p.m.</td> <td>Rs.600 p.m.</td> </tr> <tr> <td>For other posts</td> <td>Rs.240 p.m.</td> <td>Rs.480 p.m.</td> </tr> </tbody> </table>	Category	Bad climate/Tribal Area allowance	Special Compensatory (Hill Area) Allowance	For posts in the grade pay of Rs.5400 and above	Rs.400 p.m.	Rs.600 p.m.	For other posts	Rs.240 p.m.	Rs.480 p.m.							
Category	Bad climate/Tribal Area allowance	Special Compensatory (Hill Area) Allowance															
For posts in the grade pay of Rs.5400 and above	Rs.400 p.m.	Rs.600 p.m.															
For other posts	Rs.240 p.m.	Rs.480 p.m.															
	(Para No.4.2.24.1)																
(ii)	Special Compensatory (Remote Locality) Allowance	Accepted															
	<table border="1"> <thead> <tr> <th>Category</th> <th>Part A (Rs. p.m.)</th> <th>Part B (Rs. p.m.)</th> <th>Part C (Rs. p.m.)</th> <th>Part D (Rs. p.m.)</th> </tr> </thead> <tbody> <tr> <td>For posts in the grade pay of Rs.5400 and above</td> <td>2600</td> <td>2100</td> <td>1500</td> <td>400</td> </tr> <tr> <td>For posts in the grade pay of less than Rs.5400</td> <td>2000</td> <td>1600</td> <td>1200</td> <td>320</td> </tr> </tbody> </table>	Category	Part A (Rs. p.m.)	Part B (Rs. p.m.)	Part C (Rs. p.m.)	Part D (Rs. p.m.)	For posts in the grade pay of Rs.5400 and above	2600	2100	1500	400	For posts in the grade pay of less than Rs.5400	2000	1600	1200	320	
Category	Part A (Rs. p.m.)	Part B (Rs. p.m.)	Part C (Rs. p.m.)	Part D (Rs. p.m.)													
For posts in the grade pay of Rs.5400 and above	2600	2100	1500	400													
For posts in the grade pay of less than Rs.5400	2000	1600	1200	320													
	(Para No.4.2.24.2)																

(iii)	Project Allowance	Accepted						
	<table border="1"> <thead> <tr> <th>Category</th> <th>Project allowance</th> </tr> </thead> <tbody> <tr> <td>For posts in the grade pay of Rs.5400 and above</td> <td>Rs.1500 p.m.</td> </tr> <tr> <td>For posts in the grade pay of less than Rs.5400</td> <td>Rs.1000 p.m.</td> </tr> </tbody> </table>	Category	Project allowance	For posts in the grade pay of Rs.5400 and above	Rs.1500 p.m.	For posts in the grade pay of less than Rs.5400	Rs.1000 p.m.	
Category	Project allowance							
For posts in the grade pay of Rs.5400 and above	Rs.1500 p.m.							
For posts in the grade pay of less than Rs.5400	Rs.1000 p.m.							
	(Para No.4.2.24.3)							
(iv)	The rates of all the above allowances shall automatically increase by 25% whenever the Dearness Allowance payable on the revised pay bands goes up by 50%. (Para No.4.2.24.4)	Accepted						
(v)	Special Compensatory Allowance for Gandhinagar and Special Compensatory (Border Area) Allowance may be abolished. (Para No.4.2.24.5)	Accepted						
(vi)	Special (Duty) Allowance for postings to North East Regions should be paid to all Central Government employees at the existing rates on their posting on transfer to any North East Region irrespective of whether the transfer is from outside the North East Region or from another area of that region. The condition that the employees have all India transfer liability should also be dispensed with. No increase in the rate of this allowance is being recommended as the allowance is paid as a percentage of the pay. The Commission has recommended that the Special (Duty) Allowance as well as other concessions allowed to the Government employees in North East region should also be extended to the Government employees posted in Ladakh. (Para No. 4.2.25)	Accepted						
(vi)	No change is recommended in respect of Island Special (Duty) allowance. This allowance may, henceforth, also be paid to all Central Government employees on their posting on transfer to any place in these Islands without insisting on an all India transfer liability. (Para No. 4.2.26)	Accepted						
(v)	Hard Area Allowance to the employees posted in the Nicobar group of Islands may be paid separately along with Island Special (Duty) Allowance. Further, this allowance may also be extended to the Lakshadweep group of islands. (Para No. 4.2.26)	Accepted. Will be extended to similarly classified Islands in Lakshadweep.						

### 3. Transport Allowance

The Commission has recommended the following rates for Transport Allowance:

Employees drawing grade pay of (Rs.)	Rate of Transport Allowance per month	
	A-1/A Class City (Rs.)	Other Places (Rs.)
5400 & above and posts in the apex scale and Cabinet Secy./equivalent	Rs.3200 + DA thereon	Rs.1600 + DA thereon
4200 to 4800*	Rs.1600 + DA thereon	Rs.800 + DA thereon
Below 4200	Rs.400 + DA thereon	Rs.300 + DA thereon

\*and Group B, C and D employees/personnel below officer rank drawing pre-revised basic pay of Rs.4000 and above. (Para No. 4.2.43)

The existing condition which prohibits grant of Transport Allowance to the employees who have been provided with official accommodation within one Kilometer of the office should to be removed. Other conditions regulating the grant of this allowance shall remain unchanged. Physically disabled employees to continue drawing this allowance at double the normal rates. However, Transport Allowance in the case of physically disabled employees shall, in no case, be less than Rs.1000 per month plus the applicable rate of dearness allowance. Employees in pay band PB-4 who are entitled to the use of official car for travel between residence and office may be given the option to draw transport allowance at a higher rate of Rs.7000 p.m. plus dearness allowance provided they give up the use of official car for travel between residence and office. (Para No. 4.2.44)

Accepted with the modification that "Campus" restriction for grant of Transport Allowance will be removed.

Consequently, employees living in campuses will also be eligible for Transport Allowance. Also, Transport Allowance for the employees at the lowest levels will be increased to Rs.600 (from Rs.400) in A-1/A class cities and Rs.400 (from Rs.300) in other towns;

Further, employees in PB-1 with Rs.7440 (corresponding to Rs.4000 basic in pre-revised pay scales) and above as pay in the pay band will be eligible for grant of Transport Allowance at the rate of Rs.1600/Rs.800.

4.	<b>House Rent Allowance</b>		
(i)	The Commission has recommended merger of C Class Cities (having population of 50,000 to 5 lakh) with 'Unclassified Towns' (having population of less than 50,000).		Accepted
(ii)	The Commission has recommended that the existing population criterion for classifying towns and cities for purposes of HRA may be retained. However, population in the urban agglomeration should be taken into account for classifying a city for purposes of HRA.		Accepted
(iii)	The Commission has recommended retention of the existing rate of HRA in A-1 cities to be paid at the rate of 30% of the total of revised pay in the running pay band and grade pay thereon.		Accepted
(iv)	The Commission has recommended that the erstwhile A, B-1 and B-2 categories may be merged and C & Unclassified categories may also be merged. The following rates of House Rent Allowance are accordingly recommended:		Accepted
	Revised classification of Cities and Towns on Population Criteria	Revised Classification of Cities/Towns	Rates of HRA as a percentage of Pay in the pay band + Grade Pay + MSP* + NPA*
	50 lakhs & above	X (Earlier classified as A-1)	30
	50 - 5 lakhs	Y (Earlier classified as A, B-1 & B-2)	20
	Below 5 lakhs	Z (Earlier classified as C and Unclassified)	10
	* where applicable		(Para No. 4.2.59)



5.	<p><b>Children Education Allowance</b></p> <p>Children Education Allowance and Reimbursement of Tuition Fee may be merged and it will henceforth be reimbursement upto the maximum of Rs.1000 per child per month subject to a maximum of 2 children. Hostel subsidy may be reimbursed upto the maximum limit of Rs.3000 per month per child. The limits would be automatically raised by 25% every time the Dearness Allowance on the revised pay bands goes up by 50%. (Para No. 4.2.64)</p>	Accepted
6.	<p><b>Risk Allowance</b></p> <p>(i) The Commission, accordingly, recommends withdrawal of Risk Allowance. All categories of jobs that involve inherent element of risk with deleterious effect on health over a period of time should instead be provided with free medical and life insurance of Rs.5 lakhs for employees in PB-1 pay band; Rs.7 lakhs for employees in PB-2 pay band; Rs.10 lakhs for employees in PB-3 pay band/higher pay bands/scales. To offset the effect of inflation, amount of the insurance should automatically be increased by 50% every time the DA payable on the revised pay goes up by 50%. The entire expenditure on paying premium for this insurance will be borne by the Government. The amount insured will be paid in case of any serious injury/death sustained in the course of employment and will be over and above the other benefits available to all categories of Government employees. These employees should also be provided with additional health benefits with mandatory health check-ups every quarter and enhanced leave, wherever the same is necessary for proper recuperation. Further, the Government should ensure that latest technology and greatest level of care is observed in these jobs so that the element of risk involved therein is minimized. (Para No. 4.2.68)</p> <p>(ii) <b>Hospital Patient Care Allowance/Patient Care Allowance</b></p> <p>The Commission has separately recommended extension of adequate insurance cover to all such categories of employees who face an element of risk</p>	<p>Introduction of Risk Insurance Scheme w.e.f. 1.4.2009 after consultation with Staff Side and continuation of Risk Allowance till March 31, 2009.</p> <p>Introduction of Risk Insurance Scheme w.e.f. 1.4.2009 after consultation with Staff Side and continuation of</p>

	<p>in discharge of their official functions. This insurance cover should be extended to all the categories that are presently in receipt of HPCA/PCA. Simultaneously, HPCA/PCA should be withdrawn as no rationale would exist for these allowances once the element of risk is covered by grant of an appropriate insurance cover. The loss incurred by the employees on this account would be more than compensated in respect of existing Group D employees who will be upgraded to Group C. This loss, for Group C employees, should be compensated in form of Performance Related Incentive Scheme. (Para No. 3.6.18)</p>	<p>HPCA/ PCA till March 31, 2009..</p>												
<p>7.</p>	<p><b>Uniform Related Allowances</b></p> <p>(i) Following rates of Uniform Allowance are recommended by the Commission for personnel and officers in CPMFs/CPOs/RPF/IPS: -</p> <table border="1" data-bbox="319 981 944 1187"> <thead> <tr> <th>Grant</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>Initial grant</td> <td>Rs.14000</td> </tr> <tr> <td>Renewal grant</td> <td>Rs.3000 (payable after every three years)</td> </tr> </tbody> </table> <p>(Para No. 4.2.73 and 74)</p> <p>(ii) Following rates of uniform allowance are recommended for Coast Guard officers:-</p> <table border="1" data-bbox="312 1384 954 1585"> <thead> <tr> <th>Grant</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>Initial grant</td> <td>Rs.16000</td> </tr> <tr> <td>Renewal grant</td> <td>Rs.5000 (payable after every three years)</td> </tr> </tbody> </table> <p>(Para No. 4.2.75)</p> <p>(iii) Existing rates of Kit Maintenance Allowance to be doubled for all categories of employees presently in receipt of this allowance. Uniform Allowance for nurses should also be increased to Rs.500 per month. (Para No. 4.2.76)</p> <p>(iv) The rates of Uniform Allowance and Kit Maintenance Allowance for all the above categories shall be increased by 25% every time the Dearness Allowance on revised pay bands goes up by 50%. (Para No. 4.2.77)</p>	Grant	Rate	Initial grant	Rs.14000	Renewal grant	Rs.3000 (payable after every three years)	Grant	Amount	Initial grant	Rs.16000	Renewal grant	Rs.5000 (payable after every three years)	<p>Accepted</p> <p>Accepted</p> <p>Accepted</p> <p>Accepted</p>
Grant	Rate													
Initial grant	Rs.14000													
Renewal grant	Rs.3000 (payable after every three years)													
Grant	Amount													
Initial grant	Rs.16000													
Renewal grant	Rs.5000 (payable after every three years)													

8.	<p><b>Miscellaneous Allowance</b></p> <p>The Commission recommends doubling of the extant rates of Cycle Allowance, Washing Allowance, Cash Handling Allowance, Special Allowance, Night Duty Allowance and Split Duty Allowance. Similarly, rates of allowances specific to different Ministries/Departments/Organisations not covered in this Report will also be doubled. The rates of these allowances will be increased by 25% every time the Dearness Allowance payable on revised pay scales goes up by 50%. Simultaneously, Machine Allowance should henceforth be withdrawn. (Para No. 4.2.81)</p>	Accepted
9.	<p><b>Caretaking Allowance</b></p> <p>The amount of caretaking allowance may henceforth be paid at the rate of 10% of the aggregate of pay in the pay band and grade pay thereon. (Para 3.8.8)</p>	Accepted
10.	<p><b>Training Allowance and Sumptuary Allowance in Training Academies and Staff Colleges</b></p> <p>(i) The training allowance may be raised to 30% of basic pay for deputationist trainers drawn from Government, universities and academic institutions working as faculty members in the National/Central Training Academies and Institutes for Group A officers. This allowance may continue to be drawn for the period the trainer is on study or tour related to training activities. Separate deputation allowance will not be payable to these trainers. It may continue at the existing rate for other training establishments. (Para No. 6.4.6)</p> <p>(ii) The Sumptuary allowance may be raised to Rs.3500 per month for the Director or Head of these National /Central Training Establishments for Group A Officers and also be extended to Course Directors and Counselors at the rate of Rs 2500 and Rs 2000 per month respectively. (Para No. 6.4.6)</p>	Accepted
11.	<p><b>Leave Travel Concession (LTC)</b></p> <p>(i) Central Government employees should be allowed to travel to their home town along with their families on three occasions in a block of four years and to any place in India on the fourth occasion. This facility shall be available to the Government</p>	Accepted

	<p>officers only for the first two blocks of four years applicable after joining the Government for the first time. The blocs of 4 years shall apply with reference to the initial date of joining the Government even though the employee changes the job within Government subsequently. The existing blocks will remain the same but the entitlements of the new recruit will be different in the first eight years of service. All other provisions concerning frequency of travel under LTC are to be retained. (Para No. 4.3.5)</p>	
(ii)	<p>Travel entitlements, whether for the purpose of official tour/transfer or LTC, should be same but no daily allowance will be payable for travel on LTC. Further, the facility shall be admissible only in respect of journeys performed in vehicles operated by the Government or any Corporation in the public sector run by the Central or State Government or a local body. (Para No. 4.3.6)</p>	Accepted
(iii)	<p>Parents and/or step parents (stepmother and stepfather) who are wholly dependent on the Government employee shall be included in the definition of family for the purpose of LTC irrespective of whether they are residing with the Government employee or not. The definition of dependency is being linked to the minimum family pension for all purposes. Accordingly, all parents and/or step parents whose total income from all sources is less than the minimum family pension prescribed in Central Government and dearness relief thereon would be included in the definition of family for this purpose. The extant conditions in respect of other relations included in the family including married /divorced /abandoned /separated /widowed daughters shall continue without any change. (Para No. 4.3.7)</p>	Accepted
(iv)	<p>While encashment of Earned Leave upto 10 days along with LTC to the extent of total of 60 days may be continued, the leave encashed at the time of availing LTC should not be deducted from the maximum amount of Earned Leave encashable at the time of retirement. Consequently, the employees would be eligible to encash 300 days of Earned Leave at the time of their retirement, even though they may have encashed Earned Leave of upto 60 days during their career while availing</p>	Accepted

	LTC, whether to their home town or to any place in India. Insofar as Railways is concerned, the employees shall be allowed to avail of this encashment at the time of availing of passes for a maximum of 60 days in the entire career subject to the condition that successive encashment cannot be made before a minimum period of two years has elapsed. (Para No. 4.3.8)	
12.	<b>Ration Money Allowance for CPMF personnel</b>  Payment of Ration Money Allowance to the CPMF personnel on par with that available to the defence forces. Ration money allowance should continue to be paid to only those categories of CPMFs personnel which are presently in receipt of this allowance. (Para No. 7.19.37)	Accepted
13.	<b>Family Accommodation Allowance for CPMF personnel</b>  Introduction of a new Family Accommodation Allowance to be paid at the lowest rate of HRA for all the CPMFs personnel who are not eligible for either rent free accommodation/HRA or CILQ. The rates of this allowance will increase by 25% each time the price index increases by 50%. (Para No. 7.19.42)	Accepted

## ANNEX-II

**Recommendations of Sixth CPC that have not been accepted by the Government**

Sl. No.	Recommendation
1.	Liberal 'severance package' for those employees who want to leave service without pension with more than 15, but less than 20 years of service.
2.	Recommendation relating to Holiday Policy that there should only be three closed holidays for Government employees.
3.	Flexi-hours for women employees and flexi-weeks for employees with disabilities.

## ANNEX-III

**Recommendations of Sixth CPC which will be examined separately**

Sl. No.	Gist of Recommendations
1.	Recommendation related to Bonus and Over Time Allowance.
2.	Recommendation related to General Provident Fund for Central Government employees and Central Government Employees Group Insurance Scheme.
3.	Recommendation related to lateral shift of Defence personnel to Central Para Military Forces.
4.	Introduction of Health Insurance Scheme for Central Government employees and pensioners.
5.	Upgradation of the posts of Additional Deputy Comptroller & Auditor General of India, Members, CBEC and Members, CBDT to the Apex Scale of Rs.80,000 (fixed).
6.	Merger of all accounts services.
7.	Corporatization of Indian Railways.
8.	Abolition of Indian Telecom Service and Telecom Commission.
9.	Outsourcing the process of commutation of pension to a PSU Bank/Institution.
10.	Upgradation of the post of Director, Indira Gandhi National Forest Academy in Ministry of Environment & Forests to the higher pre-revised grade of Rs.26000 (fixed)

**F.No.1/1/2008-IC**  
**Government of India/Bharat Sarkar**  
**Ministry of Finance/Vitta Mantralaya**  
**Department of Expenditure/Vyaya Vibhag**  
**(Implementation Cell)**

\*\*\*\*\*

New Delhi, the 21<sup>st</sup> July, 2009

**OFFICE MEMORANDUM**

**Subject: Implementation of Sixth Central Pay Commission recommendations - replacement of the pre-revised S-30 pay scale (Rs.22400-24500) by a new HAG scale (Rs.67000-79000).**

The undersigned is directed to refer to the amendment to the Central Civil Services (Revised Pay) Rules, 2008, notified vide G.S.R. No.527(E) dated 16<sup>th</sup> July, 2009 (copy enclosed) and to draw attention towards this Department's Office Memorandum of even number dated 30<sup>th</sup> August, 2008 on the subject 'Implementation of Sixth Central Pay Commission recommendations - fixation of pay and payment of arrears - instructions regarding'. Vide the above amendment to the CCS (Revised Pay) Rules, 2008, the pre-revised scale S-30 i.e. Rs.22400-24500 has been replaced by HAG scale of 67000-(annual increment @ 3%)-79000. Accordingly, in terms of Rule 6 of CCS (Revised Pay) Rules, 2008, revised pay of the government servants in the pre-revised scale S-30 who have already exercised their option for drawal of their pay in the revised pay structure in the format prescribed in the Second Schedule to the Rules will be fixed again in accordance with the fitment table annexed to this O.M. (Annex-I).

2. In the case of all such officers in the pre-revised S-30 scale who had opted to have their pay fixed under CCS (RP) Rules, 2008, action as prescribed in para 2 of this Department's O.M. of even number dated 30<sup>th</sup> August, 2008 will be taken. **In case any officer in the pre-revised S-30 scale desires to revise his earlier option for coming over to the revised pay structure, he may be permitted to do so without making any reference to this Department.**

3. On account of pay fixation due to the revised HAG scale of Rs.67000-79000, arrears of pay will be recalculated and difference of arrears in respect of the first installment of 40% of arrears will be paid immediately. The remaining 60% will be paid as and when orders in this regard are issued by this Department. The manner of drawal of arrears has already been indicated in this Department's O.M. of even number dated 30.8.2008.

: 2 :

4. In the case of promotion from PB-4 to HAG scale and from HAG scale to HAG+ scale after 1.1.2006, fixation of pay in terms of Rule 13 of CCS (RP) Rules, 2008 will be done in the manner indicated below: -

- (i) In the case of promotion from PB-4 to HAG scale, after adding one increment in the manner prescribed in Rule 9 of CCS (RP) Rules, 2008, the pay in the pay band and existing grade pay will be added. To the figure so arrived at, a sum of Rs.2000 will be added so that the benefit allowed on promotion to HAG in terms of this Department's Notification GSR 622(E) dated 29.8.2008 is not withdrawn. The resultant figure will become the basic pay in HAG scale, subject to a minimum of Rs.67000. The Basic Pay in HAG scale shall not exceed Rs.79000, the maximum of the scale. For Government servants in receipt of NPA, pay + NPA will not exceed Rs.85000.
- (ii) In case of promotion from HAG scale to HAG+, after adding one increment in the manner prescribed in Rule 9 of CCS (RP) Rules, 2008, the resultant figure will become the basic pay in HAG+, subject to a minimum of Rs.75,500. The Basic pay in HAG+ scale shall not exceed Rs.80000, the maximum of the scale. For Government servants in receipt of NPA, pay + NPA will not exceed Rs.85000.

Hindi version will follow.

  
( ALOK SAXENA )  
Director

To

**All Ministries/Departments of the Government of India and others  
as per standard list.**



**Fitment Table**

**Pre-revised scale (S - 30)**  
Rs.22400-525-24500

**Revised Pay Scale**  
HAG 67000-(annual increment @ 3%)-79000

<b>Pre-revised Basic Pay</b>	<b>Revised Basic Pay</b>
22,400	67000
22,925	69010
23,450	71080
23,975	73220
24,500	75420



ALOK SAXENA  
Director (IC)  
Ministry of Finance  
Deptt. of Expenditure  
नि.सं. वित्त



# भारत का राजपत्र

## The Gazette of India

असाधारण

EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (i)

PART II—Section 3—Sub-section (i)

प्राधिकार से प्रकाशित

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No. 410]

NEW DELHI, THURSDAY, JULY 16, 2009/ASADHA 25, 1931

वित्त मंत्रालय

(व्यय विभाग)

अधिसूचना

नई दिल्ली, 16 जूलाई, 2009

सा.का.नि. 527(अ).— संविधान के अनुच्छेद 309 के परन्तुक द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए एतद्द्वारा केन्द्रीय सिविल सेवाएं (संशोधित वेतन) नियमावली, 2008 में निम्नलिखित संशोधन जारी किया जाता है:

(i) क्र.सं. 32, जो पहली अनुसूची के खंड I, भाग क में पूर्व-संशोधित वेतनमान एस-30 (22400-525-24500 रुपए) के बारे में है, को निम्नवत संशोधित किया जाएगा:-

(रुपए में)

मौजूदा वेतनमान			संशोधित वेतन ढांचा		
क्र.सं.	पद/ग्रेड	मौजूदा वेतनमान	वेतन बैंड/ वेतनमान का नाम	अनुरूपी वेतन बैंड/वेतनमान	अनुरूपी ग्रेड वेतन
(1)	(2)	(3)	(4)	(5)	(6)
32	एस-30	22400-525-24500	एच.ए.जी.	67000 (3% की दर से वार्षिक वेतनवृद्धि) 79000	शून्य

(ii) तालिका में आखिरी लाइन पी.बी. 4 (37400-67000 रुपए) जो पहली अनुसूची के खंड II, भाग क में 12000 रुपए के ग्रेड वेतन के बारे में है, को मिटा दिया जाएगा।

[फा. सं. 01/01/2008-आई.सी]

मधुलिका पी.सुकुल, संयुक्त सचिव

पाद टिप्पणी: केन्द्रीय सिविल सेवाएं (संशोधित वेतन) नियमावली, 2008 को जी.एस.आर. 622 (ई), दिनांक 29 अगस्त, 2008/भाद्रपद 7, 1930 के तहत अधिसूचित किया गया था।

**MINISTRY OF FINANCE**  
(Department of Expenditure)  
**NOTIFICATION**  
New Delhi, the 16th July, 2009

**G.S.R. 527(E).**—In exercise of the powers conferred by the proviso to Article 309 of the Constitution, the following amendment to Central Civil Services (Revised Pay) Rules, 2008 is hereby issued:

- (i) Sl.No.32, which relates to the pre-revised scale S-30 (Rs.22400-525-24500) in Section 1, Part A of the First Schedule shall be amended as under:-

(In Rupees)

Present Scale			Revised Pay Structure		
Sl. No.	Post/ Grade	Present Scale	Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
32	S-30	22400-525-24500	HAG	67000-(annual increment @ 3%)-79000	Nil

- (ii) The last row in the table PB-4 (Rs.37400-67000) which relates to grade pay of Rs.12000 in Section II, Part A of the First Schedule shall be deleted.

[F. No. 01/01/2008-IC]  
MADHULIKA P. SUKUL, Jt. Secy.

**Foot Note:** The Central Civil Services (Revised Pay) Rules, 2008 were notified vide G.S.R. 622(E) dated the 29<sup>th</sup> August, 2008/Bhadrapada 7, 1930.

No. 3/13/2008-Estt. (Pay II)

Government of India

Ministry of Personnel, Public Grievances & Pension

Department of Personnel & Training

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11<sup>th</sup> November  
New Delhi, the ~~October~~, 2008.

**OFFICE MEMORANDUM**

Subject: Applicability of CCS (RP) Rules, 2008 to persons re-employed in Government Service after retirement and whose pay is debitable to Civil Estimates.

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Persons re-employed in Government service after retirement have been excluded from the purview of the Central Civil Services (Revised Pay) Rules, 2008 vide Rule 2 (2)(vii) thereof. The question of extension of the benefit of the revised pay rules to these persons and the procedure to be followed for fixing their pay in the revised scales has been considered by the Government. The President is pleased to decide that, in partial modification of the Rule 2 (2)(vii) of the Central Civil Services (Revised Pay) Rules, 2008, the provisions of these rules shall apply to such persons also who were in re-employment on 1<sup>st</sup> January, 2006, subject to the orders hereinafter contained. This decision will cover all Government servants re-employed in Central Civil Departments other than those employed on contract whether they have retired with or without a pension and/or gratuity or any other retirement benefits, e.g. contributory fund etc. from a civil post or from the Armed Forces.

2(I). The initial pay of a re-employed Government servant who elects or is deemed to have elected to be governed by the revised pay scale from the 1<sup>st</sup> day of January, 2006 shall be fixed in the following manner namely -

According to the provisions of Rule 7 of the C.C.S. (R.P.) Rules, 2008, if he is-

- (i) a Government servant who retired without receiving a pension, gratuity or any other retirement benefit and
- (ii) a retired Government servant who received pension or any other retirement benefits but which were ignored while fixing pay on re-employment."

2 (II). The initial pay of a re-employed Government servant who retired with a pension or any other retirement benefit and whose pay on re-employment was fixed with reference to these benefits or ignoring a part thereof, and who elects or is deemed to have elected to be governed by the revised scales from the 1<sup>st</sup> day of January, 2006 shall be fixed in accordance with the provisions contained in Rule 7 of the Central Civil Services (Revised Pay) Rules, 2008. In addition to the pay so fixed, the re-employed Government servant would continue to draw the retirement benefits he was permitted to draw in the pre-revised scales, as modified based on the recommendations of the Sixth Central Pay Commission, orders in respect of which have been issued separately by the Department of Pension & Pensioners Welfare. However, an amount equivalent to the revised pension (excluding the ignorable portion of pension, wherever permissible), effective from 1.1.2006 or after, shall be deducted from his pay in accordance with the general policy of the Government on fixation of pay of re-employed pensioners. Annual increments will be allowed in the manner laid down in Rule 10 of Central Civil Services (Revised Pay) Rules, 2008, on the entire amount of pay as if pension had not been deducted.

3. Re-employed persons who become eligible to elect revised scales in accordance with these orders should exercise their option in the manner laid down in Rule 6 of the Central Civil Services (Revised Pay) Rules, 2008, within three months of the date of issue of these orders or in cases where the existing scales of pay of the posts held by them are revised subsequent to the issue of these orders, within three months of the date of orders/notification revising the scales.

4. Where a re-employed Government servant elects to draw his pay in the existing scale and is brought over to revised scale from a date later than the 1<sup>st</sup> day of January, 2006, his pay from the later date in the revised scale shall be fixed in accordance with the provisions of Rule 11 of the Central Civil Services (Revised Pay) Rules, 2008.

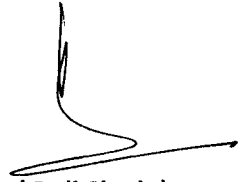
5. Further, the existing ceiling of Rs. 26000/- for drawal of pay plus gross pension on re-employment is enhanced to Rs. 80,000/-, the maximum salary payable to the Secretary to the Government of India under Central Civil Services (Revised Pay) Rules, 2008.

6. The President is also pleased to enhance the ignorable part of pension from Rs. 1500/- to Rs. 4000/- (Rupees four thousand) in the case of Commissioned

Service officers and civil officers holding Group 'A' posts who retire before attaining the age of 55 years. The existing limits of civil and military pensions to be ignored in fixing the pay of re-employed pensioners will, therefore, cease to be applicable to cases of such pensioners as are re-employed on or after 1.1.2006. In the case of persons who are already on re-employment, the pay may be fixed on the basis of these orders with effect from 1.1.2006, provided they opt to come under these orders. If they so opt, their terms would be determined afresh as if they have been re-employed for the first time from 1.1.2006. The option should be exercised in writing within three months from the date of issue of these orders. The option once exercised is final.

7. In so far as the persons serving in the Indian Audit & Accounts Department are concerned, these orders are being issued after consultation with the Comptroller & Auditor General of India.

8. These orders shall take effect from 1.1.2006.



( Roli Singh )

Director to the Government of India.

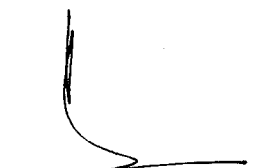
To

**All Ministries/Department (As per standard list attached)**

**Copy to :** Director (NIC), Department of Personnel & Training, to upload the O.M. on this Department's website under the Head "Establishment (Pay)", Sub-Head "Pay Rules".

**Copies also forwarded to:**

1. The Comptroller & Auditor General of India and all States under his control. (With 400 spare copies)
2. Controller General of Accounts/Controller of Accounts, Ministry of Finance.
3. Secretaries to UPSC/Supreme Court of India/Election Commission/Lok Sabha Secretariat/Cabinet Secretariat/Central Vigilance Commission/President's Secretariat/Vice President's Secretariat/Prime Minister's Office/Planning Commission.
4. Department of Personnel & Training (AIS Division)/JCA/Admn. Section.
5. Additional Secretary (Union Territories), Ministry of Home Affairs.
6. All State Governments and Union Territories.
7. Secretary, National Council (Staff Side), 13-C, Feroz Shah Road, New Delhi
8. All Members of the Staff Side of the National Council of JCM/Departmental Council.
9. All Officers/Sections of the Department of Personnel & Training/Department of Administrative Reforms & Public Grievances/Department of Pension & Pensioners' Welfare.
10. Ministry of Finance, Department of Expenditure
11. 50 spare copies.



( Roli Singh )

Director to the Government of India.

F. No. 38/88/2008-P&PW(G)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
**Department of Pension & Pensioners' Welfare**

3<sup>rd</sup> Floor, Lok Nayak Bhavan  
Khan Market, New Delhi  
Date : 9<sup>th</sup> July, 2009

**OFFICE MEMORANDUM**

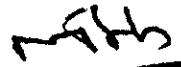
**Subject : Payment of Dearness Relief to re-employed pensioners and employed family pensioners.**

The undersigned is directed to say that the grant of DR to re-employed pensioners/family pensioners is presently regulated in accordance with the instructions contained in this Department's OM No. 45/73/97-P&PW(G) dated 2.7.1999. Consequent upon the revision in ignorable amount of pension from Rs. 1500/- to Rs. 4000/- in terms of DOPT OM No. 3/13/2008-Estt.(Pay-I) dated 11.11.2008, the amount of Rs. 1500/- appeared in OM dated 2.7.1999 is revised as Rs. 4000/-. The other conditions for grant of DR to re-employed pensioner/family pensioner remain the same.

2. In so far as persons serving in the Indian Audit Accounts Department are concerned, these orders are being issued after consultation with the CAG of India.

3. This issues with the concurrence of Ministry of Finance, Department of Expenditure vide their UO No. 132/EV/2009 dated 21.4.2009 and DOP&T vide their UO No. 3/16/2009-Estt. (Pay II) dated 23.6.2009.

4. Hindi version will follow.



( M. P. Singh )  
Director

To

All Ministries and Departments of the Government of India.  
Comptroller & Auditor General of India.  
As per standard mailing list.