

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

New Delhi, the 13th 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 29th 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. 1st July of every year. Government servants completing 6 months and above in the revised pay structure as on 1st 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. 1st 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. 1st 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 1st July if he was promoted between 2nd July and 1st January. However, if he was promoted between 2nd January and 30th June of a particular year, he shall get his increment on 1st 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 1st 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.

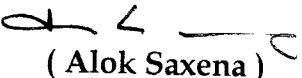
- (iii) In case a Government servant in the apex scale goes on deputation to a lower post in PB-4, his pay in the pay band will be fixed at the maximum of PB-4 (Rs.67000) and he will be granted the grade pay attached to the deputation post, but the total of pay in the pay band and grade pay of the deputation 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

New Delhi, the 13th 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 30th 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)