

Pay Fixation

N V RAMANA RAO
Senior Accounts Officer(Retired)
% Pay & Accounts Officer
CGST & CUSTOMS
Hyderabad

Pay scales in different pay commissions

Illustration of scales

- 4th 1200-30-1440-30-1800 1200-30-1560-40-2040 1320-30-1560-40-2040
- 5th 4000-100-6000
- 6th 5200-20200 Grade pay 2400 Increment 3%
- 7th Level-4 Minimum Pay Rs.25500

INCREMENTS

An increment in the time scale of pay will be drawn as a matter of course, unless it is withheld under the orders of competent Authority (FR 24)

Increments in Pay Matrix

The increment shall be as specified in the vertical cell of the applicable Level in the Pay Matrix

Regulation of Increment (FR 26)

Periods counting for increment

- All duty period
- All leave except EOL without MC
- Joining Time
- Foreign service
- Training undergone before formally taking over charge of the post
- Government servant , who has completed six months service including training period as on 1st July, will be eligible for increment

Period not counting for increments

- EOL without MC
- Overstayal of leave unless regularized by grant of leave
- Dies non period
- Period of suspension unless subsequently regularized by leave or treated as duty

INCREMENT DATE

- 7th CPC recommended two dates (1st January and 1st July of every year) for granting increment to all CG Employees with effect from 1.1.2016. Provided that an employee shall be entitled to only one annual increment either on 1st January or 1st July depending on the date of his appointment, promotion, or grant of financial upgradation.

Annual Increment Rules

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

Annual Increment

Suppose, Ms. ABC, who, after having been fixed in the Pay Matrix, is drawing a Basic Pay of ₹32,300 in Level 4. When she gets an annual increment on 1st of July, she will just move one stage down in the same Level. Hence, after increment, her pay will be ₹33,300.

Pay Band	5200-20200				
Grade Pay	1800	1900	2000	2400	2800
Entry Pay (EP)	7000	7730	8460	9910	11360
Levels	1	2	3	4	5
Index	2.57	2.57	2.57	2.57	2.57
1	18000	19900	21700	25500	29200
2	18500	20500	22400	26300	30100
3	19100	21100	23100	27100	31000
4	19700	21700	23800	27900	31900
5	20300	22400	24500	28700	32900
6	20900	23100	25200	29600	33900
7	21500	23800	26000	30500	34900
8	22100	24500	26800	31400	35900
9	22800	25200	27600	32300	37000
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10	23500	26000	28400	33300	38100
11	24200	26800	29300	34300	39200

FIXATION OF UNDER FR 22

- First appointment to Government service in a post.
- Promotion or appointment to a post involving higher responsibilities.
- Transfer or appointment to a post not involving higher responsibilities.
- Deputation

First appointment to Government service

- The pay of Government servant on his first appointment to Government Service will be fixed at the minimum pay corresponding to the Level to which recruitment is made, which will be the first cell of each level.

Pay Fixation Options

There are two options:

- Fixation from the date of promotion
- Fixation from the date of next increment FR 22(1)(a)(1)
- The option should be exercised by the Government servant within one month from the date of promotion
- This option is not available in the cases of appointment on deputation to an ex cadre post, or to a post on ad hoc basis or on direct recruitment basis

Method of fixation of pay from DNI

- consequent upon his/her promotion, the Government Servant opts to have his/her pay fixed from the date of his/her next increment (either 1st July or 1st January, as the case may be) in the Level of the post from which Government Servant is promoted, then, **from the date of promotion till his/her DNI, the Government Servant shall be placed at the next higher cell in the level of the post to which he/she is promoted.**

Illustration

1	Level in the revised pay structure : Level 4	Pay Band	(In Rupees) 5200-20200				
2	Basic Pay in the revised pay structure : Rs. 29600	Grade Pay	1800	1900	2000	2400	2800
3	Granted promotion in Level 5	Levels	1	2	3	4	5
4	Pay in the upgraded Level i.e. Level 5 : Rs. 30100 (next higher to Rs. 29600 in Level 5)	1	18000	19900	21700	25500	29200
5	Pay from the date of promotion till DNI: Rs. 30100	2	18500	20500	22400	26300	30100
		3	19100	21100	23100	27100	31000
		4	19700	21700	23800	27900	31900
		5	20300	22400	24500	28700	32900
		6	20900	23100	25200	29600	33900
		7	21500	23800	26000	30500	34900
		8	22100	24500	26800	31400	35900
		9	22800	25200	27600	32300	37000
		10	23500	26000	28400	33300	38100

Re-Fixation

- on DNI in the level of the post to which Government Servant is promoted, his//her Pay will be **re-fixed and two increments (one accrued on account of annual increment and the second accrued on account of promotion)** may be granted in the Level from which the Government Servant is promoted and he/she shall be placed, at a Cell equal to the figure so arrived, in the Level of the post to which he/she is promoted; and if no such Cell is available in the Level to which he/she is promoted, he/she shall be placed **at the next higher Cell in that Level.**

Illustration

1	Level in the revised pay structure : Level 4	Pay Band	(In Rupees) 5200-20200				
2	Basic Pay in the revised pay structure : Rs. 29600	Grade Pay	1800	1900	2000	2400	2800
3	Granted promotion in Level 5	Levels	1	2	3	4	5
4	Pay from the date of promotion till DNI: Rs. 30100	1	18000	19900	21700	25500	29200
		2	18500	20500	22400	26300	30100
		3	19100	21100	23100	27100	31000
		4	19700	21700	23800	27900	31900
5	Re-fixation on DNI: Pay after giving two increment in Level 4 : Rs. 31400	5	20300	22400	24500	28700	32900
		6	20900	23100	25200	29600	33900
		7	21500	23800	26000	30500	34900
6	Pay in the upgraded Level i.e. Level 5 : Rs. 31900 (either equal to or next higher to Rs. 31400 in Level 5)	8	22100	24500	26800	31400	35900
		9	22800	25200	27600	32300	37000
		10	23500	26000	28400	33300	38100

Date of Next Increment in Six Months on Promotion or MACP

- The Finance Ministry has issued a significant order on the Date of Next Increment (DNI) that pertains to promotion or financial up-gradation, which was released on the 1st of July 2019 [O.M. No.4-21/2017-IC/E.IIIA dated 29.10.2019].
- The order has provided clarity on the accrual of subsequent increments for employees who receive a promotion or financial up-gradation on the 1st of July, and benefit from two increments, i.e., **the first annual increment due on 1st July and the second notional increment on account of promotion.**
- As per the order, if an employee receives a promotion or MACP on the increment date of 1st July 2019, their pay will be fixed on 1st July 2019, and **the subsequent increment will accrue on 1st January 2020, after completion of six months** of service. Thereafter, the next increment will be eligible only after completion of **one year on 1st January 2021.**

Appointment to a post not involving higher responsibilities FR 22(1)(a)(2)

- Promotion is to a post in the same level, no fixation of pay is involved
- Draw as initial pay, the stage of the time scale which is equal to his pay in respect of the old post held by him on regular basis.
- If there is no such stage , the stage next above his pay in respect of the old post held by him

Appointment to/from ex cadre posts

- FR 22 (1)(a) Sub clauses (1) and (2) are applicable in the case of appointments to ex cadre posts.
- If the cadre pay plus Deputation Allowance is drawn the above rule does not arise
- **Option benefit not admissible**

When the scale of pay is changed

- If the scale of pay is revised upwards without any change in the duties and responsibilities ,
- Fixation of pay in the revised scale will be FR 22 (1) (a)(2)

Regulation of pay on imposition of a penalty under CCS(CCA) Rules,1965

- PENALTIES- MINOR

1. Withholding of Increment
2. Reduction to Lower one stage for not exceeding three years , without cumulative effect

- MAJOR

1. Reduction to Lower stage for specified period and further directions

Withholding of Increment

if one increment is withheld for a six-month period starting in October 2017, the withholding of the increment will be omitted.

When the date of increment is 1st January

1. The increment falling due on 01.01.2018 will be withheld for a period of next six months, that is, till 30.06.2018.
2. The increment would be released on 01.07.2018 without arrear.

When the date of increment is on 1st July

1. The increment falling due on 01.07.2018 will be withheld for a period of next six months, that is, till 31.12.2018.
2. The increment would be released on 01.01.2019 without arrears.

Reduction to lower stage in the time-scale of Pay

Example

	Level	Cell	Pay
On the date of Penalty	9	7	Rs. 63300
Reduction by 1 Stage	9	6	Rs. 61500
Reduction by 2 Stage	9	5	Rs. 59700
Reduction by 3 stage	9	4	Rs. 58000
Reduction by 4 stage	9	3	Rs. 56300
Reduction by 5 stage	9	2	Rs. 54700

Example: 2

	Level	Cell	Pay
On the date of Penalty	9	3	Rs. 56300
Reduction by 1 Stage	9	2	Rs. 54700
Reduction by 2 Stage	9	1	Rs. 53100
Reduction by 3 stage	**	**	**
Reduction by 4 stage			
Reduction by 5 stage			

- ** In the above illustration, a penalty of reduction by **more than two stages would fall below the first cell of the same Level**, such a penalty therefore, would not be implementable.
- Therefore, while imposing the penalty of reduction to a lower stage in time-scale of pay under Rule 11 (v) of the CCS (CCA) Rules, 1965,
- Disciplinary Authority may weigh all factors before deciding upon the quantum of penalty,
- i.e. the number of stages by which the pay is to be reduced.

Withholding of increment [Penalty under Rule 11(iv)]

- The penalty of withholding of one increment for a period of **two years** is imposed on a Government servant on 13.08.2017. The Government servant is drawing Rs. 50500 in Level 7 of Pay Matrix. Pay would be fixed on the following manner.

	When the date of increment is 1st January	When the date of Increment is 1st July
Pay when Penalty imposed i.e. 13.08.2017	Rs. 50500 [5 th Cell of Level 7]	Rs. 50500 [5 th Cell of Level 7]
Pay during the currency period	<p>The increment due on 01.01.2018 will be withheld for two years i.e. upto 31.12.2019.</p> <p>As such, the pay w.e.f. 13.08.2017 will be as under:</p> <p>(i) Pay w.e.f. 13.08.2017 to 31.12.2017 will be Rs. 50500 [5th Cell of Level 7]</p> <p>(ii) Pay w.e.f. 1.01.2018 to 31.12.2018 will be Rs. 50500 [5th Cell of Level 7] [due to imposition of penalty]</p> <p>(iii) Pay w.e.f. 1.01.2019 to 31.12.2019 will be Rs. 52000 [6th Cell of Level 7]</p>	<p>The increment due on 01.07.2018 will be withheld for two years i.e. upto 30.06.2020.</p> <p>As such, the pay w.e.f. 13.08.2017 will be as under:</p> <p>(i) Pay w.e.f. 13.08.2017 to 30.06.2017 will be Rs. 50500 [5th Cell of Level 7]</p> <p>(ii) Pay w.e.f. 1.07.2018 to 30.06.2019 will be Rs. 50500 [5th Cell of Level 7] [due to imposition of penalty]</p> <p>(iii) Pay w.e.f. 1.07.2019 to 30.06.2020 will be Rs. 52000 [6th Cell of Level 7]</p>

Increment (notional)	On 1 st January, 2018 Rs. 52000 [6 th Cell of Level 7]	On 1 st July, 2018 Rs. 52000 [6 th Cell of Level 7]
	On 1 st January, 2019 Rs. 53600 [7 th Cell of Level 8]	On 1 st July, 2019 Rs. 53600 [7 th Cell of Level 8]
Pay after the currency period	w.e.f 1.01.2020 = Rs. 55200 [8 th Cell of Level 7]	w.e.f 1.07.2020 = Rs. 55200 [8 th Cell of Level 7]
Currency Period	13.08.2017 to 31.12.2019	13.08.2017 to 30.06.2020

Reduction to a lower stage [penalty under Rule 11 (iii a)]

- The penalty of reduction to a lower stage in the time-scale of pay by one stage for a **period of one year, without cumulative effect** and not adversely affecting his pension is imposed on a Government servant w.e.f. 13.08.2017. The Government servant is drawing Rs. 50500 in Level 7 of Pay Matrix. Pay would be fixed on following manner:

	When the date of increment is 1 st January	When the date of Increment is 1 st July
Pay when Penalty imposed	Rs. 50500 [5 th Cell of Level 7]	Rs. 50500 [5 th Cell of Level 7]
Reduced Pay w.e.f. 13.08.2017	Rs. 49000 [4 th Cell of Level 7]	Rs. 49000 [4 th Cell of Level 7]
Increment (notional)	On 1st January, 2018 Rs. 52000 [6th Cell of Level 7]	On 1st July, 2018 Rs. 52000 [6th Cell of Level 7]
Increment (Actual)	On 1 st January, 2018 Rs. 50500 [5 th Cell of Level 7]	On 1 st July, 2018 Rs. 50500 [5 th Cell of Level 7]
Pay w.e.f. 13.08.2018	Rs. 52000 [6 th Cell of Level 7]	Rs. 52000 [6 th Cell of Level 7]

Reduction to a lower stage with cumulative effect
[penalty under Rule 11(v)]

- The penalty of reduction to a lower stage by two stages in the time-scale of pay for a period of one year is imposed on a Government servant w.e.f. 13.08.2017.
- It is further directed that the Government servant would not earn increment during the period and
- the reduction will have the effect of postponing future increments of pay.
- The Government servant is drawing Rs. 50500 in Level 7 of Pay Matrix. Pay would be fixed on following manner:

	When the date of increment is 1 st January	When the date of Increment is 1 st July
Pay when Penalty imposed	Rs. 50500 [5 th Cell of Level 7]	Rs. 50500 [5 th Cell of Level 7]
Reduced Pay w.e.f. 13.08.2017	Rs. 47600 [3 th Cell of Level 7]	Rs. 47600 [3 th Cell of Level 7]
Pay during the currency period	Pay w.e.f. 13.08.2017 to 12.08.2018 will be Rs. 47600 [3 rd Cell of Level 7]	Pay w.e.f. 13.08.2017 to 12.08.2018 will be Rs. 47600 [3 rd Cell of Level 7]
Increment (notional)	No increment during the period of penalty	No increment during the period of penalty
Pay w.e.f. 13.08.2018	Rs. 49000 [4 th Cell of Level 7] @ Next increment will be due w.e.f. 01.01.2019 raising his pay to Rs. 50500 (5 th Cell of Level 7)	Rs. 47600 [3 rd Cell of Level 7] Next increment will be due w.e.f. 01.07.2019 raising his pay to Rs. 49000 (4 th Cell of Level 7)

@ One increment would be allowed on the pre-penalty pay as the Government servant completed more than six months in the existing level as on date of penalty 13.08.2017.

Pay Commission Pay Matrix Table for Central Government Employees w.e.f.1.1.2016

	5200-26200					3200-34000				15600-29100				37400-47000			67000-79400	75500-80000	90000	94000
	1500	1900	1800	2400	2000	4100	4900	4800	5400	5400	6600	7000	8700	8900	10000					
(P)	7000	7700	8400	9100	11300	13500	17100	18750	20200	21000	25350	29500	46100	49100	53000	67000	75500	90000	94000	
	1	2	3	4	5	6	7	8	9	10	11	12	13	13A	14	15	16	17	18	
	2,07	2,07	2,07	2,07	2,07	2,62	2,62	2,62	2,62	2,67	2,67	2,67	2,87	2,67	2,72	2,72	2,72	2,81	2,81	
	18000	19000	21700	25500	29200	35400	44000	47900	52100	54100	67200	76000	118500	131000	144200	182200	205400	225000	250000	
	19430	20420	23400	26900	30100	36900	46300	49900	54300	57000	69700	81100	127100	139000	150500	187700	211400	231000	256000	
	21130	21130	23100	27100	31000	37600	47000	50400	54800	57500	71000	82400	128400	140300	151800	189000	212700	232300	257300	
	23790	23790	26000	29900	33800	40400	49800	53200	57600	60300	73800	85200	131200	143100	154600	191800	215500	235100	260100	
	26530	26530	28800	32700	36600	43200	52600	56000	60400	63100	76600	88000	134000	145900	157400	194600	218300	237900	262900	
	29300	29300	31600	35500	39400	46000	55400	58800	63200	65900	79400	90800	136800	148700	160200	197400	221100	240700	265700	
	32100	32100	34400	38300	42200	48800	58200	61600	66000	68700	82200	93600	138600	150500	162000	199200	222900	242500	267500	
	34900	34900	37200	41100	45000	51600	61000	64400	68800	71500	85000	96400	140400	152300	163800	201000	224700	244300	269300	
	37700	37700	40000	43900	47800	54400	63800	67200	71600	74300	87800	99200	142200	154100	165600	202800	226500	246100	271100	
	40500	40500	42800	46700	50600	57200	66600	70000	74400	77100	90600	102000	144000	155900	167400	204600	228300	247900	272900	
	43300	43300	45600	49500	53400	60000	69400	72800	77200	79900	93400	104800	145800	157700	169200	206400	230100	249700	274700	
	46100	46100	48400	52300	56200	62800	72200	75600	80000	82700	96200	107600	147600	159500	171000	208200	231900	251500	276500	
	48900	48900	51200	55100	59000	65600	75000	78400	82800	85500	99000	110400	149400	161300	172800	210000	233700	253300	278300	
	51700	51700	54000	57900	61800	68400	77800	81200	85600	88300	101800	113200	151000	162900	174400	211600	235300	254900	279900	
	54500	54500	56800	60700	64600	71200	80600	84000	88400	91100	104600	116000	152800	164700	176200	213400	237100	256700	281700	
	57300	57300	59600	63500	67400	74000	83400	86800	91200	93900	107400	118800	154600	166500	178000	215200	238900	258500	283500	
	60100	60100	62400	66300	70200	76800	86200	89600	94000	96700	110200	121600	156400	168300	179800	217000	240700	260300	285300	
	62900	62900	65200	69100	73000	79600	89000	92400	96800	99500	113000	124400	158200	170100	181600	218800	242500	262100	287100	
	65700	65700	68000	71900	75800	82400	91800	95200	99600	102300	115800	127200	160000	171900	183400	220600	244300	263900	288900	
	68500	68500	70800	74700	78600	85200	94600	98000	102400	105100	118600	130000	161800	173700	185200	222400	246100	265700	291700	
	71300	71300	73600	77500	81400	88000	97400	100800	105200	107900	121400	132800	163600	175500	187000	224200	247900	267500	292500	
	74100	74100	76400	80300	84200	90800	100200	103600	108000	110700	124200	135600	165400	177300	188800	226000	249700	269300	293300	
	76900	76900	79200	83100	87000	93600	103000	106400	110800	113500	127000	138400	167200	179100	190600	227800	251500	271100	294100	
	79700	79700	82000	85900	89800	96400	105800	109200	113600	116300	129800	141200	169000	180900	192400	229600	253300	272900	294900	
	82500	82500	84800	88700	92600	99200	108600	112000	116400	119100	132600	144000	170800	182700	194200	231400	255100	274700	295700	
	85300	85300	87600	91500	95400	102000	111400	114800	119200	121900	135400	146800	172600	184500	196000	233200	256900	276500	296500	
	88100	88100	90400	94300	98200	104800	114200	117600	122000	124700	138200	149600	174400	186300	197800	235000	258700	278300	297300	
	90900	90900	93200	97100	101000	107600	117000	120400	124800	127500	141000	152400	176200	188100	199600	236800	260500	280100	298100	
	93700	93700	96000	99900	103800	110400	119800	123200	127600	130300	143800	155200	178000	190000	201500	238600	262300	282900	300000	
	96500	96500	98800	102700	106600	113200	122600	126000	130400	133100	146600	158000	180800	192800	204300	240400	263900	284700	301000	
	99300	99300	101600	105500	109400	116000	125400	128800	133200	135900	149400	160800	183600	195600	207100	242200	266100	286900	302000	
	102100	102100	104400	108300	112200	118800	128200	131600	136000	138700	152200	163600	186400	198400	209900	244000	268300	289100	303000	
	104900	104900	107200	111100	115000	121600	131000	134400	138800	141500	155000	166400	189200	201200	212700	245800	270100	290900	304000	

Thank You