

PAY RULES

SESSION OVERVIEW

- To familiarize the participants with the various provisions of the Pay Rules.
- Correct understanding and application of the Pay Rules.
- Widen learner's knowledge in matters of Pay.

PAY RULES (Pay bands-6th CPC)

Pay Scale	Pre-Revised	Revised		
	Pay Scale	Pay Band	Corresponding Pay Bands	Grade Pay
S-1*	2550-55-2660-60-3200	-1S	4440-7440	1300
S-2*	2610-60-3150-65-3540	-1S	4440-7440	1400
S-2A*	2610-60-2910-65-3300-70-4000	-1S	4440-7440	1600
S-3*	2650-65-3300-70-4000	-1S	4440-7440	1650
S-4	2750-70-3800-75-4400	PB-1	4860-20200	1800
S-5	3050-75-3950-80-4590	PB-1	4860-20200	1900
S-6	3200-85-4900	PB-1	4860-20200	2000
S-7	4000-100-6000	PB-1	4860-20200	2400
S-8	4500-125-7000	PB-1	4860-20200	2800
S-9	5000-150-8000	PB-2	8700-34800	4200
S-10	5500-175-9000	PB-2	8700-34800	4200
S-11	6500-200-6900	PB-2	8700-34800	4200
S-12	6500-200-10500	PB-2	8700-34800	4200
S-13	7450-225-11500	PB-2	8700-34800	4600
S-14	7500-250-12000	PB-2	8700-34800	4800
S-15	8000-275-13500	PB-2	8700-34800	5400

PAY RULES (Pay bands-6th CPC)

Pre-Revised		Revised		
Pay Scale	Pay Scale	Pay Band	Corresponding Pay Bands	Grade Pay
New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400
S-16	9000	PB-3	15600-39100	5400
S-17	9000-275-9550	PB-3	15600-39100	5400
S-18	10325-325-10975	PB-3	15600-39100	6100
S-19	10000-325-15200	PB-3	15600-39100	6100
S-20	10650-325-15850	PB-3	15600-39100	6500
S-21	12000-375-16500	PB-3	15600-39100	6600
S-22	12750-375-16500	PB-3	15600-39100	7500
S-23	12000-375-18000	PB-3	15600-39100	7600
S-24	14300-400-18300	PB-3	15600-39100	7600
S-25	15100-400-18300	PB-3	15600-39100	8300
S-26	16400-450-20000	PB-3	15600-39100	8400
S-27	16400-450-20900	PB-3	15600-39100	8400
S-28	14300-450-22400	PB-4	39200-67000	9000
S-29	18400-500-22400	PB-4	39200-67000	9000
S-30	22400-525-24500	PB-4	39200-67000	11000
S-31	22400-600-26000	PB-4	39200-67000	13000
S-32	24050-650-26000	PB-4	39200-67000	13000
S-33	26000 (Fixed)	Apex Scale	80000 (Fixed)	Nil
S-34	30000 (Fixed)	Cab. Sec./ Equ.	90000 (Fixed)	Nil

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As per CCS (Revised Pay) Rules, 2008

2. Fixation of pay on promotion –

- (i) One increment equal to 3% of the sum of pay in the pay band and the existing grade pay rounded to the next multiple of ten. While rounding off, paise should be ignored but any amount of a rupee or more to the rounded off to the next multiple of ten. The grade pay corresponding to the promotion post will be granted. Same procedure to be adopted when promotion involves change of PB.

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If the pay in the PB after adding the increment is less than the minimum of the higher pay band to which the promotion is taking place, pay band should be stepped to such minimum.

(ii) In case of promotion to HAG scale of 67000-79000, if the GS opts to get his pay fixed on the date of promotion, his pay will be fixed by adding an amount of 2000 to his basic pay. Refixation to be done on 1st July by granting two increments. Two increments to be computed on the BP prior to the date of promotion.

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(iii) If the GS opts to get his pay fixed from his DNI, then on the date of promotion, pay in the PB shall remain unchanged but the GP of higher post will be granted. Further refixation will be done on the DNI i.e. 1st July. On that date, he will be granted two increments; one annual and the second on account of promotion. While computing these two increments, BP prior to the date of promotion shall be taken into account.

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(iv) In case, the GS 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. If he is promoted between 2nd January and 30th June of a particular year, he shall get his increment on 1st July next year.

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3. Transfer from a higher post to a lower post at the request by the GS –

In such cases, the band pay in the lower post will be fixed at the stage equal to the band pay in the higher post drawn before his transfer to the lower post and he will be granted the grade pay of the lower post. He will draw his increment based on the band pay and grade pay of the lower post.

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4. On granting financial upgradation under the MACP Scheme –

- Benefit of pay fixation available at the time of normal promotion shall be allowed at the time of financial upgradation under the MACP Scheme.
- Thus an increase of 3% of pay and grade pay shall be available as financial upgradation under the scheme.

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5. Option to choose the date for fixation of pay –

- The employee can give an option, within one month from the date of appointment, for fixation of pay in the new post either straightaway from the date of his appointment to the new post or from the date of his next increment in the old post.
- An option clause should be incorporated in the promotion order itself.
- Option once exercised is final. However, revised option is available for any unforeseen developments or change of rules.

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- GS who elect to draw pay in the existing scale until the date of next increment or who have been placed in the higher scale between 1.1.2006 and 29.8.2008 on account of promotion, upgradation of pay may be allowed to revise their initial option, if the same is beneficial to them.
- This option is not available if the appointment/promotion is to an *ex-cadre* post or on *ad hoc* basis or on direct recruitment basis.

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6. Fixation of pay on appointment to an *ex cadre* post –

- A GS appointed on deputation to an *ex cadre* post may elect to draw either the pay in the scale of pay of the *ex cadre* post or his basic pay in the parent cadre from time to time plus Deputation (duty) Allowance at the prescribed rate.
- If he elects to draw pay of the *ex cadre* post which is higher than his cadre post, his pay in the *ex cadre* post will be fixed by adding one increment on the existing pay in the PB.

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- GP corresponding to the *ex cadre* post would be granted in addition to this pay in the PB.
- Where the fixation of pay in the *ex cadre* post involves change of PB and if the pay in the PB after adding increment is less than the minimum of pay band corresponding to the GP of the *ex cadre* post, the pay in the PB will be fixed at the minimum of the PB.

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7. On transfer/appointment from one *ex cadre* post to another *ex cadre* post -

- If an employee on his appointment or transfer to an *ex cadre* post had opted to draw pay in the scale of the *ex cadre* post, his pay in the second or subsequent *ex cadre* posts will be fixed with reference to his pay in the parent cadre only and not with reference to higher scale than that of the previous *ex cadre* post.

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- 8. Promotion to a higher post in the parent department on reversion from *ex cadre* post –**
- The pay in the higher post will be fixed under FR 22(1)(a)(i) with reference to the presumptive pay he would have drawn in the cadre post but for his deputation to the *ex cadre* post and not with reference to the pay drawn by him in the *ex cadre* post.

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9. On re-appointment after a break in service –

- His initial pay in the re-appointed post will be fixed at the minimum of the time scale prescribed for that post.
- If the break in service is not due to resignation or removal or dismissal and the post to which he is appointed is the same post which he had held earlier or a post with the same or identical time scale of the post held earlier, his initial pay will not be less than the pay he drew on regular basis on the last occasion.

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10. On reduction to a lower stage in a time scale –

The authority ordering reduction of pay of a GS to a lower stage as a measure of penalty shall state –

- (a) The stage to which the pay has been reduced
- (b) The period for which the reduction shall be effective
- (c) Whether the period of reduction will have the effect of postponing his future increments or not

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(d) Whether the employee will earn increments during the period of reduction and;

(e) Whether the employee will regain his original seniority in the higher service, grade or post on his restoration to the service, grade or post from which he was reduced.

(f) the period of reduction cannot be indefinite.

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11. On reduction to a lower grade or post or lower time scale –

(a) if the reduction is to be imposed for a specified period, then the order of penalty should clearly state the period in terms of years and months and also to the extent to which it will operate to postpone future increments.

(b) The pay of the GS shall be automatically restored to his old post after the expiry of the specified period.

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Stepping up of pay to remove anomalies –

Stepping up of pay of a senior at par with his junior with a view to remove genuine anomalies is permissible subject to the following conditions –

1. The anomaly should be due to fixation of pay in the revised scales under CCS (RP) Rules 2008.
2. In case of senior promoted prior to 1.1.2006 *vis-a-vis* his junior promoted subsequent to that date in the revised pay structure, stepping up to be done with effect from the date of promotion of the junior.

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3. In cases where the two existing scales, one being promotional scale for the other are merged are merged and the junior 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 in the existing higher scale, the pay in the PB of the senior shall be stepped up to that of the junior from the same date and he shall draw next increment as per the rules.

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The following conditions should be fulfilled –

1. Both the senior and junior should belong to the same cadre and the posts to which they have been promoted or appointed should be identical and in the same cadre.
2. The junior and the senior should have **held identical scales in the lower post and should hold identical scales in the higher post.**
3. The anomaly should directly arise from the application of the relevant rule/order.

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4. The stepping up of pay is admissible with reference to first junior on only one occasion; but if the junior concerned gets his pay stepped up at par with one junior to him, then the pay of the senior may again be stepped up.
5. The junior should not have been drawing more pay than the senior from time to time in the lower post.

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Instances which do not constitute anomaly –

1. EOL resulting in postponing of increment.
2. A senior foregoing/refusing promotion.
3. A senior joining higher post later than junior.
4. A senior appointed later than the junior in the lower post itself.
5. A senior DR drawing less pay than a junior promotee whose pay is fixed with reference to pay drawn in the lower post.
6. When junior gets more pay due to additional increments earned for acquiring higher qualification.

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Increment–

- Is drawn as a matter of course from 1st July of every year except when it is withheld as a statutory punishment.
- If the GS is on leave or availing JT on 1st July, the increased pay will be drawn from the date on which he resumes duty.
- Annual increment will be 3% of total pay in the PB and corresponding GP rounded to the next multiple of ten.

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Periods which count for increment –

1. All periods of duty.
2. Service in another post, other than a post carrying less pay.
3. All kinds of leave, other than EOL
4. EOL granted –
 - (a) On medical certificate
 - (b) Otherwise than on MC due to inability of the GS to join duty due to civil commotion etc.
 - (c) For pursuing higher tech/scientific studies

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- (5) Deputation out of India
- (6) Foreign Service
- (7) Joining Time
- (8) Period of training before appointment.

In cases 3 to 5, a certificate from the CA to the effect that the GS would have continued to officiate but for proceeding on leave/deputation is necessary to count the period for increment.

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Withholding of increment –

- A CDA can impose the punishment of withholding increment on a GS in two ways i.e. with cumulative effect or without cumulative effect.
- If it is with cumulative effect, the entire period of punishment is lost so far as earning further increment is concerned and will put the GS to a recurring loss.
- If it is without cumulative effect, the loss will be for temporary period and after the punishment period is over, the withheld increment will be restored.

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- Qualifying period for earning an increment is 6 months on 1st of July.
- If a GS promoted/appointed on 1st January of a year joins the post on the first working day of that year due to Sunday or a gazetted holiday falling on 1st January, he is deemed to have completed six months of service on 1st July of that year for drawing annual increment.
- QS of less than 6 months between 1st July of previous year and 30th June of the year on account of EOL (without MC) will have the effect of postponing the increment.

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

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Increments for passing Incentive Exams –

- Equal to the rate of one increment is sanctioned to employees qualifying in the Incentive Examinations viz., Incentive Examination for Sr. Auditors/Sr. Accountants, RAE/IE and CPD.
- The increments are to be drawn from –
 - (a) either the day following the last date of examination or;
 - (b) from the first of the month in which the examination is conducted.

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Modified Assured Career Progression Scheme (MACPS) – Salient features -

- The scheme is operational from 1.9.2008.
- Envisages grant of three financial upgradations to Group 'A', 'B' & 'C' employees on completion of 10, 20, 30 years of continuous regular service or 10 years in the same GP whichever is earlier.
- The scheme will not effect the normal promotional avenues available.

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- The scheme envisages merely placement in the immediate next higher GP in the hierarchy of the recommended revised PBs and GP.
- Admissible up to the HAG scale of 67000-79000.
- Three financial upgradations in the entire career will count against regular promotions availed from the grade in which the employee was appointed or direct recruit.

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- The financial upgradation will be purely personal to the employee and will have no relevance to his seniority position.
- On upgradation under the scheme, pay will be fixed by granting 3% increment and GP as per the hierarchy of GPs available. At the time of actual/regular promotion, if the promotion happens to be in a post carrying higher GP than what is available under MACPS, then no fixation benefit will accrue and only difference in GP would be available.

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- If an employee has been offered regular promotion but was refused by the employee before becoming entitled to financial upgradation, no financial upgradation shall be allowed as such an employee has not been stagnated due to lack of opportunities.
- Regular service includes all periods spent on deputation/foreign service/study leave and all kinds of sanctioned leave.
- Dies non period will not count as regular service.

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That's all

Thanks!!!!