

**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 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 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.)

Sl. No.	Post/ Grade	Present Scale	Revised Pay Structure		
		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**

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.					
II	OFFICE STAFF WORKING IN ORGANISATIONS OUTSIDE THE SECRETARIAT					
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
III	ACCOUNTS STAFF BELONGING TO UN-ORGANIZED ACCOUNTS CADRES  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.					3.8.5
IV	ARTISTS					
1	Senior Artist	6500-10500	7450-11500	PB-2	4600	3.8.6
V	CANTEEN STAFF					
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
VI	DRAWING OFFICE STAFF					
1	Chief Draughtsman	6500-10500	7450-11500	PB-2	4600	3.8.9
VII	ELECTRONIC DATA PROCESSING (EDP) STAFF					
1	Data Processing Assistant	6500-10500	7450-11500	PB-2	4600	3.8.11
VIII	FIRE FIGHTING STAFF					
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	
IX	LIBRARY STAFF					
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	
XI	LABORATORY STAFF					
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	
XII	NURSING & PARAMEDICAL STAFF					
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	
XIII	PHOTOGRAPHERS					
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	
XIV	PRINTING STAFF					
1	Posts of printing staff in the pre-revised pay scales of Rs.6500-10500		7450-11500	PB-2	4600	3.8.18
XV	RECEPTIONISTS					
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
XVI	STOREKEEPING STAFF					
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 II 5500-9000  Grade I 6500-10500	Grade III 6500-10500  Grade II 7450-11500  Grade I 7500-12000	PB-2  PB-2  PB-2	4200  4600  4800	3.8.22
2	Trained Graduate Teacher	Grade III 5500-9000  Grade II 6500-10500  Grade I 7500-12000	Grade III 7450-11500  Grade II 7500-12000  Grade I 8000-13500	PB-2  PB-2  PB-2	4600  4800  5400	
3	Post Graduate Teacher	Grade III 6500-10500  Grade II 7500-12000  Grade I 8000-13500	Grade III 7500-12000  Grade II 8000-13500  Grade I 10000-15200	PB-2  PB-3  PB-3	4800  5400  6600	
4	Vice Principal	Grade II 7500-12000  Grade I 8000-13500	Grade II 8000-13500  Grade I 10000-15200	PB-3  PB-3	5400  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 I</b>	<b>VETERINARIANS</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</b>	<b>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</b>	<b>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.

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</b>						
<b>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> <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
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

**MINISTRY OF LABOUR & EMPLOYMENT**

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

**MINISTRY OF LAW AND JUSTICE**

1	Assistant (Legal)	6500-10500	7450-11500	PB-2	4600	7.24.12
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**MINISTRY OF MINES**

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

**MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS**

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

**MINISTRY OF POWER**

1	Professional/Statistical Assistant	4500-7000	5000-8000	PB-2	4200	7.35.2
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**MINISTRY OF SHIPPING, ROAD TRANSPORT & HIGHWAYS  
Border Roads Organization**

1.	Technical Assistant, Assistant Engineer and Chief Draughtsman in Deptt. of Road Transport & Highways.	6500-10500	7450-11500	PB-2	4600	7.39.20
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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
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**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
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**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

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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
Union Territory of Delhi						
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
Union Territory of Lakshadweep						
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
Union Territory of Andaman & Nicobar Islands						
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
Union Territory of Puducherry						
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. 1/12008-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)

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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



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|----|--|---------|
| 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<br>(Corresponding Grade Pay Rs.1900) |
| 2. | Pay Band applicable   | PB-1 Rs.5200-20200                                |
| 3. | Upgraded to the Scale of Pay  | Rs.3200-4900<br>(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                            |

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|----|--|----------|
| 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 |

**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                      |