

F.No.14021/5/2008-AIS-II
Government of India
Ministry of Personnel, Pensions and Public Grievances
Department of Personnel and Training

North Block, New Delhi-01,
the 29th September, 2008

To

Chief Secretaries of all
State Governments and Union Territories

**Subject: Implementation of Sixth Central Pay Commission recommendations-
Fixation of pay and payment of arrears - instructions in respect of members
of All India Services(AIS) - regarding.**

Sir,

I am directed to say that the IAS, IPS and IFS (Pay), 2007, have been amended by the notifications published in the Gazette of India, Extra-ordinary vide G.S.R. No.665 (E) dated 19th September, 2008, G.S.R. No.692(E) and S.S.R. No.691(E), dated 27th September, 2008 respectively. In terms of rule 4 of IAS (Pay) 2nd Amendment Rules, 2008 and the similar rule in respect of the IPS and the IFS, the members of the All India Services are required to exercise their option for drawal of their pay in the revised pay structure. The prescribed format to exercise the option is enclosed.

2. The sequence of action to be taken on receipt of the option will be as follows:-

- (i) The manner of initial fixation of pay in the revised pay structure has been indicated in the rule 4 of the IAS (Pay) 2nd Amendment Rules, 2008 and similar rules in respect of IPS and IFS. On the basis of this Rule, detailed Fixation Table for each stage in each of the pre-revised scales have been worked out in the manner recommended by the Sixth Pay Commission and are enclosed as Annex-I of this letter. These may be used for the purpose of fixation in the revised pay structure as on 1.1.2006.
- (ii) In terms of the IAS (Pay) 2nd Amendment Rules, 2008 and similar rules in respect of IPS and IFS, there shall be a uniform date of increment i.e. 1st July of the year after implementation of the revised pay structure. Consequently, in the case of officers whose date of next increment falls on 1.1.2006, the increment will be drawn in the pre-revised scale and pay fixed in according with the tables after including this increment. The next increment in the revised pay structure in such cases will be drawn on 1st July 2006.

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- (iii) On fixation of pay in the applicable revised pay bands and grade pay or in the pay scale, as the case may be, pay and allowances for the month of September, 2008 may be drawn and paid on the basis of the revised pay structure and the applicable allowances thereon after deduction of enhanced subscription to the General Provident Fund which will be calculated with reference to the revised basic pay. Insofar as the officers who have joined on or after 1.1.2004 are concerned, enhanced deductions under the New Pension Scheme will be calculated with reference to the revised basic pay and DA thereon.

“Basic pay” in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of AIS officers in the pay scales of HAG+ and above, basic pay means the pay in the prescribed scale.

- (iv) Similar sequential action as indicated above may be taken for the authorization of the revised pay and allowances of those officers whose options might be received later.
3. The revised rates of all allowances, such as House Rent Allowance, Transport Allowance, Children Education Allowance, Special Compensatory Allowance, etc, will be paid prospectively w.e.f.1.9.08. Accordingly, no arrears will be paid in respect of these allowances.
4. In order to ensure correct and systematic fixation of pay in the revised pay structure, a proforma for the purpose (Statement of Fixation of pay) is enclosed (Annex-II). The statement should be prepared in triplicate and one copy thereof should be pasted in the Service Book of the officer concerned and another copy made available to the concerned accounting authorities the concerned Ministry/Department or the State Government [State Accountant General/Chief Controller of Accounts/Controller of Accounts/Accounts Officer] for post-check. Attention is also invited in this connection to the Government of India's decision contained at Sl. No.2 (iii) of the Part 'A' of the Resolution No.1/1/2008-1C dated August 29,2008 regarding the adjustment of the installments of Dearness Allowance paid between July 1, 2006 and June 30,2008.
5. The requirement of pre-check of pay fixation having been dispensed with, it is not unlikely that the arrears due in some cases may be computed incorrectly leading to overpayments that might have to be recovered subsequently. The Drawing & Disbursing Officers should, therefore, make it clear to the officers while disbursing the arrears, that the payments are being made subject to adjustment from the amounts that may be due to them subsequently should any discrepancy be noticed later. For this purpose an undertaking may also be obtained from every officer at the time of disbursement of the arrears/pay and allowances for September, 2008 to the effect that any excess payment that may be found to have been made as a result of

incorrect fixation of pay in the revised scales will be refunded by him to Government either by adjustment against future payments or otherwise. A specimen form of the undertaking is also enclosed (Annex-III).

6. In authorizing the arrears, income tax as due may also be deducted and credited to Government in according with the instructions on the subject. In case an officer wishes to deposit his arrears in his General Provident Fund account, this may be permitted.
7. When the pay of an All India Service officer will be fixed as per Rule 4(B) on a date subsequent to 01.01.2006, the fitment tables annexed with this Department's O.M. of even number dated 30.08.2008 will be used as prescribed in the relevant provisions contained in para 2 of the O.M. The pre-revised pay to be reckoned in such cases will be the pay of the officer on the day of such fixation.
8. Fixation of pay of All India Service officers who were on deputation and got promotion in the cadre subsequently while they were still on deputation
 - i. In case the officer was on deputation on 1.1.06 and got promoted to a higher post in his cadre after 1.1.06, but was not granted proforma promotion under the 'Next Below Rule', his pay will get fixed w.e.f. 1.1.06 in the grade which he was holding on 1.1.06.
 - ii. In case the officer had been granted proforma promotion under the 'Next Below Rule', his pay will be fixed using the provisions of the 'Next Below Rule', as explained in (iii) below.
 - iii. In the revised pay structure, the pay of an officer would be regulated in the following manner on grant of proforma promotion to him under 'Next Below Rule'.
 - (a) In case an AIS officer on deputation to a post gets promoted in his cadre to a post in a higher grade, his pay in the pay band will be fixed with reference to the pay in the pay band of the officer immediately junior to him in the cadre of his service. However, the officer in question would continue to draw the grade pay attached to the deputation post for the remaining duration of the deputation.
 - (b) In case an AIS officer on deputation to a post in PB-4 gets promoted in his cadre to a post in HAG+, his basic pay will be fixed with reference to the basic pay of the employees immediately junior to him in the cadre of his service, but the total of pay in the pay band and grade pay of the deputation post will not exceed Rs.79,000.

(c) In case an officer on deputation to a post in PB-4 gets promoted in his cadre to a post in apex scale, his basic pay will be fixed with reference to the basic pay of the employees immediately junior to him in the cadre of his service, but the total of pay in the pay band and grade pay of the deputation post will not exceed Rs.79,000.

(d) In case an officer on deputation to a post in HAG+ gets promoted in his cadre to a post in apex scale, his basic pay will be fixed with reference to the basic pay of the employees immediately junior to him in the cadre of his service.

9. Fixation of pay of member of service who go on deputation to a lower post

(i) In case an AIS officer goes on deputation to a post carrying a lower grade pay, his pay in the pay band would continue unchanged, but he will be granted the grade pay of the lower post for the entire duration of the deputation.

(ii) In case an officer in HAG+ scale goes on deputation to a lower post in PB-4, his basic pay in the deputation post will be fixed at a stage equal to his basic pay in the cadre of his service, but the total of pay in the pay band and grade pay of the deputation post will not exceed Rs.79,000.

(iii) In case an officer in the apex scale goes on deputation to a lower post in PB-4, his pay in the pay band will be fixed at the maximum of PB-4 (Rs.67000) and he will be granted the grade pay attached to the deputation post, but the total of pay in the pay band grade pay of the deputation post will not exceed Rs.79,000. In case deputation is from the apex scale to a post in HAG+, the basic pay will be protected in HAG+.

10. Under rule 5(f) of the IAS (Pay) 2nd Amendment Rules, 2008 and similar rules in respect of IPS and IFS, on promotion from one grade to another, the AIS officers have an option to get their pay fixed in the higher grade either from the date of promotion or from date of his next increment, viz. 1st July of the year. The procedure for fixation of pay of an officer, who exercises an option to get his pay fixed in the higher grade either from date of his next increment, viz. 1st July of the year has been prescribed in the said rule.

In case the officer opts to get his pay fixed in the higher grade from the date of his promotion, he shall get his first increment on the next 1st July if he was promoted between 2nd July and 1st January. However, if he was promoted between 2nd January and 30th June of a particular year, he shall get his increment on 1st July of next year.

11. On receipt of the necessary options, action for drawals and disbursement of arrears should be completed immediately. The arrears of pay and allowances in respect of the members of All India Services, on Central deputation, for the period from

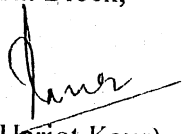
January 1, 2006 to August 31, 2008 shall be paid by the concerned Ministries/Departments in the manner prescribed by the Ministry of Finance vide their O.M. No. 1/1/2008-IC, dated 30th August, 2008. The State/Joint cadre authorities may however, take an independent view regarding modalities of payment of arrears of pay and allowances for the period from 1.12.2006 to 31.8.2008.

12. This issues with the concurrence of the Department of Expenditure vide their U.O. No.4.2/18/2008-IC, dated 26.9.2008
13. Hindi version will follow.

ad -
(Harjot Kaur)
Director (Services)

Copies to:

1. All Ministries/Departments of Government of India (as per standard list)
2. Website Section, Ministry of Personnel, Public Grievance and Pensions, North Block, New Delhi.


(Harjot Kaur)
Director (Services)

Pre-revised scale (S - 29)
Rs.18400-500-22400

Revised Pay Band + Grade Pay
PB-4 Rs.37400-67000 + 10000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
18,400	44,700	10,000	54,700
18,900	46,050	10,000	56,050
19,400	46,050	10,000	56,050
19,900	47,440	10,000	57,440
20,400	47,440	10,000	57,440
20,900	48,870	10,000	58,870
21,400	48,870	10,000	58,870
21,900	50,340	10,000	60,340
22,400	51,850	10,000	61,850
22,900	53,410	10,000	63,410
23,400	55,020	10,000	65,020
23,900	56,680	10,000	66,680

Note : The last three stages in each of the pay scales above relates to fixation for those drawing stagnation increment in the pre-revised scale

Pre-revised scale (S - 30)
Rs.22400-525-24500

Revised Pay Band + Grade Pay
PB-4 Rs.37400-67000 + 12000


Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
22,400	51,850	12,000	63,850
22,925	53,410	12,000	65,410
23,450	55,020	12,000	67,020
23,975	56,680	12,000	68,680
24,500	58,380	12,000	70,380

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Ministry of Education
Capital of India
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Pre-revised scale (S - 28)
Rs.14300-450-22400

Revised Pay Band + Grade Pay
PB-4 Rs.37400-67000 + 10000

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
14,300	37,400	10,000	47,400
14,750	37,400	10,000	47,400
15,200	38,530	10,000	48,530
15,650	38,530	10,000	48,530
16,100	39,690	10,000	49,690
16,550	39,690	10,000	49,690
17,000	40,890	10,000	50,890
17,450	40,890	10,000	50,890
17,900	42,120	10,000	52,120
18,350	42,120	10,000	52,120
18,800	43,390	10,000	53,390
19,250	43,390	10,000	53,390
19,700	44,700	10,000	54,700
20,150	44,700	10,000	54,700
20,600	46,050	10,000	56,050
21,050	46,050	10,000	56,050
21,500	47,440	10,000	57,440
21,950	47,440	10,000	57,440
22,400	48,870	10,000	58,870
22,850	48,870	10,000	58,870
23,300	50,340	10,000	60,340
23,750	50,340	10,000	60,340


ALOK SAXENA
Joint Secy (C)
Ministry of Finance
Dept. of Expenditure
Govt. of India

Pre-revised scale (S - 31)
Rs.22400-600-26000

Revised Pay Scale
HAG+ Rs.75500-80000

Pre-revised Basic Pay	Revised Basic Pay
22,400	75,500
23,000	75,500
23,600	77,765
24,200	77,765
24,800	80,000
25,400	80,000
26,000	80,000

Pre-revised scale (S - 32)
Rs.24050-650-26000

Revised Pay Scale
HAG+ Rs.75500-80000

Pre-revised Basic Pay	Revised Basic Pay
24,050	77,765
24,700	80,000
25,350	80,000
26,000	80,000

Pre-revised scale (S - 33)
Rs.26000 (fixed)

Revised Pay Scale
Apex Scale Rs.80000 (fixed)

Pre-revised Basic Pay	Revised Basic Pay
26000 (fixed)	80,000 (fixed)

Pre-revised scale (S - 34)
Rs.30000 (fixed)

Revised Pay Scale
Cab. Sec./Equ. Scale Rs.90000 (fixed)

Pre-revised Basic Pay	Revised Basic Pay
30000 (fixed)	90000 (fixed)

ALOK SAXENA
Secretary
Ministry of Labour
Deptt. of Labour
New Delhi

Annex-II

Statement of fixation of pay under IAS (Pay) 2nd Amendment Rules, 2008 or IPS (Pay) Amendment Rules, 2008 or IFS (Pay) 2nd Amendment Rules, 2008

1. Name of the Officer :
2. Pay Band and Grade Pay :
in which pay is to be fixed as on
January 1, 2006
3. Status (substantive/officiating) :
4. Pre-revised scale(s) of pay applicable for :
the post [In case more than one scale of
pay is applicable for the post and these
have been merged in pursuance of the
recommendation of the Sixth CPC in a
Single revised scale, the scale of pay in
Which the employee was actually drawing
his pay should be specified)
5. Existing emoluments as on January 1, 2006- :
 - (a) Basic pay (including Stagnation :
Increments, if any)
 - (b) Dearness Pay :
 - (c) Dearness Allowance applicable at AICPI :
average 536 (1982 =100)
 - (d) Total existing emoluments [(a) to (c)] :
6. Revised pay band and grade/scale pay :
corresponding to the pre-revised scale shown
at Sl.No.4 above. (In the case of HAG+
and above the appropriate scale
may be mentioned)
7. Pay in the revised pay band/scale in which :
pay is to fixed as per the fitment table
attached at Annex-I.
8. Grade pay to be applied in terms of Rule :
4 of IAS (Pay) 2nd Amendment
Rules 2008/IPS(Pay) Amendment

Rules 2008/IFS(Pay) 2nd Amendment
Rules 2008

9. Stepped up pay with reference to the :
revised pay of junior, if applicable [Rule
4(A)(b) and Note 8 below Rule 4(A)(b)
of IAS/IPS/IFS(Pay) Amendment Rules, 2008
10. Personal Pay, if any [Note 4 below :
Rule 4.
11. Revised emoluments after fixation
- (a) Pay in the Revised Pay Band/Pay :
Scale
- (b) Grade Pay :
- (c) Special Pay, if admissible (Sub Rule :
(C) of Rule 4)
- (d) Personal Pay, if admissible
12. Date of next increment (Rule 6 & 7) and
pay after grant of increment

Date of Increment

Pay after Increment

Pay in the Pay Band/Scale	Grade Pay (Wherever applicable)

13. Any other relevant information :

Date:

Signature & Designation of
Head of Office

UNDERTAKING

I hereby undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature: _____

Name: _____

Designation: _____

Date:

Station:

