

Government of India
Ministry of Defence
(Department of Defence)
D(Civ-I)
.....

Subject: - Circulation of OM issued by DoP&T/MoF(DoE) regarding 7th CPC Allowances.
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All concerned are requested to download the Govt. Orders issued by Ministry of Personnel, Public Grievances & Pensions, (Department of Personnel & Training)/Ministry of Finance (Department of Expenditure) from the website of DoP&T for necessary action/compliance. The provisions contained therein are duly applicable to Defence Civilian Employees paid from Defence Service Estimates. The links of these Office Memoranda are being uploaded on the MoD/DoD website under the link "Employees Corner/seventh Central Pay Commission" to facilitate the immediate implementation of these allowances, etc.

S. No.	DoP&T's OM No. & date		Subject
1.	Ministry of Personnel, Public Grievances & Pensions, (Department of Personnel & Training)	No. 2/12/2017 - Estt.(Pay-II) Dated 14.09.2017	Implementation of the recommendations of Seventh Central Pay Commission relating to Headquarters Special Pay/Special Allowance admissible to officers of the Organized Group 'A' services on their posting in their respective Headquarters - reg. Link:- http://document.ccis.nic.in/WriteReadData/CircularPortal/D2/D02est/2_12_2017-Estt-Pay-II-14092017.pdf
2.	Ministry of Finance (Department of Expenditure)	No. 4-6/2017-IC/E-III(A) Dated 28.09.2017	Modification of Level - 13 of Pay Matrix - Issues regarding. Link:- http://doe.gov.in/sites/default/files/Modification%20of%20Level13%20Pay%20Matrix28092017.pdf
3.	Ministry of Personnel, Public Grievances & Pensions, (Department of Personnel & Training)	No.14014/2/2009 - Estt.D Dated 09.10.2017	Fixation of the pay of the pre-revised pay scale of IS scale granted to candidates appointed a trainees on compassionate grounds in the Seventh Central Pay Commission (7 th CPC) - reg.. Link:- http://document.ccis.nic.in/WriteReadData/CircularPortal/D2/D02est/14014_2_2009-Estt-D-09102017.pdf

R Kumar
18/10/17
(Pawan Kumar)

Under Secretary to the Govt of India

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MoD ID No. 11(3)/2016- D(Civ-I) dated 18th October, 2017

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No. 2/12/2017-Estt.(Pay-II)
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training

North Block, New Delhi
Dated 14th September, 2017

OFFICE MEMORANDUM

Subject:- Implementation of the recommendations of Seventh Central Pay Commission relating to Headquarters Special Pay/Special Allowance admissible to officers of the Organized Group 'A' services on their posting in their respective Headquarters – reg.

This Department's OM No. 2/22(A)/2008-Estt(Pay-II) dated 3rd September, 2008 provided for rates of Headquarters Special pay/ Special Allowance admissible to officers of the Organized Group 'A' services on their posting in their respective headquarters.

2. As provided in para 7 of Ministry of Finance (Department of Expenditure)'s Resolution No.1-2/2016-IC dated 25th July, 2016, the matter regarding allowances (except Dearness Allowance) based on the recommendations of the 7th Central Pay Commission (CPC) was referred to a Committee under the Chairmanship of Finance Secretary and until a final decision thereon, all allowances have been paid at the existing rates in the existing pay structure.

3. The decision of the Government on various allowances based on the recommendations of the 7th CPC and in the light of the recommendations of the Committee under the Chairmanship of the Finance Secretary has since been issued as per the Resolution No.11-1/2016-IC dated 6th July, 2017 of Department of Expenditure.

4. As mentioned at Sl.No. 76 of the Appendix-II of the said Resolution dated 6th July, 2017, the recommendation of the 7th CPC for abolition of Headquarters Allowance has been accepted by the Government and this decision is effective from 1st July, 2017. Accordingly, the President is pleased to abolish the Headquarters Special Pay/ Special Allowance in respect of officers of the Organized Group 'A' services on their posting in their respective Headquarters.

5. Accordingly, the entitlement and payment of Headquarters Allowance is discontinued from the salary of the month of July, 2017. A copy of Department of Expenditure's OM No.29/1/2017-E.II (B) dated 11th July, 2017 on Payment on account of discontinued allowances is enclosed for reference.

6. In so far as persons serving in the Indian Audit & Accounts Department are concerned, these orders issue after consultation with the Comptroller & Auditor General of India.

Encl : A/a


(Pushpender Kumar)

Under Secretary to the Government of India

To

All Ministries/Departments of Government of India, as per standard list.

F.No.29/1/2017-E.II(B)
Government of India
Ministry of Finance
Department of Expenditure

New Delhi, dated the 11th July, 2017.

OFFICE MEMORANDUM

Subject:- Payment on account of discontinued allowances – regarding.

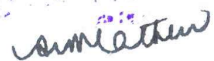
The undersigned is directed to inform that the recommendations of the 7th CPC on allowances have been accepted by the Government with 34 modifications. Resolution in this regard has been published on 6th July, 2017.

2. In this regard, attention is drawn to Para 8.2.5 of the Report of the 7th CPC wherein it has been mentioned that any allowance, not mentioned in the Report (and hence not reported to the Commission), shall cease to exist immediately. In case there is any demand or requirement for continuation of an existing allowance which has not been deliberated upon or covered in this report, it should be re-notified by the Ministry concerned after obtaining due approval of Ministry of Finance and should be put in the public domain.

3. As the recommendations of the 7th CPC on allowances have come into effect from 1st July, 2017, disbursement of all existing allowances which have not been specifically recommended for continuation in terms of the Resolution dated 6th July, 2017 shall be discontinued from the salary of the month of July, 2017.

4. In view of the nature of the Allowances specific to Ministry of External Affairs, these allowances were not covered by the 7th Central Pay Commission. Hence this order will not be applicable to allowances specific to Ministry of External Affairs.

5. It shall be the responsibility of the Heads of the Department to ensure that no bills relating to disbursement in respect of such allowances is drawn by the Head of Office/Drawing & Disbursing Officers under their purview/jurisdiction. Pay and Accounts Officers shall ensure that no payment is effected if any such bill relating to the disbursement of the discontinued allowances is submitted to them. If such bills are received, they should be returned to the DDO and intimation thereof shall also be given to the Head of the Department and the Chief Controller of Accounts.


(Annie George Mathew)

Joint Secretary to the Government of India

To

1. Joint Secretary(Admn./Estt.), all Ministries/Departments
2. All Financial Advisors

No. 4-6/2017-IC/E-III(A)
Government of India
Ministry of Finance
Department of Expenditure

North Block, New Delhi
Dated, the 28th September, 2017

Office Memorandum

Subject: Modification of Level-13 of Pay Matrix - Issues regarding.

The undersigned is directed to invite attention to the Pay Matrix contained in Part A of the Schedule of the CCS(RP) Rules, 2016 as promulgated vide notification No. GSR 721 (E) dated 25th July, 2016, where the Level-13 of the Pay Matrix starts at Rs. 1,18,500 at Cell one and ends at Rs. 2,14,100 at Cell twenty one and to state that in terms of CCS(Revised Pay) (Amendment) Rules, 2017 promulgated vide GSR 592(E) dated 15.6.2017, the said Level 13 of the Pay Matrix has been modified. The modified Level 13 starts at Rs. 1,23,100 at Cell one, ending at Rs. 2,15,900 at Cell twenty.

2. The modified Level-13 in terms of the CCS(Revised Pay) (Amendment) Rules, 2017 takes effect from 1st January, 2016. Accordingly, the earlier Level-13 of the Pay Matrix as contained in CCS(RP) Rules, 2016 notified on 25.7.2016 and effective from 1st January, 2016 has become non-existent *ab-initio* with the promulgation of the CCS(Revised Pay) (Amendment) Rules, 2017. The modified Level 13 is an improvement on the earlier Level 13 inasmuch as the earlier Level 13 is based on the 'Index of Rationalisation' (IOR) of 2.57, whereas the modified Level 13 is based on the IOR of 2.67. It is for this reason of improvement that the modified Level 13 begins at Rs. 1,23,100, as against the earlier one which began at Rs. 1,18,500.

3. Consequent upon the aforesaid modification of Level 13 in terms of the CCS(Revised Pay) (Amendment) Rules, 2017 effective from 1.1.2016 and the resultant re-fixation of pay therein in supersession of the earlier pay fixation, references have been received from Ministries/Departments seeking clarifications on certain issues. These issues and the decisions thereon are brought in the succeeding paragraphs.

Issue No. 1 - Whether pay in the Level-13 is to be fixed by multiplying by a factor of 2.57 or 2.67

4. The 7th Central Pay Commission, while formulating the various Levels contained in the Pay Matrix, corresponding to the pre-Revised pay structure, used "Index Of Rationalization" (IOR) to arrive at the starting Cell of each



Level (the 1st Cell) of the Pay Matrix. This IOR has been applied by the Commission on the minimum entry pay corresponding to the successive Grades Pay in the pre-Revised pay structure. In Level-13 of the Pay Matrix, as formulated by the 7th CPC and as accepted by the Government in terms of the CCS(RP) Rules, 2016 promulgated vide notification dt. 25.7.2016, the IOR was 2.57. The IOR in respect of both Levels 12 and Level 13-A, i.e., Levels immediately lower and immediately higher than Level-13, is 2.67. Therefore, the modified Level-13 in terms of the Pay Matrix contained in the CCS(Revised Pay) (Amendment) Rules, 2017 has also been formulated based on the IOR of 2.67.

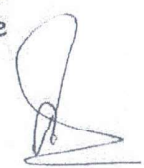
5. While the concept of the IOR, as applied by the 7th CPC, is exclusively in regard to formulation of the Levels in Pay Matrix, the formula for fixation of pay in the Pay Matrix based on the basic pay drawn in the pre-revised pay structure for the purpose of migration to the Pay Matrix, as recommended by the 7th CPC, is based on the fitment factor of 2.57. The Commission recommends - "this fitment factor of 2.57 is being proposed to be applied uniformly for all employees." Accordingly, Rule 7 (1)(A)(i) of the CCS(RP) Rules, 2016, relating to fixation of pay in the revised pay structure, clearly provides that "in case of all employees the pay in the applicable level in the Pay Matrix shall be the pay obtained by multiplying the existing pay by a factor of 2.57....."

6. Thus, the fitment factor for the purpose of fixation of pay in all the Levels of Pay Matrix in the revised pay structure is altogether different from the IOR. The fitment factor of 2.57 is uniformly applicable for all employees for the purpose of fixation of pay in all the Levels of Pay Matrix. This has no relation with the "IOR". The formula for fixation of pay based on the fitment factor of 2.57, as contained in Rule 7(1)(A)(i) of the CCS(RP) Rules, 2016, has not been modified by the CCS(Revised Pay) (Amendment) Rules, 2017.

7. Accordingly, pay in the Level-13 of the Pay Matrix, as provided for in the CCS(Revised Pay) (Amendment) Rules, 2017, shall continue to be fixed based on the fitment factor of 2.57 as already provided for in Rule 7(1) (A) (i) of CCS(RP) Rules, 2016. In case pay has been fixed in the modified Level-13 by way of fitment factor of 2.67, the same is contrary to the Rules and is liable to be rectified and excess amount recovered forthwith.

Issue No. 2 Pay re-fixed in the modified Level-13 working out lower than the pay fixed in the earlier Level-13

8. As mentioned above, earlier Level 13 in operation before the coming into force of CCS(Revised Pay) (Amendment) Rules, 2017 promulgated vide notification dt. 15.6.2017, has become non-existent *ab-initio* and the modified Level 13 as contained in CCS(Revised Pay) (Amendment) Rules, 2017 is the



applicable Level 13 from 1.1.2016. Therefore, the earlier Level 13 is extinct and, hence, no employee can retain the same consequent upon promulgation of CCS(Revised Pay)(Amendment) Rules, 2017.

9. As such, pay in respect of those, who are entitled to Level 13 either from 1.1.2016 or from any date later than 1.1.2016, has to be re-fixed in the modified Level 13 and the pay as earlier fixed in the earlier Level 13 gets automatically rescinded. Therefore, pay, as fixed in the modified Level 13 in terms of Rule 7 of the CCS(RP)Rules, 2016 in case of those who were drawing pay in the pre-revised pay structure in PB-4 plus Grade Pay of Rs. 8700 as on 31.12.2015 or in terms of Rule 13 thereof in case of those promoted to Level 13 on or after 1.1.2016, shall now be the pay for all purposes.

10. However, a few instances have been brought to the notice of this Ministry, where pay fixed in the modified Level-13 contained in CCS (RP) (Amendment) Rules, 2017 works out less than the pay fixed in the earlier Level-13 before promulgation of this amendment.

11. The pay fixed strictly in terms of the applicable provisions of CCS(RP) Rules, 2016 in the earlier Level-13 before promulgation of CCS(Revised Pay)(Amendment) Rules, 2017, was the pay before the date of promulgation of the said Amendment Rules on 15.6.2017. As pay is now required to be re-fixed in the Level-13 contained in the CCS(Revised Pay) (Amendment) Rules, 2017, any overpayment, if taking place, consequent upon such re-fixation is not attributable to the concerned employee.

12. Accordingly, it has been decided that if the pay re-fixed strictly as per Rule 7 or Rules 13, as the case may be, of the CCS(RP) Rules, 2016 in the Level-13 based on the Pay Matrix contained in the CCS(Revised Pay) (Amendment) Rules, 2017 (as per the fitment factor of 2.57) happens to be lower than the pay as earlier fixed as per the said Rules (fitment factor of 2.57) in the earlier Level-13, then while the pay as re-fixed shall be the pay as applicable to the concerned employee for all purposes, any recovery of over payment on account of such re-fixation during the period up to 30.6.2017, the month in which the CCS(Revised Pay) (Amendment) Rules, 2017 has been issued, shall be waived.

13. The cases of employees who retired on or after 1.1.2016 and up to 30.6.2017 and if covered under para 12 above, shall be processed as per Rule 70 of the CCS(Pension) Rules, 1972.



Issue No. 3 - Re-exercise of option for coming over to the Revised Pay structure in case of Level 13

14. A reference has been received whether in view of the modification in the Level 13 in terms of the CCS(Revised Pay) (Amendment) Rules, 2017 promulgated on 15.6.2017 with effect from 1.1.2016, the date of effect of the revised pay structure contained in CCS(RP) Rules, 2016, the employees who are entitled to the Level 13 on 1.1.2016 may be given fresh option to come over to the revised pay structure in case of modified Level 13.

15. The matter has been considered and it has been decided that since the modification of the Level 13 as per CCS(Revised Pay) (Amendment) Rules, 2017 is a material change, the employees, who were entitled to Level 13 as on 1.1.2016 and who had already opted for the earlier Level-13 as per Rules 5 and 6 of the CCS(RP) Rules, 2016, shall be given an opportunity for re-exercise of their option thereunder. Such an option may be exercised within three months from the date of issue of these orders.

16. In their application to employees belonging to the Indian Audit and Accounts Department, these orders issue after consultation with the Comptroller and Auditor General of India.

17. Hindi version of these orders is attached.


(Amar Nath Singh)
Director

To,

All the Ministries/Departments of the Government of India.

Copy to:- C&AG, UPSC etc. as per standard endorsement list.

Copy also to NIC: with a request to place this OM on the website of the Ministry of Finance, Department of Expenditure.

सं.4-6/2017-आईसी/ई-III(ए)

भारत सरकार
वित्त मंत्रालय
व्यय विभाग

नॉर्थ ब्लॉक, नई दिल्ली
28 सितम्बर, 2017

कार्यालय ज्ञापन

विषय: वेतन मैट्रिक्स के लेवल-13 में उपांतरण से संबंधित मुद्दे।

अधोहस्ताक्षरी को 25 जुलाई, 2016 की अधिसूचना सं. सा.का.नि. 721(अ) के तहत प्रख्यापित केन्द्रीय सिविल सेवा (संशोधित वेतन) नियम, 2016 की अनूसूची के भाग-क में उल्लिखित वेतन मैट्रिक्स, जिसमें वेतन मैट्रिक्स का लेवल-13 कोष्ठिका एक में 1,18,500 रुपए से शुरू होता है और कोष्ठिका इक्कीस में 2,14,100 रुपए पर समाप्त होता है, की ओर ध्यान आकृष्ट करने और यह कहने का निदेश हुआ है कि 15 जून, 2017 की अधिसूचना सं. सा.का.नि. 592(अ) के तहत प्रख्यापित केन्द्रीय सिविल सेवा (संशोधित वेतन) (संशोधन) नियम, 2017 के अनुसार वेतन मैट्रिक्स का उक्त लेवल-13 उपांतरित किया गया है। उपांतरित लेवल-13 कोष्ठिका एक में 1,23,100 रुपए से शुरू होता है और कोष्ठिका बीस में 2,15,900 रुपए पर समाप्त होता है।

2. केन्द्रीय सिविल सेवा (संशोधित वेतन) (संशोधन) नियम, 2017 के अनुसार उपांतरित लेवल-13, 01 जनवरी, 2016 से लागू है। तदनुसार, 25 जुलाई, 2016 को अधिसूचित और 1 जनवरी, 2016 से प्रभावी केन्द्रीय सिविल सेवा (संशोधित वेतन) नियम, 2016 में यथा-उल्लिखित वेतन मैट्रिक्स का पूर्व लेवल-13, केन्द्रीय सिविल सेवा (संशोधित वेतन) (संशोधन) नियम, 2017 के प्रख्यापन के साथ आरंभ से अस्तित्व में नहीं रह गया है। उपांतरित लेवल-13 पूर्व लेवल-13 में एक सुधार है क्योंकि पूर्व लेवल-13 'पुनर्गठन सूचकांक' 2.57 पर आधारित है जबकि उपांतरित लेवल-13 'पुनर्गठन सूचकांक' 2.67 पर आधारित है। उपांतरित लेवल-13 इस सुधार के कारण ही 1,23,100 रुपए से शुरू होता है जबकि पूर्व लेवल 1,18,500 रुपए से शुरू होता था।

3. 01 जनवरी, 2016 से लागू केन्द्रीय सिविल सेवा (संशोधित वेतन) (संशोधन) नियम, 2017 के अनुसार लेवल-13 में उपर्युक्त उपांतरण के कारण और पूर्व वेतन निर्धारण का अधिक्रमण करते हुए उसमें वेतन के पुनःनिर्धारण के फलस्वरूप, मंत्रालयों/विभागों से कतिपय मुद्दों पर स्पष्टीकरण मांगते हुए पत्र प्राप्त हुए हैं, ये मुद्दे और इन पर लिए गए निर्णय उत्तरवर्ती पैराओं में दिए गए हैं।

मुद्दा सं.1- लेवल-13 में वेतन का निर्धारण क्या 2.57 के गुणांक से गुणा करके किया जाना है या 2.67 के गुणांक से गुणा करके

4. सातवें केन्द्रीय वेतन आयोग ने, संशोधन-पूर्व वेतन संरचना के अनुरूप वेतन मैट्रिक्स में उल्लिखित विभिन्न लेवल तैयार करते समय, वेतन मैट्रिक्स के प्रत्येक लेवल की शुरुआती कोष्ठिका

(प्रथम कोष्ठिका) की गणना के लिए 'पुनर्गठन सूचकांक' का उपयोग किया था। आयोग द्वारा 'पुनर्गठन सूचकांक' को संशोधन-पूर्व वेतन संरचना में क्रमिक ग्रेड वेतनों के अनुरूप न्यूनतम प्रवेश वेतन पर लागू किया है। सातवें केन्द्रीय वेतन आयोग द्वारा यथा-निरूपित और 25 जुलाई, 2016 की अधिसूचना के तहत प्रख्यापित केन्द्रीय सिविल सेवा (संशोधित वेतन) नियम, 2016 के अनुसार सरकार द्वारा यथा-स्वीकृत वेतन मैट्रिक्स के लेवल-13 में 'पुनर्गठन सूचकांक' 2.57 था। लेवल 12 और लेवल 13-क दोनों अर्थात् लेवल-13 से ठीक पिछले और ठीक अगले लेवलों के संबंध में 'पुनर्गठन सूचकांक' 2.67 है। अतः केन्द्रीय सिविल सेवा (संशोधित वेतन) (संशोधन) नियम, 2017 में उल्लिखित वेतन मैट्रिक्स के अनुसार उपांतरित लेवल-13 भी 'पुनर्गठन सूचकांक' 2.67 के आधार पर निरूपित किया गया है।

5. सातवें केन्द्रीय वेतन आयोग द्वारा लागू की गई 'पुनर्गठन सूचकांक' की अवधारणा अनन्य रूप से वेतन मैट्रिक्स में लेवलों के निरूपण के संबंध में है, जबकि सातवें केन्द्रीय वेतन आयोग की सिफारिश के अनुसार वेतन मैट्रिक्स में जाने के लिए संशोधन-पूर्व वेतन संरचना में आहरित मूल वेतन पर आधारित वेतन मैट्रिक्स में वेतन के निर्धारण का सूत्र 2.57 के फिटमेंट गुणांक पर आधारित है। आयोग सिफारिश करता है - "2.57 के इस फिटमेंट गुणांक का प्रस्ताव सभी कर्मचारियों पर समान रूप से लागू किए जाने के लिए किया जा रहा है।" तदनुसार, संशोधित वेतन संरचना में वेतन के निर्धारण से संबंधित केन्द्रीय सिविल सेवा (संशोधित वेतन) नियम, 2016 के नियम 7(1)(क)(i) में स्पष्ट प्रावधान है कि "सभी कर्मचारियों के मामले में वेतन मैट्रिक्स में प्रयोज्य लेवल में वेतन वह वेतन होगा जो 2.57 के गुणांक से विद्यमान वेतन को गुणा करके प्राप्त होगा....."

6. इसलिए, संशोधित वेतन संरचना में वेतन मैट्रिक्स के सभी लेवलों में वेतन निर्धारण के प्रयोजन से फिटमेंट गुणांक पुनर्गठन सूचकांक से बिल्कुल अलग है। वेतन मैट्रिक्स के सभी लेवलों में वेतन निर्धारण के प्रयोजन से 2.57 का फिटमेंट गुणांक सभी कर्मचारियों के लिए समान रूप से लागू है। इसका "पुनर्गठन सूचकांक" से कोई संबंध नहीं है। केन्द्रीय सिविल सेवा (संशोधित वेतन) नियम, 2016 के नियम 7(1)(क)(i) में यथा-उल्लिखित 2.57 के फिटमेंट गुणांक पर आधारित वेतन निर्धारण के फार्मूले को केन्द्रीय सिविल सेवा (संशोधित वेतन) (संशोधन) नियम, 2017 द्वारा उपांतरित नहीं किया गया है।

7. तदनुसार, जैसा कि केन्द्रीय सिविल सेवा (संशोधित वेतन) (संशोधन) नियम, 2017 में प्रावधान किया गया है, वेतन मैट्रिक्स के लेवल-13 में वेतन, केन्द्रीय सिविल सेवा (संशोधित वेतन) नियम, 2016 के नियम 7(1)(क)(i) में पहले किए गए प्रावधान के अनुसार 2.57 के फिटमेंट गुणांक के आधार पर निर्धारित किया जाता रहेगा। यदि उपांतरित लेवल-13 में 2.67 के फिटमेंट गुणांक के आधार पर वेतन निर्धारित किया गया है तो यह नियमों के प्रतिकूल है और इसे सुधारा जाए और अधिक राशि की तत्काल वसूली की जाए।

अमलाप सिंह

भुवदा सं.2 उपांतरित लेवल-13 में पुनर्निर्धारित वेतन पूर्व लेवल-13 में निर्धारित वेतन से कम बनता है

8. जैसा कि उल्लेख किया गया है, दिनांक 15.06.2017 की अधिसूचना के तहत प्रख्यापित केन्द्रीय सिविल सेवा (संशोधित वेतन) (संशोधन) नियम, 2017 के लागू होने से पहले प्रचलित पूर्व लेवल 13 आरंभ से ही अस्तित्व में नहीं रह गया है और केन्द्रीय सिविल सेवा (संशोधित वेतन) (संशोधन) नियम, 2017 में यथा-उल्लिखित उपांतरित लेवल 13 दिनांक 01.01.2016 से लागू लेवल-13 है। इसलिए पूर्व लेवल 13 अब अप्रचलित है और इसलिए केन्द्रीय सिविल सेवा (संशोधित वेतन) (संशोधन) नियम, 2017 के प्रख्यापन के परिणामस्वरूप कोई भी कर्मचारी इसे कायम नहीं रख सकता।

9. इस प्रकार, ऐसे कर्मचारियों जो दिनांक 01.01.2016 से अथवा दिनांक 01.01.2016 के बाद किसी तारीख से लेवल 13 के पात्र हैं, का वेतन उपांतरित वेतन 13 में पुनर्निर्धारित किया जाना है और पूर्व लेवल 13 में पहले यथा-निर्धारित वेतन स्वतः निरस्त हो जाता है। इसलिए, दिनांक 31.12.2015 की स्थिति के अनुसार, पीबी-4 में पूर्व संशोधित वेतन संरचना जमा 8700/- रुपए के ग्रेड वेतन में वेतन आहरित कर रहे कर्मचारियों के मामले में केन्द्रीय सिविल सेवा (संशोधित वेतन) (संशोधन) नियम, 2016 के नियम 7 के अनुसार अथवा दिनांक 01.01.2016 को अथवा उसके पश्चात् पदोन्नत कर्मचारियों के मामले में नियम 13 के अनुसार उपांतरित लेवल 13 में यथा-निर्धारित वेतन अब से सभी प्रयोजनों वेतन होगा।

10. तथापि, इस मंत्रालय के ध्यान में ऐसे कुछ मामले लाए गए हैं जिनमें केन्द्रीय सिविल सेवा (संशोधित वेतन) (संशोधन) नियम, 2017 में उल्लिखित उपांतरित लेवल-13 में निर्धारित वेतन इस संशोधन के प्रख्यापन से पहले, पूर्व लेवल-13 में निर्धारित वेतन से कम बनता है।

11. केन्द्रीय सिविल सेवा (संशोधित वेतन) (संशोधन) नियम, 2017 के प्रख्यापन से पहले, पूर्व लेवल-13 में केन्द्रीय सिविल सेवा (संशोधित वेतन) नियम, 2016 के प्रयोज्य प्रावधानों के अनुसार निर्धारित वेतन, 15.06.2017 को उक्त संशोधन नियमों के प्रख्यापन की तारीख से पहले वेतन था। चूंकि अब वेतन, केन्द्रीय सिविल सेवा (संशोधित वेतन) (संशोधन) नियम, 2017 में उल्लिखित लेवल-13 में पुनःनिर्धारित किया जाना है, ऐसे पुनर्निर्धारण के परिणामस्वरूप यदि कोई अधिक भुगतान हो जाता है, तो वह संबंधित कर्मचारी जिम्मेदार नहीं होगा।

12. तदनुसार, यह निर्णय लिया गया है कि यदि केन्द्रीय सिविल सेवा (संशोधित वेतन) (संशोधन) नियम, 2017 (2.57 के फिटमेंट गुणांक के अनुसार) में उल्लिखित वेतन मैट्रिक्स पर आधारित लेवल-13 में, केन्द्रीय सिविल सेवा (संशोधित वेतन) (संशोधन) नियम, 2016 के नियम 7 अथवा नियम 13, जैसा भी मामला हो, के अनुसार पुनःनिर्धारित वेतन, पूर्व लेवल-13 में उक्त नियमों (2.57 के फिटमेंट गुणांक) के अनुसार पूर्व यथा-निर्धारित वेतन से कम होता है, तो पुनःनिर्धारित वेतन सभी प्रयोजनों से संबंधित कर्मचारी पर लागू वेतन होगा और 30.06.2017, वह माह जिसमें केन्द्रीय सिविल सेवा (संशोधित वेतन) (संशोधन) नियम, 2017 जारी किए गए हैं, तक की अवधि के दौरान ऐसे पुनःनिर्धारण के कारण अधिक भुगतान की वसूली छोड़ दी जाएगी।

13. ऐसे कर्मचारियों के मामलों पर, जो 01.01.2016 को अथवा इसके बाद और 30.06.2017 तक सेवानिवृत्त हुए हैं और यदि वे उपर्युक्त पैरा 12 के तहत शामिल होते हैं, केन्द्रीय सिविल सेवा (पेंशन) नियम, 1972 के नियम 70 के अनुसार कार्यवाही की जाएगी।

मुद्दा संख्या 3 - लेवल 13 के मामले में पुनरीक्षित वेतन संरचना में शामिल होने के लिए विकल्प का पुनः प्रयोग

14. एक संदर्भ प्राप्त हुआ है कि दिनांक 15.06.2017 को प्रख्यापित और 01.01.2016 अर्थात् केन्द्रीय सिविल सेवा (संशोधित वेतन) नियम, 2016 में उल्लिखित पुनरीक्षित वेतन संरचना के लागू होने की तारीख से प्रभावी केन्द्रीय सिविल सेवा (संशोधित वेतन) (संशोधन) नियम, 2017 के अनुसार लेवल-13 में उपांतरण को ध्यान में रखते हुए क्या 01.01.2016 को लेवल-13 के हकदार कर्मचारियों को उपांतरित लेवल-13 के मामले में पुनरीक्षित वेतन संरचना में शामिल होने का विकल्प फिर से दिया जाएगा।

15. इस मामले पर विचार किया गया है और यह निर्णय लिया गया है कि चूंकि केन्द्रीय सिविल सेवा (संशोधित वेतन) (संशोधन) नियम, 2017 के अनुसार लेवल-13 में यह उपांतरण एक महत्वपूर्ण परिवर्तन है, उन कर्मचारियों को जो 01.01.2016 की स्थिति के अनुसार लेवल-13 के हकदार थे और जिन्होंने केन्द्रीय सिविल सेवा (संशोधित वेतन) (संशोधन) नियम, 2016 के नियम 5 और 6 के अनुसार पहले ही पूर्व लेवल-13 का अपना विकल्प दे दिया था, इन नियमों के तहत अपने विकल्प का पुनः प्रयोग करने का अवसर दिया जाएगा। ऐसे विकल्प का प्रयोग इन आदेशों के जारी किए जाने की तारीख से तीन माह के अंदर किया जा सकता है।

16. जहां तक भारतीय लेखापरीक्षा और लेखा विभाग के कर्मचारियों पर इन आदेशों के लागू होने का संबंध है, ये आदेश भारत के नियंत्रक-महालेखापरीक्षक से परामर्श के बाद जारी किए गए हैं।

अमरनाथ सिंह

(अमर नाथ सिंह)

निदेशक

सेवा में

भारत सरकार के सभी मंत्रालय/विभाग

प्रतिलिपि: नियंत्रक-महालेखापरीक्षक, संघ लोक सेवा आयोग आदि (मानक पृष्ठांकन सूची के अनुसार)

No. 14014/2/2009-Estt.D
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel & Training)

North Block, New Delhi
Dated the 09th October, 2017

OFFICE MEMORANDUM

Sub:- Fixation of the pay of the pre-revised pay scale of 1S scale granted to candidates appointed as trainees on compassionate grounds in the Seventh Central Pay Commission(7th CPC) – reg.

The undersigned is directed to invite attention to this Department's O.M.No.14014/02/2012-Estt(D) dated 16.01.2013 containing consolidated instructions on the subject of compassionate appointments. With regard to appointment of candidates not immediately meeting the educational standards as trainees these instructions provide as under:-

"In exceptional circumstances Government may consider recruiting persons not immediately meeting the minimum educational standards. Government may engage them as trainees who will be given the regular pay bands and grade pay only on acquiring the minimum qualification prescribed under the recruitment rules. The emoluments of these trainees, during the period of their training and before they are absorbed in the Government as employees, will be governed by the minimum of the – 1S pay band Rs.4440-7440 without any grade pay. In addition, they will be granted all applicable Allowance, like Dearness Allowances, House Rent Allowance and Transport Allowance at the admissible rates. The same shall be calculated on the minimum -1S pay band without any grade pay. The period spent in the -1S pay band by the future recruits will not be counted as service for any purpose as their regular service will start only after they are placed in the pay band PB-1 of Rs.5200-20200 along with grade pay of Rs.1800."

2. The 7th CPC has not provided any replacement scale for 1S pay band of Rs.4440-7440 without any grade pay which is granted to trainees appointed under the scheme for compassionate appointment. The matter was taken up with the Department of Expenditure and it has now been decided by the Government that Level-1 of the Pay Matrix introduced on implementation of the 7th CPC Report be the replacement for the pre-revised-1S scale. The pay of those governed by the 1S scale may be revised by using the Fitment Factor of 2.57

for placement in Level-1 in conformity with the Rule 7 of the CCS (RP) Rules, 2016. All pre-revised pay stages lower than pre-revised pay of Rs.7,000 in the pre-revised 1S scale shall not be considered for determining the benefit of bunching, on the same lines as has been clarified by this Department's O.M dated 03.08.2017 on application of the benefit on account of bunching.

3. This will be effective from 01.01.2016.
4. Hindi version will follow.

G. Jayanthi
(G. Jayanthi)
Joint Secretary (E-I)

To

All Ministries/Departments of the Govt of India.

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13. National Commission for Scheduled Tribes, New Delhi
14. National Commission for OBCs, New Delhi
15. Secretary, National Council (JCM), 13, Ferozeshah Road, New Delhi
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G. Jayanthi
(G. Jayanthi)
Joint Secretary (E-I)