

New Delhi, the 18th Sep, 2017

To

The Chief of the Army Staff
The Chief of the Naval Staff
The Chief of the Air Staff

Subject : **RECOMMENDATIONS OF THE SEVENTH CENTRAL PAY COMMISSION ON ALLOWANCES/CONCESSIONS IN RESPECT OF OFFICERS /JCOs AND ORs OF THE ARMY AND EQUIVALENT RANKS OF NAVY AND AIR FORCE-IMPLEMENTATION OF.**

Sir,

I am directed to say that consequent on finalisation of Seventh Central Pay Commission award on allowances/concessions by the Government vide Ministry of Finance Resolution No. 11-1/2016-IC dated 6th July 2017, the President is pleased to sanction revised rates of Allowances/Concessions in respect of Officers /JCOs and ORs of the Army and equivalent rank of Navy and Air Force personnel.

2. Allowances related to Risk and Hardship are listed in Appendix-A and allowances other than Risk and Hardship are listed in Appendix-B attached to this letter.

3. Based on the approved recommendations of 7th CPC, various existing **Risk and Hardship** allowances have now been subsumed in different cells of the new Risk and Hardship matrix. The matrix is divided into 9 cells, based on Low, Medium and High risk juxtaposed with Low, Medium and High hardship. One extra cell on the top is RH-Max, to include Siachen Allowance as a combination of risk and hardship maximum. However, the allowances shall maintain their names and conditions attached with their admissibility (unless otherwise stated). These allowances will be paid as per rate of the cell under which they have been placed in the Risk and Hardship Matrix. A copy of the Risk and Hardship Matrix is listed as per Appendix-C.

4. Based on the approved recommendations of 7th CPC, some allowances have been rationalized by subsuming in allowances with a different/new nomenclature. Orders for these allowances will be issued separately.

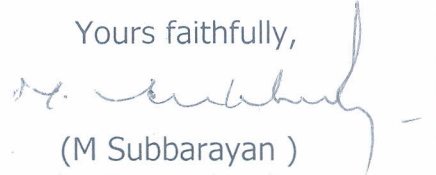
5. Some allowances have been abolished as per approved recommendations of 7th CPC and are listed as per Appendix-D of this letter.

6. The revised rates of the above allowances/ concessions will be effective from 1st July, 2017.

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7. The other terms and conditions for grant of the respective allowances/ concessions would continue to be applicable in respect of the revised rates notified in the Appendices-A & B to this letter.
8. Certain allowances are dealt by other Wings in Ministry of Defence. These Wings will separately issue orders pertaining to them.
9. The term 'Basic Pay' for the purpose of these orders refers to basic pay as defined in relevant Army/Air Force Pay Rules and Navy Pay Regulations.
10. This letter issues with the concurrence of Ministry of Defence (Finance) vide their L.D. No. 1(3)2016/AG/225-PA dated 24.08.2017.

Yours faithfully,



(M Subbarayan)

Joint Secretary to the Govt. of India

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As per standard list of distribution.

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REVISED RATES OF RISK AND HARDSHIP ALLOWANCES/CONCESSIONS IN RESPECT OF OFFICERS/JCOs/ORs OF THE ARMY AND EQUIVALENT RANKS OF NAVY & AIR FORCE AS APPROVED BY THE GOVT

Existing				After 7 th CPC Recommendation			
SI No.	Allowance	To whom granted	Existing Rates (In ₹)	To whom granted	RH-MATRIX (Risk/Hardship involved)	Rates after VII CPC (in ₹)	Remarks
1	Boiler Watch keeping Allowance	Sailors	3000 PM	Sailors	R3H1	4100 PM	
2	Counter Insurgency Allowance in Peace Area	Lt Col & above & equiv	7800 PM	Officers	R2H2	10500 PM	
		Major & equiv	7200 PM	JCOs/ORs & equiv in IAF		6000 PM	
		Captain & equiv	6600 PM				
		Lt & equiv	6300 PM				
		JCO & equiv in IAF	5400 PM				
		Hav & equiv in IAF	3600 PM				
		Nk/Sep & equiv in IAF	3000 PM				

Existing				After 7 th CPC Recommendation			
3	Counter Insurgency Allowance (CI Ops) in Field Area	Lt Col & above & equiv	11700 PM	Officers	R1H2	16900 PM	
		Major & equiv	10800 PM	JCOs/ORs & equiv in IAF		9700 PM	
		Captain & equiv	9900 PM				
		Lt & equiv	9450 PM				
		JCO & equiv in IAF	8100 PM				
		Hav & equiv in IAF	5400 PM				
		Nk/Sep & equiv in IAF	4500 PM				
4	Counter Insurgency Allowance in Modified Field Area	Lt Col & above & equiv	9000 PM	Officers	-	13013 PM	CI Ops Allowance in Modified Field Area will be 77% of CI Ops in Field Area
		Major & equiv	8310 PM	JCOs/ORs & equiv in IAF		7469 PM	
		Captain & equiv	7620 PM				
		Lt & equiv	7260 PM				
		JCO & equiv in IAF	6240 PM				
		Hav & equiv in IAF	4140 PM				
		Nk/Sep & equiv in IAF	3450 PM				

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Existing				After 7 th CPC Recommendation			
5	Field Area Allowance	Lt Col & above & equiv	7800 PM	Officers	R2H2	10500 PM	
		Major & equiv	7200 PM	JCOs/ORs & equiv in IAF		6000 PM	
		Captain & equiv	6600 PM				
		Lt & equiv	6300 PM				
		JCO & equiv in IAF	5400 PM				
		Hav & equiv in IAF	3600 PM				
		Nk/Sep & equiv in IAF	3000 PM				
6	Flying Allowance	Fg Offr and equivalent	13500 PM	Officers	R1H1	25000 PM	
		Flt Lt and equivalent	16500 PM	JCOs/ORs & equiv. in Air Force		17300 PM	
		Sqn Ldr to Gp Capt and equivalent	21000 PM				
		Air Cmde & above and equivalent	15750 PM				
		JWO & above and equiv.	12600 PM				
		Sgt and below and equiv.	10500 PM				

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Existing				After 7 th CPC Recommendation					
7	Free Fall Jump Instructor Allowance	Officers	3000 PM	Officers	R2H2	10500 PM			
		JCOs & below	1800 PM	JCOs/ORs		6000 PM			
8	Hard Lying Money		<u>Full</u>	<u>Half</u>		<u>Full</u>	<u>Half</u>	Hard Lying Money (Half rate) will be half the rate of Hard Lying Money	
		Naval officers	600 PM	300 PM	Naval Officers	R3H3	1200 PM		600 PM
		Sailors	420 PM	210 PM	Sailors		1000 PM		500 PM
9	High Altitude Allowance Cat-I	Lt Col & above & equiv	3180 PM	Officers	R3H2	3400 PM			
		Major & equiv	2790 PM	JCOs/ORs & equiv. in IAF		2700 PM			
		Captain & equiv	1980 PM						
		Lt & equiv	1590 PM						
		JCO & equiv in IAF	1440 PM						
		Hav & equiv in IAF	1110 PM						
		Nk/Sep & equiv in IAF	810 PM						
10	High Altitude Allowance Cat-II	Lt Col & above & equiv	4800 PM	Officers	R3H1	5300 PM			
		Major & equiv	4200 PM	JCOs/ORs & equiv. in IAF		4100 PM			
		Captain & equiv	3000 PM						
		Lt & equiv	2400 PM						
		JCO & equiv in IAF	2160 PM						
		Hav & equiv in IAF	1680 PM						
		Nk/Sep & equiv in IAF	1200 PM						

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Existing				After 7 th CPC Recommendation			
11	High Altitude Allowance Cat-III	Officers	16800 PM	Officers	R1H1	25000 PM	
		JCOs/ORs & equiv. in IAF	11200 PM	JCOs/ORs & equiv. in IAF		17300 PM	
12	Highly Active Field Area Allowance	Lt Col & above & equiv	12600 PM	Officers	R1H2	16900 PM	
		Major & equiv	11640 PM	JCOs/ORs & equiv. in IAF		9700 PM	
		Captain & equiv	10650 PM				
		Lt & equiv	10170 PM				
		JCO & equiv in IAF	8730 PM				
		Hav & equiv in IAF	5820 PM				
		Nk/Sep & equiv in IAF	4860 PM				
13	Hydrographic Survey Allowance (for non-surveyors)	Non-Surveyor officers serving onboard ships	600 PM	Non-Surveyor officers serving onboard ships	R3H3	1200 PM	
		Non-Survey Sailors serving onboard ships	150 PM	Non-Survey Sailors serving onboard ships		1000 PM	

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		Existing		After 7 th CPC Recommendation			
14	Hydrographic Survey Allowance (except non-surveyors)	Naval Officers		Naval Officers	R3H2	3400 PM	
		Surveyor Class-IV	1200	Sailors		2700 PM	
		Surveyor Class-III	1500				
		Surveyor Class-II	1800				
		Surveyor Class-I	2100				
		Sailor					
		Surveyor Recorder-III	300				
		Surveyor Recorder-II	450				
		Surveyor Recorder-I (PO & Below)	600				
		Surveyor Recorder-I (CPO & above)	750				
15	Modified Field Area Allowance	Lt Col & above & equiv	3000	Officers	-	6300 PM	The rate is 60% of the Field Area Allowance i.e. 60% of cell R2H2.
		Major & equiv	2790	JCOs/ORs & equiv. in IAF		3600 PM	
		Captain & equiv	2580				
		Lt & equiv	2400				
		JCO & equiv in IAF	1800				
		Hay & equiv in IAF	1380				
		Nk/Sep & equiv in IAF	1200				

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Existing				After 7 th CPC Recommendation			
16	MARCOS and Chariot Allowance	Capt 3 yrs in rank and above	15750 PM	Naval Officers	R1H1	25000 PM	
		Lt Cdr /Cdr/Capt less than 3 yrs in rank	21000 PM	Sailors		17300 PM	
		Lieutenant	16500 PM				
		Sub Lieutenant	13500 PM				
		MCPO II/I	12600 PM				
		CPO & Below	10500 PM				
17	Para Allowance	Officers	1800 PM	Officers	R2H2	10500 PM	
		JCOs & below	1200 PM	JCOs/ORs & below		6000 PM	
18	Para Reserve Allowance	Officers	450 PM	Officers		2625 PM	Para Reserve Allowance will be one-fourth of the rate of Para Allowance
		JCOs & below	300 PM	JCOs/ORs & below		1500 PM	
19	Para Jump Instructor Allowance	Officers	3600 PM	Officers	R2H2	10500 PM	
		JCOs & below	2700 PM	JCOs/ORs & below		6000 PM	
20	Project Allowance	All Personnel					
		For post in the Grade Pay Rs.5400 & above	2250	Officers	R3H2	3400 PM	
		For post in the Grade Pay of less than Rs.5400	1500	JCOs/ORs & equiv.		2700 PM	

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Existing				After 7 th CPC Recommendation			
21	Sea Going Allowance	All Naval Personnel					As this allowance is granted on pro-rata basis, the existing condition that the sea vessels should be deployed for a minimum of 12 hrs. a day, is reduced to 4 hrs/. a day.
		Cdr & Above	7800 PM	Officers	R2H2	10500 PM	
		Lt Cdr	7200 PM	Sailors		6000 PM	
		Lt	6600 PM				
		Sub Lieutenant	6300 PM				
		MCPO I, II, & CPO	5400 PM				
		PO	3600 PM				
		Ldg Seaman & Below	3000 PM				
22	Siachen Allowance	Officers	21000 PM	Officers	RH-MAX	42500 PM	
		JCOs/ORs and equivalent	14000 PM	JCOs/ORs & equivalent		30000 PM	
23	Special Forces Allowance	Lieutenant & equiv	13500 PM	Officers	R1H1	25000 PM	
		Captain & equiv	16500 PM	JCOs/ORs & equivalent		17300 PM	
		Maj to Col & equiv	21000 PM				
		Brig & above & equiv	15750 PM				
		JCOs & equiv	12600 PM				
		Hav & below & equiv	10500 PM				

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Existing				After 7 th CPC Recommendation			
24	Submarine Allowance	Capt 3 yrs in rank and above	15750 PM	Naval Officers	R1H1	25000 PM	
		Lt Cdr /Cdr/Capt less than 3 yrs in rank	21000 PM	Sailors		17300 PM	
		Lieutenant	16500 PM				
		Sub Lieutenant	13500 PM				
		MCPO II/I	12600 PM				
		CPO & Below	10500 PM				
25	Submarine Duty Allowance	Naval Officer (other than qualified submariners)	135 per day	Naval Officers (other than qualified submariners)	R3H1	5300 PM	Submarine Duty Allowance will be payable on pro-rata basis.
		Sailors	45 per day	Sailors		4100 PM	
26	Submarine Technical Allowance	Naval Artificers & Mechanics	300 PM	Naval Artificers / Mechanics	R3H3	1000 PM	Submarine Technical Allowance is extended to Master Chief Artificier /Mechanicians
27	Test Pilot & Flight Test Engineer Allowance	Test Pilot	3000 PM	Test Pilot	R1H3	5300 PM	
		Flight Test Engineer	1500 PM	Flight Test Engineer		4100 PM	

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REVISED RATES OF ALLOWANCES / CONCESSIONS OTHER THAN RISK AND HARDHIP IN RESPECT OF OFFICERS/JCOs/ORs OF THE ARMY AND EQUIVALENT RANKS OF NAVY & AIR FORCE

Existing			After 7 th CPC Recommendation																																	
Sl No.	Allowance	To whom granted	Existing Rates (In Rs.)			To whom granted	Rates after VII CPC (in Rs.)	Remarks																												
1.	Aeronautical Allowance	Aircraft Technicians of all three Services	300 p.m.			Aircraft Technicians of all three Services	450 p.m.																													
2.	Air Worthiness Certificate Allowance	Aviation trade PBORs with Service of two to Ten Years	225 p.m			Aviation trade PBORs with Service of two to Ten Years	338 p.m.																													
		Aviation trade PBORs with Service of more than Ten Years	450 p.m.			Aviation trade PBORs with Service of more than Ten Years	675 p.m.																													
3.	Classification Allowance	Havildar & equivalent & below rank	<table border="1"> <thead> <tr> <th>Grp</th> <th>X</th> <th>Y</th> </tr> </thead> <tbody> <tr> <td>Cl 4 to 3</td> <td>-</td> <td>100 pm</td> </tr> <tr> <td>Cl 3 to 2</td> <td>120 pm</td> <td>100 pm</td> </tr> <tr> <td>Cl 2 to 1</td> <td>120 pm</td> <td>100 pm</td> </tr> </tbody> </table>			Grp	X	Y	Cl 4 to 3	-	100 pm	Cl 3 to 2	120 pm	100 pm	Cl 2 to 1	120 pm	100 pm	Havildar & equivalent & below rank			<table border="1"> <thead> <tr> <th>Grp</th> <th>X</th> <th>Y</th> </tr> </thead> <tbody> <tr> <td>Cl 4 to 3</td> <td>-</td> <td>150 pm</td> </tr> <tr> <td>Cl 3 to 2</td> <td>180 pm</td> <td>150 pm</td> </tr> <tr> <td>Cl 2 to 1</td> <td>180 pm</td> <td>150 pm</td> </tr> </tbody> </table>			Grp	X	Y	Cl 4 to 3	-	150 pm	Cl 3 to 2	180 pm	150 pm	Cl 2 to 1	180 pm	150 pm	
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Existing

After 7th CPC Recommendation

4.	Composite Personal Maintenance Allowance(CPMA)	JCOs/ORs and equivalent	<table border="1"> <thead> <tr> <th>Allowance</th> <th>Rate (RS. p.m.)</th> </tr> </thead> <tbody> <tr> <td>Hair Cutting Allowance</td> <td>30</td> </tr> <tr> <td>Washing Allowance</td> <td>90</td> </tr> <tr> <td>Rum Allowance</td> <td>45</td> </tr> <tr> <td>Soap Toilet Allowance</td> <td>30</td> </tr> <tr> <td>Clothing Maintenance Allowance</td> <td>30</td> </tr> <tr> <td>Total</td> <td>225</td> </tr> </tbody> </table>	Allowance	Rate (RS. p.m.)	Hair Cutting Allowance	30	Washing Allowance	90	Rum Allowance	45	Soap Toilet Allowance	30	Clothing Maintenance Allowance	30	Total	225	JCOs/ORs and equivalent	<table border="1"> <thead> <tr> <th>Allowance</th> <th>Rate (RS. p.m.)</th> </tr> </thead> <tbody> <tr> <td>Hair Cutting Allowance</td> <td>45</td> </tr> <tr> <td>Rum Allowance</td> <td>*</td> </tr> <tr> <td>Soap Toilet Allowance</td> <td>45</td> </tr> <tr> <td>Total</td> <td>90</td> </tr> </tbody> </table>	Allowance	Rate (RS. p.m.)	Hair Cutting Allowance	45	Rum Allowance	*	Soap Toilet Allowance	45	Total	90	<p>Washing Allowance and Clothing Maintenance Allowance have been subsumed in the Dress Allowance for JCOs/ORs.</p> <p>*For Rum Allowance, see Serial no. 19.</p>
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Total	90																													
5.	Deputation (Duty) Allowance	<p>Officers</p> <p>JCOs/ORs and equivalent</p>	<p>Defence forces personnel be given an option to draw either</p> <p>(a) 50% of Deputation duty Allowance applicable to civilians officers along with service concessions Or (b) draw 100% of Deputation allowance but forego the service concessions.</p>	<p>Officers</p> <p>JCOs/ORs and equivalent</p>	<p>Defence forces personnel be given an option to draw either</p> <p>(a) 50% of Deputation duty allowance applicable to civilians officers along with service concessions or</p> <p>(b) draw 100% of Deputation allowance but forego the service concessions subject to following ceiling:-(i) Rs.4,500 p.m. for deputation within the same station. and (ii) Rs.9,000 p.m. for deputation involving change of station.</p>																									

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Existing

After 7th CPC Recommendation

6.	Diving Allowance	All Naval Personnel	<table border="1"> <tr> <td>Clearance/Deep Diving Officers</td> <td>1200</td> </tr> <tr> <td>Ships Diving Officer</td> <td>600</td> </tr> <tr> <td>Clearance Diver Class I</td> <td>900</td> </tr> <tr> <td>Clearance Diver Class II</td> <td>780</td> </tr> <tr> <td>Clearance Diver Class III</td> <td>660</td> </tr> <tr> <td>Ships Diver</td> <td>600</td> </tr> </table>	Clearance/Deep Diving Officers	1200	Ships Diving Officer	600	Clearance Diver Class I	900	Clearance Diver Class II	780	Clearance Diver Class III	660	Ships Diver	600	All Naval Personnel	<table border="1"> <tr> <td>Clearance/Deep Diving Officers</td> <td>1800</td> </tr> <tr> <td>Ships Diving Officer</td> <td>900</td> </tr> <tr> <td>Clearance Diver Class I</td> <td>1350</td> </tr> <tr> <td>Clearance Diver Class II</td> <td>1170</td> </tr> <tr> <td>Clearance Diver Class III</td> <td>990</td> </tr> <tr> <td>Ships Diver</td> <td>900</td> </tr> </table>	Clearance/Deep Diving Officers	1800	Ships Diving Officer	900	Clearance Diver Class I	1350	Clearance Diver Class II	1170	Clearance Diver Class III	990	Ships Diver	900	This allowance is also applicable to IAF and Army personnel on pro-rata basis as and when they are involved in such duties								
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8.	Diving Attendant Allowance	All Naval Personnel	1/5 th to Dip Money	All Naval Personnel	1/5 th to Dip Money	This allowance is also applicable to IAF and Army personnel on pro-rata basis as and when they are involved in such duties																																
9.	Funeral Expense (erstwhile Funeral Allowance)	Officers/JCOs/ORs and equivalent	6000	Officers/JCOs/ORs and equivalent	9000																																	

Existing				After 7 th CPC Recommendation																										
10	Good Service/Good Conduct/Badge Allowance (erstwhile Good Service/Good Conduct/Badge Pay)	JCOs/ORs and equivalent	<table border="1"> <thead> <tr> <th></th> <th>Army</th> <th>Navy & IAF</th> </tr> </thead> <tbody> <tr> <td>First Badge</td> <td>64 pm</td> <td>80 pm</td> </tr> <tr> <td>Second Badge</td> <td>128 pm</td> <td>160 pm</td> </tr> <tr> <td>Third Badge</td> <td>192 pm</td> <td>240 pm</td> </tr> </tbody> </table>		Army	Navy & IAF	First Badge	64 pm	80 pm	Second Badge	128 pm	160 pm	Third Badge	192 pm	240 pm	JCOs/ORs and equivalent	<table border="1"> <thead> <tr> <th></th> <th>Army</th> <th>Navy & IAF</th> </tr> </thead> <tbody> <tr> <td>First Badge</td> <td>144</td> <td>180</td> </tr> <tr> <td>Second Badge</td> <td>288</td> <td>360</td> </tr> <tr> <td>Third Badge</td> <td>432</td> <td>540</td> </tr> </tbody> </table>		Army	Navy & IAF	First Badge	144	180	Second Badge	288	360	Third Badge	432	540	
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11.	Hard Area Allowance	Officers/JCOs/ORs and equivalent	25% of Basic Pay	Officers/JCOs/ORs and equivalent	20% of Basic Pay																									

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Existing

13	Island Special Duty Allowance	Officers/JCOs/ ORs and equivalent	Area	Rate as % of BP
			Areas around the Capital Towns (Port Blair, Kavaratti & Agatti)	12.5%
			Difficult Areas – North & Middle Andaman, South Andaman Excluding Port Blair, Entire Lakshadweep Except Kavaratti, Agatti & Minicoy	20 %
			More Difficult Areas – Little Andaman, Nicobar group of Islands, Narcondum Islands, East Islands and Minicoy	25%

After 7th CPC Recommendation

Officers/ JCOs/ORs and equivalent	Area	Rate as % of BP	ISDA to be rationalized by a factor of 0.8 and to be paid @ 10%, 16% and 20% of Basic Pay respectively.
	Areas around the Capital Towns (Port Blair, Kavaratti & Agatti)	10%	
	Difficult Areas–North & Middle Andaman, South Andaman Excluding Port Blair, Entire Lakshadweep Except Kavaratti, Agatti & Minicoy	16%	
	More Difficult Areas– Little Andaman, Nicobar group of Islands, Narcondum Islands, East Islands and Minicoy	20%	

Existing

After 7th CPC Recommendation

13	Language Allowance	Officers/ JCOs/ORs and equivalent	<p>Language Allowance</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Language Allowance (PM)</th> </tr> </thead> <tbody> <tr> <td>I</td> <td>1350</td> </tr> <tr> <td>II</td> <td>1126</td> </tr> <tr> <td>III</td> <td>900</td> </tr> </tbody> </table>	Category	Language Allowance (PM)	I	1350	II	1126	III	900	Officers/ JCOs/ORs and equivalent	<p>Language Allowance</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Language Allowance (PM)</th> </tr> </thead> <tbody> <tr> <td>I</td> <td>2025</td> </tr> <tr> <td>II</td> <td>1689</td> </tr> <tr> <td>III</td> <td>1350</td> </tr> </tbody> </table>	Category	Language Allowance (PM)	I	2025	II	1689	III	1350									
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Existing				After 7 th CPC Recommendation			
16.	Qualification Allowance	Category 'A' (ATC/FC)	2400	Category 'A' (ATC/FC)	3600		
		Category 'B' (ATC/FC)	1800	Category 'B' (ATC/FC)	2700		
		Master Aviation Instructor	750	Master Aviation Instructor	1125		
		Senior Aviation Instructor Class-I	600	Senior Aviation Instructor Class-I	900		
		Senior Aviation Instructor – Class –II	420	Senior Aviation Instructor –Class –II	630		
		Aviators holding Master Green Card	600	Aviators holding Master Green Card	900		
		Aviators holding Green Card	420	Aviators holding Green Card	630		
17.	Reward for Meritorious Service	Annuity for Meritorious Service Medal for JCOs & equivalent	400 p.a.	Annuity for Meritorious Service Medal for JCOs & equivalent	900 p.a.		
		Gratuity for Long Service & Good Conduct Medal	400 (One Time)	Gratuity for Long Service & Good Conduct Medal	900 (One Time)		
18.	Specialist Allowance	Specialist Medical Officers	Graded specialist	2400 pm	Specialist Medical Officers	Graded specialist	3600 pm
			Classified specialist	3000 pm		Classified specialist	4500 pm
			Consultant / Advisor /Professor	3600 pm			
					Consultant / Advisor /Professor	5400 pm	

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Existing				After 7 th CPC Recommendation																										
19.	Rum Allowance	JCOs/ORs and equivalent	<table border="1"> <thead> <tr> <th>Area</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>Peace</td> <td>45 pm</td> </tr> <tr> <td>Field Area Below 3000 ft</td> <td>105 pm</td> </tr> <tr> <td>Field Area 3000-4999 ft</td> <td>150 pm</td> </tr> <tr> <td>Field Area 5000-8999 ft</td> <td>165 pm</td> </tr> <tr> <td>Field Area 9000 & above</td> <td>240 pm</td> </tr> </tbody> </table>	Area	Rate	Peace	45 pm	Field Area Below 3000 ft	105 pm	Field Area 3000-4999 ft	150 pm	Field Area 5000-8999 ft	165 pm	Field Area 9000 & above	240 pm	JCOs/ORs and equivalent	<table border="1"> <thead> <tr> <th>Area</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>Peace</td> <td>68 pm</td> </tr> <tr> <td>Field Area Below 3000 ft</td> <td>158 pm</td> </tr> <tr> <td>Field Area 3000-4999 ft</td> <td>225 pm</td> </tr> <tr> <td>Field Area 5000-8999 ft</td> <td>248 pm</td> </tr> <tr> <td>Field Area 9000 & above</td> <td>360 pm</td> </tr> </tbody> </table>	Area	Rate	Peace	68 pm	Field Area Below 3000 ft	158 pm	Field Area 3000-4999 ft	225 pm	Field Area 5000-8999 ft	248 pm	Field Area 9000 & above	360 pm	
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Risk and Hardship Matrix

RH-Max Level>=9:Rs. 42500 pm Level<=8:Rs. 30000 pm		HARDSHIP		
		High	Medium	Low
RISK	High	R1H1 Level>=9:Rs. 25000 pm Level<=8:Rs. 17300 pm	R1H2 Level>=9:Rs. 16900 pm Level<=8:Rs. 9700 pm	R1H3 Level>=9:Rs. 5300 pm Level<=8:Rs. 4100 pm
	Medium	R2H1 Level>=9:Rs. 16900 pm Level<=8:Rs. 9700 pm	R2H2 Level>=9:Rs. 10500 pm Level<=8:Rs. 6000 pm	R2H3 Level>=9:Rs. 3400 pm Level<=8:Rs. 2700 pm
	Low	R3H1 Level>=9:Rs. 5300 pm Level<=8:Rs. 4100 pm	R3H2 Level>=9:Rs. 3400 pm Level<=8:Rs. 2700 pm	R3H3 Level>=9:Rs. 1200 pm Level<=8:Rs. 1000 pm

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Appendix 'D'

<u>ALLOWANCES ABOLISHED</u>	
SI No	Allowance
1	Air Despatch Pay
2	Air Steward Allowance
3	Official Hospitality Grant in Defence forces
4	Special Compensatory (Hill Area) Allowance
5	Spectacle Allowance
6	Short Hand Allowance

over