

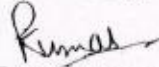
Immediate

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

Subject: Representation of Defence Civilian Employees' Federations regarding misinterpretation of Revised Pay Rules 2016 leading to incorrect pay fixation of employees – reg.

The Defence Civilian Employees' Federations have reported that the Accounting Authorities in the Defence Estts. are misinterpreting the provisions of CCS(RP) Rules, 2016 leading to anomalous pay fixation of the defence employees. The Federations have demanded that clarification may be issued to the Defence Estts. to enable them to issue correct pay fixation orders of the employees, on the basis of the options exercised by them.

2. Taking into account these reports, MoD has sent a proposal to MoD(Finance) to seek clarification about the manner of fixation of pay through illustrations prepared by this office. The said proposal for seeking clarification has been sent to MoD(Finance) on 5.12.2016. A copy of this proposal is enclosed for information. In view of the complaints of incorrect pay fixation in defence establishments, it is requested that the clarification on this subject from Ministry of Finance/ MoD(Finance) may please be awaited so that the pay fixation of the employees could be issued on the basis of right position. This position may please be communicated to various Accounting Authorities under the control of CGDA to avoid any inconsistencies in the matter of pay fixation.


(Pawan Kumar)
Under Secretary
Tele : 23012414

CGDA, Ullan Battar Marg, Delhi Cantt.

MoD ID No.11(6)/2016-D(Civ.I) dated: 7.12.2016

Copy for information to:

1. General Secretary, AIDEF
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3. General Secretary, BPMS
4. General Secretary, CDRA

Annexure I

Illustration – Exercising the option 2 permissible under Para 6 of the Ministry of Finance Notification dt 25 July 2016

Pay fixation from the date of next increment in the Old Pay structure – date of increment 1.7.2016

Condition	Existing Emoluments (As on 1.1.2016)	of Draft Pay Fixation (by illustration) for approval of Ministry of Finance	Remarks
1 Option 2 is exercised by the employee to fix the pay in New Matrix after availing increment dated 1.7.2016 in old pay structure/scale	[Illustration] Band Pay – Rs. 11920 Grade Pay – Rs.2800 Basic Pay – Rs.14720 Date of next increment – 1 July 2016	Grant of Increment dt 1.7.16 in the Old pay scale Existing Grade Pay - Rs.2800 Existing Pay in Pay Band - Rs.11920 Existing Basic Pay - Rs. 14720(11920+2800) Increment dated 1.7.2016 @ 3% = Rs.450 Pay after adding Increment = 14720+450 = Rs. 15170 <u>Pay fixation on the basis of 7th CPC Pay Matrix</u> Pay after multiplication factor = 15170 x 2.57 = Rs. 38986.90 or 38987 Pay fixation in Pay Matrix (Level 5) = Rs. 39200	i) Arrears of pay admissible only for the period 1.7.2016 onwards. ii) For the period from 01.01.2016 to 30.06.2016, pay will be on the old pay structure. No arrears admissible for this period. iii) Date of Next Increment - 01.07.2017

Annexure II
Illustration – Exercising the option 2 permissible under Para 6 of the Ministry of Finance Notification dt 25 July 2016

Pay fixation from the date of promotion/MACP in the Old Pay structure – Date of Promotion 1 Jan 2016

<p>2 Option 2 is exercised by the employee to fix the pay in New Matrix after availing promotion/MACP upgradation</p>	<p><u>Illustration -</u> As on 1.1.2016 Band Pay – Rs. 11920 Grade Pay – Rs. 2800 Date of promotion / MACP is - 1.1.2016 Promotion/MACP Grade Pay = Rs. 4200</p>	<p>Existing Grade Pay - Rs.2800 Existing Pay in Pay Band - Rs. 11920 Existing Basic Pay - Rs. 14720(11920+2800) Date of Promotion/ MACP – 1.1.2016 <u>Pay fixation on promotion/ MACP to GP Rs.4200</u> Notional Increment in lower grade @ 3% of Rs. 14720 = Rs.441.60 or Rs.450 Pay after adding Notional Increment = 11920+450 = Rs. 12370 New Basic Pay after Promotion/MACP = Rs12370 + Rs.4200 (GP)= Rs. 16570 <u>Pay fixation in 7th CPC Pay structure (Level 6)</u> Rs. 16570 x 2.57 = Rs.42584.90 or 42585 Pay fixation in level 6 = Rs.43600</p>	<p>i) Arrears of pay admissible for the period from 01.01.2016 to 31.07.2016. ii) Date of Next Increment - 01.07.2016 (because the employee has completed six months' service as on 30.6.2016 in Level 6)</p>
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Annexure III

Illustration – Exercising the option 2 permissible under Para 6 of the Ministry of Finance Notification dt 25 July 2016

Pay fixation from the date of promotion/MACP in the Old Pay structure– Date of Promotion 15 March 2016

<p>3 Option 2 is exercised by the employee to fix the pay in New Matrix after availing promotion/MACP upgradation</p>	<p><u>Illustration -</u> As on <u>1.1.2016</u> Band Pay – Rs. 11920 Grade Pay – Rs.2800 Date of promotion / MACP is - 15.3.2016 Promotion/MACP Grade Pay = Rs.4200</p>	<p>Existing Grade Pay - Rs.2800 Existing Pay in Pay Band - Rs.11920 Existing Basic Pay - Rs. 14720(11920+2800) Date of Promotion/ MACP – 15.3.2016 <u>Pay fixation on promotion/ MACP to GP Rs.4200</u> Notional Increment in lower grade @ 3% of Rs. 14720 = Rs.441.60 or Rs.450 Pay after adding Notional Increment = 11920+450 = Rs. 12370 New Basic Pay after Promotion/MACP = Rs12370 + Rs.4200 (GP)= Rs. 16570 <u>Pay fixation in 7th CPC Pay structure (Level 6)</u> Rs. 16570 x 2.57 = Rs.42584.90 or 42585 Pay fixation in level 6 = Rs.43600</p>	<p>iii) Arrears of pay admissible for the period from 15.03.2016 to 31.07.2016. iv) Date of Next Increment - 01.01.2017</p>
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