

Pay Fixation

N V RAMANA RAO
Senior Accounts Officer(Retired)
% Pay & Accounts Officer
CGST & CUSTOMS
Hyderabad

Pay scales in different pay commissions

Illustration of scales

- 4th 1200-30-1440-30-1800 1200-30-1560-40-2040 1320-30-1560-40-2040
- 5th 4000-100-6000
- 6th 5200-20200 Grade pay 2400 Increment 3%
- 7th Level-4 Minimum Pay Rs.25500

INCREMENTS

An increment in the time scale of pay will be drawn as a matter of course, unless it is withheld under the orders of competent Authority (FR 24)

Increments in Pay Matrix

The increment shall be as specified in the vertical cell of the applicable Level in the Pay Matrix

Regulation of Increment (FR 26)

Periods counting for increment

- All duty period
- All leave except EOL without MC
- Joining Time
- Foreign service
- Training undergone before formally taking over charge of the post
- Government servant , who has completed six months service including training period as on 1st July, will be eligible for increment

Period not counting for increments

- EOL without MC
- Overstayal of leave unless regularized by grant of leave
- Dies non period
- Period of suspension unless subsequently regularized by leave or treated as duty

INCREMENT DATE

- 7th CPC recommended two dates (1st January and 1st July of every year) for granting increment to all CG Employees with effect from 1.1.2016. Provided that an employee shall be entitled to only one annual increment either on 1st January or 1st July depending on the date of his appointment, promotion, or grant of financial upgradation.

Annual Increment Rules

- The increment in respect of an employee appointed or promoted or granted financial upgradation including upgradation under Modified Assured Career Progression Scheme (MACPS) during the period **between the 2nd day of January and 1st day of July** (both inclusive) shall be granted on **1st day of January**
- The increment in respect of an employee appointed or promoted or granted financial upgradation including upgradation under MACPS during the **period between the 2nd day of July and 1st day of January (both inclusive)** shall be granted on **1st day of July**.

Annual Increment

Suppose, Ms. ABC, who, after having been fixed in the Pay Matrix, is drawing a Basic Pay of ₹32,300 in Level 4. When she gets an annual increment on 1st of July, she will just move one stage down in the same Level. Hence, after increment, her pay will be ₹33,300.

Pay Band	5200-20200				
Grade Pay	1800	1900	2000	2400	2800
Entry Pay (EP)	7000	7730	8460	9910	11360
Levels	1	2	3	4	5
Index	2.57	2.57	2.57	2.57	2.57
1	18000	19900	21700	25500	29200
2	18500	20500	22400	26300	30100
3	19100	21100	23100	27100	31000
4	19700	21700	23800	27900	31900
5	20300	22400	24500	28700	32900
6	20900	23100	25200	29600	33900
7	21500	23800	26000	30500	34900
8	22100	24500	26800	31400	35900
9	22800	25200	27600	32300	37000
				↓	
10	23500	26000	28400	33300	38100
11	24200	26800	29300	34300	39200

FIXATION OF UNDER FR 22

- First appointment to Government service in a post.
- Promotion or appointment to a post involving higher responsibilities.
- Transfer or appointment to a post not involving higher responsibilities.
- Deputation

First appointment to Government service

- The pay of Government servant on his first appointment to Government Service will be fixed at the minimum pay corresponding to the Level to which recruitment is made, which will be the first cell of each level.

Pay Fixation Options

There are two options:

- Fixation from the date of promotion
- Fixation from the date of next increment FR 22(1)(a)(1)
- The option should be exercised by the Government servant within one month from the date of promotion
- This option is not available in the cases of appointment on deputation to an ex cadre post, or to a post on ad hoc basis or on direct recruitment basis

Method of fixation of pay from DNI

- consequent upon his/her promotion, the Government Servant opts to have his/her pay fixed from the date of his/her next increment (either 1st July or 1st January, as the case may be) in the Level of the post from which Government Servant is promoted, then, **from the date of promotion till his/her DNI, the Government Servant shall be placed at the next higher cell in the level of the post to which he/she is promoted.**

Illustration

1	Level in the revised pay structure : Level 4	Pay Band Grade Pay Levels 1 2 3 4 5 6 7 8 9 10	(In Rupees) 5200-20200					
2	Basic Pay in the revised pay structure : Rs. 29600		1800	1900	2000	2400	2800	
3	Granted promotion in Level 5		1	2	3	4	5	
4	Pay in the upgraded Level i.e. Level 5 : Rs. 30100 (next higher to Rs. 29600 in Level 5)		18000	19900	21700	25500	29200	
			2	18500	20500	22400	26300	30100
			3	19100	21100	23100	27100	31000
			4	19700	21700	23800	27900	31900
			5	20300	22400	24500	28700	32900
			6	20900	23100	25200	29600	33900
			7	21500	23800	26000	30500	34900
			8	22100	24500	26800	31400	35900
			9	22800	25200	27600	32300	37000
			10	23500	26000	28400	33300	38100

Re-Fixation

- on DNI in the level of the post to which Government Servant is promoted, his//her Pay will be **re-fixed and two increments (one accrued on account of annual increment and the second accrued on account of promotion)** may be granted in the Level from which the Government Servant is promoted and he/she shall be placed, at a Cell equal to the figure so arrived, in the Level of the post to which he/she is promoted; and if no such Cell is available in the Level to which he/she is promoted, he/she shall be placed **at the next higher Cell in that Level.**

Illustration

1	<p>Level in the revised pay structure : Level 4</p> <p>Basic Pay in the revised pay structure : Rs. 29600</p> <p>Granted promotion in Level 5</p> <p>Pay from the date of promotion till DNI: Rs. 30100</p> <p>Re-fixation on DNI: Pay after giving two increment in Level 4 : Rs. 31400</p> <p>Pay in the upgraded Level i.e. Level 5 : Rs. 31900 (either equal to or next higher to Rs. 31400 in Level 5)</p>	Pay Band	(In Rupees) 5200-20200				
		Grade Pay	1800	1900	2000	2400	2800
		Levels	1	2	3	4	5
		1	18000	19900	21700	25500	29200
		2	18500	20500	22400	26300	30100
		3	19100	21100	23100	27100	31000
		4	19700	21700	23800	27900	31900
		5	20300	22400	24500	28700	32900
		6	20900	23100	25200	29600	33900
		7	21500	23800	26000	30500	34900
		8	22100	24500	26800	31400	35900
		9	22800	25200	27600	32300	37000
		10	23500	26000	28400	33300	38100

Date of Next Increment in Six Months on Promotion or MACP

- The Finance Ministry has issued a significant order on the Date of Next Increment (DNI) that pertains to promotion or financial up-gradation, which was released on the 1st of July 2019 [O.M. No.4-21/2017-IC/E.IIIA dated 29.10.2019].
- The order has provided clarity on the accrual of subsequent increments for employees who receive a promotion or financial up-gradation on the 1st of July, and benefit from two increments, i.e., **the first annual increment due on 1st July and the second notional increment on account of promotion.**
- As per the order, if an employee receives a promotion or MACP on the increment date of 1st July 2019, their pay will be fixed on 1st July 2019, and **the subsequent increment will accrue on 1st January 2020, after completion of six months of service.** Thereafter, the next increment will be eligible only after completion of **one year on 1st January 2021.**

Appointment to a post not involving higher responsibilities FR 22(1)(a)(2)

- Promotion is to a post in the same level, no fixation of pay is involved
- Draw as initial pay, the stage of the time scale which is equal to his pay in respect of the old post held by him on regular basis.
- If there is no such stage , the stage next above his pay in respect of the old post held by him

Appointment to/from ex cadre posts

- FR 22 (1)(a) Sub clauses (1) and (2) are applicable in the case of appointments to ex cadre posts.
- If the cadre pay plus Deputation Allowance is drawn the above rule does not arise
- **Option benefit not admissible**

When the scale of pay is changed

- If the scale of pay is revised upwards without any change in the duties and responsibilities ,
- Fixation of pay in the revised scale will be FR 22 (1) (a)(2)

Regulation of pay on imposition of a penalty under CCS(CCA) Rules,1965

- PENALITIES- MINOR
 1. Withholding of Increment
 2. Reduction to Lower one stage for not exceeding three years , without cumulative effect
- MAJOR
 1. Reduction to Lower stage for specified period and further directions

Withholding of Increment

if one increment is withheld for a six-month period starting in October 2017, the withholding of the increment will be omitted.

When the date of increment is 1st January

1. The increment falling due on 01.01.2018 will be withheld for a period of next six months, that is, till 30.06.2018.
2. The increment would be released on 01.07.2018 without arrear.

When the date of increment is on 1st July

1. The increment falling due on 01.07.2018 will be withheld for a period of next six months, that is, till 31.12.2018.
2. The increment would be released on 01.01.2019 without arrears.

Reduction to lower stage in the time-scale of Pay

Example

	Level	Cell	Pay
On the date of Penalty	9	7	Rs. 63300
Reduction by 1 Stage	9	6	Rs. 61500
Reduction by 2 Stage	9	5	Rs. 59700
Reduction by 3 stage	9	4	Rs. 58000
Reduction by 4 stage	9	3	Rs. 56300
Reduction by 5 stage	9	2	Rs. 54700

Example: 2

	Level	Cell	Pay
On the date of Penalty	9	3	Rs. 56300
Reduction by 1 Stage	9	2	Rs. 54700
Reduction by 2 Stage	9	1	Rs. 53100
Reduction by 3 stage	**	**	**
Reduction by 4 stage			
Reduction by 5 stage			

- ** In the above illustration, a penalty of reduction by **more than two stages would fall below the first cell of the same Level**, such a penalty therefore, would not be implementable.
- Therefore, while imposing the penalty of reduction to a lower stage in time-scale of pay under Rule 11 (v) of the CCS (CCA) Rules, 1965,
- Disciplinary Authority may weigh all factors before deciding upon the quantum of penalty,
- i.e. the number of stages by which the pay is to be reduced.

Withholding of increment [Penalty under Rule 11(iv)]

- The penalty of withholding of one increment for a period of **two years** is imposed on a Government servant on 13.08.2017. The Government servant is drawing Rs. 50500 in Level 7 of Pay Matrix. Pay would be fixed on the following manner.

	When the date of increment is 1st January	When the date of Increment is 1st July
Pay when Penalty imposed i.e. 13.08.2017	Rs. 50500 [5 th Cell of Level 7]	Rs. 50500 [5 th Cell of Level 7]
Pay during the currency period	<p>The increment due on 01.01.2018 will be withheld for two years i.e. upto 31.12.2019.</p> <p>As such, the pay w.e.f. 13.08.2017 will be as under:</p> <ul style="list-style-type: none"> (i) Pay w.e.f. 13.08.2017 to 31.12.2017 will be Rs. 50500 [5th Cell of Level 7] (ii) Pay w.e.f. 1.01.2018 to 31.12.2018 will Rs. 50500 [5th Cell of Level 7] [due to imposition of penalty] (iii) Pay w.e.f. 1.01.2019 to 31.12.2019 will be Rs. 52000 [6th Cell of Level 7] 	<p>The increment due on 01.07.2018 will be withheld for two years i.e. upto 30.06.2020.</p> <p>As such, the pay w.e.f. 13.08.2017 will be as under:</p> <ul style="list-style-type: none"> (i) Pay w.e.f. 13.08.2017 to 30.06.2017 will be Rs. 50500 [5th Cell of Level 7] (ii) Pay w.e.f. 1.07.2018 to 30.06.2019 will be Rs. 50500 [5th Cell of Level 7] [due to imposition of penalty] (iii) Pay w.e.f. 1.07.2019 to 30.06.2020 will be Rs. 52000 [6th Cell of Level 7]

Increment (notional)	On 1 st January, 2018 Rs. 52000 [6 th Cell of Level 7]	On 1 st July, 2018 Rs. 52000 [6 th Cell of Level 7]
	On 1 st January, 2019 Rs. 53600 [7 th Cell of Level 8]	On 1 st July, 2019 Rs. 53600 [7 th Cell of Level 8]
Pay after the currency period	w.e.f 1.01.2020 = Rs. 55200 [8 th Cell of Level 7]	w.e.f 1.07.2020 = Rs. 55200 [8 th Cell of Level 7]
Currency Period	13.08.2017 to 31.12.2019	13.08.2017 to 30.06.2020

Reduction to a lower stage [penalty under Rule 11 (iii a)]

- The penalty of reduction to a lower stage in the time-scale of pay by one stage for a **period of one year, without cumulative effect** and not adversely affecting his pension is imposed on a Government servant w.e.f. 13.08.2017. The Government servant is drawing Rs. 50500 in Level 7 of Pay Matrix. Pay would be fixed on following manner:

	When the date of increment is 1 st January	When the date of Increment is 1 st July
Pay when Penalty imposed	Rs. 50500 [5 th Cell of Level 7]	Rs. 50500 [5 th Cell of Level 7]
Reduced Pay w.e.f. 13.08.2017	Rs. 49000 [4 th Cell of Level 7]	Rs. 49000 [4 th Cell of Level 7]
Increment (notional)	On 1 st January, 2018 Rs. 52000 [6 th Cell of Level 7]	On 1 st July, 2018 Rs. 52000 [6 th Cell of Level 7]
Increment (Actual)	On 1 st January, 2018 Rs. 50500 [5 th Cell of Level 7]	On 1 st July, 2018 Rs. 50500 [5 th Cell of Level 7]
Pay w.e.f. 13.08.2018	Rs. 52000 [6 th Cell of Level 7]	Rs. 52000 [6 th Cell of Level 7]

Reduction to a lower stage with cumulative effect

[penalty under Rule 11(v)]

- The penalty of reduction to a lower stage by two stages in the time-scale of pay for a period of one year is imposed on a Government servant w.e.f. 13.08.2017.
- It is further directed that the Government servant would not earn increment during the period and
- the reduction will have the effect of postponing future increments of pay.
- The Government servant is drawing Rs. 50500 in Level 7 of Pay Matrix. Pay would be fixed on following manner:

	When the date of increment is 1 st January	When the date of Increment is 1 st July
Pay when Penalty imposed	Rs. 50500 [5 th Cell of Level 7]	Rs. 50500 [5 th Cell of Level 7]
Reduced Pay w.e.f. 13.08.2017	Rs. 47600 [3 th Cell of Level 7]	Rs. 47600 [3 th Cell of Level 7]
Pay during the currency period	Pay w.e.f. 13.08.2017 to 12.08.2018 will be Rs. 47600 [3 rd Cell of Level 7]	Pay w.e.f. 13.08.2017 to 12.08.2018 will be Rs. 47600 [3 rd Cell of Level 7]
Increment (notional)	No increment during the period of penalty	No increment during the period of penalty
Pay w.e.f. 13.08.2018	Rs. 49000 [4 th Cell of Level 7] @ Next increment will be due w.e.f. 01.01.2019 raising his pay to Rs. 50500 (5 th Cell of Level 7)	Rs. 47600 [3 rd Cell of Level 7] Next increment will be due w.e.f. 01.07.2019 raising his pay to Rs. 49000 (4 th Cell of Level 7)

@ One increment would be allowed on the pre-penalty pay as the Government servant completed more than six months in the existing level as on date of penalty 13.08.2017.

Pay Commission Pay Matrix Table for Central Government Employees w.e.f.1.1.2016

2006-2008										2009-2010					2011-2013					2014-2016					67000-71000		72000-76000		80000-84000																						
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29																							
3.57	3.57	3.57	3.57	3.57	3.57	3.43	3.43	3.43	3.43	3.47	3.47	3.47	3.47	3.47	3.73	3.73	3.73	3.73	3.73	3.73	3.73	3.73	3.73	3.73	3.73	3.73	3.73	3.73	3.73																						
38000	39000	37700	36400	35100	33800	32500	31200	30000	28800	27600	26400	25200	24000	22800	21600	20400	19200	18000	16800	15600	14400	13200	12000	10800	9600	8400	7200	6000																							
18400	20400	19400	18400	17400	16400	15400	14400	13400	12400	11400	10400	9400	8400	7400	6400	5400	4400	3400	2400	1400	1400	1400	1400	1400	1400	1400	1400	1400																							
19100	21100	20100	19100	18100	17100	16100	15100	14100	13100	12100	11100	10100	9100	8100	7100	6100	5100	4100	3100	2100	1100	1100	1100	1100	1100	1100	1100	1100	1100																						
22700	24700	23600	22700	21600	20600	19600	18600	17600	16600	15600	14600	13600	12600	11600	10600	9600	8600	7600	6600	5600	4600	3600	2600	1600	600	600	600	600																							
29500	31400	30400	29400	28400	27400	26400	25400	24400	23400	22400	21400	20400	19400	18400	17400	16400	15400	14400	13400	12400	11400	10400	9400	8400	7400	6400	5400	4400																							
23200	25200	24200	23200	22200	21200	20200	19200	18200	17200	16200	15200	14200	13200	12200	11200	10200	9200	8200	7200	6200	5200	4200	3200	2200	1200	200	200	200																							
21100	23000	21900	20900	19900	18900	17900	16900	15900	14900	13900	12900	11900	10900	9900	8900	7900	6900	5900	4900	3900	2900	1900	900	900	900	900	900																								
22800	24800	23700	22700	21700	20700	19700	18700	17700	16700	15700	14700	13700	12700	11700	10700	9700	8700	7700	6700	5700	4700	3700	2700	1700	700	700	700	700																							
24900	26900	25800	24800	23800	22800	21800	20800	19800	18800	17800	16800	15800	14800	13800	12800	11800	10800	9800	8800	7800	6800	5800	4800	3800	2800	1800	800	800	800																						
24200	26200	25200	24200	23200	22200	21200	20200	19200	18200	17200	16200	15200	14200	13200	12200	11200	10200	9200	8200	7200	6200	5200	4200	3200	2200	1200	200	200	200																						
26400	27400	26400	25400	24400	23400	22400	21400	20400	19400	18400	17400	16400	15400	14400	13400	12400	11400	10400	9400	8400	7400	6400	5400	4400	3400	2400	1400	400	400	400																					
25600	26600	25600	24600	23600	22600	21600	20600	19600	18600	17600	16600	15600	14600	13600	12600	11600	10600	9600	8600	7600	6600	5600	4600	3600	2600	1600	600	600	600																						
25400	27400	26300	25300	24300	23300	22300	21300	20300	19300	18300	17300	16300	15300	14300	13300	12300	11300	10300	9300	8300	7300	6300	5300	4300	3300	2300	1300	300	300	300																					
27100	29100	28000	27000	26000	25000	24000	23000	22000	21000	20000	19000	18000	17000	16000	15000	14000	13000	12000	11000	10000	9000	8000	7000	6000	5000	4000	3000	2000	1000	1000																					
28900	31100	30000	28900	27900	26900	25900	24900	23900	22900	21900	20900	19900	18900	17900	16900	15900	14900	13900	12900	11900	10900	9900	8900	7900	6900	5900	4900	3900	2900	1900	900																				
29800	31800	30700	29700	28700	27700	26700	25700	24700	23700	22700	21700	20700	19700	18700	17700	16700	15700	14700	13700	12700	11700	10700	9700	8700	7700	6700	5700	4700	3700	2700	1700	700																			
31700	33700	32600	31600	30600	29600	28600	27600	26600	25600	24600	23600	22600	21600	20600	19600	18600	17600	16600	15600	14600	13600	12600	11600	10600	9600	8600	7600	6600	5600	4600	3600																				
33500	35500	34400	33400	32400	31400	30400	29400	28400	27400	26400	25400	24400	23400	22400	21400	20400	19400	18400	17400	16400	15400	14400	13400	12400	11400	10400	9400	8400	7400	6400	5400																				
35400	37400	36300	35300	34300	33300	32300	31300	30300	29300	28300	27300	26300	25300	24300	23300	22300	21300	20300	19300	18300	17300	16300	15300	14300	13300	12300	11300	10300	9300	8300	7300																				
37300	39300	38200	37200	36200	35200	34200	33200	32200	31200	30200	29200	28200	27200	26200	25200	24200	23200	22200	21200	20200	19200	18200	17200	16200	15200	14200	13200	12200	11200	10200	9200																				
39200	41200	40100	39100	38100	37100	36100	35100	34100	33100	32100	31100	30100	29100	28100	27100	26100	25100	24100	23100	22100	21100	20100	19100	18100	17100	16100	15100	14100	13100	12100	11100	10100																			
41100	43100	42000	41000	40000	39000	38000	37000	36000	35000	34000	33000	32000	31000	30000	29000	28000	27000	26000	25000	24000	23000	22000	21000	20000	19000	18000	17000	16000	15000	14000	13000	12000	11000	10000																	
43000	45000	44000	43000	42000	41000	40000	39000	38000	37000	36000	35000	34000	33000	32000	31000	30000	29000	28000	27000	26000	25000	24000	23000	22000	21000	20000	19000	18000	17000	16000	15000	14000	13000	12000	11000	10000															
44900	46900	45800	44800	43800	42800	41800	40800	39800	38800	37800	36800	35800	34800	33800	32800	31800	30800	29800	28800	27800	26800	25800	24800	23800	22800	21800	20800	19800	18800	17800	16800	15800	14800	13800	12800	11800	10800														
46800	48800	47700	46700	45700	44700	43700	42700	41700	40700	39700	38700	37700	36700	35700	34700	33700	32700	31700	30700	29700	28700	27700	26700	25700	24700	23700	22700	21700	20700	19700	18700	17700	16700	15700	14700	13700	12700	11700	10700												
48700	50700	49600	48600	47600	46600	45600	44600	43600	42600	41600	40600	39600	38600	37600	36600	35600	34600	33600	32600	31600	30600	29600	28600	27600	26600	25600	24600	23600	22600	21600	20600	19600	18600	17600	16600	15600	14600	13600	12600	11600	10600										
50600	52600	51500	50500	49500	48500	47500	46500	45500	44500	43500	42500	41500	40500	39500	38500	37500	36500	35500	34500	33500	32500	31500	30500	29500	28500	27500	26500	25500	24500	23500	22500	21500	20500	19500	18500	17500	16500	15500	14500	13500	12500	11500	10500								
52500	54500	53400	52400	51400	50400	49400	48400	47400	46400	45400	44400	43400	42400	41400	40400	39400	38400	37400	36400	35400	34400	33400	32400	31400	30400	29400	28400	27400	26400	25400	24400	23400	22400	21400	20400	19400	18400	17400	16400	15400	14400	13400	12400	11400	10400						
54400	56400	55300	54300	53300	52300	51300	50300	49300	48300	47300	46300	45300	44300	43300	42300	41300	40300	39300	38300	37300	36300	35300	34300	33300	32300	31300	30300	29300	28300	27300	26300	25300	24300	23300	22300	21300	20300	19300	18300	17300	16300	15300	14300	13300	12300	11300	10300				
56300	58300	57200	56200	55200	54200	53200	52200	51200	50200	49200	48200	47200	46200	45200	44200	43200	42200	41200	40200	39200	38200	37200	36200	35200	34200	33200	32200	31200	30200	29200	28200	27200	26200	25200	24200	23200	22200	21200	20200	19200	18200	17200	16200	15200	14200	13200	12200	11200	10200		
58200	60200	59100	58100	57100	56100	55100	54100	53100	52100	51100	50100	49100	48100	47100	46100	45100	44100	43100	42100	41100	40100	39100	38100	37100	36100	35100	34100	33100	32100	31100	30100	29100	28100	27100	26100	25100	24100	23100	22100	21100	20100	19100	18100	17100	16100	15100	14100	13100	12100	11100	10100
60100	62100	61000	60000	59000	58000	57000	56000	55000	54000	53000	52000	51000	50000	49000	48000	47000</td																																			

Thank You