



केन्द्रीय विद्यालय संगठन/ Kendriya Vidyalaya Sangathan  
 18, संस्थानिक क्षेत्र/ 18, Institutional Area  
 शहीद जीत सिंह मार्ग/ Shaheed Jeet Singh Marg  
 नई दिल्ली-16/ New Delhi - 16

फ.स.110239/51/2017/बजट /केवीएस(मुख्यालय ) /582

दिनांक: 25.09.17

The following orders issued by Government of India are uploaded on the KVS Website for information and necessary action.

1. G.I., Dept. of Per. & Trg., O.M. No. AB. 14017/13/2016-Estt. (RR), dated 9-08-2016 Seventh Central Pay Commission's recommendations Revision of pay scales-Amendment of Service Rules/Recruitment Rules.
2. G.I., Dept. of Expenditure, O.M. No. 1-6/2016-IC, dated 7-9-2016 Recommendations of the Seventh Central Pay Commission-Bunching of stages in the Revised Pay structure under Central Civil Services (Revised Pay) Rules,2016
3. G.I., Dept. of Expenditure, O.M. No. 1-6/2016-IC, dated 7-9-2016 Revision of Pay of employees stagnating at the maximum of the Pay Band and Grade Pay or scale in pre-revised structure under Central Civil Services (Revised Pay) Rules, 2016.
4. G.I., M.F., O.M. No. 12(1)/E.II (A)/2016, dated 7-10-2016 Grant of advances-Seventh Pay Commission recommendations-Amendment to Rules of Compendium of Rules on Advances to Government servants.
5. G.I., M.F., O.M. No. 12 (1)/E.II (A)/2016, dated 7-10-2016 Grant of advances-Seventh Pay Commission recommendations-Amendment to Rules 21 (5) of Compendium of Rules on Advances to Government servants.
6. G.I., Dept. of Expenditure, O.M. No. 1-6/2016-IC (Pt.), dated 29-9-2016 Fixation of Pay and grant of increment in the revised pay structure-Clarifications.
7. G.I., M.F., O.M. No. 1/2/2016-E.II (B), dated 4-11-2016 Recommendations of the Seventh Central Pay Commission Decision of Government relating to grant of Dearness Allowance to Central Government employees-Rates effective from 1-7-2016.
8. G.I., M.F., O.M. No. 1/3/2008-E.II (B), dated 9-11-2016 Rate of Dearness Allowance applicable with effect from 1-7-2016 to employees of Central Government and Central Autonomous Bodies continuing to draw their pay in the pre-revised pay scale/grade pay as per Sixth Central Pay Commission.
9. G.I., Dept. of Per. & Trg., O.M. No. F. No. 35034/3/2015-Estt. (D), dated 27/28-9-2016 Modified Assured Career Progression Scheme (MACPS) for the Central Government Civilian Employees-Implementation of Seventh CPC recommendations.
10. G.I., Per. & Trg., O.M. No. 22011/4/2007-Estt. (D),dated 21-11-2016 Guidelines on treatment of effect of penalties on promotion-Role of Departmental Promotion Committee.
11. G.I., M.F., O.M. No. F. No. 12(10)/E-Co-ord./2016 dated 10-8-2016 Settlement of audit objections-formation of Committee.
12. G.I.,M.H & F.W, O.M. No.S.11012/2/2016-CGHS(P) dated 8.11.2016 regarding Revision of income limit for dependency for the purpose of providing Central Government Health Scheme(CGHS) coverage to family

- members of the CGHS covered employees subsequent to implementation of recommendation of the Seventh Central Pay Commission.
13. G.I.,M.H & F.W, O.M. No.S.11011/11/2016-CGHS(P)/EHS dated 9.1.2017 regarding Revision of rates of subscription under Central Government Health Scheme(CGHS) due to revision of pay and allowances of Central Government employees and revision of pension/family pension on account of implementation of recommendations of the Seventh Central Pay Commission.
  14. G.I.,M.H & F.W, O.M. No.S.11011/11/2016-CGHS(P)/EHS dated 13.1.2017 regarding Revision of rates of subscription under Central Government Health Scheme(CGHS) due to revision of pay and allowances of Central Government employees and revision of pension/family pension on account of implementation of recommendations of the Seventh Central Pay Commission.
  15. G.I., M.U.D., Corrigendum No.F.No.12033/1/2016-Pol.II dated 2.1.2017 regarding Corrigendum to Allotment of Government Residences(General Pool in Delhi).
  16. G.I.,M.H & F.W, O.M. No.S.11011/11/2016-CGHS(P)/EHS dated 9.2.2017 regarding Revision of rates of subscription under Central Government Health Scheme(CGHS) due to revision of pay and allowances of Central Government employees and revision of pension/family pension on account of implementation of recommendations of the Seventh Central Pay Commission-clarification.
  17. G.I., Dept. of Per.&Trg, letter No.F.14021/3/2016-AIS-II dated 19/22-5-2017 regarding Amendments in the recommendations of the Seventh Central Pay Commission.
  18. G.I., Dept. of Per.&Trg, O.M.No.3/3/2016-Estt(Pay.II) dated 01-5-2017 regarding Applicability of Central Civil Services(Revised Pay) Rules, 2016 to persons re-employed in Government Service after retirement and whose pay is debitale to Civil Estimates.
  19. G.I., Dept. of Per.&Trg, O.M.No.12/2/2016-Estt(Pay.I) dated 11-5-2017 regarding Fixation of pay of State Government employees on their appointment in Central Government subsequent to the implementation of CCS(RP) Rules,2016.
  20. G.I.M.F.,Resoln.No.1-2/2016-IC, dated 16.5.2017 regarding Resolution.
  21. G.I.M.F.,O.M.No.1-6/2016-IC(Pt), dated 13.6.2017 regarding Recommendations of the Seventh Central Pay Commission-Bunching of stages in the revised pay structure under Central Civil Services(Revised Pay) Rules, 2016.

एस. मुथुशिवम

(एस मुथुशिवम)

उपायुक्त (वित्त)

011-26523070

प्रतिलिपि :

1. उपायुक्त, के. वी. एस. , सभी क्षेत्रीय कार्यालय।
2. वित्त अधिकारी , के. वी. एस. , सभी क्षेत्रीय कार्यालय।
3. सभी अधिकारी / अनुभाग , के. वी. एस. (मु. )।
4. प्राचार्य , के. वी. काठमांडू , मास्को एवं तेहरान ।
5. महासचिव , सभी मान्य संघ ।
6. निदेशक , जीट ग्वालियर , मुंबई , मैसूर , चंडीगढ़ एवं भूबनेश्वर।
7. उपायुक्त, ई डी पी , के वी एस (मु. ) को इस निवेदन के साथ की पत्र को
8. के वी एस (मु.) की वेबसाइट के शीर्ष "सूचना पट(Announcements) " के अंतर्गत अपलोड करें ।
9. आर टी आई , के वी एस (मु. )।

8/11

25/9/17

2

G.I., Dept. of Per. & Trg., O.M. No. AB. 14017/13/2016-Estt. (RR),  
dated 9-8-2016

**Seventh Central Pay Commission's recommendations —  
Revision of pay scales — Amendment of Service Rules /  
Recruitment Rules**

The recommendations of Seventh CPC have been considered by the Government and the CCS (Revised Pay) Rules, 2016 have been issued by Department of Expenditure *vide* Notification, dated the 25th July, 2016. Consequently, in place of the Pay Band and Grade Pay, the revised pay structure comprising the "LEVEL in the PAY MATRIX" has come into effect. In the light of this, it has now been decided that the existing Service Rules / Recruitment Rules shall be amended by the Ministries / Departments by substituting the existing Pay Band and Grade Pay by the new pay structure, i.e. "LEVEL in the PAY MATRIX" straightaway without making a reference to the Department of Personnel and Training (DoP&T) / Union Public Service Commission (UPSC). The heading of Column No. 4 of the Schedule in RRs may be modified to "LEVEL in the PAY MATRIX". Similarly, in Column 11 of Recruitment Rules, for promotion, the corresponding "Pay Band and Grade Pay" needs to be replaced with corresponding "LEVEL in the PAY MATRIX". In cases, where deputation is also one of the methods of recruitment, the field of selection for deputation which includes various grades should also reflect the corresponding "LEVEL in the PAY MATRIX".

2. The above amendments may be carried out by 30th September, 2016.

3

G.I., Dept. of Expenditure, O.M. No. 1-6/2016-IC, dated 7-9-2016

**Recommendations of the Seventh Central Pay Commission —  
Bunching of stages in the Revised Pay structure under  
Central Civil Services (Revised Pay) Rules, 2016**

The undersigned is directed to say that in view of the recommendation of the Seventh Central Pay Commission regarding bunching of stages in the revised pay structure, it has been decided that in cases where in revision of pay, the pay of Government servants drawing pay at two or more stages in pre-revised Pay Band and Grade Pay or scale, as the case may be, get fixed at same cell in the applicable Level in the new Pay Matrix, one additional increment shall be given for every two stages bunched and the pay of Government servant drawing higher pay in pre-revised structure shall be fixed at the next vertical cell in the applicable Level.

2. For this purpose, pay drawn by two Government servants in a given Pay Band and Grade Pay or scale where the higher pay is at least 3% more than the lower pay shall constitute two stages. Officers drawing pay where the difference is less than 3% shall not be entitled for this benefit.

3. As per illustration given in Para. 5.1.37 of the Report of the Seventh Central Pay Commission, if two persons drawing pay of ₹ 53,000 and ₹ 54,590 in the GP ₹ 10,000 are to be fitted in the new Pay Matrix, the person drawing pay of ₹ 53,000 on multiplication by a factor of 2.57 will expect a pay corresponding to ₹ 1,36,210 and the person drawing pay of ₹ 54,590 on multiplication by a factor of 2.57 will expect a pay corresponding to ₹ 1,40,296. Revised pay of both should ideally be fixed in the first cell of Level 14 in the pay of ₹ 1,44,200 but to avoid bunching the person drawing pay of ₹ 54,590 will get fixed in second cell of Level 14 in the pay of ₹ 1,48,500.

**Revision of pay of employees stagnating at the maximum of the Pay Band and Grade Pay or scale in pre-revised structure under Central Civil Services (Revised Pay) Rules, 2016**

The undersigned is directed to say that consequent upon notification of Central Civil Services (Revised Pay) Rules, 2016, representations have been received regarding provision of additional increments in the revised pay structure on 1-1-2016 in case of employees who had been stagnating at the maximum of the Pay Band and Grade Pay or scale in the pre-revised pay structure.

2. The matter was examined in this Department and it has been decided that in case of persons who had been drawing maximum of the applicable Pay Band and Grade Pay or scale, as the case may be, for more than two years as on 1-1-2016, one increment in the applicable Level in the Pay Matrix shall be granted on 1-1-2016 for every two completed years of stagnation at the maximum of the said Pay Band and Grade Pay or scale. Grant of additional increment(s) shall be subject to condition that the pay

**arrived at after grant of such increment does not exceed the maximum of the applicable Level in the Pay Matrix.**

**Illustrations:**

(Amount in ₹)

Pay Band and Grade Pay or scale	PB-4 (37,400-67,000), GP 10,000	HAG (67,000-79,000)
Maximum of the applicable Pay Band and Grade Pay or scale	77,000	79,000
Date on which pay fixed at maximum of the applicable Pay Band and Grade Pay or scale	1-7-2014	1-7-2013
Revised Pay in the applicable Level in the new Pay Matrix	1,99,600	2,05,100
No. of years completed at maximum of the applicable Pay Band and Grade Pay or scale as on 1-1-2016	1 year and 6 months	2 years and 6 months
No. of increment(s) to be granted on 1-1-2016	Nil	01
Revised Pay after grant of increment on 1-1-2016	1,99,600	2,11,300

3. After fixation of pay on 1-1-2016 as indicated above, the date of increment shall be regulated as per the provisions of Rule 10 of Central Civil Services (Revised Pay) Rules, 2016.

5

G.I., M.F., O.M. No. 12 (1)/E. II (A)/2016, dated 7-10-2016

**Grant of advances — Seventh Pay Commission recommendations  
— Amendment to Rules of Compendium of Rules on Advances  
to Government servants**

The undersigned is directed to say that in pursuance of the decision taken by the Government on the Seventh Pay Commission's recommendations relating to advances, all the interest-free advances stand discontinued as per attached annexure, with the exception that the interest-free Advances for Medical Treatment, Travelling Allowance for family of deceased, Travelling Allowance on tour or transfer and Leave Travel Concession shall be retained.

2. In addition, the advance for training in Hindi through Correspondence Course, which is not mentioned in the Compendium of Rules on Advances to Government servants, also stands abolished in pursuance of the decision of Government on Seventh CPC recommendation.

3. These orders will take effect from the date of issue of this O.M. The cases where the advances have already been sanctioned need not be re-opened.

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

5. All the Ministries/Departments are requested to bring the amendments to the notice of all its attached and subordinate offices for their information.

**AMENDMENT TO COMPENDIUM OF RULES ON  
ADVANCES TO GOVERNMENT SERVANTS, 2005**

Sl. No.	Name of Advance	GoI Decision on Seventh CPC recommendations
1.	Bicycle Advance	Abolished
2.	Warm Clothing Advance	Abolished
3.	Advance of Pay on Transfer	Abolished
4.	Festival Advance	Abolished
5.	Natural Calamity Advance	Abolished
6.	Advance of Leave Salary	Abolished
7.	Advance for Law Suits	Abolished

**Grant of advances — Seventh Pay Commission recommendations  
— Amendment to Rule 21 (5) of Compendium of Rules on  
Advances to Government servants**

The undersigned is directed to say that in pursuance of the decision taken by the Government on the Seventh Pay Commission's recommendations relating to advances, the existing provisions of Compendium of Rules on Advances — 21 (5) relating to Personal Computer Advance are amended as per the amendments attached.

2. These orders will take effect from the date of issue of this O.M. The cases where the advances have already been sanctioned need not be re-opened.

3. The other interest bearing advances relating to Motor Car Advance and Motorcycle / Scooter / Moped Advance will stand discontinued.

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

5. All the Ministries/Departments are requested to bring the amendments to the notice of all its attached and subordinate offices for their information.

**AMENDMENTS TO COMPENDIUM OF RULES ON  
ADVANCES TO GOVERNMENT SERVANTS, 2005**

**CONDITIONS OF GRANT OF COMPUTER ADVANCE:**

**Rule 21 (5)**

Advance	Quantum	Eligibility Criteria
Personal Computer Advance	₹ 50,000 or actual price of PC, whichever is lower.	All Government employees

(ii) The Computer advance will be allowed maximum five times in the entire service.

**Fixation of pay and grant of increment in the  
revised pay structure — Clarifications**

Following the notification of Central Civil Services (Revised Pay) Rules, 2016, this Department has received references seeking clarifications regarding various aspects of fixation of pay in the revised pay structure as also pay fixation and grant of increment in future under revised pay structure. The matter has been considered in this Department and the points of doubts are clarified as under:—

Sl. No.	Point of doubt	Clarification
1.	<p>As per the provisions of FR 22 (I) (a) (1), the Government servants (other than those appointed on deputation to <i>ex cadre</i> post or <i>ad hoc</i> basis or on direct recruitment basis) have the option, to be exercised within one month from the date of promotion, to have the pay fixed under this rule from the date of such promotion / appointment or from the date of next increment.</p> <p>Some of the employees, promoted between 1-1-2016 and the date of notification of CCS (RP) Rules, 2016, had opted for their pay fixation on promotion/financial upgradation under MACPS from the date of their next increment in the lower grade. Consequent upon notification of CCS (RP) Rules, 2016, i.e. 25th July, 2016, the option submitted by such employees has now turned out to be disadvantageous.</p> <p>Whether such employee may be allowed to revise their option under FR 22 (I) (a) (1) at this stage.</p>	<p>Under the changed circumstances after notification of CCS (RP) Rules, 2016, the employee may be allowed to exercise revised option for fixation of pay under FR 22 (I) (a) (1). Such revised option shall be exercised within one month of issue of this OM. Option so revised, shall be final.</p>
2.	<p>Whether employees appointed / promoted / granted financial upgradation during 2-1-2015 and 1-7-2015 will be entitled to grant of one increment on 1-1-2016.</p>	<p>Since the provisions of CCS (RP) Rules, 2016 are effective from 1-1-2016, no increment shall be allowed on 1-1-2016 at the time of fixation of pay in the revised pay structure.</p>



8

*G.I., M.F., O.M. No. 1/2/2016-E.II (B), dated 4-11-2016*

**Recommendations of the Seventh Central Pay Commission —  
Decision of Government relating to grant of Dearness Allowance to  
Central Government employees — Rates effective from 1-7-2016**

The undersigned is directed to say that consequent upon the decision taken by the Government on the recommendations of the Seventh Central Pay Commission relating to Dearness Allowance, the President is pleased to decide that the Dearness Allowance (DA) to all categories of Central Government employees shall be admissible at the rate of 2 per cent of Basic Pay per month with effect from 1-7-2016.

2. The revised pay structure effective from 1-1-2016 includes the Dearness Allowance of 125% sanctioned from 1-1-2016 in the pre-revised pay structure. Thus, Dearness Allowance in the revised pay structure shall be zero from 1-1-2016.

3. The term 'Basic Pay' in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix but does not include any other type of pay like special pay, etc.

4. The Government *vide* Resolution No. 1-2/2016-IC., dated 25-7-2016 has decided that till a final decision on Allowances is taken based on the recommendations of the Committee constituted under the Chairmanship of Finance Secretary and Secretary (Expenditure), all Allowances will continue to be paid at existing rates.

5. The Dearness Allowance will continue to be a distinct element of remuneration and will not be treated as pay within the ambit of FR 9 (21).

6. The payment on account of Dearness Allowance involving fractions of 50 paise and above may be rounded to the next higher rupee and the fractions of less than 50 paise may be ignored.

7. These orders shall also apply to the civilian employees paid from the Defence Services Estimates and the expenditure will be chargeable to the relevant Head of the Defence Services Estimates. In respect of Armed Forces Personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.

8. In so far as the employees working in the Indian Audit and Accounts Department are concerned, these orders are issued in consultation with the Comptroller and Auditor-General of India.

9

*G.I., M.F., O.M. No. 1/3/2008-E. II (B), dated 9-11-2016*

**Rate of Dearness Allowance applicable with effect from 1-7-2016 to employees of Central Government and Central Autonomous Bodies continuing to draw their pay in the pre-revised pay scale / grade pay as per Sixth Central Pay Commission**

Consequent upon acceptance of the recommendations of the Seventh Central Pay Commission by the Government, this Department *vide* O.M. No. 1/2/2016-E.II (B), dated the 4th November, 2016 (*Sl. No. 218 in this issue*) had issued orders on rate of Dearness Allowance (DA) payable to Central Government employees based on the revised pay structure that came into effect from 1-1-2016.

2. The above rate, however, is not applicable to those Central Government employees who had exercised an option to continue in the pre-revised scales of pay based on Sixth CPC's recommendations or to those whose pay and allowances had not been revised for different reasons.

3. Further, as the recommendations of Seventh CPC have not been made applicable to the employees of Central Autonomous Bodies as of now, they continue to draw their pay in the pre-revised pay band / grade pay as per Sixth CPC recommendations. Therefore, the above rate of DA is also not applicable to these employees also.

4. The rate of DA with effect from 1-1-2016 for Central Government employees and employees of Central Autonomous Bodies in pre-revised scale of pay, were issued by Department of Expenditure *vide* O. M. No. 1/1/2016/E.II (B), dated the 7th April, 2016 (*Sl. No. 98 of Swamysnews, May, 2016*).

5. Accordingly, the rate of DA admissible to employees of Central Government and Central Autonomous Bodies who continue to draw their pay in the pre-revised pay band/grade pay as per Sixth CPC recommendations, shall be enhanced from the existing 125% to 132% with effect from 1-7-2016.

6. The contents of this Office Memorandum may also be brought to the notice of the Organizations under the administrative control of the Ministries/Departments which have adopted the Central Government scales of pay.

**Modified Assured Career Progression Scheme (MACPS) for the  
Central Government Civilian Employees — Implementation of  
Seventh CPC recommendations**

The Modified Assured Career Progression Scheme was introduced with effect from 1-9-2008 in pursuance of the recommendations of the Sixth Pay Commission by this Department's O.M. No. 35034/3/2008-Estt. (D), dated the 19th May, 2009 (Sl.No. 199 of Swamy's Annual, 2009). Subsequently, clarifications/LFAQs were issued vide OM, dated 16-11-2009 (Sl. No. 214 of Swamy's Annual, 2009), 9-9-2010 (Sl. No. 164 of Swamy's Annual, 2010), 1-4-2011, 13-6-2012 (Sl. No. 126 of Swamy's Annual, 2012), 4-10-2012 (Sl. No. 136 of Swamy's Annual, 2012) and 10-12-2014 (Sl. No. 179 of Swamy's Annual, 2014). These instructions are in force with effect from 1-9-2008.

2. The Seventh Central Pay Commission (CPC) in Para. 5.1.44 of its report has recommended *inter-alia* as follows:

"MACP will continue to be administered at 10, 20 and 30 years as before. In the New Pay Matrix, the employee will move to immediate next level in hierarchy. Fixation of pay will follow the same principle as that for a regular promotion in the Pay Matrix. MACPS will continue to be applicable to all employees up to Higher Administrative Grade (HAG) level except members of Organized Group 'A' Services."

3. The Government has considered the above recommendation and has accepted the same. In the light of the recommendations of the Seventh CPC accepted by the Government, the Modified Assured Career Progression Scheme (MACPS) will continue to be administered at 10, 20 and 30 years as before. Further, Paras. 1 and 2 of the existing Scheme [Annexure to this Department's O.M. No. 35024/3/2008-Estt. (D), dated the 19th May, 2009] will be *substituted* by the following words:-

"1. There shall be three financial upgradations under the MACPS as per Seventh CPC recommendations, counted from the direct entry grade on completion of 10, 20 and 30 years services respectively or 10 years of continuous service in the same level in Pay Matrix, whichever is earlier.

2. The MACPS envisages merely placement in the immediate next higher level in the Pay Matrix as given in PART-A of Schedule of the CCS (Revised Pay) Rules, 2016. Thus, the level in the Pay Matrix at the time of financial upgradation under the MACPS can, in certain cases where regular promotion is not between two successive levels in the Pay Matrix, be different than what is available at the time of regular promotion. In such cases, the higher level in the Pay Matrix attached to the next promotion post in the hierarchy of the concerned cadre / organization will be given only at the time of regular promotion."

4. The Seventh Central Pay Commission (CPC) in Para. 5.1.45 of its report has *inter alia* recommended as follows:

"Bench-mark for performance appraisal for promotion and financial upgradation under MACPS to be enhanced from 'Good' to 'Very Good'."

5. The Government has considered the above recommendation and has accepted the same. In the light of the recommendations of the Seventh CPC accepted by the Government, Para. 17 of the Scheme [Annexure to O.M. No. 35024/3/2008-Estt. (D), dated, the 19th May, 2009] shall be *substituted* by the following words:-

"17. For grant of financial upgradation under the MACPS, the prescribed bench-mark would be 'Very Good' for all the posts."

6. These changes will come into effect from 25th July, 2016, i.e., from the date of resolution notified by Department of Expenditure, Ministry of Finance regarding acceptance of the recommendations of the Seventh CPC.

G.I., Per. & Trg., O.M. No. 22041/4/2007-Estt. (D), dated 21-11-2016.

**Guidelines on treatment of effect of penalties on promotion — Role of Departmental Promotion Committee**

The Department of Personnel & Training vide its OM of even number, dated 28-4-2014 (Sl. No. 171 of *Syamy's Annual*, 2014) issued instructions on the above subject. Paragraphs 7 (d), 7 (f) and 7 (g) of the said OM provides as follows:

7 (d) If the official under consideration is covered under any of the three conditions mentioned in Paragraph 2 of OM, dated 14-9-1992, the DPC will assess the suitability of Government servant along with other eligible candidates without taking into consideration the disciplinary case / criminal prosecution pending. The assessment of the DPC including 'unfit' for promotion and the grading awarded are kept in a sealed cover. [Paragraph 2.1 of DoP&T O.M., dated 14-9-1992]

7 (f) If any penalty is imposed on the Government servant as a result of the disciplinary proceedings or if he / she is found guilty in the criminal prosecution against him/her, the findings of the sealed cover / covers shall not be acted upon. His / her case for promotion may be considered by the next DPC in the normal course and having regard to the penalty imposed on him / her [Paragraph 3.1 of DoP&T O.M., dated 14-9-1992].

7 (g) In assessing the suitability of the officer on whom a penalty has been imposed, the DPC will take into account the circumstances leading to the imposition of the penalty and decide whether in the light of general service record of the officer and the fact of imposition of penalty, the officer should be considered for promotion. The DPC, after due consideration, has authority to assess the officer as 'unfit' for promotion. However, where the DPC considers that despite the penalty the officer is suitable for promotion, the officer will be actually promoted only after the currency of the penalty is over [Paragraph 13 of DoP&T O.M., dated 10-4-1989].

2. Questions have been raised by the Ministries and Departments asking whether this is applicable in the case of 'Censure' also. In this regard, it is reiterated that Paragraphs 7 (d), 7 (f) and 7 (g) cited above are applicable in all the recognized penalties under CCS (CCA) Rules including the minor penalty of Censure as well for which no currency has been prescribed, it would mean that as per Para. 7 (g), if the DPC considers the officer fit for promotion notwithstanding the award of censure, he / she can be promoted without referring to the currency of penalty.

G.I., M.F., O.M. No. F No. 12 (10)/E-Co-ord./2016, dated 10-8-2016

**Settlement of audit objections — formation of Committee**

It has been brought to the notice of this Ministry that a large number of Inspection Reports (IRs) / Audit Paras are pending with Ministries/ Departments where even the first reply has not been furnished to Audit.

2. As per C&AG Regulations 197, the replies to observations raised in Inspection Reports are to be furnished within four weeks of receipt. Where it is not feasible to furnish the final replies to some of the observations within the timeline, interim reply may be given indicating likely date of final reply. Timely settlement of audit objections is important as it involves taking remedial actions as well as streamlining of procedures.

3. Accordingly, in supersession of this Department's O.M. No. 12(9)/E-Co-ord/84, dated 1-1-1985 on the above-mentioned subject, it has been decided that every Ministry/Department will set up a Committee at JS level as Chairman and Under Secretary(Administration), Under Secretary(IFU) and DDO as member to settle the outstanding Inspection Reports and Audit Paras. The Committee may co-opt one member, if required, from the Division concerned with the IR/Audit Para. The Committee will meet as frequently as required to settle the audit objections.

4. Ministries/Departments are requested to ensure that IRs/Audit Paras are attended to promptly so that they are not converted into full fledged Audit Paras.

5. This issues with the approval of Joint Secretary (Pers.).

**Revision of income limit for dependency for the purpose of providing Central Government Health Scheme (CGHS) coverage to family members of the CGHS covered employees subsequent to implementation of recommendation of the Seventh Central Pay Commission**

The undersigned is directed to say that subsequent to the implementation of the recommendations of the Sixth CPC, the income limit for dependency for the purpose of extending CGHS coverage to "family" members of the CGHS covered Central Government employees was enhanced to ₹ 3,500 per month plus the amount of Dearness Relief on the basic pension of ₹ 3,500 as on the date of consideration.

2. With the implementation of the recommendations of the Seventh Central Pay Commission, the issue of revision of income limit for dependency for the purpose of providing CGHS coverage to family members of the CGHS covered Central Government employees and pensioner CGHS beneficiaries was under consideration keeping in view the amount of minimum pension / family pension fixed by the Seventh Central Pay Commission.

3. On the basis of the recommendations of the Seventh CPC, the Department of Pension and Pensioners' Welfare under Para. 5.2 of their O.M. No. 38/37/2016-P&PW (A) (i), dated 4-8-2016 (Sl. No. 172 of *Swamysnews*, September, 2016), has fixed the amount of minimum pension as ₹ 9,000 per month and under Para. 7.1 of this OM, the amount of family pension has been fixed as 30% of the basic pay in revised pay structure and shall be subject to a minimum of ₹ 9,000 per month and maximum of 30% of the highest pay in the Government. *Vide* Para. 7.3 of the aforesaid O.M., it has been mentioned that there will be no other change in the provisions regulating family pension.

4. It has been decided, in consultation with the Department of Expenditure, to revise the income limit for the purpose of providing CGHS coverage to the family members of the CGHS covered Central Government employees to ₹ 9,000 plus the amount of Dearness Relief on basic pension of ₹ 9,000 as on the date of consideration.

5. As such, all the orders related to the CGHS Rules stand amended to the extent that the income limit for ₹ 3,500 per month from all sources including pension / and family pension stands amended to an income of ₹ 9,000 plus amount of the Dearness Relief on the basic pension of ₹ 9,000 as on the date of consideration. The amount of Dearness Relief, as indicated in the income limit stands for the amount of Dearness Relief drawn by a pensioner / family pensioner on the date of consideration and not the amount of Dearness Relief due on the date of consideration.

6. The income limit for dependency of "₹ 9,000 plus amount of the Dearness Relief on the basic pension of ₹ 9,000 as on the date of consideration", shall also be applicable for the cases covered under CS (MA) Rules, 1944 for the purpose of examining eligibility of family members of the Central Government employee for medical facilities under the Rules.

7. The order shall be effective from the date of issue of instructions of this O.M.

8. This issues with the concurrence of Department of Expenditure *vide* their I.D. No. 204/E.V/2016, dated 19-10-2016.

**Revision of rates of subscription under Central Government Health Scheme due to revision of pay and allowances of Central Government employees and revision of pension / family pension on account of implementation of recommendations of the Seventh Central Pay Commission**

The undersigned is directed to refer to this Ministry's O.M. No. S. 11011/2/2008-CGHS (P), dated the 20th May, 2009 (Sl. No. 76 of *Swamy's Annual*, 2009) vide which orders were issued revising the rates of monthly subscription for availing CGHS facility, as also the entitlement for free diet, entitlement of accommodation in private empanelled hospitals under CGHS, etc.

2. Consequent upon revision of pay on the basis of the implementation of the recommendations of the Seventh Central Pay Commission, it has been decided to revise the rates of subscriptions, to be made by employees / pensioners, for availing benefits under the CGHS, with effect from 1st January, 2017. It has also been decided to revise the monetary ceiling limits for various entitlements of the beneficiaries for availing CGHS facilities.

3. In supersession of all earlier instructions, the following revisions are being made, in so far as it relates to the facilities mentioned below:—

**(A) Monthly Contributions for availing CGHS facility :**

Sl. No.	Corresponding levels in the Pay Matrix as per Seventh CPC	Contribution (₹ Per month)
1.	Level 1 to 5	250
2.	Level 6	450
3.	Level 7 to 11	650
4.	Level 12 and above	1,000

**(B) Entitlement of wards in private hospitals empanelled under CGHS :**

Sl. No.	Corresponding Basic Pay drawn by the officer in Seventh CPC per month	Ward entitlement
1.	Up to ₹ 47,600	General
2.	₹ 47,601 to ₹ 63,100	Semi-Private
3.	₹ 63,101 and above	Private

**(C) Monetary Ceiling for Free Diet :**

The monetary ceiling for free diet for CGHS beneficiaries is revised to pay / pension / family pension of ₹ 44,900 per month.

**(D) Monetary ceiling for free diet for beneficiaries suffering from TB or Mental disease**

The monetary ceiling for free diet in case of beneficiary suffering from TB or Mental disease is revised to pay / pension / family pension of ₹ 69,700 per month.

**(E) Pay slab for determining the entitlement of Nursing Home facilities in Government/State Government/Municipal Hospitals:**

The monetary ceiling for determining the entitlement of nursing home facilities in Central Government / State Government / Municipals Hospitals is revised to pay / pension / family pension ₹ 47,600 per month and above.

**(F) Monetary Ceiling for direct consultation with Specialists in Central Government/State Government/Municipal Hospitals:**

The monetary ceiling for determining the entitlement for direct consultation with Specialists in Central Government / State Government / Municipal Hospitals will continue at the existing rates until revision of the same after consultation with Ministry of Finance.

**(G) Pay slab for determining the entitlement of accommodation in AIIMS, New Delhi :**

The revised entitlement, as per the pay drawn by the officials, is as follows:—

Sl. No.	Corresponding Basic Pay drawn by the officer in Seventh CPC per month	Ward entitlement
1.	Up to ₹ 63,100	General
2.	₹ 63,101 to ₹ 80,900	Private
3.	₹ 80,901 and above	Deluxe / Private

4. It is clarified that the reference to pay in this order relates to the pay drawn in the level of pay.

5. Pensioners have an option to get their CGHS pensioner card made by either making CGHS contribution on an annual basis (twelve months) or by making contribution for 10 (ten) years [ 120 (one hundred and twenty) months ] for getting a pensioner CGHS card with life-time validity. It is clarified that:—

- (i) Contribution to be made by pensioners / family pensioners would be the amount that they were subscribing at the time of their retirement or at the time of death of the Government servant;
- (ii) Pensioner beneficiaries, who have already obtained CGHS card with life-time validity by paying a lumpsum amount equivalent to 10 years' contribution, will not be required to pay any additional amount as a result of the revision in the rates of contribution for availing CGHS facility;
- (iii) Entitlement of pensioners / family pensioners, who have already deposited their contribution for life-time CGHS facility, will not be changed.
- (iv) Pensioners / family pensioners who are contributing to the CGHS on an annual basis and wish to continue to avail CGHS benefits will have to contribute at the revised rates up to the time of contribution needed to cover a period of a total of ten years from the time pensioner CGHS card was issued for the first time to them. The revised rate of contribution for the remaining period would be with reference to the level of pay that he / she would have drawn in the post held by him / her (at the time of his / her retirement / death) had he / she continued to be in service now but for his / her retirement / death; and
- (v) Any pensioner / family pensioner who is entitled to avail CGHS facility has not so far got his / her pensioner CGHS card made, the rate of contribution in such cases will be with reference to the level of pay that he / she would have drawn in the post held by him / her (at the time of his / her retirement / death) had he / she continued to be in service now but for his / her retirement / death.

6. This issues with the concurrence of the Department of Expenditure vide their I.D. Note No. 18 (i)/E/2016, dated 24-11-2016.



*G.I., M.H. & F.W., O.M. No. S. 11011/11/2016-CGHS (P)/EHS,  
dated 13-1-2017*

**Revision of rates of subscription under Central Government  
Health Scheme due to revision of pay and allowances of  
Central Government employees and revision of pension /  
family pension on account of implementation of  
recommendations of the Seventh Central Pay Commission**

In partial modification to this Ministry's OM of even number, dated the 9th January, 2017 (*Sl. No. 25 in this issue*) on the subject mentioned above, the undersigned is directed to say that the revised rates will be effective from 1st February 2017 instead of 1st January, 2017.

2. Other contents of the above-said OM will remain unchanged.

*G.I., M.U.D., Corrigendum No. F. No. 12033/1/2016-Pol. II,  
dated 2-1-2017*

**Corrigendum to Allotment of Government Residences  
(General Pool in Delhi)**

**GSR 7 (E).**— In the notification of the Government of India, in the Ministry of Urban Development (Directorate of Estates) number GSR 1098 (E), dated the 28th November, 2016, published in the Gazette of India, Extraordinary, Part II, Section 3, sub-section (i), dated the 29th November, 2016,—

(i) At Page 5, for—

**TABLE**

Type of Residences (1)	Existing Grade Pay/ Basic Pay (2)	Level in the Pay Matrix (3)
I	₹ 1,300, ₹ 1,400, ₹ 1,600, ₹ 1,650 and ₹ 1,800	1
II	₹ 1,900, ₹ 2,000, ₹ 2,400 and ₹ 2,800	2, 3, 4, 5
III	₹ 4,200, ₹ 4,600 and ₹ 4,800	6, 7, 8
IV	₹ 5,400 to ₹ 6,600	9, 10, 11
IV (S)	₹ 6,600	11
VA [D-II]	₹ 7,600 and ₹ 8,000	12
V-B [D-I]	₹ 8,700 and ₹ 8,900	13, 13-A
VI-A [C-II]	₹ 10,000	14
VI-B [C-I]	₹ 67,000 to ₹ 74,999	15
VII	₹ 75,000 to ₹ 79,999	16
VIII	₹ 80,000 and above	17, 18

read

**"TABLE**

Type of Residences (1)	Existing Grade Pay / Basic Pay (2)	Level in the Pay Matrix (3)
I	₹ 1,300, ₹ 1,400, ₹ 1,600, ₹ 1,650 and ₹ 1,800	1
II	₹ 1,900, ₹ 2,000, ₹ 2,400 and ₹ 2,800	2, 3, 4, 5
III	₹ 4,200, ₹ 4,600 and ₹ 4,800	6, 7, 8
IV	₹ 5,400 to ₹ 6,600	9, 10, 11
IV (S)	₹ 6,600	11
VA [D-II]	₹ 7,600 and ₹ 8,000	12
V-B [D-I]	₹ 8,700 and ₹ 8,900	13, 13-A
VI-A [C-II]	₹ 10,000	14
VI-B [C-I]	₹ 67,000 to ₹ 74,999	15 (Index numbers 1 to 4 in the level)
VII	₹ 75,000 to ₹ 79,999	15 (Index numbers 5 to 8 in the level), 16
VIII	₹ 80,000 and above	17, 18"

(ii) At Page 6, for

"F. No. 12035/4/2014-Pol.II"

read

"F. No. 12033/1/2016-Pol.II"

19

*G.I. M.H. & F.W., O.M. No. S. 11011/11/2016-CGHS (P)/EHS,  
dated 9-2-2017*

**Revision of rates of subscription under Central Government  
Health Scheme due to revision of pay and allowances of Central  
Government employees and revision of pension / family pension on  
account of implementation of recommendations of the  
Seventh Central Pay Commission — Clarification**

Attention is drawn to this Ministry's OM of even number, dated the 9th January, 2017 (*Sl. No. 25 of Swamysnews, February, 2017*) and a subsequent OM of even number, dated 13-1-2017, (*Sl. No. 26 of Swamysnews, February, 2017*) on the subject mentioned above.

2. This Ministry has been receiving several representations w.r.t. applicability of CGHS rates to pensioners superannuating on 31-1-2017. The matter has been examined in this Ministry and it is clarified that "those employees superannuating on or before 31-1-2017 and had submitted their application on or before 31-1-2017 may be allowed the subscription at the prevalent rates applicable as on 31-1-2017 *vide* O.M. No. S. 11011/2/2008-CGHS (P), dated 20-5-2009 (*Sl. No. 76 of Swamy's Annual, 2009*). Pensioners applying for CGHS pensioner card on annual / lifetime basis after 31-1-2017 will have to pay as per the revised rates effective from 1-2-2017 *vide* OM of even number, dated 13-1-2017.

3. This issues with the approval of the Competent Authority.

G.I., Dept. of Per. & Trg., Letter No. F. 14021/3/2016-AIS-II,  
dated 19/22-5-2017

**Amendments in the recommendations of the  
Seventh Central Pay Commission**

The Ministry of Finance, Department of Expenditure *vide* Resolution No. 1-2/2016-IC, dated the 16th May, 2017 (*Sl. No. 98. of Swamysnews, June, 2017*) has made certain changes in the recommendation of the Seventh Central Pay Commission. The following changes are relevant for All India Service officers:—

- (i) The Index of Rationalization (IOR) of Level 13 of Civil Pay Matrix shall be enhanced from 2.57 to 2.67. Accordingly, the Civil Pay Matrix as contained in Schedule-III of IAS (Pay) Rules, 2016, dated 8-9-2016, IPS (Pay) Rules, 2016, dated 23-9-2016 and IFS (Pay) Rules, 2016 dated 28-9-2016 shall be revised as at Appendix-I (*copy enclosed— not printed*).
- (ii) The provision contained in Rule 7 of the aforesaid Rules shall be revised to the extent that the benefit of pay protection in the form of personal pay of officers posted on deputation under Central Staffing Scheme, as envisaged therein, shall be given effect from 1st January, 2016 instead of 25th July, 2016. Further, this benefit shall also be extended to officers from Services under Central Staffing Scheme, coming on deputation to Central Government, on posts not covered under Central Staffing Scheme.

Accordingly, the Rule 7 of IAS (Pay) Rule, 2016 dated 8-9-2016, IPS (Pay) Rule, 2016, dated 23-9-2016 and IFS (Pay) Rule, 2016, dated 28-9-2016 shall be revised as under:

**“7. Pay protection to officers on Central deputation.—**

“If the pay of the AIS Officers posted on deputation to the Central Government, is fixed in the revised pay structure, either under these rules or as per the instructions regulating such fixation of pay on the post to which they are appointed on deputation, and happens to be lower than the pay they would have been entitled to had they been in their parent cadre and would have drawn that pay but for the Central deputation, such difference in the pay shall be protected in the form of Personal Pay with effect from the 1st January, 2016.”

2. The State Government is requested to furnish their comments on the proposed amendments immediately and positively by 26th May, 2017. If no reply is received by this time, it would be presumed that the State Government concurs with the said amendments.

3. This issues with the approval of the Competent Authority.

**Applicability of Central Civil Services (Revised Pay) Rules, 2016  
to persons re-employed in Government Service after retirement  
and whose pay is debitable to Civil Estimates**

The pay fixation of re-employed pensioners on re-employment in Central Government, including that of Defence Forces personnel / officers, is being done in accordance with Central Civil Services (Fixation of Pay of Re-employed Pensioners) Orders, 1986, issued *vide* this Department's O.M. No. 3/1/85-Estt. (Pay II), dated 31st July, 1986 (*Sl. No. 207 of Swamy's Annual, 1986*) (as revised from time to time). Persons re-employed in Government service after retirement have been excluded from the purview of the Central Civil Services (Revised Pay) Rules, 2016 *vide* Rule 2 (2) (vii) thereof. The question of extension of the benefit of the revised pay rules to these persons and the procedure to be followed for fixing their pay in the revised pay structure has been considered by the Government. The President is pleased to decide that, in partial modification of the Rule 2 (2) (vii) of the Central Civil Services (Revised Pay) Rules, 2016, the provisions of these rules shall apply to such persons also who were in / came into re-employment on or after 1st January, 2016, subject to the orders hereinafter contained. This decision will cover all Government servants re-employed in Central Civil Departments other than those employed on contract except where the contract provides otherwise, whether they have retired with or without a pension and/or gratuity or any other retirement benefits, e.g. contributory fund, etc. from a civil post or from the Armed Forces.

2. Re-employed persons who become eligible to elect revised pay structure in accordance with these orders should exercise their option in the manner laid down in Rules 5 and 6 of the Central Civil Services (Revised Pay) Rules, 2016, within three months of the date of issue of these orders or in cases where the existing scales of pay of the posts held by them are revised subsequent to the issue of these orders, within three months of the date of such order.

**Fixation / drawal of pay of Personnel / Officers re-employed prior to 1-1-2016 and who were in re-employment as on 1-1-2016 :**

3. (a) The initial pay of a re-employed Government servant who elects or is deemed to have elected to be governed by the revised pay structure from the 1st day of January, 2016 shall be fixed according to the provisions of Rule 7 of the CCS (Revised Pay) Rules, 2016, if he/she is—

- (i) a Government servant who retired without receiving a pension, gratuity or any other retirement benefit and
- (ii) a retired Government servant who received pension or any other retirement benefits but which were ignored while fixing pay on re-employment.

3. (b) The initial pay of a re-employed Government servant who retired with a pension or any other retirement benefit and whose pay on re-employment was fixed with reference to these benefits or ignoring a part thereof, and who elects or is deemed to have elected to be governed by the revised structure from the 1st day of January, 2016 shall be fixed in accordance with the provisions contained in Rule 7 of the Central Civil Services (Revised Pay) Rules, 2016. Pension (excluding the ignorable

portion of pension, if any), as defined in Para. 3 (1) of CCS (Fixation of Pay of Re-employed Pensioners) Orders, 1986 admissible on relevant date, i.e. date of coming over to the revised pay structure, effective from 1-1-2016 or later, shall be deducted from his / her pay in accordance with the general policy of the Government on fixation and subsequent drawal of pay of re-employed pensioners.

3. (c) In addition to the pay so fixed, the re-employed Government servant would continue to draw the retirement benefits he / she was permitted to draw in the pre-revised scales, as modified based on the recommendations of the Seventh Central Pay Commission, orders in respect of which have been issued separately by the Department of Pension and Pensioners' Welfare.

3. (d) Where a re-employed Government servant elects to draw his / her pay in the existing pay structure and is brought over to revised pay structure from a date later than the 1st day of January, 2016, his / her pay from the later date in the revised scale shall be fixed in accordance with the provisions of Rule 11 of the Central Civil Services (Revised Pay) Rules, 2016.

4. Further, the existing ceiling of ₹ 80,000 for drawal of pay *plus* gross pension on re-employment is enhanced to ₹ 2,25,000, the maximum Basic Pay prescribed for Secretary to the Government of India under Central Civil Services (Revised Pay) Rules, 2016.

#### **Ignorable part of Pension**

5. The President is also pleased to enhance the ignorable part of pension from ₹ 4,000 to ₹ 15,000 (Rupees Fifteen Thousand) in the case of Commissioned Service Officers and Civil Officers holding Group 'A' posts who retire before attaining the age of 55 years. The existing limits of civil and military pensions to be ignored in fixing the pay of re-employed pensioners will, therefore, cease to be applicable to cases of such pensioners as are re-employed on or after 1-1-2016.

6. In the case of persons who were already on re-employment as on 1-1-2016, the pay may be fixed on the basis of these orders, with effect

from the date of coming over to the new pay structure, i.e. 1-1-2016 or later, as per the option exercised by them in terms of Para. 2 above. In such case, their terms would be determined afresh as if they have been re-employed for the first time from such date of coming over to the new pay structure.

**Fixation / drawal of pay of employees appointed on re-employment basis on or after 1st day of January, 2016**

7. Pursuant to the introduction of the system of Pay Matrix *vide* the Central Civil Services (Revised Pay) Rules, 2016, the President is further pleased to amend the relevant provisions of CCS (Fixation of Pay of Re-employed Pensioners) Orders, 1986 in the manner indicated below: —

Existing provision (1986 Orders read with OM, dated the 5th April 2010) (Sl. No. 37 of Swamy's Annual, 2010)	Revised provision (TM)
<p>Para. 4 (a).— Re-employed pensioners shall be allowed to draw pay only in the prescribed pay scale/pay structure of the post in which they are re-employed. No protection of the scales of pay/pay structure of the post held by them prior to retirement shall be given.</p> <p>NOTE.— Under the provisions of CCS (RP) Rules, 2008, revised pay structure comprises the grade pay attached to the post and the applicable pay band.</p>	<p>Order 4 (a).— Re-employed pensioners shall be allowed to draw pay only in the Level in the revised pay structure applicable to the post in which they are re-employed. No protection of the scales of pay/pay structure of the post held by them prior to retirement shall be given.</p> <p>NOTE.— Revised pay structure in relation to a post will be as defined in Rule 3 (ix) of the Central Civil Services (Revised Pay) Rules, 2016.</p>
<p>Para. 4 (b) (i).— In all cases where the pension is fully ignored, the initial pay on re-employment shall be fixed as per entry pay in the revised pay structure of the re-employed post applicable in the case of direct recruits appointed on or after 1-1-2006 as notified <i>vide</i> Section II, Part-A of First Schedule to CCS (RP) Rules, 2008.</p>	<p>Order 4 (b) (i).— In all cases where the pension is fully ignored, the initial pay on re-employment shall be fixed as per Rule 8 of the Central Civil Services (Revised Pay) Rules, 2016.</p> <p>NOTE 1.— The case where pension is fully ignored is given in Order 4 (d) below.</p> <p>NOTE 2.— Pension is fully ignored means that pension is not deducted from pay.</p>



Existing provision  
(1986 Orders read with OM,  
dated the 5th April 2010)  
(Sl. No. 37 of Swamy's Annual, 2010)

Revised provision

Para. 4 (b) (ii).—In cases where the entire pension and pensionary benefits are not ignored for pay fixation, the initial Basic Pay on re-employment shall be fixed at the same stage as the last Basic Pay drawn before retirement. However, he shall be granted the Grade Pay of the re-employed post. The maximum Basic Pay cannot exceed the Grade Pay of the re-employed post plus pay in the pay band of ₹ 67,000 i.e. the maximum of the pay band PB-4. In all these cases, the non-ignorable part of the pension shall be reduced from the pay so fixed.

Order 4 (b) (ii).—In cases where the entire pension and pensionary benefits are not ignored for pay fixation, the initial Basic Pay on re-employment shall be fixed at the same stage as the last Basic Pay drawn before retirement. If there is no such stage in the re-employed post, the pay shall be fixed at the stage next above that pay. If the maximum pay in the Level applicable to the post in which a pensioner is re-employed is less than the last basic pay drawn by him before retirement, his initial basic pay shall be fixed at such maximum pay of the re-employed post. Similarly, if the minimum pay in the Level applicable to the post in which a pensioner is re-employed is more than the last basic pay drawn by him before retirement, his initial basic pay shall be fixed at such minimum pay of the re-employed post. However, in all these cases, the non-ignorable part of the pension shall be reduced from the pay so fixed.

#### Illustration

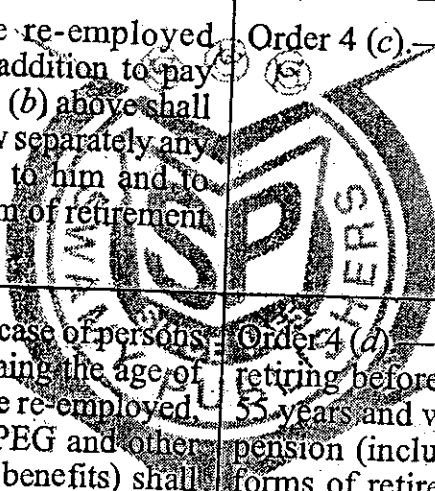
A Colonel who retired with basic pay of ₹ 61,700 (grade pay ₹ 8,700; pay in the pay band ₹ 53,000) is re-employed as a Deputy Secretary in an organization with grade pay of ₹ 7,600. In this case, on re-employment, his basic pay will continue to be ₹ 61,700. However, his grade pay on re-employment will be ₹ 7,600 and the pay in the pay band ₹ 54,100. Thereafter, the non-ignorable part of the pension will be reduced from the pay so fixed.

NOTE.—In the revised pay structure, basic pay is pay in the pay band plus the grade pay attached to the post.

NOTE 1.—Revised pay structure in relation to a post will be as defined in Rule 3 (ix) of the Central Civil Services (Revised Pay) Rules, 2016.

NOTE 2.—“Basic Pay” in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix.

Existing provision (1986 Orders read with OM, dated the 5th April 2010) (Sl. No. 37 of Swamy's Annual, 2010)	Revised provision
	NOTE 3.—Last pay drawn shall be as per definition of pre-retirement pay in terms of Order 3 of the CCS (Fixation of Pay of Re-employed Pensioners) Orders, 1986, read with DoP&T O.M. No. 3/19/2009-Estt. (Pay II), dated the 8th November 2010 (Sl. No. 38 of Swamy's Annual, 2010)
Para. 4 (c).—The re-employed pensioner will, in addition to pay as fixed under Para. (b) above shall be permitted to draw separately any pension sanctioned to him and to retain any other form of retirement benefits.	Order 4 (c).— <sup>TM</sup> No change
Para. 4 (d).—In the case of persons retiring before attaining the age of 55 years and who are re-employed, pension (including PEG and other forms of retirement benefits) shall be ignored for initial pay fixation in the following extent.  (i) In the case of ex-servicemen who held posts below Commissioned Officer rank in the Defence Forces and in the case of civilians who held posts below Group 'A' posts at the time of their retirement, the entire pension and pension equivalent of retirement benefits shall be ignored.  (ii) In the case of Commissioned Service officers belonging to the Defence Forces and Civilian pensioners who held Group 'A'	Order 4 (d).—In the case of persons retiring before attaining the age of 55 years and who are re-employed, pension (including PEG and other forms of retirement benefits) shall be ignored for pay fixation to the following extent:—  (i) No Change  (ii) In the case of Commissioned service officers belonging to the Defence Forces and Civilian pensioners who held Group 'A'



Existing provision (1986 Orders read with OM, dated the 5th April 2010) (Sl. No. 37 of Swamy's Annual, 2010)	Revised provision
posts at the time of their retirement, the first ₹ 4,000 of the pension and pension equivalent retirement benefits shall be ignored.	posts at the time of their retirement, the first ₹ 15,000 of the pension and pension equivalent retirement benefits shall be ignored.

8. Apart from the above, it is also clarified as under:—

- (i) **Drawal of increments:** Once the initial pay of the re-employed pensioner has been fixed in the manner indicated above, he will be allowed to draw normal increments as per the provisions of Rules 9 and 10 of CCS (Revised Pay) Rules, 2016 read with Order 5 of the CCS (Fixation of Pay of Re-employed Pensioners) Orders, 1986.
- (ii) **Treatment of Military Service Pay (MSP):** MSP is granted to Defence Forces officers/personnel while they are serving in the Defence Forces. Accordingly, on their re-employment in civilian organizations, including secret organizations under the Cabinet Secretariat umbrella, the question of grant of MSP to such officers/personnel does not arise. However, the benefit of MSP in the pension should not be withdrawn. Accordingly, while the pension of such re-employed pensioners will include the element of MSP, they will not be granted MSP as part of pay while working in civilian organizations. Also, in respect of all those Defence Officers/personnel, whose pension contains an element of MSP and whose pay on re-employment is subject to deduction of pension (excluding the ignorable portion, if any), the element of MSP as contained in the pension shall be ignored while deducting the pension at the time of pay fixation. In other words, the MSP portion of the pension need not be deducted from the pay fixed on re-employment.
- (iii) **Fixation / drawal of pay of re-employed persons who retired prior to 1-1-2016 and who have been re-employed after 1-1-2016, and whose entire pension and pensionary benefits**

**are not ignored for pay fixation:** The pay on re-employment will be fixed in terms of Order 4 (b) (ii) of the CCS (Fixation of Pay of Re-employed Pensioners) Orders, 1986, as amended above, after notionally arriving at their revised Basic Pay at the time of retirement as if they had retired under the revised pay structure, in terms of Rule 7 of the Central Civil Services (Revised Pay) Rules, 2016. In all these cases, the non-ignorable part of the pension shall be reduced from the pay so fixed. Regulation of MSP, however, shall be as per clarification in Para. 8 (ii) above.

(iv) **Fixation / drawal of pay in all other cases:** Pay fixation in cases not covered in Order 4 (d) will be as per the general principle of 'pay minus pension', i.e. while the last pay drawn shall be reckoned for pay fixation, the entire pension shall be deducted from the pay so fixed. Regulation of MSP, however, shall be as per clarification in Para. 8 (ii) above.

9. An undertaking may be obtained from re-employed pensioners who opt / are deemed to have opted for the revised pay structure to the effect that, they understand and agree that the special dispensation provided through this O.M. is subject to the condition of deduction of pension as admissible to them from time to time, wherever required as per extant instructions.

10. These instructions shall apply in respect of those re-employed pensioners who are re-employed against civil posts carrying pay up to Level 17 of the Pay Matrix of CCS (Revised Pay) Rules, 2016.

11. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders are being issued after consultation with the Comptroller and Auditor-General of India.

12. These orders shall take effect from 1-1-2016.

**UNDERTAKING**

*(To be given by persons who are on re-employment on or after 1-1-2016 and who have chosen / are deemed to have chosen to be governed by the CCS (Revised Pay) Rules, 2016, in terms of Department of Personnel and Training Office Memorandum No. 3/3/2016-Estt. (Pay II), dated 1-5-2017).*

*(Para. 9 of the O.M. No. 3/3/2016-Estt. (Pay II), dated 1-5-2017 refers).*

I, ....., S/o / W/o / D/o. ...., hereby undertake that I understand and agree that the special dispensation of pay fixation under the Central Civil Services (Revised Pay) Rules, 2016 provided to me through the O.M. No. 3/3/2016-Estt. (Pay II), dated 1-5-2017 is subject to the specific condition of deduction of pension as admissible to me from time to time, wherever required as per extant instructions.

Signature .....

Name .....

Designation .....

Date :

Place :

**Fixation of pay of State Government employees on their  
appointment in Central Government, subsequent to the  
implementation of CCS (RP) Rules, 2016**

The undersigned is directed to state that the method of fixation of pay of State Government employees on their appointment under the Central Government has been spelt out in this Department's O.M. No. 12/1/94-Estt. (Pay-I), dated the 24th March, 1994 (Sl. No. 28 of Swamy's Annual, 1994), 3rd January, 1996 (Sl. No. 12 of Swamy's Annual, 1996) and O.M. No. 13/2/1999-Estt. (Pay-I), dated the 18th June, 2001 (Sl. No. 173 of Swamy's Annual, 2001) and O.M. No. 12/1/2009-Estt. (Pay-I), dated the 28th August, 2014 (Sl. No. 125 of Swamy's Annual, 2014).

2. The question of fixation of pay in the revised pay structure in cases of appointment from State Government to Central Government consequent upon implementation of Central Civil Services (Revised Pay) Rules, 2016, has been considered in consultation with the Department of Expenditure and the President is pleased to decide that in cases of appointment of State Government employees in Central Government on or after 1-1-2016, pay will be fixed in the following manner:—

- (a) Where the State Government has revised the Pay Scales / Grade Pays of their employees on the pattern of Seventh Central Pay Commission at the base index of 261.41 as per AICPI (IW) 2001 series with effect from 1-1-2016, the pay of employees from such State Government on their appointment under the Central Government would be fixed as follows:—
  - (i) When the appointment is to a post in higher Level, one increment shall be given in the Level from which the employee is appointed and he / she would be placed at a Cell equal to the figure so arrived at in the Level of the post to which appointed and if no such Cell is available in the Level to which he / she is appointed, he / she would be placed at the next higher Cell in that higher Level. However, if the amount so arrived at after adding the increment in lower Level is less than the minimum pay or the first Cell in the higher Level, the pay shall be fixed at minimum pay of first Cell of the higher Level.
  - (ii) Where the appointment is to a post involving identical Level, the individual shall continue to draw the same pay.
- (b) Where the State Government has revised the Pay scales / Grade Pays of their employees after 1-1-2016 beyond the base index of 261.41 as per AICPI (IW) 2001 series, the basic pay of the employees is to be determined first in the Central Pay Matrix by reducing the element of DA, ADA, IR, etc. granted by the State Government after 1-1-2016 beyond the base index of 261.41 as per AICPI (IW) 2001 series and thereafter the pay would be fixed as provided in the Clauses (i) and (ii) under sub-para. (a) above.
- (c) Where the State Government has either not revised or revised the pay scale of their employees on or after 1-1-2016 below the base index of 261.41 as per AICPI (IW) 2001 series, the basic pay of these employees shall be determined first in the Central Pay Matrix, by adding the element of DA, ADA up to the base index of 261.41 as per AICPI (IW) 2001 series, granted by the State Government and thereafter their pay would be fixed as provided in the Clauses (i) and (ii) under sub-para. (a) above.

3. These orders are applicable to employees of the State Government and local bodies under the State including Emergency Divisional Accountants / Divisional Accountants appointed under Central Government on or after 1-1-2016.

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

G.I., M.F., Resoln. No. 1-2/2016-IC, dated 16-5-2017

### Resolution

Whereas, *vide* its Resolution No.1-2/2016-IC notified in the Gazette of India, dated the 25th July, 2016, the Government of India accepted the recommendations of the Seventh Central Pay Commission in respect of the categories of employees covered in the Terms of Reference contained in its earlier Resolution No. 1/1/2013-E.III (A), dated the 28th February, 2014 (*Sl. No. 117 of Swamy's Annual, 2014*).

And, whereas, the Government has considered it necessary to make the following changes in the recommendations of the said Seventh Central Pay Commission in respect of the said categories of employees, namely:—

(1) The Defence Pay Matrix [except Military Nursing Service (MNS)], which has 24 stages shall be extended to 40 stages similar to the Civil Pay Matrix;

(2) The Index of Rationalization (IOR) of Level 12-A and 13 of Defence Pay Matrix shall be enhanced from 2.57 to 2.67. The Defence Pay Matrix (except MNS) shall, accordingly, be revised;

(3) To rectify the factual errors appearing in Level 10-B and Level-12 of the Pay Matrix of MNS and in view of the changes in the IOR in the Defence Pay Matrix, the first stage of corresponding Levels of Pay Matrix of MNS shall also change. Accordingly, the Pay Matrix (MNS) shall be revised;

(4) The IOR of Level-13 of Civil Pay Matrix shall also be enhanced from 2.57 to 2.67. Accordingly, the Civil Pay Matrix as contained in Annexure-1 mentioned in Para. 6 of the aforesaid Resolution, dated the 25th July, 2016 shall be revised. The revised Civil Pay Matrix is at Appendix-I;

(5) The provision contained in Para. 13 of the aforesaid Resolution, dated the 25th July, 2016 shall be revised to the extent that the benefit of pay protection in the form of personal pay of officers posted on deputation under Central Staffing Scheme, as envisaged therein, shall be given effect from 1st January, 2016 instead of 25th July, 2016. Further, this benefit shall also be extended to officers from Services under Central Staffing Scheme, coming on deputation to Central Government, on posts not covered under Central Staffing Scheme.



G.I., M.F., O.M. No. 1-6/2016-IC (Pt.), dated 13-6-2017

**Recommendations of the Seventh Central Pay Commission —  
Bunching of stages in the revised pay structure under  
Central Civil Services (Revised Pay) Rules, 2016**

With reference to the subject mentioned above and in continuation of this Department's OM of even number, dated 7-9-2016 (Sl. No. 98 of *Swamy's Annual*, 2016), the undersigned is directed to inform that, a large number of references have been received from Ministries/Departments seeking clarifications relating to the application of the benefit on account of bunching of stages while fixing the pay in the revised pay structure.

2. It has also been brought to the notice of this Department that some offices have extended the benefits on account of bunching based on subjective interpretation of the provisions of OM, dated 7-9-2016, which may not be consistent with the principles and philosophy of the VII CPC recommendations on bunching. Implementation of such pay fixation orders are not in conformity with the VII CPC principles on bunching and may create further anomalies. In order to ensure consistency of approach in applying the provisions relating to bunching and to address the queries on various aspects of bunching, it has been decided to issue detailed guidelines on bunching.

3. All Ministries/Departments are, therefore, advised that the implementation of the provisions on bunching in OM, dated 7-9-2016 may be put on hold till the time the detailed instructions in this regard are issued by Department of Expenditure. It is also requested that if orders on account of bunching have already been issued by Ministries/Departments but not implemented, the same may not be given effect to.