

**MOST IMMEDIATE**

**No.10.02.2011-E.III/A  
Government of India  
Ministry of Finance  
Department of Expenditure**

**New Delhi, the 19<sup>th</sup> March, 2012**

**OFFICE MEMORANDUM**

**Subject:- Central Civil Services (Revised Pay) Rules, 2008 – Date of next increment in the revised pay structure under Rule 10 of the CCS(RP) Rules, 2008.**

In accordance with the provisions contained in Rule 10 of the CCS (RP) Rules, 2008, there will be a uniform date of increment of annual increment, viz. 1<sup>st</sup> July of every year. Employees completing 6 months and above in the revised pay structure as on 1<sup>st</sup> of July will be eligible to be granted the increment. The first increment after fixation of pay on 1.1.2006 in the revised pay structure will be granted on 1.7.2006 for those employees for whom the date of next increment was between 1<sup>st</sup> July, 2006 to 1<sup>st</sup> January, 2007.

2. The staff side has represented on this issue and has requested that those employees who were due to get their annual increment between February to June during 2006 may be granted one increment in 01.01.2006 in the pre-revised scale.

3. On further consideration and in exercise of the powers available under CCS(RP) Rules, 2008, the President is pleased to decide that in relaxation of stipulation under Rule 10 of these Rules, those central government employees who were due to get their annual increment between February to June during 2006 may be granted one increment on 1.1.2006 in the pre-revised pay scale as a onetime measure and thereafter will get the next increment in the revised pay structure on 1.7.2006 as per Rule 10 of CCS(RP) Rules, 2008. The pay of the eligible employees may be re-fixed accordingly.

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

**-Sd-  
(Renu Jain)  
Director**

**To**

- 1. All Ministries / Departments of the Government of India (as per standard distribution list)**
- 2. Ms.Mamta Kundra, JS(Establishment), DOPT, North Block, New Delhi.**
- 3. Director (JCA), DOPT, North Block, New Delhi.**
- 4. NIC with the request that the same be posted on M/Finance web site.**

## EXPECTED BENEFIT

As per **RBE No.132/2008**, dated 25.09.2008, (order attached in the annexure) clarification -1, para – ii, For those employees whose date of next increment falls on 01.01.2006, the instructions already provide for granting an increment in the pre-revised pay scale as on 01.01.2006 and then fixing their pay in the revised pay scales. Such Government servants would also get their next increment on 01.07.2006.

Based on above clarification following illustration has been made for the scales S-4 to S-15 assuming that employees were earned five increments before 1.1.2006.

- \* Additional amount in the Basic Pay as on 1.1.2006 is shown in column- 10.
- \* This additional amount will have the cumulative advantage in all the increments earned by the employee in subsequent years.
- \* Corresponding increase in allowance linked with Basic Pay. (DA, HRA, 15% incentive for SSE, 7.5% PCO allowance for SSE, 15% PCO allowance for JE, 15% Teaching Allowance, etc)
- \* Increased pension for the employees retired after 1.1.2006.

	V CPC Scale	Increment Rate in V CPC	V CPC Basic Pay after Five increments	Pay Band	Grade Pay	Existing Fixation in VI CPC as on 1.1.2006	BP after Additional Increment in V CPC scale	Proposed Fixation in VI CPC as on 1.1.2006	Additional amount in the Basic Pay as on 1.1.2006
1	2	3	4	5	6	7 = (col 4 X 1.86 + Col 6)	8 = (Col 4+ Col 3)	9 = (col 8 X 1.86 + Col 6)	10 = 9 - 8
S-4	2750	70	3100	4440 - 20200	1800	7570	3170	7700	130
S-5	3050	75	3425	5200 - 20200	1900	8280	3500	8410	130
S-6	3200	85	3625	5200 - 20200	2000	8750	3710	8910	160
S-7	4000	100	4500	5200 - 20200	2400	10770	4600	10960	190
S-8	4500	125	5125	5200 - 20200	2800	12340	5250	12570	230
S-9	5000	150	5750	9300 - 34800	4200	14900	5900	15180	280
S-10	5500	175	6375	9300 - 34800	4200	16060	6550	16390	330
S-12	6500	200	7500	9300 - 34800	4600	18550	7700	18930	380
S-13	7450	225	8575	9300 - 34800	4600	20550	8800	20970	420
S-14	7500	250	8750	9300 - 34800	4800	21080	9000	21540	460
S-15	8000	275	9375	9300 - 34800	5400	22840	9650	23350	510

**K.V.RAMESH**  
Jt.GS (Finance & Administration)/IRTSA &  
Manager "Voice of Rail Engineers"

PC-VI No.22

**RBE No.132/2008**

Railway Board's letter No.PC-VI/2008/1/RSRP/1

Dated 25.09.2008

***Sub: Clarifications on Railway Services (Revised Pay) Rules, 2008.***

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The undersigned is directed to refer to the Railway Services [Revised Pay] Rules, 2008, notified vide G.S.R. No. 643[E] dated 4<sup>th</sup> September, 2008 and to state that clarifications are being sought regarding the date of next increment, the method of fixation of pay on promotion after 01.01.2006, use of fitment tables for cases of pay fixation under Rule 11 of RS[RP] Rules, 2008, fixation of pay of railway servants who were on deputation on 1.1.06 and got promoted in the cadre subsequently while still on deputation etc.

In this connection, the following clarifications are issued:

**Clarification 1: The date of next increment**

[i] As per Rule 10 of RS[RP] Rules, 2008 there will be one uniform date of annual increment, viz., 1<sup>st</sup> July of every year. Railway servants completing 6 months and above in the revised pay structure as on 1<sup>st</sup> of July will be eligible to be granted the increment. Accordingly, all railway servants who earned their last increment between 02.01.2005 and 01.01.2006 would get their next increment on 01.07.2006.

[ii] For those employees whose date of next increment falls on 01.01.2006, the instructions already provide for granting an increment in the pre-revised pay scale as on 01.01.2006 and then fixing their pay in the revised pay scales. Such railway servants would also get their next increment on 01.07.2006.

**Clarification 2: The method of fixation of pay on promotion after 01.01.2006:**

On promotion from one grade to another /financial upgradation under ACP, a railway servant has an option under Rule 1313 [FR22[I][a][1] Indian Railway Establishment Code Vol.II [Sixth Edition 1987 -2<sup>nd</sup> Reprint, 2005] to get his pay fixed in the higher post either from the date of his promotion, or from date of his next increment, viz., 1<sup>st</sup> July of the year. The pay will be fixed in the following manner in the revised pay structure:

[a] In case the railway servant opts to get his pay fixed from his date of next increment, then, on the date of promotion, pay in the pay band shall continue unchanged, but the grade pay of the higher post will be granted. Further re-fixation will be done on the date of his next increment i.e. 1<sup>st</sup> July. On that day, he will be granted two increments; one annual increment and the second on account of promotion. While computing these two increments, basic pay prior to the date of promotion shall be taken into account. To illustrate, if the basic pay prior to the date of promotion was Rs.100, first increment would be computed on Rs.100 and the second on Rs.103.

[b] In case the railway servant opts to get his pay fixed in the higher grade from the date of his promotion, he shall get his first increment in the higher grade on the next 1<sup>st</sup> July if he was promoted between 2<sup>nd</sup> July and 1<sup>st</sup> January. However, if he was promoted between 2<sup>nd</sup> January and 30<sup>th</sup> June of a particular year, he shall get his increment on 1<sup>st</sup> July of next year.

**Clarification 3: Use of fitment tables for cases of pay fixation under Rule 11 of RS[RP] Rules, 2008.**

Rule 11 of RS[RP] Rules, 2008 provides for fixation of pay in the revised pay structure subsequent to the 1<sup>st</sup> day of January, 2006. When the pay of a railway servant will be fixed as per Rule 11 on a date subsequent to 01.01.2006, the fitment tables annexed with Board's letter of even number dated 11.09.2008 will be used as prescribed in the relevant provisions contained in para 2 of the said letter. The pre-revised pay to be reckoned in such cases will be the pay of the railway servant on the day of such fixation.

**Clarification 4: Fixation of pay of railway servants who were on deputation and got promoted in the cadre subsequently while still on deputation.**

[i] In case the railway servant was on deputation on 1.1.06 and got promoted to a higher post in his cadre after 1.1.06, but was not granted proforma promotion under the 'Next Below Rule', his pay will get fixed w.e.f. 1.1.06 in the grade which he was holding on 1.1.06.

[ii] In case the railway servant had been granted proforma promotion under the 'Next Below Rule', his pay will be fixed using the provisions of 'Next Below Rule' as explained in [iii] below:

[iii] In the revised pay structure, the pay of a Railway servant would be regulated in the following manner on grant of proforma promotion to him under 'Next Below Rule.'

[a] In case a Railway servant on deputation to a post gets promoted in his cadre to a post in a higher grade, his pay in the pay band will be fixed with reference to the pay in the pay band of the employee immediately junior to him in the cadre of his service. However, the railway servant in question would continue to draw the grade pay attached to the deputation post for the remaining duration of the deputation.

[b] In case a Railway servant on deputation to a post in PB-4 gets promoted in his cadre to a post in HAG+, his basic pay will be fixed with reference to the basic pay of the employee immediately junior to him in the cadre of his service, but the total of pay in the pay band and grade pay of the deputation post will not exceed Rs.79,000.

[c] In case a Railway servant on deputation to a post in PB-4 gets promoted in his cadre to a post in the apex scale, his basic pay will be fixed with reference to the basic pay of the employee immediately junior to him in the cadre of his service, but the total of pay in the pay band and grade pay of the deputation post will not exceed Rs.79,000.

[d] In case a Railway servant on deputation to a post in HAG+ gets promoted in his cadre to a post in the apex scale, his basic pay will be fixed with reference to the basic pay of the employee immediately junior to him in the cadre of his service.

**Clarification 5: Fixation of pay of Railway servants who go on deputation to a lower post.**

[i] In case a Railway servant goes on deputation to a post carrying a lower grade pay, his pay in the pay band would continue unchanged, but he will be granted the grade pay of the lower post for the entire duration of the deputation.

[ii] In case a Railway servant in HAG+ scale goes on deputation to a lower post in PB-4, his basic pay in the deputation post will be fixed at a stage equal to his basic pay in the cadre of his service, but the total of pay in the pay band and grade pay of the deputation post will not exceed Rs.79,000.

[iii] In case a Railway servant in the apex scale goes on deputation to a lower post in PB-4, his pay in the pay band will be fixed at the maximum of the PB-4 [Rs.67000] and he will be granted the grade pay attached to the deputation post, but the total of pay in the pay band and

grade pay of the deputation post will not exceed Rs.79,000. In case deputation is from the apex scale to a post in HAG+, the basic pay will be protected in HAG+.

**Clarification 6: Procedure for placing employees in upgraded scales in case of merger of scales / upgradations recommended by the Sixth CPC.**

[i] Where **all** posts in one or more pre-revised scales are **merged** with a higher pre-revised scale and given a common replacement scale/grade pay, the suitability of the incumbents need not be assessed for granting them the higher replacement scale / grade pay and the incumbents will automatically be granted the replacement pay scale /grade pay recommended by the Commission. Their pay will be fixed in accordance with the fitment table annexed to Board's letter of even number dated 11.09.08.

[ii] Similarly, in the case of **upgradations recommendation by the Pay Commission**, i.e., where **all** posts in a particular grade have been granted a higher replacement pay scale / grade pay, the suitability of the incumbents need not be assessed for granting them the higher replacement scale/ grade pay. The incumbents will automatically be granted the replacement pay scale / grade pay recommended by the Commission. Their pay in the pay band will be fixed with reference to their fitment table corresponding to pre-revised pay scale. However, the grade pay corresponding to the upgraded post will be granted.

**Note:** Railway Services [Revised Pay ] Rules, 2008 define the term 'basic pay' in the revised pay structure as the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc.. In the case of Railway servants in the pay scales of HAG+ and above, basic pay means the pay in the prescribed scale.

