

**DISCRIMINATION & ARBITRARINESS IN ENTRY PAY IN PAY MATRIX AT VARIOUS LEVELS OF 7<sup>TH</sup> CPC  
VIS-A-VIS MINIMUM PAY OF 6<sup>TH</sup> CPC FOR CORRESPONDING PRE-REVISED 5<sup>TH</sup> CPC SCALES**

**COMPARISON OF ENTRY PAY (EP) AT VARIOUS LEVELS AS PER PAY MATRIX OF 7<sup>TH</sup> CPC  
WITH MINIMUM PAY OF 6<sup>TH</sup> CPC AS PER ITS FITMENT TABLE**

(Refer Table 5 Pay Matrix - Page 75 of 7<sup>th</sup> CPC Report)

5 <sup>th</sup> CPC Pay Scales After 5 <sup>th</sup> CPC	6 <sup>th</sup> CPC		7 <sup>th</sup> CPC		Mini- mum pay as per 6 <sup>th</sup> CPC Fitment Tables
	Pay Bands as per 6 <sup>th</sup> CPC	Revised Pay Structure PB + GP (6 <sup>th</sup> CPC)	Levels in Pay Matrix Table of 7 <sup>th</sup> CPC	Entry Pay (EP) As per 7 <sup>th</sup> CPC Pay Matrix	
1	2	3	4	5	6
S-4(2750-4400)	PB-1	5200-20200+1800	1	7000*	7000
S-5(3050-4590)	PB-1	5200-20200+1900	2	7730*	7780
S-6(3200-4900)	PB-1	5200-20200+2000	3	8460#	8060
S-7(4000-6000)	PB-1	5200-20200+2400	4	9910#	9840
S-8(4500-7000)	PB-1	5200-20200+2800	5	11360#	11170
S-9 (5000-8000)	PB-2	9300-34800+4200	6	13500*	13500
S-10 (5500-9000)	PB-2	9300-34800+4200			14430
S-11(6500-6900)	PB-2	9300-34800+4200			16290
S12((6500-10500)	PB-2	9300-34800+4200			16290
S-13 (7450-11500)	PB-2	9300-34800+4600	7	17140*	18460
S-14 (7500-12000)	PB-2	9300-34800+4800	8	18150*	18750
S-15 (8000-13500)	PB-2	9300-34800+5400	9	20280	20280
New scale- (Group A entry) (8000-13500) (JS)	PB-3	15600-39100+5400	10	21000	21000
S-16,(9000)	PB-3	15600-39100+5400			22140
S-17(9000-9550)	PB-3	15600-39100+5400			22140
S-18(10325-10975)	PB-3	15600-39100+6600	11	25350*	25810
S-19 (10000-15200)SS	PB-3	15600-39100+6600			25200
S-20 10650-15850)	PB-3	15600-39100+6600			26410
S-21(12000-16500) (JAG)	PB-3	15600-39100+7600	12	29500*	29920
S-22 (12750-16500)	PB-3	15600-39100+7600			31320
S-23(12000-18000)	PB-3	15600-39100+7600			29920
S-24 (14300-18300) (SG)	PB-4	37400-67000+8700	13	46100	46100
S-25 (15100-18300)	PB-4	37400-67000+8700			48390
S-26 (16400-20000)	PB-4	37400-67000+8900	13 A	49100#	48590
S-27(16400-20900)	PB-4	37400-67000+8900			47400
S-28 (14300-22400)	PB-4	37400-67000+10000	14	53000*	54700
S-29 (18400-22400) (SAG)	PB-4	37400-67000+10000			67000
S-30 (22400-24500) (PHOD)	HAG scale	67000-75000	15	67000	67000
S-31 (22400-26000)	HAG Scale	75500-80000	16	75500	75500
S-32 (24050-26000)	HAG+Scale	75500-80000			77765
S-33 (26000)(fixed)(Secy)	Apex	80000 (Fixed)	17	80000	80000
S-34 (30000)(Cab.Secy)	Cab. Sec.	90000 (Fixed)	18	90000	90000

- i) In the Table Figures with \* mark in col. 5 indicate lower EP than minimum 6<sup>th</sup> CPC pay.
- ii) Higher EP is shown in bold figures with # mark.
- iii) All existing pay scales (S 30 to 34) and scales (S 4 to 29) grouped in 4 PBs are compressed into 18 Levels by 7<sup>th</sup> CPC. The Levels correspond to different GPs as prevalent after 6<sup>th</sup> CPC. Out of the 18 Levels, 14 Levels pertain to scales in 4 Pay Bands (PB) and Levels 15 to 18 correspond to pay scales S 30 to 34.
- iv) Table shows that for Levels 15 to 18 (HAG & above), entry pay (EP) is the same as the minimum pay of the existing pay scale. Same principle should have been followed for all other Levels also.
- v) EP in Levels 2, 6, 7, 8, 11, 12 and 14 is less than the minimum pay as per 6<sup>th</sup> CPC fitment table.
- vi) Lower minimum pay at the base level (EP x Index) will exponentially affect the pension of those entitled for increments as per Option 1.
- vii) There is a slight improvement in the EP over min pay in Levels 3, 4, 5 and 13 A.
- viii) In the rest of 7 Levels, EP is as per min pay of 6<sup>th</sup> CPC or very close to it.
- ix) Discrimination & arbitrariness are evident in adopting EP at different Levels in pay matrix resulting in lower pay and pension at certain levels (especially for Levels 2, 6, 7, 8, 11, 12 and 14) proposed by 7<sup>th</sup> CPC.