

# HIGHLIGHTS OF RESOLUTION ON 7<sup>TH</sup> CPC RECOMMENDATIONS ISSUED BY MINISTRY OF FINANCE

Ref: MOF Notification No.1-2/2016-IC, Dated 25.7.2016

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Government had accepted the following recommendations on minimum pay, Fitment Factor, Index of Rationalization, Pay matrices and general recommendations on pay etc. and has issued the Acceptance orders vide MOF Notification dated 25-7-2016:

1. Minimum Pay Rs.18,000 (Para 4.2.13 of the Report)
2. Pay Matrix in replacement of Pay Band and Grade Pay. In the (two dimensional) Pay matrix horizontal range (rows in the top, 1,2,3....18) corresponds to functional role in the hierarchy, vertical range denotes pay progression (annual increment) - (Para 5.1.21 of the Report)
3. On recruitment, an employee joins at a particular level and progresses within the level as per the vertical range. The movement is usually on an annual basis, based on annual increments till the time of their next promotion. (Para 5.1.22 of the Report)
4. Fitment factor of 2.57 to be applied uniformly for all employees. (Para 5.1.27 of the Report)
5. For Pay fixation in new pay matrix as on 1.1.2016, existing pay (Pay in pay band + GP) as on 31.12.2015 shall be multiplied by a factor 2.57. The figure arrived is to be located in the corresponding Pay Level. If an identical figure is not available next higher cell in the Pay Level shall be the revised pay. (Para 5.1.28 & 5.1.29 of the Report)
6. Subsequent increments shall be in immediate next cell in the pay level.
7. One annual increment (@ 3%) either on 1<sup>st</sup> January or 1<sup>st</sup> July every year.
8. Pay of direct recruits will start at the minimum pay corresponding to the Level to which recruitment is made, which will be the first cell of each Level in the Matrix (Para 5.1.32 of the Report)
9. On promotion, pay of employees to be fixed in the manner laid down in Para 5.1.33 of the Report.
10. Pay fixation effected from 1.1.2016 and arrears shall be paid in current financial year.
11. Existing formula and methodology for calculating DA to continue, the reference base will be linked to average index as on 1.1.2016. (Para 8.17.37 of the Report)
12. Recommendations on allowances except DA will be referred to a committee and it will submit its report within a period of 4 months. Till then allowances will be paid in existing rates in existing pay structure as if pay had not been revised.
13. Recommendations on CGEGIS have not been accepted. Existing rates of monthly contribution will continue. A customized insurance scheme will be worked out.
14. Recommendations not relating to pay, pension and allowances will be examined by the Ministries concerned as per the Allocation of Business Rules.
15. A committee is constituted for streamlining the implementation of NPS.
16. Anomalies committee will be set up by DoPT to examine individual, cadre specific and post specific anomalies.
17. MACP will continue to be administered at 10, 20 and 30 years and employee will move to next level in hierarchy. Fixation of pay will follow the same principle as that for a regular promotion in the Pay Matrix. (Para 5.1.44 of the Report)
18. Bench mark for MACPS enhanced from "Good" to "Very Good". (Para 5.1.45 of the Report)
19. Withholding of annual increment if employee is not able to meet the benchmark for MACPS or a regular promotion within first 20 years. (Para 5.1.46 of the Report)
20. Some posts which were recommended to be upgraded by 7<sup>th</sup> CPC including CMA (GP Rs.4200 to 4600), CMS (GP Rs.4600 to 4800) and ACMT (GP Rs.4800 to 5400 PB 2) of Railways (Para 11.40.124 of the Report) have been referred to DoPT.

**PAY MATRIX AS RECOMMENDED BY 7<sup>TH</sup> CPC (FOR PB 1 TO PB 4)**

Pay Band	5200-20200					9300-34800				15600-39100			37400-67000		
Grade Pay	1800	1900	2000	2400	2800	4200	4600	4800	5400	5400	6600	7600	8700	8900	10000
Entry Pay (EP)	7000	7730	8460	9910	11360	13500	17140	18150	20280	21000	25350	29500	46100	49100	53000
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	13A	14
Index	2.57	2.57	2.57	2.57	2.57	2.62	2.62	2.62	2.62	2.67	2.67	2.67	2.57	2.67	2.72
1	18000	19900	21700	25500	29200	35400	44900	47600	53100	56100	67700	78800	118500	131100	144200
2	18500	20500	22400	26300	30100	36500	46200	49000	54700	57800	69700	81200	122100	135000	148500
3	19100	21100	23100	27100	31000	37600	47600	50500	56300	59500	71800	83600	125800	139100	153000
4	19700	21700	23800	27900	31900	38700	49000	52000	58000	61300	74000	86100	129600	143300	157600
5	20300	22400	24500	28700	32900	39900	50500	53600	59700	63100	76200	88700	133500	147600	162300
6	20900	23100	25200	29600	33900	41100	52000	55200	61500	65000	78500	91400	137500	152000	167200
7	21500	23800	26000	30500	34900	42300	53600	56900	63300	67000	80900	94100	141600	156600	172200
8	22100	24500	26800	31400	35900	43600	55200	58600	65200	69000	83300	96900	145800	161300	177400
9	22800	25200	27600	32300	37000	44900	56900	60400	67200	71100	85800	99800	150200	166100	182700
10	23500	26000	28400	33300	38100	46200	58600	62200	69200	73200	88400	102800	154700	171100	188200
11	24200	26800	29300	34300	39200	47600	60400	64100	71300	75400	91100	105900	159300	176200	193800
12	24900	27600	30200	35300	40400	49000	62200	66000	73400	77700	93800	109100	164100	181500	199600
13	25600	28400	31100	36400	41600	50500	64100	68000	75600	80000	96600	112400	169000	186900	205600
14	26400	29300	32000	37500	42800	52000	66000	70000	77900	82400	99500	115800	174100	192500	211800
15	27200	30200	33000	38600	44100	53600	68000	72100	80200	84900	102500	119300	179300	198300	218200
16	28000	31100	34000	39800	45400	55200	70000	74300	82600	87400	105600	122900	184700	204200	
17	28800	32000	35000	41000	46800	56900	72100	76500	85100	90000	108800	126600	190200	210300	
18	29700	33000	36100	42200	48200	58600	74300	78800	87700	92700	112100	130400	195900	216600	
19	30600	34000	37200	43500	49600	60400	76500	81200	90300	95500	115500	134300	201800		
20	31500	35000	38300	44800	51100	62200	78800	83600	93000	98400	119000	138300	207900		
21	32400	36100	39400	46100	52600	64100	81200	86100	95800	101400	122600	142400	214100		
22	33400	37200	40600	47500	54200	66000	83600	88700	98700	104400	126300	146700			
23	34400	38300	41800	48900	55800	68000	86100	91400	101700	107500	130100	151100			
24	35400	39400	43100	50400	57500	70000	88700	94100	104800	110700	134000	155600			
25	36500	40600	44400	51900	59200	72100	91400	96900	107900	114000	138000	160300			
26	37600	41800	45700	53500	61000	74300	94100	99800	111100	117400	142100	165100			
27	38700	43100	47100	55100	62800	76500	96900	102800	114400	120900	146400	170100			
28	39900	44400	48500	56800	64700	78800	99800	105900	117800	124500	150800	175200			
29	41100	45700	50000	58500	66600	81200	102800	109100	121300	128200	155300	180500			
30	42300	47100	51500	60300	68600	83600	105900	112400	124900	132000	160000	185900			
31	43600	48500	53000	62100	70700	86100	109100	115800	128600	136000	164800	191500			
32	44900	50000	54600	64000	72800	88700	112400	119300	132500	140100	169700	197200			
33	46200	51500	56200	65900	75000	91400	115800	122900	136500	144300	174800	203100			
34	47600	53000	57900	67900	77300	94100	119300	126600	140600	148600	180000	209200			
35	49000	54600	59600	69900	79600	96900	122900	130400	144800	153100	185400				
36	50500	56200	61400	72000	82000	99800	126600	134300	149100	157700	191000				
37	52000	57900	63200	74200	84500	102800	130400	138300	153600	162400	196700				
38	53600	59600	65100	76400	87000	105900	134300	142400	158200	167300	202600				
39	55200	61400	67100	78700	89600	109100	138300	146700	162900	172300	208700				
40	56900	63200	69100	81100	92300	112400	142400	151100	167800	177500					