

HIGHLIGHTS OF CENTRAL CIVIL SERVICE (REVISED PAY) RULES (CCS) -2016

G.S.R. 721(E) Dated 25th July 2016.

1. **These rules may be called the Central Civil Services (Revised Pay) Rules, 2016.**
2. **These rules shall apply to persons appointed to civil services and posts in connection with the affairs of the Union whose pay is debitable to the Civil Estimates. The rules do not apply to the employees under the Ministry of Railways and civilian personnel paid from Defence Services Estimates, for whom separate rules will be issued by the Ministries concerned.**
3. **The rules are deemed to have come into force on the 1st day of January, 2016.**
4. **“Existing basic pay”** means pay drawn in the prescribed existing Pay Band and Grade Pay or Pay in the existing scale.
5. **“Existing Pay Band and Grade Pay”** means the Pay Band and the Grade Pay applicable to the post held by the Government servant as on the date immediately before the notification of these rules.
6. **“Existing emoluments”** mean the sum of (i) existing basic pay and (ii) existing dearness allowance.
7. **“Pay Matrix”** means Matrix specified in Part A of the Schedule.
8. **“Level”** in the Pay Matrix shall mean the Level corresponding to the existing Pay Band and Grade Pay.
9. **“Pay in the Level”** means pay drawn in the appropriate Cell of the Level.
10. **“Basic pay”** in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix.
11. Government servant **may elect to continue to draw pay in the existing pay structure** until the date on which he earns his next or any subsequent increment in the existing pay structure or until he vacates his post or ceases to draw pay in the existing pay structure.
12. Pay in the applicable Level in the Pay Matrix shall be the pay obtained by multiplying the existing basic pay by **a factor of 2.57**.
13. Arrived figure will be located in applicable Level in the Pay Matrix to arrive new basic pay, **if no identical figure is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell.**
14. If the **minimum pay** or the first Cell in the applicable Level is more than the amount arrived, the pay shall be fixed at minimum pay or the **first Cell of that applicable Level**
15. **If a post has been upgraded by 7th CPC**, the existing basic pay will be arrived at by adding the Pay drawn by the concerned employee in the existing Pay Band plus the Grade Pay corresponding to the Level to which the post has been upgraded and, the fixation of pay shall be done.
16. A Government servant who is **on leave on the 1st day of January, 2016** and is entitled to leave salary shall be **entitled to pay in the revised pay structure from 1st day of January, 2016.**
17. **Junior getting more pay:** Government servant, who, in the existing pay structure, was drawing immediately before the 1st day of January, 2016 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised pay structure in a Cell lower than that of such junior, his pay shall be stepped up to the same Cell in the revised pay structure as that of the junior.
18. If senior Government servant promoted to a higher post before the 1st day of January, 2016 draws less pay in the revised pay structure than his junior in same cadre who is promoted to the higher post on or after the 1st day of January, 2016, the pay of senior Government servant in the revised pay structure shall be stepped up to an amount equal to the pay as fixed for his junior in that higher post and such stepping up shall be done with effect from the date of promotion of the junior Government servant.
19. **Pay of Direct recruitee :** The pay of employees appointed by direct recruitment on or after 1st day of January, 2016 shall be fixed at the minimum pay or the first Cell in the Level.
20. **Increment** will happen in the vertical Cells of the applicable Level in the Pay Matrix.
21. **Annual Increment :** Employee shall be entitled to one annual increment either on 1st January or 1st July depending on the date of his appointment, promotion or grant of financial upgradation
22. Period between the 2nd day of January and 1st day of July (both inclusive) shall be granted on 1st day of January.
23. Period between the 2nd day of July and 1st day of January (both inclusive) shall be granted on 1st day of July.
24. **Promotion:** One increment shall be given in the Level from which the employee is promoted and placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available, he shall be placed at the next higher Cell in that Level.
25. **The arrears** shall be paid during the Financial Year 2016-2017.