

PAY FIXATION ON PROMOTION SHALL NOT BE LESS THAN ENTRY PAY OF DIRECT RECRUIT FOR THE SAME POST

Anomaly of 6th CPC cleared by Ministry of Finance through its OM No. 8-23/2017-E.IIIA, dated 28.09.2018.

1. Demand made by IRTSA in 6th CPC Pay Band & Grade Pay Concept

Situation of senior promotees getting less pay than Junior direct recruits, is in violation of basic principle of Pay Band system. For example,

- a) A JE with five years of service while getting regular promotion from Grade Pay Rs.4200 in PB-2 to Grade Pay Rs.4600 as SSE is fixed at a Basic pay of Rs.16120 compared to the direct recruit's basic pay of Rs.17140.
- b) A JE with five years of service while getting promotion (through LDCE) from Grade Pay Rs.4200 in PB-2 to Grade Pay Rs.4800 as AWM/AME/AE is fixed at Basic pay of Rs.16120 compared to the direct recruit's basic pay of Rs.18150.
- c) Pay on Promotion should be fixed at least at par with Entry Pay in the Revised Pay Structure for direct recruits.

2. Railway Board partially addressed the demand within its limitation (RBE No.28/2010)

- a) Railway Board permitted stepping up of pay of seniors with reference to such of their directly recruited juniors borne on the same seniority list who are recruited on or after 1.1.2006.
- b) Stepping up of the basic pay of seniors can be claimed only in the case of those cadres which have an element of direct recruitment and in cases where a directly recruited junior is actually drawing more basic pay than the seniors.
- c) Thus stepping up of pay was dependent upon the actual joining date of direct recruit.
- d) Stepping up with reference to entry pay cannot be claimed in cases where no junior is available drawing basic pay higher than the senior.

3. Supreme Court directed the Government to fix the promotional pay not less than entry pay for the particular post

Finance Ministry implemented the judgement of Hon'ble Supreme Court of India through its OM No.8-23/2017-E.IIIA, dated 28.09.2018, that, the pay of central Government employees who were promoted to such posts on or after 01.01.2006 and whose pay happens to be lower than the entry pay, shall also not less than such entry pay from the date of their promotion.

6. DoPT & Railways have to issue their orders.

5. IRTSA also made the demand cited in para-1 to 7th CPC, and 7th CPC resolved it.

K.V.RAMESH
Sr.JGS/IRTSA