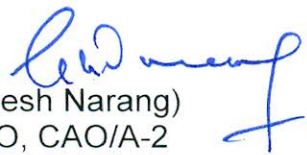


MINISTRY OF DEFENCE
Office of the JS & CAO

SUBJECT : FORWARDING OF CIRCULARS

A copy of Office Memorandum of Min. of Finance Department of Expenditure OM No. 8-23/2017-E.IIIA dated 28 Sep 2018 on the subject **Central Civil services (Revised Pay) Rules, 2008 – Section II of the Part ‘A’ of the First Schedule thereto – entry pay for direct recruits appointed on or after 1.1.2006 and pay fixation In the case of persons other than such direct recruits** is forwarded herewith for information and necessary action.

2. All AO's of Admin Division are also hereby advised to review all such cases, if any, in the light of MOF OM dated 28 Sep 2018.
3. This issues with the approval of Dy CAO (Admin).


(Rajesh Narang)
SAO, CAO/A-2
03 Oct 2018

Encl : As above.

All AO's of Adm Sections

Copy to :-

- | | | | |
|----|----------------------------|---|---------------------------------|
| 1. | AO (Pay Tech), PCDA HQ | : | for info |
| 2. | CAO/EDP Cell | : | for uploading on CAO's website. |
| 3. | DOA (Civ)/IHQ of MoD(Navy) | : | for similar action |
| 4. | DDPC-1/IHQ of MoD (Air) | : | for similar action |
| 5. | All Independent Units | : | for similar action |

No. 8-23/2017-E.IIIA
Government of India
Ministry of Finance
Department of Expenditure

North Block, New Delhi
28th September, 2018

Office Memorandum

Subject: Central Civil Services (Revised Pay) Rules, 2008 - Section II of the Part 'A' of the First Schedule thereto- entry pay for direct recruits appointed on or after 1.1.2006 and pay fixation in the case of persons other than such direct recruits.

The undersigned is directed to invite the attention to the provisions contained in Section-2 of Part 'A' of the First Schedule of the Central Civil Services (Revised Pay) Rules, 2008 which provides for entry pay in the revised pay structure (pay structure effective from 1.1.2006 up to 31.12.2015) for direct recruits appointed on or after 1.1.2006 on a post and to say that pay in respect of persons appointed to the same posts before 1.1.2006 is required to be fixed as on 1.1.2006 under Rule 7 (1)(A)(i) and pay in respect persons appointed on the same post on promotion on or after 1.1.2006 is required to be fixed under Rule 13 thereof.

2. A number of references were received in Ministry of Finance, Department of Expenditure, stating that the pay of seniors of a post was fixed at a stage lower than the entry pay applicable to the persons appointed on direct recruitment basis on that post on or after 1.1.2006. In such cases, stepping of pay was allowed to the senior employee at par with the entry pay of direct recruits of those posts, subject to the conditions, inter-alia, that stepping up of pay of seniors is applicable only in those cases which have an element of direct recruitment and where a directly recruited junior is actually drawing more basic pay than the seniors. Thus, the stepping up of pay of senior employees was admissible from the date a junior direct recruit joined on or after 1.1.2006.

3. The matter was also considered in the meeting of the National Anomaly Committee (NAC) held on 17.7.2012 based on a demand raised by the Staff Side under the JCM. NAC had recommended that in cases where Recruitment Rules provide for direct recruitment, then the stepping up of pay of senior may be considered, even if no actual direct recruitment takes place or no direct recruit has actually joined. However, it was decided that stepping up of the 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. Thus, stepping up of pay was dependent upon actual joining of a direct recruit.



