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Government of India
Ministry of Finance
(Implementation Cell)

Trikoot-I, Bhikaji Cama Place,
R.K. Puram, New Delhi-110 066.
Dated April 2, 1998.

OFFICE MEMORANDUM

Subject: Central Civil Services (Revised Pay Rules),
1997 - Clarifications regarding.

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A number of references have been received from various ministries and departments seeking clarifications on the precise import of some of the provisions of the Central Civil Services (Revised Pay) Rules, 1997 notified vide GSR 569(E) dated 30th September, 1997 and the manner in which pay is to be fixed or increments regulated under certain circumstances. The necessary clarifications are furnished below.

Point raised

Clarification

1. In terms of the third proviso to Rule 7, in fixing the pay of an employee in the revised scale of pay, it is to be ensured that he gets at least one increment in the revised scale of pay for every three increments (inclusive of stagnation increments, if any) drawn by him in the existing scale of pay. It is not clear when the next increment should be granted in such cases.

The next increment in such cases shall be granted on the date of the employee would normally have drawn his increment had he continued in the pre-revised scale of pay. It is further clarified that in cases where the pay of an employee is stepped up with reference to the pay of his junior in terms of the second proviso to sub-rule (1) of Rule 7 or Note 6 or Note 9 thereunder, the next increment shall be admissible only on the employee completing 12 months of qualifying service from the date his pay is stepped up in the revised scale of pay.

2. Date of next increment in the revised scale of pay in cases where an employee has reached the maximum of the applicable pre-revised scale or has been stagnating at the maximum for more than a year as on 1st January 1996.

It appears that there has been some confusion in some of the departments about the manner in which the next increment is to be regulated in respect of employees who have drawn stagnation increments in the pre-revised pay scales. In these cases, the pay of the employees is to be fixed

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initially in the revised scale in terms of the provisions of Rule 7 after allowing the benefits of bunching or of one increment for every three increments earned in the pre-revised scale as the case may be. Thereafter, if the employees have also been stagnating for more than one year at the maximum of the pre-revised scale or have drawn one or more stagnation increments as admissible, they may also be allowed an additional increment on 1st January 1996 itself in terms of the third proviso to Rule 8. The subsequent increment in such cases shall be admissible on 1st January, 1997. The benefit of an additional increment on 1st January 1996 shall also be admissible to those employees who reached the maximum of their pre-revised scale of pay on 1st January 1995.

3. Manner in which pay in the revised scales is to be fixed in cases where the 'existing emoluments' computed after adding an amount representing 40 per cent of the basic pay in the pre-revised scales in terms of sub-rule (1)(A)(i) of Rule 7 exceed the maximum of the applicable revised scales.

The pay in the applicable revised scale is to be fixed in such cases only at the maximum of that scale as provided in Rule 7(1)(A)(b) and no personal pay is to be allowed in addition to compensate for the difference between the maximum of the revised scale and the amount arrived at after adding the fitment benefit of 40 per cent to the 'existing emoluments'.

4. Manner of payment of arrears on account of revision of scales of pay and allowances in respect of those employees who have superannuated on or after 1st January 1996.

In terms of Rule 11 of the CCS (Revised Pay) Rules, 1997 read with Explanation (b) thereunder, all arrears accruing for the relevant period, i.e. the period from 1st January 1996 to 30th September 1997 are to be paid only in two instalments as provided therein; no distinction is to be made in this regard between serving and superannuated employees. An

exception may, however, be made in cases where an employee has expired before being paid the arrears due on account of revision of pay scales and allowances. In such cases, the arrears may be paid in lumpsum to the legal heirs of the deceased employee.

Hindi version will follow.

N. Sunder Rajan

(N. SUNDER RAJAN)
Joint Secretary to the Government of India

To

All Ministries and Departments of the Government of India and others as per standard mailing list.