

No.7(73)/E.III-A/98
Ministry of Finance
Department of Expenditure
E.III-A Branch

New Delhi, the 14th December, 1998

OFFICE MEMORANDUM

Subject: Central Civil Services (Revised Pay)
Rules, 1997 - Efficiency Bar -
Clarification regarding.

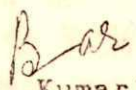
Doubts have been expressed by various Ministries/Departments about the manner in which cases relating to fixation of pay in the revised scales of Government servants who have been considered unfit to cross the Efficiency Bar in the pre-revised scales and were drawing pay at the relevant EB stage as on 1.1.1996 are to be regulated. Clarifications have also been sought in regard to fixation of pay those Government servants in respect of whom sanctions permitting them to cross the Efficiency Bar in the pre-revised scales have not been issued due to administrative reasons. It is clarified that fixation of pay in the revised scales in such cases may be regulated as indicated below:

- (a) The pay of a Government servant who was considered unfit to cross the Efficiency Bar operative in the pre-revised scale before 1.1.1996 may be fixed in the applicable revised scale with reference to the stage immediately preceding such efficiency bar in the pre-revised scale and the subsequent annual increments admissible in the revised scale released. The cases of such Government servants may, however, be placed before the respective Departmental Promotion Committees for review in terms of the instructions on the subject. If the concerned Government servants are found fit to cross the EB based on this review, their pay may be re-fixed initially in the applicable pre-revised scale in accordance with the decision of the DPC and thereafter in the corresponding revised scale. If, however, the concerned Government servant is not found fit to cross EB even after such review, no subsequent review need be made.

(b) In cases where a Government servant has reached the EB stage prior to 1.1.1996 and whose case has not been decided due to administrative reasons, the competent authority may consider as to whether the employee was fit or unfit to cross the EB from that date. Based on the decision of the competent authority, the case may be regulated. Thereafter his pay may be fixed in the revised scale of pay with reference to the pay admissible as on 1.1.1996 and subsequent annual increments released.

2. In the case of the Government employees who have opted to retain the pre-revised scale of pay, Efficiency Bar, if any, applicable should be abolished with effect from 1.1.1996.

3. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these clarificatory orders issued in consultation with the Comptroller and Auditor General of India.


(B. Kumar)

Deputy Secretary to the Govt. of India

To

All Ministries/Departments of the Govt. of India

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