

No. 6/1/98-IC.1
Government of India
Ministry of Finance
Department of Expenditure
[Implementation Cell]
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New Delhi, Dated June 30, 1999

OFFICE MEMORANDUM

**Subject : Implementation of the Recommendations of the
Fifth Central Pay Commission Relating to Revision of Pay
Scales of Posts in the Organized Group 'A' Services**
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Based on the recommendations of the Fifth Central Pay Commission [FCPC], revised pay scales in respect of certain common categories of staff and certain specified posts in individual ministries, departments and Union Territories were notified in Parts 'B' and 'C' of the First Schedule to the Central Civil Services (Revised Pay) Rules, 1997, promulgated in this Department's Notification No. GSR 569(E) dated September 30, 1997. This Notification did not include the higher pay scales recommended by the FCPC for certain specified posts in various Organized Group 'A' Services and for Group 'A' posts in individual ministries and departments not included in any of the Organized Group 'A' Services. The recommendations in respect of these posts were to be examined separately and necessary orders issued.

2. The FCPC recommendations relating to Group 'A' posts included in the Organized Group 'A' Services have now been carefully considered. The FCPC had recommended the upgradation of certain posts in different Services identified and specified by them and their placement in higher replacement scales of pay. These recommendations cover practically all the Organized Group 'A' Services with a few exceptions. In doing so, the Commission had, *inter alia*, taken into account the following factors :

- (a) the acute stagnation in most of the Organized Group 'A' Services;
- (b) cadre structure of different Services;
- (c) non-availability of adequate number of posts in higher levels;
- (d) status of cadre reviews.

The intention of the Commission was to ensure the upgradation of a limited number of posts at senior levels as an interim measure with the objective of improving the career prospects of the Members of these Services pending detailed cadre reviews.

3. Posts in these Services covered by the FCPC recommendations may be broadly categorized as follows :

- (a) posts which are to be placed in higher replacement pay scales, without involving the assumption of higher functional responsibilities;
- (b) those which are to be encadred in one of the Organized Services and placed in higher replacement pay scales;
- (c) posts for which only the normal replacement pay scales will apply but which are to be encadred in one of the Organized Services;
- (d) those which are to be upgraded and placed in higher pay scales, necessitating the restructuring of cadres or redistribution of posts;
- (e) posts that are to be revived or created and placed in higher pay scales.

4. The President is now pleased to decide that the posts listed in column 1 of Annexure I to this Office Memorandum may be placed in the higher revised FCPC scales of pay indicated in column 3 thereof. Placement of the posts and their incumbents in the higher replacement scales of pay now approved will be subject to the following conditions :

- (a) According to the instructions issued by the Department of Personnel & Training in their O.M. No. 22011/10/84-Estt.(D) dated February 14, 1992, where the upgradation of posts involves only the placement of existing incumbents in higher replacement scales without the assumption of any higher responsibilities or changes in eligibility criteria, the suitability of the incumbents to occupy such posts in the higher pay scales is not required to be assessed afresh. They can therefore be appointed to the posts in the higher pay scales with effect from the date notified by the Government giving effect to the recommendations of the Pay Commission. Accordingly, the applicable higher replacement scales of pay will be extended retrospectively w.e.f. January 1, 1996 only in respect of those posts not involving the assumption of higher responsibilities or changes in the eligibility criteria. Some illustrative examples of such posts are those of Members in the Postal Services Board, Members/Additional Director General in the Ordnance Factories Board, General Managers of Zonal Railways, Metro Railway, Railway Production Units, etc. Officers on Special Duty in newly-established Railway Zones, Principal, Railway Staff College, Director General, Research & Development under the Ministry of Railways, etc.
- (b) Implementation of the FCPC recommendations relating to posts which are to be upgraded and placed in higher pay scales will, however, necessitate the redistribution of posts presently in lower pay scales in the recommended higher scales, involving restructuring of the cadres. Besides, incumbents of posts in identical scales of pay being interchangeable, it is not unlikely that juniors may be presently occupying posts that are to be placed in higher scales of pay in terms of the FCPC recommendations. The recommended higher pay scales cannot therefore be extended *in situ* to the present incumbents of such posts without duly observing the prescribed selection processes. In the circumstances, upgradation of posts involving the redistribution of posts or cadre restructuring will be effective only prospectively. Eligible officers will also be placed in the higher scales of pay only on completion of the formalities prescribed by the Department of Personnel & Training for appointments to posts in the applicable higher replacement pay scales and on their fulfilling the prescribed residency requirements. Financial benefits will consequently accrue to those appointed against these posts only from the date(s) that they are so appointed on observance of the prescribed selection processes.

5. In so far as the FCPC recommendations relating to the encadrement of posts in one of the Organized Services are concerned, the administrative ministries and departments concerned may examine the relevant recommendations in consultation with the Department of Personnel & Training and make available specific proposals for the encadrement of such posts as are considered justified.

6. Similarly, the administrative ministries and departments concerned may examine the FCPC recommendations relating to revival of department-specific posts that had been abolished or creation of fresh ones and make available, based on adequate functional justification, specific proposals for further consideration.

7. The FCPC recommendations relating to the upgradation of certain specified Group 'A' posts in individual ministries and departments not included in any of the Organized Services are being processed on a case-by-case basis and appropriate orders are being issued separately. Such of those ministries and departments which have not so far furnished the relevant department-specific proposals are requested to ensure that these are made available, after due examination of the relevant recommendations, expeditiously for further consideration.
8. Necessary Gazette Notification covering the Group 'A' posts in the Organized Services is being issued separately.
9. Hindi version will follow.

N. Sunder Rajan

[N. SUNDER RAJAN]
Joint Secretary to the Government of India]

Enclosure : Annexure I

To

All Ministries and Departments of the Government of India as per Standard Mailing List

DETAILS OF POSTS IN ORGANISED GROUP 'A' SERVICES WHICH ARE TO BE PLACED IN
HIGHER SCALES OF PAY ON ACCEPTANCE OF THE RECOMMENDATIONS OF
THE 5TH CENTRAL PAY COMMISSION

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Particulars of Posts	Pre-Revised Scale	Revised Scale	Paragraph No. in Report
1	2	3	4
	Rs	Rs	
A. CENTRAL CIVIL SERVICES [GROUP 'A']			
1. INDIAN CIVIL ACCOUNTS SERVICE			
Controller General of Accounts [Head of Departmentalised Accounts Organisation]	7600 [Fixed] {24050-26000}	26000 [Fixed]	48.37
Controller of Accounts [2 Posts] Ministry of Food & Civil Supplies Ministry of Law & Justice [To be upgraded as Chief Controller of Accounts]	4500-5700 {14300-18300}	18400-22400	48.41
{ Total number of Posts upgraded : Three (3) }			
2. INDIAN COST ACCOUNTS SERVICE			
Chief Advisor [Cost] Cost Accounts Branch, Department of Expenditure	7300-7600 {22400-24500}	26000 [Fixed]	48.44
Advisor [Cost], Cost Accounts Branch [To be upgraded as Additional Chief Advisor]	5900-6700 {18400-22400}	22400-24500	48.46 (i)
Director [Cost] [3 Posts] Ministry of Food & Civil Supplies and Departments of Company Affairs Defence Production [To be upgraded as Advisor (Cost)]	4500-5700 {14300-18300}	18400-22400	48.46 (iii)
{ Total number of Posts upgraded : Five (5) }			
3. INDIAN CUSTOMS AND CENTRAL EXCISE SERVICE			
Commissioner of Customs/Central Excise [4 Posts] within the jurisdiction of the Chief Commissionerates at Vadodara, Calcutta, Chennai and Delhi	5900-6700 {18400-22400}	22400-24500	48.51
{ Total number of Posts upgraded : Four (4) }			

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Particulars of Posts 1	Pre-Revised Scale 2	Revised Scale 3	Paragraph No. in Report 4
	Rs	Rs	
4. INDIAN DEFENCE ACCOUNTS SERVICE			
Controller General of Defence Accounts [Head of the Defence Accounts Organisation]	7600 [Fixed] {24050-26000}	26000 [Fixed]	48.56
Additional Controller General [Audit] & Additional Controller General [Inspection]	7300-7600 {22400-24500}	24050-26000	48.58
Regional Controller of Defence Accounts [5 Posts] Army Commands	5900-6700 {18400-22400}	22400-24500	48.59
Internal Financial Adviser [4 Posts] Service Headquarters	4500-5700 {14300-18300}	18400-22400	48.60
{ Total number of Posts upgraded : Twelve (12) }			
5. INDIAN DEFENCE ESTATES SERVICE			
Director General, Defence Estates [Head of the Defence Estates Service]	7300-7600 @ {22400-24500}	26000 [Fixed]	48.62
[* Post carries, in addition, a Special Pay of Rs 300 p.m. This shall cease to be admissible]			
Director of Defence Estates [3 Posts] Eastern, Northern and Central Commands	5900-6700 {18400-22400}	22400-24500	48.63
{ Total number of Posts upgraded : Four (4) }			
6. INDIAN ECONOMIC SERVICE			
Economic Adviser, Ministry of Finance [To be upgraded as Addl. Chief Economic Adviser] Labour & Economic Adviser, Ministry of Labour Economic Adviser, Railway Board	} } } } 5900-6700 {18400-22400}	22400-24500	48.67
{ Total number of Posts upgraded : Three (3) }			
7. INDIAN INFORMATION SERVICE			
Additional Principal Information Officer [Coord] [To be upgraded as Senior Additional PIO]	5900-6700 {18400-22400}	22400-24500	48.77
Director of Field Publicity [To be upgraded as Additional Director General]	5900-6700 {18400-22400}	22400-24500	48.79
{ Total number of Posts upgraded : Two (2) }			
8. INDIAN ORDNANCE FACTORIES SERVICE			
Members/Additional Directors General [8 Posts] Ordnance Factories Board	7300-8000 {22400-26000}	24050-26000	48.82

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Particulars of Posts	Pre-Revised Scale	Revised Scale	Paragraph No. in Report
1	2	3	4
	Rs	Rs	
Deputy Director General [Corporate Planning], Ordnance Factories Board Headquarters Deputy Director General [Ammunition and Safety Director, Ordnance Factories Staff College	5900-6700 {18400-22400}	22400-24500	48.83
{ Total number of Posts upgraded : Eleven (11) }			
9. INDIAN POSTAL SERVICE			
Members [3 Posts] Postal Services Board	7300-8000 {22400-26000}	24050-26000	48.87
Chief Post Master General [3 Posts] [MP, Maharashtra and Tamil Nadu Circles	7300-7600 {22400-24500}	22400-26000	48.88
Chief Post Master General [7 Posts] [Seven of 12 Circles where the post is in SAG	5900-6700 {18400-22400}	22400-24500	
{ Total number of Posts upgraded : Thirteen (13) }			
10. INDIAN RAILWAY ACCOUNTS SERVICE			
Additional Member [Finance] Additional Member [Budget]	7300-7600 {22400-24500}	24050-26000	48.97
Executive Director [L&FE] Railway Board	5900-6700 {18400-22400}	22400-24500	48.98
{ Total number of Posts upgraded : Three (3) }			
11. INDIAN RAILWAY PERSONNEL SERVICE			
Additional Member [Staff] Railway Board	7300-7600 {22400-24500}	24050-26000	83.30
Executive Director [Estt.-Industrial Relations] Railway Board	5900-6700 {18400-22400}	22400-24500	48.104
[NOTE : In modification of the 5th CPC recommendation, the post of Executive Director [Estt-IR] and other posts in the Railway Board upgraded to the scale of Rs 22400-24500 will be designated as Senior Executive Director.]			
{ Total number of Posts upgraded : Two (2) }			
12. INDIAN RAILWAY TRAFFIC SERVICE			
Additional Member [Computer & Information Systems] Additional Member [Traffic Transport] Additional Member [Commercial] Additional Member [Catering & Tourism]	7300-7600 {22400-24500}	24050-26000	48.109 83.30
Director, Traffic Research Directorate Research & Development Organisation	5900-6700 {18400-22400}	22400-24500	48.110
{ Total number of Posts upgraded : Five (5) }			

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Particulars of Posts	Pre-Revised Scale	Revised Scale	Paragraph No. in Report
1	2	3	4
	Rs	Rs	
13. INDIAN REVENUE SERVICE [INCOME TAX]			
Commissioner of Income Tax [3 Posts] Assam, Orissa and Haryana Regions [To be upgraded as Chief Commissioner]	5900-6700 {18400-22400}	22400-24500	48.116
{ Total number of Posts upgraded : Three (3) }			
14. INDIAN STATISTICAL SERVICE			
Chief Executive Officer National Sample Survey Organisation	7300-7600 {22400-24500}	22400-26000	48.125 81.14
{ Total number of Posts upgraded : One (1) }			
15. INDIAN TRADE SERVICE			
Joint Director General of Foreign Trade [Policy] Joint Director General of Foreign Trade [Admn.] [To be upgraded as Additional Directors General]	4500-5700 {14300-18300}	18400-22400	48.131
{ Total number of Posts upgraded : Two (2) }			
B. GROUP 'A' ENGINEERING SERVICES			
16. CENTRAL ENGINEERING SERVICE			
Additional Director General [2 Posts] Central Public Works Department	7300-7600 {22400-24500}	24050-26000	50.41
Chief Engineer [Training], CPWD [To be upgraded as Additional Director General]	5900-6700 {18400-22400}	22400-24500	50.41
{ Total number of Posts upgraded : Three (3) }			
17. NAVAL ARMAMENT SUPPLY ORGANISATION			
Director General of Armament Supply Naval Headquarters	5900-6700 {18400-22400}	22400-24500	50.119
{ Total number of Posts upgraded : One (1) }			
18. INDIAN RAILWAY SERVICE OF ENGINEERS			
Additional Member [Civil Engineering] Additional Member [Works] Railway Board	7300-7600 {22400-24500}	24050-26000	83.30
Director, Standards [Track] Research & Development Organisation Director Indian Railway Institute of Civil Engineering, Pune	} } } {5900-6700 {18400-22400}	22400-24500	50.136 83.50
{ Total number of Posts upgraded : Four (4) }			

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Particulars of Posts	Pre-Revised Scale	Revised Scale	Paragraph No. in Report
1	2	3	4
	Rs	Rs	
19. INDIAN RAILWAY SERVICE OF MECHANICAL ENGINEERS			
Additional Member [Mechanical]	} 7300-7600	24050-26000	83.30
Additional Member [Production Units]	} {22400-24500}		
Director, Standards [Motive Power]	} 5900-6700	22400-24500	50.136
Research & Development Organisation	} {18400-22400}		83.50
Director, Indian Railway Institute of Mechanical & Electrical Engineering, Jamalpur	}		
	}		
{ Total number of Posts upgraded : Four (4) }			
20. INDIAN RAILWAY SERVICE OF ELECTRICAL ENGINEERS			
Additional Member [Electrical]	} 7300-7600	24050-26000	83.30
Railway Board	} {22400-24500}		
Director, Standards [Electrical]	} 5900-6700	22400-24500	50.136
Research & Development Organisation	} {18400-22400}		83.50
Director, Indian Railway Institute of Electrical Engineering, Nashik	}		
	}		
{ Total number of Posts upgraded : Three (3) }			
21. INDIAN RAILWAY SERVICE OF SIGNAL ENGINEERS			
Additional Member [Signal]	} 7300-7600	24050-26000	83.30
Additional Member [Telecommunication]	} {22400-24500}		
Director, Standards [Signalling]	} 5900-6700	22400-24500	50.136
Research & Development Organisation	} {18400-22400}		83.50
Director, Indian Railway Institute of Signal Engineering, Secunderabad	}		
	}		
{ Total number of Posts upgraded : Four (4) }			
22. INDIAN RAILWAY STORES SERVICE			
Additional Member [Stores]	} 7300-7600	24050-26000	83.30
Railway Board	} {22400-24500}		
{ Total number of Posts upgraded : One (1) }			
C. MEDICAL SERVICES			
23. INDIAN RAILWAY MEDICAL SERVICE			
Director General Railway Health Service	} 7300-8000	26000 [Fixed]	83.28
	} {22400-26000}		
{ Total number of Posts upgraded : One (1) }			

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Particulars of Posts	Pre-Revised Scale	Revised Scale	Paragraph No in Report
1	2	3	4
	Rs	Rs	
D. GROUP 'A' POSTS IN CENTRAL GOVERNMENT ENCADRED IN ALL INDIA SERVICES			
24. INDIAN FOREST SERVICE			
Additional Inspector General of Forests [2 Posts] Ministry of Environment & Forests [To be redesignated as Additional Director General]	7300-7600 {22400-24500}	24050-26000	47.50
Deputy Inspector General of Forests [Conservation] Deputy Inspector General of Forests [Wild Life] Deputy Inspector General of Forests [EAP] Deputy Inspector General of Forests [NAEB] Ministry of Environment & Forests [To be redesignated as Inspector General]	4500-5700 {14300-18300}	18400-22400	47.52
Director Forest Survey of India [To be redesignated as Director General]	5900-6700 {18400-22400}	22400-24500	64.23
Regional Joint Director [4 Posts] Forest Survey of India [To be redesignated as Regional Director]	4500-5700 {14300-18300}	16400-20000	64.23
Director Indira Gandhi National Forest Academy	5900-6700 {18400-22400}	22400-24500	47.51 64.28
Joint Director [Administration] Indira Gandhi National Forest Academy [To be upgraded as Additional Director]	4500-5700 {14300-18300}	18400-22400	64.28
{ Total number of posts upgraded : Thirteen (13) }			
E. OTHER GROUP 'A' POSTS IN RAILWAYS NOT ENCADRED IN ANY OF THE ORGANISED SERVICES			
General Managers [24 Posts] } Zonal Railways [9] } Railway Production Units [5] } Metro Railway [1] } NF Construction Organisation [1] } Central Organisation for Railway Electrification [1] } Newly-established Railway Zones [7] }	7300-8000 {22400-26000}	24050-26000	83.71
Principal. Railway Staff College, Vadodara	7300-8000 {22400-26000}	24050-26000	83.47
Director General, Research & Development Organisation, Lucknow	7300-8000 {22400-26000}	24050-26000	83.60
Additional Member [Planning] } Additional Member [Projects] }	7300-7600 {22400-24500}	24050-26000	83.30
Secretary Railway Board	7300-7600 {22400-24500}	24050-26000	83.29
Chairmen [16 Posts] Railway Recruitment Boards	4500-5700 {14300-18300}	18400-22400	83.42
{ Total number of Posts to be upgraded : Forty Five (45) }			

(Signature)

Particulars of Posts	Pre-Revised Scale	Revised Scale	Paragraph No in Report
1	2	3	4
	Rs	Rs	
F. OTHER GROUP 'A' POSTS IN CENTRAL GOVERNMENT HELD BY MEMBERS OF GROUP 'A' SERVICES			
Financial Adviser [Defence Services] Ministry of Defence	7600 [Fixed] {24050-26000}	26000 [Fixed]	48.57
Director General [Roads] Ministry of Surface Transport	7300-8000 {22400-26000}	26000 [Fixed]	50.57

N. Sunder Rajan