

F.No. 1/1/2008-IC  
Government of India  
Ministry of Finance  
Department of Expenditure  
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New Delhi, the 13<sup>th</sup> October, 2008

OFFICE MEMORANDUM

**Subject:** Fixation of pay in the pay bands where posts have been upgraded as a result of recommendations of Sixth CPC - clarification regarding

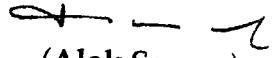
Note 2A below Rule 7 of the CCS (RP) Rules, 2008 states as under:-

"*Note 2A* - Where a post has been upgraded as a result of the recommendations of the Sixth CPC as indicated in Part B or Part C of the First Schedule to these Rules, the fixation of pay in the applicable pay band will be done in the manner prescribed in accordance with Clause (A) (i) and (ii) of Rule 7 by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding the resultant figure to the next multiple of ten. The grade pay corresponding to the upgraded scale as indicated in Column 6 of Part B or C will be payable in addition. *Illustration 4A* in this regard is in the Explanatory Memorandum to these Rules."

2. Accordingly, in cases of upgradation of posts as a result of recommendations of Sixth CPC, the fitment table attached with the O.M. of even number dated 30<sup>th</sup> August, 2008 corresponding to the **pre-revised scale** shall be used for the purpose of determination of pay in the pay band. To the pay in the pay band so determined, the grade pay corresponding to the upgraded post is to be added. This will be the revised pay of the Government servant who has been upgraded as a result of Sixth CPC recommendation.
3. To illustrate, CPMF Constables have been upgraded from pre-revised scale of Rs.3050-4590 to the pay scale of Rs.3200-4900 corresponding to the grade pay of Rs.2000 in PB-1. In the case of a CPMF Constable drawing the basic pay of Rs.3575 as on 1.1.2006, his pay in the pay band will be fixed in accordance with the fitment table of the pre-revised scale of Rs.3050-4590. Hence, his revised pay in the pay band will be Rs.6650 as per the table corresponding to the pre-revised scale of Rs.3050-4590. To this, the Grade Pay of Rs.2000 corresponding to the upgraded pay scale of Rs.3200-4900 will be added. Consequently, his revised basic pay would be Rs.8650 as on 1.1.2006.

4. The above procedure is to be adopted in all cases where pay scales have been upgraded by the Pay Commission, including Constabulary and other ranks in the CPMFs/CPOs, Postmen and similar cadres in Department of Posts, Assistants and Section Officers in the Central Secretariat and other headquarter organization and the common category cadres of Teachers and Nurses. This list is illustrative and not exhaustive.

5. All administrative Ministries/Departments are directed to ensure that in no case is there any deviation from the above [subject to other provisions of CCS (RP) Rules, 2008]. Pay fixed in the case of upgradations in any manner other than the above, will be rectified.

  
(Alok Saxena)  
Director

All Ministries/Departments

Copy to all Financial Advisers (by name)