

No. 7/7/08-CS.I (A)
Government of India
Ministry of Personnel, P.G. and Pensions
Department of Personnel & Training

2nd Floor, Lok Nayak Bhavan,
Khan Market, New Delhi-110003

Dated: 22nd December, 2010

OFFICE MEMORANUM

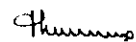
Subject: Stepping up of pay of senior Assistants/PAs of CSS/CSSS promoted prior to 01.01.2006 and drawing less pay than Assistants/PAs of CSS/CSSS promoted after 01.01.2006.

A large number of references were received from various Ministries/Departments and service Associations regarding stepping up of pay of senior Assistants/PAs of Central Secretariat Service (CSS)/Central Secretariat Stenographers' Service (CSSS) promoted prior to 01.01.2006 and drawing less pay than Assistants/PAs of CSS/CSSS promoted after 01.01.2006.

2. The matter has been examined in consultation with Ministry of Finance. The Department of Expenditure vide UO No.10/1/2009-IC dated 14.12.2009 (copy enclosed) had issued a clarification regarding manner in which pay of Assistants/PAs would be fixed consequent upon grant of revised pay structure of Grade pay of Rs. 4600 in the pay band PB-2 to them on the basis of OM dated 16.11.2009.

3. In this context, it is clarified that benefit of stepping up of pay as per Note 10 under Rule 7 of CCS(RP) Rules 2008 would be admissible to senior Assistants/PAs of CSS/CSSS promoted prior to 01.01.2006 and drawing less pay than Assistants/PAs of CSS/CSSS promoted after 01.01.2006.

4. All Ministries/Departments may regulate stepping up cases of Assistants/PAs of CSS/CSSS accordingly.



(K. Suresh Kumar)

Under Secretary to the Government of India

Tel: 2464 2706

Encl: As above.

To
All Cadre Units of CSS/CSSS
Ministry/Department.....
Director/Deputy Secretary (Admn./Estt)
New Delhi.

Copy to CS.II Division, DoPT, Lok Nayak Bhavan, New Delhi.

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**Government of India
Ministry of Finance
Department of Expenditure
Implementation Cell**

Department of Personnel & Training may please refer to their File No.7/7/2008-CS.I(A) regarding the manner in which pay of Assistants/PAs is to be fixed consequent upon the grant of revised pay structure of grade pay of Rs.4600 in the pay band PB-2 to them on the basis of this Department's O.M. dated 16.11.2009.

2. The matter has been considered in this Department in the light of the points raised by DOPT (CS Division) at pre-page and also clarifications on similar lines sought by certain other cadre controlling ministries of Services covered by this Department's O.M. dated 16.11.2009. Based on the points raised, the following clarifications are issued for guidance: -

| Point raised | Clarification |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (a) The manner in which pay of Assistants/ PAs in position on 1.1.2006 is to be fixed as per the provisions of CCS (RP) Rules, 2008. Whether there will be any bunching in this case. | The pay in the pay band of Assistants/PAs working as on 1.1.2006 will be fixed with reference to the fitment table of the pre-revised pay scale of Rs.5500-9000 annexed with this Department's O.M. No.1/1/2008-IC dated 30 th August, 2008 and they will be granted the grade pay of Rs.4600. Since the minimum pay in the pay band in the revised pay structure corresponding to the stage of Rs.5500 (pre-revised scale of Rs.5500-9000) is more than the minimum of the pay band PB-2 i.e., Rs.9300, <u>no benefit of bunching is admissible in this case.</u> |
| (b) The manner of fixation of pay of officials promoted as Assistants/ PAs before 1.1.2006 but who have given option for pay fixation w.e.f. 15.9.06 w.r.t. pre-revised scale of Rs.6500-10500. | In the case of those Assistants/PAs who were already working as Assistants/PAs as on 1.1.2006, but who had given option for pay fixation w.e.f. 15.9.2006 with reference to the pre-revised scale of Rs.6500-10500, their pay will be fixed as per their option by determining their pay in the pay band with reference to the fitment table of the pre-revised scale of Rs.6500-10500 annexed with this Department's O.M. No.1/1/2008-IC dated 30 th August, 2008. In such cases, they shall not be entitled for arrears of pay from 1.1.2006 till the date of option. However, if fixation of pay as per this option is no longer beneficial for any particular employee, he may be allowed to revise his option without referring the matter to Department of Expenditure. |
| (c) The manner of fixation of pay of officials promoted as Assistants/ PAs between 1.1.2006 and 31.8.2008 | In the case of Government servants who were promoted as Assistants/PAs between 1.1.2006 and 31.8.2008, their pay will be fixed as per the option exercised by them. In terms of CCS (RP) Rules, 2008, they have the option to (i) either have their pay fixed w.e.f. 1.1.2006 with reference to the lower scale which they were holding as on 1.1.2006, or (ii) from the date of promotion which took place after 1.1.2006; in such cases, their pay will be fixed with reference to the fitment table of the higher pay scale, however, they will not be |

| | |
|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p>entitled to arrears of pay from 1.1.2006 till the date of option.</p> <p>Accordingly, in the case of officials who were promoted as Assistants/PAs between 1.1.2006 and 31.8.2008, they have the option to have their pay fixed w.e.f. 1.1.2006 with reference to the pre-revised scale of the lower grade i.e. UDC/Steno 'D'. In such cases, on the date of their promotion, their pay will be fixed by granting them one increment in the pay band (subject to the minimum pay in the pay band being Rs.9300) and grade pay of Rs.4600.</p> <p>Alternatively, they can opt to have their pay fixed from the date of promotion with reference to the fitment table of the upgraded pay scale i.e. pre-revised scale of Rs.7450-11500, in which case, they shall not be entitled to arrears of pay from 1.1.2006 till the date of option.</p> |
| (d) The manner of fixation of pay of officials promoted as Assistants/ PAs between on or after 1.9.2008. | In the case of UDCs/Stenographers Gr.D promoted as Assistants/PAs on or after 1.9.2008, their pay will be fixed by granting them one increment in the pay band (subject to the minimum pay in the pay band being Rs.9300) and grade pay of Rs.4600. |

3. Insofar as the point raised by DOPT regarding the difference between the pay of Assistants/PAs directly recruited in the Central Government on or after 01.01.2006 and the revised pay of those Assistants/PAs who are already serving on 1.1.2006, it is clarified that the pay of those Government servants who joined the Government as direct recruits on or after 1.1.2006 is to be fixed as per Section II, Part 'A' of the First Schedule to the CCS (RP) Rules, 2008. This provision of CCS (RP) Rules, 2008 and the procedure of pay fixation are based on a specific recommendation of the Sixth Pay Commission, which has been accepted by the Government. As far as pay fixation in respect of those Government servants who were already in service on 1.1.2006 is concerned, their revised pay will be fixed in the manner indicated above. Further, in this context, it needs to be noted that the revised pay structure comprises grade pays and running pay bands and in the case of those Government servants who were already in service before 1.1.2006, Sixth Pay Commission has not prescribed a minimum pay in the running pay band with reference to the minimum entry level pay prescribed for direct recruits appointed on or after 1.1.2006. Accordingly, as per the provisions of CCS (RP) Rules, 2008, pay of those Government servants who were already in service on 1.1.2006 can not be fixed with reference to the pay of those who joined the Government as direct recruits on or after 1.1.2006. However, stepping up of pay can be considered in cases where a Senior Government servant is drawing lesser pay than his directly recruited junior borne on the same gradation list.

4. Further, it is noticed that DOPT proposes to issue a separate order on the subject of grant of pay structure of grade pay of Rs.4600 in the pay band PB-2 to Assistants of Central Secretariat Service. In this connection, it is intimated that generally the Government issues only one Order regarding modification in pay scales of a particular category of Government servants. In the present case, since Department of Expenditure has already issued an

O.M. on the subject of grant of pay structure of grade pay of Rs.4600 in the pay band PB-2 to Assistants and Personal Assistants of CSS and CSSS respectively, there does not seem to be any need to issue another Order on the same subject. Internal instructions may, however, be issued on matters like manner of fixation of pay, etc.

5. This issues with the approval of Joint Secretary (Per).


(ALOK SAXENA)
DIRECTOR (IC)

Joint Secretary (AT & A), DOPT, North Block, New Delhi.
MoF, D/o Expenditure, IC U.O. No.10/1/2009-IC dated 14.12.2009