SUBJECT: Anomalies in fixation of pay as a result of introduction of Selection grades in Group 'C' and 'D' cadres.

Cases have come to notice where a senior Govt. servant promoted to a higher post before the introduction of non-functional selection grade draws less pay than his junior who is promoted to a higher post later, after having been appointed in the selection grade.

2. In order to remove the above anomalies, it has been decided that in such cases the pay of senior employee in the higher grade may be stepped up to make it equal to the pay of the junior person, subject to the fulfilment of the following conditions:

i) The scale of pay of the lower post (ordinary grade) and higher post in which both junior and senior are entitled to draw pay should be identical.

ii) The senior employee should have been eligible for appointment to selection grade but for his working in the higher post on or before the date on which the junior was appointed to the selection grade.

iii) The junior person should not have drawn more pay than the senior by virtue of fixation of pay under the normal rules or any advance increment granted to him in the lower post, and the anomaly should be directly as a result of the junior person holding selection grade in the higher scale at the time of his promotion to the higher grade.

3. The orders re-fixing the pay of senior employees in accordance with the provisions of this O.M. should be issued under F.R. 27 and the next increment of the senior employee be drawn on completion of the requisite qualifying service with effect from the date of re-fixation of pay.

4. The stepping up should be done with effect from the date of promotion of the junior employee to the higher grade but, the actual benefits would be available from the date of issue of those orders or date of anomaly whichever is later.

Contd...2/-
5. In so far as persons serving in the Indian Audit & Accounts Deptt. are concerned, these orders have been issued in consultation with the Comptroller and Auditor General of India.

(S. H. I-IAN)
UNDER SECRETARY TO THE GOVERNMENT OF INDIA

To

All Ministries/Deptt. of Govt. of India etc. etc. as per list