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No. 11030/25/87-AIS(II)
Government of India
Ministry of Personnel, Public Grievances & Pensions
(Department of Personnel & Training)

.....
New Delhi, the 21st January, 1988

To

The Chief Secretaries
All State Governments/Union Territories.

Subject: Regulation of pay in the Senior Time Scale of officers promoted from the State Services in the I.A.S., on appointment to the I.A.S.

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Sir,

I am directed to invite a reference to clause (8) Section (1) of the Schedule II to the I.A.S. (Pay) Rules which provides that the basic pay of a promoted officer in the I.A.S. time scale shall not exceed the pay he would have drawn in the time scale of the IAS as a direct recruit on that date if he had been appointed to the IAS on the date on which he was appointed to the State Civil Service. It has been pointed out that, in some cases, pay drawn in the 'lower scale' or 'higher scale' as the case may be, as defined in Schedule II to the IAS (Pay) Rules, on the date of appointment to the IAS, is more than the maximum of the senior time scale of IAS.

2. Such cases have arisen where the pay scales in SCS have been higher than the pay scale of the senior time scale of IAS. The IV Pay Commission have observed that the State Governments must ensure that the pay scales of feeder services to the IAS are not higher than the pay scales of IAS.

3. While these observations might be kept in view by the State Governments in revising the pay scales of the State services, in order to remove the hardship which would be caused by restricting the pay to the maximum of the senior time scale where pay drawn in the SCS is more than the maximum of the senior time scale, it has been decided that the pay in such cases may be regulated as under:-

"Where the pay drawn by the promoted officer in the 'lower scale' or 'higher scale', as the case may be, is higher than the maximum of the Senior time scale of the IAS, he shall be entitled to personal pay equal to the difference subject to

the following conditions:-

- (i) Pay plus personal pay shall not exceed Rs.5700/-
per month;
- and
- (ii) The personal pay shall be absorbed in future
increments/increases of pay."

Yours faithfully,

sd/-

(V.R. Srinivasan)
Deputy Secretary to the Government of India.

Copy to All Ministries and Departments of the
Government of India.

sd/-

(V.R. Srinivasan)
Deputy Secretary to the Government of India.

Pay fixation of Promoted officers.

Relevant IAS Pay Scales

- Junior Scale - Rs.2200-4000(initial appointment)
- Senior Scale -
 - (i) Time Scale - Rs.3200-4700(After 4 years)
 - (ii) Jr.Administrative Grade - Rs.3950-5000(After 9 years)
 - (iii) Selection Gr. - Rs.4800-5700(After 13 years)

Present position in hypothetical cases
(in the light of the existing Seniority Rules)

Name of officer.	State Pay. (Rs.)	State Service.	Weightage given in IAS.	Pay in I.A. (Rs.)
A	4200	19 years	6 years	4325
B	4700	24 years	8 years	4700
C	5500	24 years	8 years	4700 +
D	5700	24 years	8 years	4700 + 1
E	5500	28 years	9 years	5000(in + 500 P
F	5700	28 years	9 years	5000(in + 700 P
G	5900	28 years	9 years	5000(in + 700 P

N.B.-Personal Pay being absorbable in future increases in pay, officers presently do not get any increments till they are promoted in Supertime Scale on completion of 16 years service in IAS. Even when they are promoted in Selection Grade on completion of 13 years' service they do not get any increase. In that case, however, instead of any Personal Pay, they get their pay protected in the IAS, subject to Rs.5700/-.

Projected position
(If Seniority Rules are amended as proposed) AN

Name of officer	State Pay (Rs.)	State Service	Weightage given in IAS	Pay in (Rs.)
A	4200	19 years	7 years	4325
B	4700	24 years	10 years	4700 (in
C	5500	24 years	10 years	5000 (in + 500 p.
D	5700	24 years	10 years	5000 (in + 700 P.
E	5500	28 years	12 years	5000 (in + 500 P.
F	5700	28 years	12 years	5000 (in + 700 P.
G	5900	28 years	12 years	5000 (in + 700 P.

N.B. - If Seniority Rules are amended, officers getting 12 years' seniority will become eligible for Selection Grade just after 1 year of service. Instead of Personal Pay, they will then get protection of pay as such upto Rs.5700. They will thus have better chances of getting promotion in the Supertime Scale which is available after 16 y

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