

विभा पुरी दास

Vibha Puri Das

अपर सचिव

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सत्यमेव जयते

भारत सरकार

कार्मिक और प्रशिक्षण विभाग

कार्मिक, लोक शिकायत तथा पेंशन मंत्रालय

नार्थ ब्लॉक, नई दिल्ली 110001

Government of India

Department of Personnel & Training

Ministry of Personnel, Public Grievances
and Pensions

North Block, New Delhi 110001

D.O. No. 14021/1/2008-AIS.II

Dated: 2nd September 2008

Dear Chief Secretary,

As you are aware, the Central Government has accepted recommendations of the Sixth Central Pay Commission, inter-alia, on revision of the pay scales of All India Services. The relevant revised Pay Bands and Grade Pay notified in this regard are enclosed in Annexure I, II and III. Some other recommendations specific in nature to the All India Services are as follows: -

- a) The Indian Police Service (Pay) rules and the Indian Forest Service (Pay) Rules will be appropriately modified to provide in each State Cadre one post of Director General of Police as head of State Police and one post of Principal Chief Conservator of Forests as head of the Forest Service at the Apex level of Rs.80,000/-
 - b) Grant of the Apex Grade of Rs.80,000/- to Directors General of Indo-Tibetan Border Police and Sashastra Seema Bal.
 - c) Eligibility for promotion to Inspector General of Police/Chief Conservator of Forests level to continue to be 18 years as at present. However, the eligibility for promotion to Super Time Scale of IAS to be restored to 16 years. (This had been reduced by the Government to 14 years in January 2008).
2. Certain changes are required to be made in the pay scales of the All India Service Officers on the basis of these recommendations and the Central Government's decision thereon for this purpose in consultation with the State Governments is necessary as per clause (3) of the All India Services Act, 1953.
3. You are, therefore, requested to furnish the comments of the State Government in this regard immediately by 9th September 2008. If no reply is received by this time, it would be presumed that the State Government concurs with the said proposals relating to the revision of pay scales of AIS Officers.

With regards,

Yours sincerely,

Sd/-

(Vibha Puri Das)

OCC

To

The Chief Secretaries of all the State Governments

Copy to:

Ms. B. Bhamathi, Joint Secretary (UT), Ministry of Home Affairs, North Block, New Delhi 110001. SHRI V.N. GAUR JS. (POLICE MHA)

कार्मिक और प्रशिक्षण विभाग
Deptt. of Personnel & Trg.
शक्ति और विप्रेत अनुसंधान
Receipt & Issue Section

- 3 SEP 2008

जारी किया/ISSUED

हस्ताक्षर/Sig.

(Vibha Puri Das)

Rset
for MEF
03/09/08

Present Scale			Revised Pay Scales recommended by the Sixth Central Pay Commission			Revised Pay Structure		
Sl. No.	Pay Scale	Pay Scale	Pay Band	Corresponding Pay Bands	Grade Pay	Pay Band	Corresponding Pay Bands	Grade Pay
17	New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400	PB-3	15600-39100	5400
18	S-16	9000	PB-3	15600-39100	5400	PB-3	15600-39100	5400
19	S-17	9000-275-9550	PB-3	15600-39100	5400	PB-3	15600-39100	5400
20	S-18	10325-325-10975	PB-3	15600-39100	6100	PB-3	15600-39100	6600
21	S-19	10000-325-15200	PB-3	15600-39100	6100	PB-3	15600-39100	6600
22	S-20	10650-325-15850	PB-3	15600-39100	6500	PB-3	15600-39100	6600
23	S-21	12000-375-16500	PB-3	15600-39100	6600	PB-3	15600-39100	7600
24	S-22	12750-375-16500	PB-3	15600-39100	7500	PB-3	15600-39100	7600
25	S-23	12000-375-18000	PB-3	15600-39100	7600	PB-3	15600-39100	7600
26	S-24	14300-400-18300	PB-3	15600-39100	7600	PB-4	37400-67000	8700
27	S-25	15100-400-18300	PB-3	15600-39100	8300	PB-4	37400-67000	8700
28	S-26	16400-450-20000	PB-3	15600-39100	8400	PB-4	37400-67000	8900
29	S-27	16400-450-20900	PB-3	15600-39100	8400	PB-4	37400-67000	8900
30	S-28	14300-450-22400	PB-4	39200-67000	9000	PB-4	37400-67000	10000
31	S-29	18400-500-22400	PB-4	39200-67000	9000	PB-4	37400-67000	10000
32	S-30	22400-525-24500	PB-4	39200-67000	11000	PB-4	37400-67000	12000
33	S-31	22400-600-26000	PB-4	39200-67000	13000	HAG + Scale	Rs.75500- (annual increment @ 3%)-80000	Nil
34	S-32	24050-650-26000	PB-4	39200-67000	13000	HAG + Scale	Rs.75500- (annual increment @ 3%)-80000	Nil
35	S-33	26000 (Fixed)	Apex Scale	80000 (Fixed)	Nil	Apex Scale	80000 (Fixed)	Nil
36	S-34	30000 (Fixed)	Cab. Sec.	90000 (Fixed)	Nil	Cab. Sec.	90000 (Fixed)	Nil

(II) Pay scales of All India Services

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the Government
(i)	<p>Indian Administrative Service*</p> <p>Grade Pay Rs.5400 in PB-3 (Rs.15600-39100) for the pre-revised pay scale of Rs.8000-13500.</p> <p>Grade Pay Rs.6500 in PB-3 for the pre-revised pay scale of Rs.10650-15850.</p> <p>Grade Pay Rs.7500 in PB-3 in PB-3 for the pre-revised pay scale of Rs.12750-16500.</p> <p>Grade Pay Rs.8300 in PB-3 for the pre-revised pay scale of Rs.15100-18300.</p> <p>Grade Pay Rs.9000 in PB-4 for the pre-revised pay scale of Rs.18400-22400.</p> <p>Grade Pay Rs.11000 in PB-4 for the pre-revised pay scale of Rs.22400-24500.</p> <p>Apex Scale of Rs.80000 (fixed)</p>	<p>Accepted</p> <p>Grade Pay modified to Rs.6600. Two additional increments to be granted at the time of promotion to this grade.</p> <p>Grade Pay modified to Rs.7600. Two additional increments to be granted at the time of promotion to this grade.</p> <p>Grade Pay modified to Rs.8700 and placed in PB-4. PB-4 modified to Rs.37400-67000. Two additional increments to be granted at the time of promotion to this grade.</p> <p>Grade Pay modified to Rs.10000. Government to restore the eligibility for promotion to Super Time Scale of the IAS to 16 years, which was reduced to 14 years in January 2008.</p> <p>Grade Pay modified to Rs.12000</p> <p>Accepted</p> <p>Relevant orders shall be issued by the cadre controlling authority.</p>
*The pay structure for the IAS will also be applicable to the Indian Foreign Service.		
(ii)	<p>Indian Police Service</p> <p>Grade Pay Rs.5400 in PB-3 (Rs.15600-39100) for the pre-revised pay scale of Rs.8000-</p>	<p>Accepted.</p>

	<p>13500.</p> <p>Grade Pay Rs.6100 in PB-3 for the pre-revised pay scale of Rs.10000-15200.</p> <p>Grade Pay Rs.6600 in PB-3 for the pre-revised pay scale of Rs.12000-16500.</p> <p>Grade Pay Rs.7600 in PB-3 for the pre-revised pay scale of Rs.14300-18300.</p> <p>Grade Pay Rs.8400 in PB-3 for the pre-revised pay scales of Rs.16400-20000.</p> <p>Grade Pay Rs.9000 in PB-4 for the pre-revised pay scale of Rs.18400-22400.</p> <p>Grade Pay Rs.11000 in PB-4 for the pre-revised pay scale of Rs.22400-24500.</p> <p>Grade Pay of Rs.13000 in PB-4 for the pre-revised pay scale of Rs.24050-26000.</p> <p>Apex Scale of Rs.80000 (fixed)</p> <p>Posts of Directors General Sashastra Seema Bal and Indo-Tibetan Border Police may be upgraded to the apex scale.</p>	<p>Grade Pay modified to Rs.6600.</p> <p>Grade Pay modified to Rs.7600.</p> <p>Grade Pay modified to Rs.8700 and placed in PB-4. PB-4 modified to Rs.37400-67000.</p> <p>Grade Pay modified to Rs.8900 and placed in PB-4.</p> <p>Grade Pay modified to Rs.10000</p> <p>Grade Pay modified to Rs.12000. Eligibility for promotion to Super Time Scale of the IPS continue to be 18 years.</p> <p>A new pay scale of Rs.75500- (annual increment @ 3%)-80000 designated as HAG+ carved out of PB-4</p> <p>Indian Police Service Pay Rules will be appropriately modified to provide in each State cadre one post of Director General of Police as head of the police force in the apex scale of Rs.80,000.</p> <p>Accepted.</p> <p>Relevant orders shall be issued by the cadre controlling authority.</p>
(iii)	<p>Indian Forest Service</p> <p>Grade Pay Rs.5400 in PB-3 (Rs.15600-39100) for the pre-</p>	<p>Accepted</p>

revised pay scale of Rs.8000-13500. Grade Pay Rs.6100 in PB-3 for the pre-revised pay scale of Rs.10000-15200.	Grade Pay modified to Rs.6600.
Grade Pay Rs.6600 in PB-3 for the pre-revised pay scale of Rs.12000-16500.	Grade Pay modified to Rs.7600.
Grade Pay Rs.7600 in PB-3 for the pre-revised pay scale of Rs.14300-18300.	Grade Pay modified to Rs.8700 and placed in PB-4. PB-4 modified to Rs.37400-67000.
Grade Pay Rs.8400 in PB-3 for the pre-revised pay scales of Rs.16400-20000.	Grade Pay modified to Rs.8900 and placed in PB-4.
Grade Pay Rs.9000 in PB-4 for the pre-revised pay scale of Rs.18400-22400.	Grade Pay modified to Rs.10000
Grade Pay Rs.11000 in PB-4 for the pre-revised pay scale of Rs.22400-24500.	Grade Pay modified to Rs.12000
Grade Pay of Rs.13000 in PB-4 for the pre-revised pay scale of Rs.24050-26000.	A new pay scale of Rs.75500- (annual increment @ 3%)-80000 designated as HAG+ carved out of PB-4.
Apex Scale of Rs.80000 (fixed)	Indian Forest Service Pay Rules will be appropriately modified to provide in each State cadre one post of Principal Chief Conservator of Forests as head of the forest service in the apex scale of Rs.80,000. Relevant orders shall be issued by the cadre controlling authority.

(III) Pay scales of Central Services Group 'A'

Sl. No.	Recommendations of the Sixth Pay Commission	Decision of the Government
(i)	Central Services Group 'A' Grade Pay Rs.5400 in PB-3 (Rs.15600-39100) for the pre-revised pay scale of Rs.8000-	Accepted

<p>13500.</p> <p>Grade Pay Rs.6100 in PB-3 for the pre-revised pay scale of Rs.10000-15200.</p> <p>Grade Pay Rs.6600 in PB-3 for the pre-revised pay scale of Rs.12000-16500.</p> <p>Grade Pay Rs.7600 in PB-3 for the pre-revised pay scale of Rs.14300-18300.</p> <p>Grade Pay Rs.9000 in PB-4 for the pre-revised pay scale of Rs.18400-22400.</p> <p>Grade Pay Rs.11000 in PB-4 for the pre-revised pay scale of Rs.22400-24500.</p> <p>Grade Pay of Rs.13000 in PB-4 for the pre-revised pay scales of Rs. 22400-26000 and Rs.24050-26000.</p> <p>Apex Scale of Rs.80000 (fixed)</p> <p>Whenever any IAS officer of a particular batch is posted in the Centre to a particular grade carrying a specific grade pay in pay bands PB-3 or PB-4, grant of higher pay scale on non-functional basis to the officers belonging to batches of organised Group A services that are senior by two years or more should be given by the Government.</p> <p>Eligibility criteria prescribed for promotion to Senior Administrative Grade in various organized Group A services should be uniform.</p>	<p>Grade Pay modified to Rs.6600.</p> <p>Grade Pay modified to Rs.7600.</p> <p>Grade Pay modified to Rs.8700 and placed in PB-4. PB-4 modified to Rs.37400-67000.</p> <p>Grade Pay modified to Rs.10000</p> <p>Grade Pay modified to Rs.12000</p> <p>A new pay scale of Rs.75500- (annual increment @ 3%)-80000 designated as HAG+ carved out of PB-4</p> <p>Accepted</p> <p>Accepted. This will also be applicable to the Indian Police Service and the Indian Forest Service in their respective State cadres for which the relevant cadre controlling authorities will issue the orders.</p> <p>Accepted</p>
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INDIAN ADMINISTRATIVE SERVICE

ANNEXURE-I

GRADE	EXISTING SCALES	Pay Band	PROPOSED PAY-BAND	GRADE PAY
Junior Time Scale	8000-275-13500	PB-3	Rs.15600-39100*	Rs.5400
Senior Time Scale	10650-325-15850	PB-3	Rs.15600-39100*	Rs.6600
Junior Admn, Grade	12750-375-16500	PB-3	Rs.15600-39100*	Rs.7600
Selection Grade	15100-400-18300	PB-4	Rs.37400-67000*	Rs.8700
Supertime Scale	18400-500-22400	PB-4	Rs.37400-67000	Rs.10000
Above Supertime Scale	(i) 22400-525-24500	PB-4	Rs.37400-67000	Rs.12000
	(ii) 26000/- (fixed)	Apex level	Rs.80000/- (fixed)	Nil
	(iii) 30000/- (fixed)	Cab. Sec.	Rs.90000/- (fixed)	Nil

*With two advance increments in the Pay Band @ 3% of sum of Pay + Grade Pay.

INDIAN POLICE SERVICE

ANNEXURE-II

GRADE	EXISTING SCALES	Pay - Band	PROPOSED PAY-BAND	GRADE PAY
Junior Time Scale	8000-275-13500	PB-3	Rs.15600-39100	5400
Senior Time Scale	10000-325-15200	PB-3	Rs.15600-39100	6600
Junior Admn, Grade	12000-375-16500	PB-3	Rs.15600-39100	7600
Selection Grade	14300-400-18300	PB-4	Rs.37400-67000	8700
Supertime Scale				
DIG	16400-450-20000	PB-4	Rs.37400-67000	8900
IG	18400-500-22400	PB-4	Rs.37400-67000	10000
Above Supertime Scale				
Addl. DGP	22400-525-24500	PB-4	Rs.37400-67000	12000
DGP Grade	24050-650-26000	HAG + Scale	Rs.75500-80000	Nil
1 post of DGP who heads the police force at the apex level.	24050-650-26000	Apex Scale	Rs.80000/- (fixed) Only one post in each state cadre at the apex level	Nil

ANNEXURE-III

INDIAN FOREST SERVICE

GRADE	EXISTING SCALES	Pay - Band	PROPOSED PAY-BAND	GRADE PAY
Junior Time Scale	8000-275-13500	PB-3	Rs.15600-39100	5400
Senior Time Scale	10000-325-15200	PB-3	Rs.15600-39100	6600
Junior Admn, Grade	12000-375-16500	PB-3	Rs.15600-39100	7600
Selection Grade	14300-400-18300	PB-4	Rs.37400-67000	8700
Supertime Scale				
C.F.	16400-450-20000	PB-4	Rs.37400-67000	8900
Addl CCF/CCF	18400-500-22400	PB-4	Rs.37400-67000	10000
Above Supertime Scale				
ADDL PCCF	22400-525-24500	PB-4	Rs.37400-67000	12000
PCCF Grade	24050-650-26000	HAG + Scale	Rs.75500-80000	Nil
1 post of PCCF who heads the forest service at the apex level	24050-650-26000	Apex Scale	Rs.80000/- (fixed) Only one post in each state/Joint cadre at the apex level	Nil