

I/3021790/2022

Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel & Training
AIS-II (Pay)

Subject: Pay fixation/placement of SCS/Non-SCS officers inducted to IAS consequent upon the implementation of 7th CPC recommendations-reg.

**Reference:- (i)No. 20015/2/2015-AIS-II dated 28.02.2019,
(ii) No. 20015/2/2015-AIS-II dated 06.03.2019,
(iii)No. 20015/01/2022-AIS-II dated 24.05.2022,
(iv)No. 11030/4/2011-AIS-II dated 11.01.2012,
(v)No. 20015/2/2015-AIS-II dated 07.06.2022.**

Instructions have been issued from time to time regarding (A) pay fixation of IAS officers inducted from SCS/Non-SCS consequent upon the implementation of 7th CPC recommendations; (B) methodology for fixing the pay of those members of service, who have been inducted to IAS from SCS/Non-SCS with seniority of 9 years or more in IAS and have not completed their MCTP Phase-III and; (C) stepping up of pay of senior member of All India Service vis-à-vis pay of his junior in the cadre. In order to bring clarity to the existing instructions and enable uniform implementation, an effort has been made to review, consolidate and reiterate the guidelines issued so far on the subject at one place.

A . Pay fixation of SCS/Non-SCS officers inducted to IAS consequent upon the implementation of 7th CPC recommendations

2. The initial pay of an IAS officer promoted from SCS or appointed by selection from Non-SCS, as the case may be, shall be fixed at the relevant stage of the Senior Scale i.e. Senior Time Scale (Level 11), Junior Administrative Grade (Level 12) and Selection Grade (Level 13) based on seniority obtained by him, by protecting his State Pay. There is no provision of increment at the stage of initial fixation.

3. Consequent upon induction to IAS, promotion from one to another grade of IAS is considered as per extant provisions of IAS (Pay) Rules, 2016 read with IAS promotion guidelines.

4. In respect of fixation of pay of officers who were promoted/Selected in IAS through SCS/Non-SCS respectively in Senior Time Scale/Junior Administrative Grade after 01.01.2016, the initial pay shall be fixed in the respective level of the Senior Scale i.e Level-11,12 or 13 based on the year of allotment in the IAS. However, the pay drawn in the State Civil Services will be protected in the concerned Level.

Illustration:

5. Shri X who is drawing pay at Rs. 48920 (Rs.40220 [pay in the pay band + GP Rs.8700] is promoted/selected to IAS on 04.03.2016. He is allotted 2010 batch. The pay on promotion/selection to IAS would be as under:

Sl. No.	Title	Pay fixation

1	Last pay drawn by the officer in the State(as on 04.03.2016)	Rs. 48920/-
2	Date of promotion in IAS	04.03.2016
3	Year of allotment	2010
4	Pay fixation in IAS as on 04.03.2016 as per 7 th CPC (the officer has the option either to get the pay fixed from the date of promotion or from the date of annual increment)	Rs. 48920 X 2.57 = 125725. Next stage is available at Level 11 is 126300/-)
5	Pay fixed in IAS	Rs. 126300 at Level 11 in the Pay Matrix

6. The pay of IAS officers who were promoted/selected in IAS through SCS/Non-SCS respectively prior to 01 .01 .2016 will be converted as per 7th CPC on 01 .01.2016 and they shall be placed in the Level in the Pay Matrix in accordance with the length of service as per the allotment year. However, pay of those officers, who are due to get promoted to JAG/Selection Grade of IAS on 01.01.2016, will be first converted notionally on 01.01.2016 as per 7th CPC (i.e before promotion) and shall be placed notionally in the Level of Pay Matrix, in accordance with the length of service as per their allotment year, at the stage of the senior scale. On their actual promotion to JAG/Selection Grade, the pay of these officers will then be fixed as per IAS (Pay) Rules, 2016. That is, the officers will be eligible for two additional increments on their actual promotions to Level 12/ Level 13 after completion of 9/13 years of service in IAS respectively.

Illustration:

Title	Pay fixation
Date of appointment in IAS	23.2.2015
Year of allotment in IAS	2007
Last substantive pay in SCS	Rs.46100 in PB-4 (37400-67000) inclusive of GP 8700
Pay to be arrived at after grant of one increment as on 23.02.2015	As per IAS (Pay) Rules, 2007, after grant of one increment @ 3% of Rs.46100, pay arrived is Rs.47483 in PB-4 (37400-67000) inclusive of GP 8700
Actual promotion of the officer in JAG of IAS	01.01.2016
Pay to be fixed on 01.01. 2016 subsequent to the implementation of 7th CPC recommendation	
Pay as on 01.01.2016 (as per 7 th CPC)	Rs.47483x2.57=122031 Nearest figure available to 122031 in Level 11 of the Pay Matrix = 122600 in Level 11 of the Pay Matrix. [As the officer has only 8 (eight) years of residency in IAS, after protection of his pay, he shall be placed at 122600 in Level 11 of the Pay Matrix].
Pay to be reckoned for fixation of pay in JAG on 01.01.2016	Rs. 122600 Level 11 in Pay Matrix
One increment at the Junior	126300 at Level 11 in Pay Matrix