

## GOVERNMENT'S RESOLUTION

**\*G.I., M.F., No. 50(1)/IC/97, dated the 30<sup>th</sup> September, 1997**

[ *Published as No. 191 in Part I, Section I of the Gazette of India Extraordinary, dated the 30<sup>th</sup> September, 1997* ]

The Fifth Central Pay Commission was set up by the Government of India by Resolution No. 5 (22)/E. III/93, dated the 9<sup>th</sup> April, 1994 as amended by Resolution No. 5 (22)/E. III/93, dated the 12<sup>th</sup> January, 1995, No. 5 (22)/E. III/93, dated the 17<sup>th</sup> July, 1996, No. 5 (22)/E. III/93, dated the 24<sup>th</sup> October, 1996 and No. 5 (22)/E. III/93, dated the 19<sup>th</sup> November, 1996. The Commission submitted on the 30<sup>th</sup> January, 1997, its Report relating to structure of emoluments, allowances, conditions of service and retirement benefits of Central Government employees including Union Territories, member of All India Services and personnel belonging to the Armed Forces. The Commission also submitted its Supplementary Report No. 1 on improving the Motivation Level and Supplementary Report No. 2 on Cabinet Secretariat on 28<sup>th</sup> February, 1997. The Government have given careful consideration to the recommendations of the Commission in respect of civilian employees of the Central Government in Groups 'A', 'B', 'C' and 'D', as also those in the All India Services and have decided that the recommendations of the Commission in respect of these categories of Central Government employees and All India Services shall be accepted broadly subject to modifications mentioned below:-

- (i) The following six scales of pay (S-1, S-2, S-3, S-4, S-5 and S-13 grades), recommended by the Commission will be improved and the revised pay scales for these grades will be as below:

<i>Recommended by the Commission</i>	<i>As modified by the Government</i>
Grade S-1 : Rs. 2,440-40-3,200	Rs. 2,550-55-2,660-60-3,200
Grade S-2 : Rs. 2,550-45-3540	Rs. 2,610-60-3,150-65-3,540
Grade S-3 : Rs. 2,650-50-4000	Rs. 2,650-65-3,300-70-4,000
Grade S-4 : Rs. 2,750-55-4,400	Rs. 2,750-70-3,800-75-4,400
Grade S-5 : Rs. 3,050-70-4590	Rs. 3,050-75-3,950-80-4,590
Grade S-13 : Rs. 7,000-225-11,500	Rs. 7,450-225-11,500

- (ii) With regard to fixation of pay in the revised scales, the percentage of pre-revised basic pay to be added as fitment shall be 40% as against 20% recommended by the Fifth Central Pay Commission. The other recommendation of the Commission in this regard including the recommendation of one increment as a result of "bunching" (for the fifth stage) has been accepted; however, the fixation shall be made in the manner that every employee will get at least one increment in the revised scale of pay for every three increments in the pre-revised scale of pay.

2. The recommendations of the Commission in regard to pay scales of Motormen/Engine Drivers, Diesel Assistants in the Ministry of Railways, **Engineering Assistants in the Ministry of Information and Broadcasting**, Senior Auditors and Accountants in various accounting organizations, junior Telecom officers of Ministry of Communication and the upgradation of the entry level posts in DANICS/DANIPS have been referred to a Committee of Secretaries for examination through Fast Track mechanism. **The matter is under consideration of the Committee and separate Orders will be issued in respect of these categories, pending which normal replacement scales will apply.**

3. The recommendations of the Commission for revised pay scale S-14 shall not be operative for CCS and also for other Services where the Cadre Controlling Authority does not deem it necessary.

4. The Commission's recommendations and Government decision thereon with regard to revised scales of pay and dearness allowance for civilian employees of the Central Government and personnel of All India Services as detailed in Part-A of the Annexure shall be effective from 1-1-1996.

5. The revised allowances other than dearness allowance will be effective from 1<sup>st</sup> day of August, 1997.

6. The Commission's recommendations regarding payment of arrears has been modified to the extent that the arrears would be paid in cash with the stipulation that where the amount of arrears is less than Rs. 5,000, it should be paid in one instalment and where it is in excess of Rs. 5,000, it should be paid in two instalments; in the first instalment payment should be restricted to Rs. 5,000 *plus* fifty per cent of the balance amount of arrears.

7. in respect of personnel of Central Police Organizations, in the rank from Constable to Subedar Major, Ministry of Home Affairs will carry out an exercise for rationalization of ranks so as to achieve parity with Delhi Police, pending which the scales recommended by the Fifth CPC will be applied.

8. Department specific recommendations which are not included in this Resolution shall be processed by the concerned Department/Ministry and approvals of the Government obtained in consultation with the Ministry of Finance and/or Department of Personnel and Training.

9. The decision of the Government on the recommendations of the Commission relating to other matters in respect of Civilian employees of the Central Government belonging to Groups 'A', 'B', 'C' and 'D' are indicated in column 3 of Part-B of the statement annexed to this Resolution. In regard to the All India Services, appropriate action will be taken by the Cadre Controlling Authorities of these Services to give effect to the decisions on these matters as may be applicable to them.

10. The other recommendations of general nature made by the Commission which are not included in the Annexure are being examined by the Government and decisions thereon will be notified separately.

11. The Government of India wish to place in record their appreciation of the work done by the Commission.

### **ORDER**

Ordered that the Resolution be published in the Gazette of India Extraordinary.

Ordered that a copy of the Resolution be communicated to the Ministries/Departments of the Government of India, State Governments, Administrations of Union Territories and all others concerned.

SD/-

**C. Ramachandran**

Secretary to the Government of India

## ANNEXURE

### PART - A

#### 1. PAY

##### I. Revised Scales of Pay

(i) The Commission has recommended the following revised scales for Civilian Central Government Employees:-

Sl. No.	Existing Scales of Pay (Rs.)	Grades	Revised Scales of Pay (Rs.)
1.	750-12-870-14-940	S-1	2,440-40-3,200*
2.	775-12-871-14-1,025	S-2	2,550-45-3,540*
3.	800-15-1,010-20-1,150	S-3	2,650-50-4,000*
4.	825-15-900-20-1,200	S-4	2,750-55-4,400*
5.	950-20-1,150-25-1,400 950-20-1,150-25-1,500 1,150-25-1,500	S-5	3,050-70-4,590*
6.	975-25-1,150-30-1,540 975-25-1,150-30-1,660	S-6	3,200-85-4,900
7.	1,200-30-1,440-30-1,800 1,200-30-1,560-40-2,040 1,320-30-1,560-40-2,040	S-7	4,000-100-6,000
8.	1,350-30-1,440-40-1,800-50-2,200 1,400-40-1,800-50-2,300	S-8	4,500-125-7,000
9.	1,400-40-1,600-50-2,300-60-2,600 1,600-50-2,300-60-2,660	S-9	5,000-150-8,000
10.	1,640-60-2,600-75-2,900	S-10	5,500-175-9,000
11.	2,000-60-2,120	S-11	6,500-200-10,500
12.	<b>2,000-60-2,300-75-3,200</b> <b>2,000-60-2,300-75-3,200-100-3,500</b>	<b>S-12</b>	<b>6,500-200-10,500</b>
13.	2,375-75-3,200-100-3,500 2,375-75-3,200-100-3,500-125-3,750	S-13	7,000-225-11,500*
14.	2,500-4,000 (Proposed new pre-revised scale)	S-14	7,500-250-12,000
15.	2,200-75-2,800-100-4,000 2,300-100-2,800	S-15	8,000-275-13,500
16.	2,630 - Fixed	S-16	9,000 - Fixed
17.	2,630-75-2,750	S-17	9,000-275-9,550
18.	3,150-100-3,350	S-18	10,325-325-10,975
19.	3,000-125-3,625 3,000-100-3,500-125-4,500 3,000-100-3,500-125-5,000	S-19	10,000-325-15,200
20.	3,200-100-3,700-125-4,700	S-20	10,650-325-15,850

21.	3,700-150-4,450 3,700-125-4,700-150-5,000	S-21	12,000-375-16,500
22.	3,950-125-4,700-150-5,000	S-22	12,750-375-16,500
23.	3,700-125-4,950-150-5,700	S-23	12,000-375-18,000
24.	4,100-125-4,850-150-5,300 4,500-150-5,700	S-24	14,300-400-18,300
25.	4,800-150-5,700	S-25	15,100-400-18,300
26.	5,100-150-5,700 5,100-150-6,150 5,100-150-5,700-200-6,300	S-26	16,400-450-20,000
27.	5,100-150-6,300-200-6,700	S-27	16,400-450-20,900
28.	4,500-150-5,700-200-7,300	S-28	14,300-450-22,400
29.	5,900-200-6,700 5,900-200-7,300	S-29	18,400-500-22,400
30.	7,300-100-7,600	S-30	22,400-525-24,500
31.	7,300-200-7,500-280-8,000	S-31	22,400-600-26,000
32.	7,600 - Fixed 7,600-100-8,000	S-32	24,050-650-26,000
33.	8,000 - Fixed	S-33	26,000 - Fixed
34.	9,000 - Fixed (Chapter 43, Annexe 43.1)	S-34	30,000 - Fixed

\* Accepted subject to following modifications:

Scales at S-1 to S-5 and S-13 shall be modified as under:

S-1	: Rs. 2,550-55-2,660-60-3,200
S-2	: Rs. 2,610-60-3,150-65-3,540
S-3	: Rs. 2,650-65-3,300-70-4,000
S-4	: Rs. 2,750-70-3,800-75-4,400
S-5	: Rs. 3,050-75-3,950-80-4,590
S-13	: Rs. 7,450-225-11,500