

ALL INDIA FEDERATION OF UNIVERSITY &amp; COLLEGE TEACHERS' ORGANIZATIONS

## 24 th SEPTEMBER 2008 AS THE PROTEST DAY

**PROTEST DAY LETTER : 07.09.08**

Dear Friends, The UGC Pay Review Committee has failed to submit its report on 6th September, 2008. **The AIFUCTO Secretariat has decided to launch a movement program beginning with the release of attached Press Note** simultaneously from all offices of Office Bearers and NEC members throughout the country. Furthermore, a decision has been taken to observe 24th September as the PROTEST DAY. Please take appropriate steps to make the program a great success. The General Secretary will be in touch with the UGC for further developments and you will be informed accordingly.

Asok Barman  
General Secretary, AIFUCTO

### *PRESS RELEASE*

#### **AIFUCTO LAUNCHES NATION WIDE PROTEST AGAINST UGC PAY REVIEW COMMITTEE : KOLKOTA 7-9-2008**

The All India Federation of University and College Teachers Organizations (AIFUCTO) will observe 24th of September, 2008 as "**PROTEST DAY**" protesting against the failure of the VIth UGC PAY REVIEW COMMITTEE (Prof. Chadda Committee) to submit its recommendations to the Central Government on time. Teachers in universities and colleges across the country will hold demonstrations in their respective institutions and attend to their classes wearing protest badges. More than 100 organizations of university and college teachers across the country with a combined membership of more than five lakh University and college level teachers will take part in the protest programme.

**AIFUCTO President Prof. Thomas Joseph and General Secretary Prof. Asok Barman clarified that the Chadda Committee was mandated to submit its report by 6th of September.** The leadership of AIFUCTO have repeatedly voiced the sentiments of teachers that the PRC should submit its report within the time limit. The Committee had given assurance to AIFUCTO that it will do its level best to submit its recommendations on time. The failure of the committee to submit its report even after the implementation of the VIth Pay Review Committee recommendations for the Central Government employees is a matter that deserves serious national concern.

**The failure to submit the Pay Review Committee Report on time is not a failure of the Committee alone. It is the failure of the UGC and the Central Government as well.** The delay in extending the benefits of enhanced salary and service conditions is not merely a matter of grave concern to the teachers, it is a matter of serious concern for the entire nation as well. The XIth Plan perspective clearly states that inclusive development in a knowledge society is premised on making provisions for quality education for all. **The project of quality education for all is closely linked up with the project of attracting and retaining talented teachers in public funded higher education institutions.**

**AIFUCTO leaders warned that September 24 would only mark the beginning of their protest.** They said that the teaching community will be forced to resort to more drastic actions including going on nation wide strike if the Committee fails to submit its report before 5th October, 2008, one month after the due date for the submission of the report.

**Thomas Joseph**  
President

**Asok Barman**  
General Secretary

**AIFUCTO : CIRCULAR**

CIRCULAR No : 06/08 Dt. 07.09.08

Dear Friends, We record our anxiety and disappointment as the UGC Pay Review Committee has not submitted its recommendations within the due date. The secretariat reviewed the situation and decided to adopt a program of protest.

**THE AIFUCTO WILL OBSERVE 24<sup>th</sup> OF SEPTEMBER, 2008  
AS "PROTEST DAY"**

protesting against the failure of the VIth UGC PAY REVIEW COMMITTEE (Prof. Chadha Committee) to submit its recommendations to the Central Government on time. Teachers in universities and colleges across the country will hold demonstrations in their respective institutions and attend to their classes wearing protest badges.

AIFUCTO President and General Secretary issued a press release today observing that the UGC pay Review Committee was mandated to submit its report by 6th of September. The leadership of AIFUCTO have repeatedly voiced the sentiments of teachers that the PRC should submit its report within the time limit. The Committee had given assurance to AIFUCTO that it would do its level best to submit its recommendations on time. The September 24 would only mark the beginning of our protest. We noted that the teaching community will be forced to resort to more drastic actions including going on nation wide strike if the Committee fails to submit its report before 5th October, 2008, one month after the due date for the submission of the report.

**ALL AFFILIATES, OFFICE BEARERS AND NEC MEMBERS ARE  
REQUESTED TO MAKE THE PROTEST DAY  
PROGRAM A GREAT SUCCESS**

**Organizational matters :-** In the last NEC meeting held in Bhagalpur, Bihar the General Secretary, following the recommendation of the Secretariat, proposed to organize meetings and conventions in all states **for strengthening organizational structure, particularly in view of the possibility of the movements which may have to be resorted to achieve our demands regarding new pay scales.** I once again request all affiliates, members of Secretariat, Office Bearers and NEC to chalk out appropriate programs. The President, Vice Presidents, Treasurer, National Secretaries, General Secretary and Zonal Secretaries may be invited to participate in such meetings.

**TEACHERS IN UNIVERSITIES AND COLLEGES ACROSS  
THE COUNTRY WILL HOLD DEMONSTRATIONS  
IN THEIR RESPECTIVE INSTITUTIONS  
AND ATTEND TO THEIR CLASSES  
WEARING  
PROTEST BADGES**

F.No.1/1/2008-IC Government of India/Bharat Sarkar Ministry of Finance/Vitta Mantralaya  
Department of Expenditure/Vyaya Vibhag (Implementation Cell)

## New Delhi the 30th August, 2008 OFFICE MEMORANDUM

**Subject :** Implementation of Sixth Central Pay Commission recommendations - fixation of pay and payment of arrears - instructions regarding.

The undersigned is directed to refer to the Central Civil Services (Revised Pay) *Rules*, 2008, notified vide GS.R. No.622(E) dated 29th August, 2008 and to state that in terms of Rule 6 of these *Rules*, government servants are required to exercise their option for drawal of their pay in the revised pay structure in the format prescribed in the Second Schedule to the *Rules*.

2. The sequence of action to be taken on receipt of the option will be as follows: -

(i) The manner of initial fixation of pay in the revised pay structure has been indicated in Rule 7 of the CCS (RP) *Rules*, 2008. On the basis of this Rule, detailed Fixation Tables for each stage in each of the pre-revised scales have been worked out in the manner recommended by the Sixth Pay Commission and are enclosed as Annex-I of this *O.M.* These may be used for the purpose of fixation in the revised pay structure as on 1.1.2006.

(ii) The tables in Annex-I will be applicable in cases where normal replacement pay scales have been approved by the Government. In cases of upgradation of posts and merger of pre-revised pay scales, fixation of pay will be done as prescribed in Note 2A and 2B below Rule 7(1) and in the manner indicated in Illustration 4A & 4B respectively of the Explanatory Memorandum to the CCS (RP) *Rules*, 2008.

(iii) In terms of the CCS (RP) *Rules*, 2008, there shall be a uniform date of increment i.e. 1st July of the year after implementation of the revised pay structure. Consequently, in the case of *employees* whose date of next increment falls on 1.1.2006, the increment will be drawn in the pre-revised scale and pay fixed in accordance with the tables after including this increment. The next increment in the revised pay structure in such cases will be drawn on 1st July, 2006.

(iv) On fixation of pay in the applicable revised pay bands and grade pay or in the pay scale, as the case may be, pay and allowances for the month of September, 2008 may be drawn and paid on the basis of the revised pay structure and the applicable allowances thereon after deduction of enhanced subscription to the General Provident Fund which will be calculated with reference to the revised basic pay. In so far as the *employees* who have joined on or after 1.1.2004 are concerned, the enhanced deductions under the New Pension Scheme will be calculated with reference to the revised basic pay and O A thereon. "Basic pay" in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of Government servants in the pay scales of HAG+ and above, basic pay means the pay in the prescribed scale.

(v) Bills may be drawn separately in respect of the arrears of pay and allowances for the period from January I, 2006 to August 31, 2008. The aggregate arrears, computed after deduction of subscription at enhanced rates of GPF and NPS with reference to the revised pay, may be paid in two instalments, the first instalment being restricted to 40% of the aggregate

arrears. DDOs/PAOs will ensure that action is taken simultaneously in regard to Government's contribution towards enhanced subscription. Orders in regard to the payment of the second instalment of arrears will be issued separately.

(vi) Similar sequential action as indicated above may be taken for the authorization of the revised pay and allowances of those *employees* whose options might be received later.

3. The revised rates of all allowances, such as House Rent Allowance, Transport Allowance, Children Education Allowance, Special Compensatory Allowance, Special Duty Allowance, Island Special Duty Allowance, Hard Duty Allowance, etc., will be paid prospectively w.e.f. 1.9.08. Accordingly, no arrears will be paid in respect of these allowances. However, Dearness Allowance and Non-Practising Allowance for medical doctors at rates notified separately, will be payable w.e.f. 1.1.2006 or the date of option.

4. With a view to expediting the authorization and disbursement of arrears, it has been decided that the arrear claims may be paid without pre-check of the fixation of pay in the revised scales of pay. The facility to disburse arrears without pre-check of fixation of pay will not, however, be available in respect of those Government servants who have relinquished service on account of dismissal, resignation, discharge, retirement etc. after the date of implementation of the Pay Commission's recommendations but before the preparation and drawal of the arrear claims, as well as in respect of those *employees* who had expired prior to exercising their option for the drawal of pay in the revised scales.

5. In order to ensure correct and systematic fixation of pay in the revised pay structure, a proforma for the purpose (Statement of Fixation of Pay) is enclosed (Annex-II). The statement should be prepared in triplicate and one copy thereof should be passed in the Service Book of the Government servant concerned and another copy made available to the concerned accounting authorities [Chief Controller of Accounts/Controller of Accounts/Accounts Officer] for post-check. Attention is also invited in this connection to the Government decision contained at S1. No. 2 (iii) of the Part A' of the Resolution *No 1/1- 2008-IC* dated August 29, 2008 regarding the adjustment of the instalments of Dearness Allowance paid paid between July 1, 2006 and June 30, 2008.

6. The requirement of pre-check of pay fixation having been dispensed with, it is not unlikely that the arrears due in some cases may be computed incorrectly leading to overpayments that might have to be recovered subsequently. The Drawing & Disbursing Officers should, therefore, make it clear to the *employees* under their administrative control, while disbursing the arrears, that the payments are being made subject to adjustment from amounts that may be due to them subsequently should any discrepancies be noticed later. For this purpose, an undertaking may also be obtained in writing from every

# Annex-1

## FITMENT TABLES

**Pre-revised scale (S - 1) Rs.2550-55-2660-60-3200**

**Revised Pay Band + Grade Pay -1S**  
Rs.4440-7440 + Rs.1300

Revised Pay			
Pre-revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,550	4,750	1,300	6,050
2,605	4,850	1,300	6,150
2,660	4,950	1,300	6,250
2,720	5,060	1,300	6,360
2,780	5,180	1,300	6,480
2,840	5,290	1,300	6,590
2,900	5,400	1,300	6,700
2,960	5,510	1,300	6,810
3,020	5,620	1,300	6,920
3,080	5,730	1,300	7,030
3,140	5,840	1,300	7,140
3,200	5,960	1,300	7,260
3,260	6,070	1,300	7,370
3,320	6,180	1,300	7,480
3,380	6,290	1,300	7,590

**Pre-revised scale (S - 2) Rs.2610-60-3150-65-3540**

**Revised Pay Band + Grade Pay -1S**  
Rs.4440-7440 + Rs.1400

Revised Pay			
Pre-revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,610	4,860	1,400	6,260
2,670	4,970	1,400	6,370
2,730	5,080	1,400	6,480
2,790	5,190	1,400	6,590
2,850	5,310	1,400	6,710
2,910	5,420	1,400	6,820
2,970	5,530	1,400	6,930
3,030	5,640	1,400	7,040
3,090	5,750	1,400	7,150
3,150	5,860	1,400	7,260

3,215	5,980	1,400	7,380
3,280	6,110	1,400	7,510
3,345	6,230	1,400	7,630
3,410	6,350	1,400	7,750
3,475	6,470	1,400	7,870
3,540	6,590	1,400	7,990
3,605	6,710	1,400	8,110
3,670	6,830	1,400	8,230
3,735	6,950	1,400	8,350

**Pre-revised scale (S - 2A) Rs.2610-60-2910-65-3300-70-4000**

**Revised Pay Band + Grade Pay -1S**  
Rs.4440-7440 + Rs.1600

Revised Pay			
Pre-revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,610	4,860	1,600	6,460
2,670	4,970	1,600	6,570
2,730	5,080	1,600	6,680
2,790	5,190	1,600	6,790
2,850	5,310	1,600	6,910
2,910	5,420	1,600	7,020
2,975	5,540	1,600	7,140
3,040	5,660	1,600	7,260
3,105	5,780	1,600	7,380
3,170	5,900	1,600	7,500
3,235	6,020	1,600	7,620
3,300	6,140	1,600	7,740
3,370	6,270	1,600	7,870
3,440	6,400	1,600	8,000
3,510	6,530	1,600	8,130
3,580	6,660	1,600	8,260
3,650	6,790	1,600	8,390
3,720	6,920	1,600	8,520
3,790	7,050	1,600	8,650
3,860	7,180	1,600	8,780
3,930	7,310	1,600	8,910
4,000	7,440	1,600	9,040
4,070	7,570	1,600	9,170
4,140	7,700	1,600	9,300
4,210	7,840	1,600	9,440

**Pre-revised scale (S - 3) Rs.2650-65-3300-70-4000**

**Revised Pay Band + Grade Pay -1S**  
Rs.4440-7440 + Rs.1650

Revised Pay			
Pre-revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,650	4,930	1,650	6,580
2,715	5,050	1,650	6,700
2,780	5,180	1,650	6,830
2,845	5,300	1,650	6,950
2,910	5,420	1,650	7,070
2,975	5,540	1,650	7,190
3,040	5,660	1,650	7,310
3,105	5,780	1,650	7,430
3,170	5,900	1,650	7,550
3,235	6,020	1,650	7,670
3,300	6,140	1,650	7,790
3,370	6,270	1,650	7,920
3,440	6,400	1,650	8,050
3,510	6,530	1,650	8,180
3,580	6,660	1,650	8,310
3,650	6,790	1,650	8,440
3,720	6,920	1,650	8,570
3,790	7,050	1,650	8,700
3,860	7,180	1,650	8,830
3,930	7,310	1,650	8,960
4,000	7,440	1,650	9,090
4,070	7,570	1,650	9,220
4,140	7,700	1,650	9,350
4,210	7,840	1,650	9,490

### FITMENT OF EXISTING GROUP D employees on up gradation to Group C

**Pre-revised scale (S - 1) Rs.2550-55-2660-60-3200**

**Revised Pay Band + Grade Pay PB-1**  
Rs.5200-20200 + Rs.1800

Revised Pay			
Pre-revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,550	5,200	1,800	7,000
2,605	5,200	1,800	7,000
2,660	5,360	1,800	7,160
2,720	5,360	1,800	7,160
2,780	5,530	1,800	7,330
2,840	5,530	1,800	7,330
2,900	5,700	1,800	7,500
2,960	5,700	1,800	7,500
3,020	5,880	1,800	7,680
3,080	5,880	1,800	7,680
3,140	6,060	1,800	7,860
3,200	6,060	1,800	7,860
3,260	6,070	1,800	7,870
3,320	6,180	1,800	7,980
3,380	6,290	1,800	8,090

employee at the time of disbursement of the arrears/ pay and allowances for September, 2008 to the effect that any excess payment that may be found to have been made as a result of incorrect fixation of pay in the revised scales will be refunded by him to Government either by adjustment against future payments or otherwise. A specimen form of the undertaking is also enclosed (Annex-III).

7. In authorizing the arrears, Income Tax as due may also be deducted and credited to Government in accordance with the instructions on the subject. In case a Government servant wishes to deposit his arrears in his General Provident Fund account, this may be permitted.

8. On receipt of the necessary options, action for drawal and disbursement of arrears should be completed immediately.

9. Hindi version will follow.

(MADHULIKA P. SUKUL)  
Joint Secretary to the Government of India

To  
All Ministries/Departments of the Government of India and others as per standard list.

**2008- NUTA BULLETIN - 117**

**FITMENT OF EXISTING GROUP  
D employees on up gradation  
to Group C**

**Pre-revised scale (S - 2)** Rs.2610-60-3150-65-3540

**Revised Pay Band + Grade Pay PB-1** Rs.5200-20200 + Rs.1800

Revised Pay			
Pre-revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,610	5,200	1,800	7,000
2,670	5,360	1,800	7,160
2,730	5,360	1,800	7,160
2,790	5,530	1,800	7,330
2,850	5,530	1,800	7,330
2,910	5,700	1,800	7,500
2,970	5,700	1,800	7,500
3,030	5,880	1,800	7,680
3,090	5,880	1,800	7,680
3,150	6,060	1,800	7,860
3,215	6,060	1,800	7,860
3,280	6,110	1,800	7,910
3,345	6,230	1,800	8,030
3,410	6,350	1,800	8,150
3,475	6,470	1,800	8,270
3,540	6,590	1,800	8,390
3,605	6,710	1,800	8,510
3,670	6,830	1,800	8,630
3,735	6,950	1,800	8,750

**FITMENT OF EXISTING GROUP  
D employees on up gradation  
to Group C**

**Pre-revised scale (S - 2A)** Rs.2610-60-2910-65-3300-70-4000

**Revised Pay Band + Grade Pay PB-1** Rs.5200-20200 + Rs.1800

Revised Pay			
Pre-revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,610	5,200	1,800	7,000
2,670	5,360	1,800	7,160
2,730	5,360	1,800	7,160
2,790	5,530	1,800	7,330
2,850	5,530	1,800	7,330
2,910	5,700	1,800	7,500
2,975	5,700	1,800	7,500
3,040	5,880	1,800	7,680
3,105	5,880	1,800	7,680
3,170	6,060	1,800	7,860
3,235	6,060	1,800	7,860
3,300	6,140	1,800	7,940
3,370	6,270	1,800	8,070
3,440	6,400	1,800	8,200
3,510	6,530	1,800	8,330
3,580	6,660	1,800	8,460
3,650	6,790	1,800	8,590
3,720	6,920	1,800	8,720
3,790	7,050	1,800	8,850
3,860	7,180	1,800	8,980
3,930	7,310	1,800	9,110
4,000	7,440	1,800	9,240
4,070	7,570	1,800	9,370
4,140	7,700	1,800	9,500
4,210	7,840	1,800	9,640

**FITMENT OF EXISTING GROUP  
D employees on upgradation  
to Group C**

**Pre-revised scale (S - 3)** Rs.2650-65-3300-70-4000

**Revised Pay Band + Grade Pay PB-1** Rs.5200-20200 + Rs.1800

Revised Pay			
Pre-revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,650	5,360	1,800	7,160
2,715	5,360	1,800	7,160
2,780	5,530	1,800	7,330
2,845	5,530	1,800	7,330
2,910	5,700	1,800	7,500
2,975	5,700	1,800	7,500
3,040	5,880	1,800	7,680
3,105	5,880	1,800	7,680
3,170	6,060	1,800	7,860
3,235	6,060	1,800	7,860
3,300	6,140	1,800	7,940
3,370	6,270	1,800	8,070
3,440	6,400	1,800	8,200
3,510	6,530	1,800	8,330
3,580	6,660	1,800	8,460
3,650	6,790	1,800	8,590
3,720	6,920	1,800	8,720
3,790	7,050	1,800	8,850
3,860	7,180	1,800	8,980
3,930	7,310	1,800	9,110
4,000	7,440	1,800	9,240
4,070	7,570	1,800	9,370
4,140	7,700	1,800	9,500
4,210	7,840	1,800	9,640

**Pre-revised scale (S -4)** Rs.2750-70-3800-75-4400

**Revised Pay Band + Grade Pay PB-1** Rs.5200 -20200 + Rs.1800

Revised Pay			
Pre-revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,750	5,530	1,800	7,330
2,820	5,530	1,800	7,330
2,890	5,700	1,800	7,500
2,960	5,700	1,800	7,500
3,030	5,880	1,800	7,680
3,100	5,880	1,800	7,680
3,170	6,060	1,800	7,860
3,240	6,060	1,800	7,860
3,310	6,160	1,800	7,960
3,380	6,290	1,800	8,090
3,450	6,420	1,800	8,220
3,520	6,550	1,800	8,350
3,590	6,680	1,800	8,480
3,660	6,810	1,800	8,610
3,730	6,940	1,800	8,740
3,800	7,070	1,800	8,870
3,875	7,210	1,800	9,010
3,950	7,350	1,800	9,150
4,025	7,490	1,800	9,290
4,100	7,630	1,800	9,430
4,175	7,770	1,800	9,570
4,250	7,910	1,800	9,710
4,325	8,050	1,800	9,850
4,400	8,190	1,800	9,990

4,475	8,330	1,800	10,130
4,550	8,470	1,800	10,270
4,625	8,610	1,800	10,410

**Pre-revised scale (S - 5)** Rs.3050-75-3950-80-4590

**Revised Pay Band + Grade Pay PB-1** Rs.5200 -20200 + Rs.1900

Revised Pay			
Pre-revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
3,050	5,880	1,900	7,780
3,125	6,060	1,900	7,960
3,200	6,060	1,900	7,960
3,275	6,100	1,900	8,000
3,350	6,240	1,900	8,140
3,425	6,380	1,900	8,280
3,500	6,510	1,900	8,410
3,575	6,650	1,900	8,550
3,650	6,790	1,900	8,690
3,725	6,930	1,900	8,830
3,800	7,070	1,900	8,970
3,875	7,210	1,900	9,110
3,950	7,350	1,900	9,250
4,030	7,500	1,900	9,400
4,110	7,650	1,900	9,550
4,190	7,800	1,900	9,700
4,270	7,950	1,900	9,850
4,350	8,100	1,900	10,000
4,430	8,240	1,900	10,140
4,510	8,390	1,900	10,290
4,590	8,540	1,900	10,440
4,670	8,690	1,900	10,590
4,750	8,840	1,900	10,740
4,830	8,990	1,900	10,890

**Pre-revised scale (S - 6)** Rs.3200-85-4900

**Revised Pay Band + Grade Pay PB-1** Rs.5200-20200 + Rs.2000

Revised Pay			
Pre-revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
3,200	6,060	2,000	8,060
3,285	6,110	2,000	8,110
3,370	6,270	2,000	8,270
3,455	6,430	2,000	8,430
3,540	6,590	2,000	8,590
3,625	6,750	2,000	8,750
3,710	6,910	2,000	8,910
3,795	7,060	2,000	9,060
3,880	7,220	2,000	9,220
3,965	7,380	2,000	9,380
4,050	7,540	2,000	9,540
4,135	7,700	2,000	9,700
4,220	7,850	2,000	9,850
4,305	8,010	2,000	10,010
4,390	8,170	2,000	10,170
4,475	8,330	2,000	10,330
4,560	8,490	2,000	10,490
4,645	8,640	2,000	10,640
4,730	8,800	2,000	10,800
4,815	8,960	2,000	10,960
4,900	9,120	2,000	11,120
4,985	9,280	2,000	11,280
5,070	9,430	2,000	11,430
5,155	9,590	2,000	11,590

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**Pre-revised scale (S - 7) Rs.4000-100-6000**  
**Revised Pay Band + Grade Pay PB-1**  
 Rs.5200-20200 + Rs.2400

Revised Pay			
Pre-revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
4,000	7,440	2,400	9,840
4,100	7,630	2,400	10,030
4,200	7,820	2,400	10,220
4,300	8,000	2,400	10,400
4,400	8,190	2,400	10,590
4,500	8,370	2,400	10,770
4,600	8,560	2,400	10,960
4,700	8,750	2,400	11,150
4,800	8,930	2,400	11,330
4,900	9,120	2,400	11,520
5,000	9,300	2,400	11,700
5,100	9,490	2,400	11,890
5,200	9,680	2,400	12,080
5,300	9,860	2,400	12,260
5,400	10,050	2,400	12,450
5,500	10,230	2,400	12,630
5,600	10,420	2,400	12,820
5,700	10,610	2,400	13,010
5,800	10,790	2,400	13,190
5,900	10,980	2,400	13,380
6,000	11,160	2,400	13,560
6,100	11,350	2,400	13,750
6,200	11,540	2,400	13,940
6,300	11,720	2,400	14,120

**Pre-revised scale (S - 8) Rs.4500-125-7000**  
**Revised Pay Band + Grade Pay PB-1**  
 Rs.5200-20200 + Rs.2800

Revised Pay			
Pre-revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
4,500	8,370	2,800	11,170
4,625	8,610	2,800	11,410
4,750	8,840	2,800	11,640
4,875	9,070	2,800	11,870
5,000	9,300	2,800	12,100
5,125	9,540	2,800	12,340
5,250	9,770	2,800	12,570
5,375	10,000	2,800	12,800
5,500	10,230	2,800	13,030
5,625	10,470	2,800	13,270
5,750	10,700	2,800	13,500
5,875	10,930	2,800	13,730
6,000	11,160	2,800	13,960
6,125	11,400	2,800	14,200
6,250	11,630	2,800	14,430
6,375	11,860	2,800	14,660
6,500	12,090	2,800	14,890
6,625	12,330	2,800	15,130
6,750	12,560	2,800	15,360
6,875	12,790	2,800	15,590
7,000	13,020	2,800	15,820
7,125	13,260	2,800	16,060
7,250	13,490	2,800	16,290
7,375	13,720	2,800	16,520

**Pre-revised scale (S - 9) Rs.5000-150-8000**  
**Revised Pay Band + Grade Pay PB-2**  
 Rs.9300-34800 + Rs.4200

Revised Pay			
Pre-revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
5,000	9,300	4,200	13,500
5,150	9,580	4,200	13,780
5,300	9,860	4,200	14,060
5,450	10,140	4,200	14,340
5,600	10,420	4,200	14,620
5,750	10,700	4,200	14,900
5,900	10,980	4,200	15,180
6,050	11,260	4,200	15,460
6,200	11,540	4,200	15,740
6,350	11,820	4,200	16,020
6,500	12,090	4,200	16,290
6,650	12,370	4,200	16,570
6,800	12,650	4,200	16,850
6,950	12,930	4,200	17,130
7,100	13,210	4,200	17,410
7,250	13,490	4,200	17,690
7,400	13,770	4,200	17,970
7,550	14,050	4,200	18,250
7,700	14,330	4,200	18,530
7,850	14,610	4,200	18,810
8,000	14,880	4,200	19,080
8,150	15,160	4,200	19,360
8,300	15,440	4,200	19,640
8,450	15,720	4,200	19,920

**Pre-revised scale (S- 10) Rs.5500-175-9000**  
**Revised Pay Band + Grade Pay PB-2**  
 Rs.9300-34800 + Rs.4200

Revised Pay			
Pre-revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
5,500	10,230	4,200	14,430
5,675	10,560	4,200	14,760
5,850	10,890	4,200	15,090
6,025	11,210	4,200	15,410
6,200	11,540	4,200	15,740
6/375	11,860	4/200	16,060
6,550	12,190	4/200	16,390
6,725	12,510	4,200	16,710
6/900	12,840	4,200	17,040
7,075	13,160	4,200	17,360
7,250	13,490	4,200	17,690
7,425	13,820	4/200	18,020
7,600	14,140	4,200	18,340
7,775	14,470	4,200	18,670
7/950	14,790	4,200	18/990
8,125	15/120	4,200	19/320
8,300	15,440	4,200	19,640
8,475	15,770	4,200	19,970
8,650	16,090	4,200	20,290
8/825	16,420	4,200	20,620
9,000	16,740	4,200	20,940
9/175	17/070	4/200	21/270
9/350	17/400	4/200	21/600
9/525	17/720	4/200	21/920

**Pre-revised scale (S - 11) Rs.6500-200-6900**  
**Revised Pay Band + Grade Pay PB-2**  
 Rs.9300-34800 + Rs.4200

Revised Pay			
Pre-revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
6,500	12,090	4,200	16,290
6,700	12,470	4,200	16/670
6/900	12,840	4,200	17,040
7/100	13/210	4/200	17/410
7/300	13/580	4/200	17;780
7,500	13/950	4,200	18,150

**Pre-revised scale (S -12) Rs.6500-200-10500**  
**Revised Pay Band + Grade Pay PB-2**  
 Rs.9300-34800 + Rs.4200

Revised Pay			
Pre-revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
6,500	12,090	4,200	16,290
6,700	12,470	4,200	16,670
6,900	12,840	4,200	17,040
7,100	13,210	4,200	17,410
7,300	13,580	4,200	17,780
7,500	13,950	4,200	18,150
7,700	14,330	4,200	18,530
7,900	14,700	4,200	18,900
8,100	15,070	4,200	19,270
8,300	15,440	4,200	19,640
8,500	15,810	4,200	20,010
8,700	16,190	4,200	20,390
8,900	16,560	4,200	20,760
9,100	16,930	4,200	21,130
9,300	17,300	4,200	21,500
9,500	17,670	4,200	21,870
9,700	18,050	4,200	22,250
9,900	18,420	4,200	22,620
10,100	18,790	4,200	22,990
10,300	19,160	4,200	23,360
10,500	19,530	4,200	23,730
10,700	19,910	4,200	24,110
10,900	20,280	4,200	24,480
11,100	20,650	4,200	24,850

**Pre-revised scale (S - 13) Rs.7 450-225-11500**  
**Revised Pay Band + Grade Pay PB-2**  
 Rs.9300-34800 + Rs.4600

Revised Pay			
Pre-revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
7,450	13,860	4,600	18,460
7,675	14,280	4,600	18,880
7,900	14,700	4,600	19,300
8,125	15,120	4,600	19,720
8,350	15,540	4,600	20,140
8,575	15,950	4,600	20,550
8,800	16,370	4,600	20,970

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9,025	16,790	4,600	21,390
9,250	17,210	4,600	21,810
9,475	17,630	4,600	22,230
9,700	18,050	4,600	22,650
9,925	18,470	4,600	23,070
10,150	18,880	4,600	23,480
10,375	19,300	4,600	23,900
10,600	19,720	4,600	24,320
10,825	20,140	4,600	24,740
11,050	20,560	4,600	25,160
11,275	20,980	4,600	25,580
11,500	21,390	4,600	25,990
11,725	21,810	4,600	26,410
11,950	22,230	4,600	26,830
12,175	22,650	4,600	27,250

**Pre-revised scale (S - 14) Rs.7500-250-12000**

**Revised Pay Band + Grade Pay PB-2 Rs.9300-34800 + Rs.4800**

Revised Pay			
Pre-revised Basic Pay	Pay in the Band	Grade Pay	Revised Basic Pay
7,500	13,950	4,800	18,750
7,750	14,420	4,800	19,220
8,000	14,880	4,800	19,680
8,250	15,350	4,800	20,150
8,500	15,810	4,800	20,610
8,750	16,280	4,800	21,080
9,000	16,740	4,800	21,540
9,250	17,210	4,800	22,010
9,500	17,670	4,800	22,470
9,750	18,140	4,800	22,940
10,000	18,600	4,800	23,400
10,250	19,070	4,800	23,870
10,500	19,530	4,800	24,330
10,750	20,000	4,800	24,800
11,000	20,460	4,800	25,260
11,250	20,930	4,800	25,730
11,500	21,390	4,800	26,190
11,750	21,860	4,800	26,660
12,000	22,320	4,800	27,120
12,250	22,790	4,800	27,590
12,500	23,250	4,800	28,050
12,750	23,720	4,800	28,520

**Pre-revised scale (S - 15) Rs.8000-275-13500**

**Revised Pay Band + Grade Pay PB-2 Rs.9300-34800 + Rs.5400**

Revised Pay			
Pre-revised Basic Pay	Pay in the Band	Grade Pay	Revised Basic Pay
8,000	14,880	5,400	20,280
8,275	15,400	5,400	20,800
8,550	15,910	5,400	21,310
8,825	16,420	5,400	21,820
9,100	16,930	5,400	22,330

9,375	17,440	5,400	22,840
9,650	17,950	5,400	23,350
9,925	18,470	5,400	23,870
10,200	18,980	5,400	24,380
10,475	19,490	5,400	24,890
10,750	20,000	5,400	25,400
11,025	20,510	5,400	25,910
11,300	21,020	5,400	26,420
11,575	21,530	5,400	26,930
11,850	22,050	5,400	27,450
12,125	22,560	5,400	27,960
12,400	23,070	5,400	28,470
12,675	23,580	5,400	28,980
12,950	24,090	5,400	29,490
13,225	24,600	5,400	30,000
13,500	25,110	5,400	30,510
13,775	25,630	5,400	31,030
14,050	26,140	5,400	31,540
14,325	26,650	5,400	32,050

**New (Group A Entry) Rs.8000-275-13500**

**Revised Pay Band + Grade Pay PB-3 Rs.15600-39100 + 5400**

Revised Pay			
Pre-revised Basic Pay	Pay in the Band	Grade Pay	Revised Basic Pay
8,000	15,600	5,400	21,000
8,275	15,600	5,400	21,000
8,550	15,910	5,400	21,310
8,825	16,420	5,400	21,820
9,100	16,930	5,400	22,330
9,375	17,440	5,400	22,840
9,650	17,950	5,400	23,350
9,925	18,470	5,400	23,870
10,200	18,980	5,400	24,380
10,475	19,490	5,400	24,890
10,750	20,000	5,400	25,400
11,025	20,510	5,400	25,910
11,300	21,020	5,400	26,420
11,575	21,530	5,400	26,930
11,850	22,050	5,400	27,450
12,125	22,560	5,400	27,960
12,400	23,070	5,400	28,470
12,675	23,580	5,400	28,980
12,950	24,090	5,400	29,490
13,225	24,600	5,400	30,000
13,500	25,110	5,400	30,510
13,775	25,630	5,400	31,030
14,050	26,140	5,400	31,540
14,325	26,650	5,400	32,050

**Pre-revised scale (S - 16) Rs.9000**

**Revised Pay Band + Grade Pay PB-3 Rs.15600-39100 + 5400**

Revised Pay			
Pre-revised Basic Pay	Pay in the Band	Grade Pay	Revised Basic Pay
9,000	16,740	5,400	22,140

**Pre-revised scale (S - 17) Rs. 9000-275-9550**

**Revised Pay Band + Grade Pay PB-3 Rs.15600-39100 + 5400**

Revised Pay			
Pre-revised Basic Pay	Pay in the Band	Grade Pay	Revised Basic Pay
9,000	16,740	5,400	22,140
9,275	-17,260	5,400	22,660
9,550	17,770	5,400	23,170
9,825	18,280	5,400	23,680
10,100	18,790	5,400	24,190
10,375	19,300	5,400	24,700

**Pre-revised scale (S - 18) Rs.10325-325-10975**

**Revised Pay Band + Grade Pay PB-3 Rs.15600-39100 + 6600**

Revised Pay			
Pre-revised Basic Pay	Pay in the Band	Grade Pay	Revised Basic Pay
10,325	19,210	6,600	25,810
10,650	19,810	6,600	26,410
10,975	20,420	6,600	27,020
11,300	21,020	6,600	27,620
11,625	21,630	6,600	28,230
11,950	22,230	6,600	28,830

**Pre-revised scale (S -19) Rs.10000-325-15200**

**Revised Pay Band + Grade Pay PB-3 Rs.15600-39100 + 6600**

Revised Pay			
Pre-revised Basic Pay	Pay in the Band	Grade Pay	Revised Basic Pay
10,000	18,600	6,600	25,200
10,325	19,210	6,600	25,810
10,650	19,810	6,600	26,410
10,975	20,420	6,600	27,020
11,300	21,020	6,600	27,620
11,625	21,630	6,600	28,230
11,950	22,230	6,600	28,830
12,275	22,840	6,600	29,440
12,600	23,440	6,600	30,040
12,925	24,050	6,600	30,650
13,250	24,650	6,600	31,250
13,575	25,250	6,600	31,850
13,900	25,860	6,600	32,460
14,225	26,460	6,600	33,060
14,550	27,070	6,600	33,670
14,875	27,670	6,600	34,270
15,200	28,280	6,600	34,880
15,525	28,880	6,600	35,480
15,850	29,490	6,600	36,090
16,175	30,090	6,600	36,690

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**Pre-revised scale (S - 20) Rs.1 0650-325-15850**

**Revised Pay Band + Grade Pay PB-3 Rs.15600-39100 + 6600**

Revised Pay			
Pre-revised Basic Pay	Pay in the Band	Grade Pay	Revised Basic Pay
10/650	19/810	6/600	26,410
10/975	20/420	6/600	27,020
11/300	21/020	6/600	27/620
11/625	21/630	6,600	28,230
11/950	22/230	6,600	28/830
12,275	22/840	6,600	29,440
12,600	23,440	6,600	30,040
12,925	24,050	6,600	30/650
13,250	24,650	6,600	31,250
13,575	25,250	6,600	31,850
13,900	25,860	6,600	32,460
14/225	26,460	6,600	33,060
14,550	27,070	6,600	33,670
14,875	27,670	6,600	34,270
15,200	28,280	6,600	34,880
15/525	28,880	6,600	35,480
15,850	29,490	6,600	36,090
16,175	30,090	6,600	36,690
16,500	30,690	6,600	37,290
16,825	31,300	6,600	37,900

**Pre-revised scale (S - 21) Rs.12000-375-16500**

**Revised Pay Band + Grade Pay PB-3 Rs.15600-39100 + 7600**

Revised Pay			
Pre-revised Basic Pay	Pay in the Band	Grade Pay	Revised Basic Pay
12,000	22,320	7,600	29,920
12,375	23,020	7,600	30,620
12,750	23,720	7,600	31,320
13,125	24,420	7,600	32,020
13,500	25,110	7,600	32,710
13,875	25,810	7,600	33,410
14,250	26,510	7,600	34,110
14,625	27,210	7,600	34,810
15,000	27,900	7,600	35,500
15,375	28,600	7,600	36,200
15,750	29,300	7,600	36,900
16,125	30,000	7,600	37,600
16,500	30,690	7,600	38,290
16,875	31,390	7,600	38,990
17,250	32,090	7,600	39,690
17,625	32,790	7,600	40,390

**Pre-revised scale (S - 22) Rs.12750-375-16500**

**Revised Pay Band + Grade Pay PB-3 Rs.15600-39100 + 7600**

Revised Pay			
Pre-revised Basic Pay	Pay in the Band	Grade Pay	Revised Basic Pay
12,750	23,720	7,600	31,320
13,125	24,420	7,600	32,020

13,500	25,110	7,600	32,710
13,875	25,810	7,600	33,410
14,250	26,510	7,600	34,110
14,625	27,210	7,600	34,810
15,000	27,900	7,600	35,500
15,375	28,600	7,600	36,200
15,750	29,300	7,600	36,900
16,125	30,000	7,600	37,600
16,500	30,690	7,600	38,290
16,875	31,390	7,600	38,990
17,250	32,090	7,600	39,690
17,625	32,790	7,600	40,390

**Pre-revised scale (S - 23) Rs.12000-375-18000**

**Revised Pay Band + Grade Pay PB-3 Rs.15600-39100 + 7600**

Revised Pay			
Pre-revised Basic Pay	Pay in the Band	Grade Pay	Revised Basic Pay
12,000	22,320	7,600	29,920
12,375	23,020	7,600	30,618
12,750	23,720	7,600	31,315
13,125	24,420	7,600	32,013
13,500	25,110	7,600	32,710
13,875	25,810	7,600	33,408
14,250	26,510	7,600	34,105
14,625	27,210	7,600	34,803
15,000	27,900	7,600	35,500
15,375	28,600	7,600	36,198
15,750	29,300	7,600	36,895
16,125	30,000	7,600	37,593
16,500	30,690	7,600	38,290
16,875	31,390	7,600	38,988
17,250	32,090	7,600	39,685
17,625	32,790	7,600	40,383
18,000	33,480	7,600	41,080
18,375	34,180	7,600	41,778
18,750	34,880	7,600	42,475
19,125	35,580	7,600	43,173

**Pre-revised scale (S - 24) Rs.14300-400-18300**

**Revised Pay Band + Grade Pay PB-4 Rs.37400-67000 + 8700**

Revised Pay			
Pre-revised Basic Pay	Pay in the Band	Grade Pay	Revised Basic Pay
14,300	37,400	8,700	46,100
14,700	37,400	8,700	46,100
15,100	38,530	8,700	47,230
15,500	38,530	8,700	47,230
15,900	39,690	8,700	48,390
16,300	39,690	8,700	48,390
16,700	40,890	8,700	49,590
17,100	40,890	8,700	49,590
17,500	42,120	8,700	50,820
17,900	42,120	8,700	50,820
18,300	43,390	8,700	52,090
18,700	43,390	8,700	52,090
19,100	44,700	8,700	53,400
19,500	44,700	8,700	53,400

**Pre-revised scale (S - 25) Rs.15100-400-18300**

**Revised Pay Band + Grade Pay PB-4 Rs.37400-67000 + 8700**

Revised Pay			
Pre-revised Basic Pay	Pay in the Band	Grade Pay	Revised Basic Pay
15,100	39,690	8,700	48,390
15,500	39,690	8,700	48,390
15,900	40,890	8,700	49,590
16,300	40,890	8,700	49,590
16,700	42,120	8,700	50,820
17,100	42,120	8,700	50,820
17,500	43,390	8,700	52,090
17,900	43,390	8,700	52,090
18,300	44,700	8,700	53,400
18,700	44,700	8,700	53,400
19,100	46,050	8,700	54,750
19,500	46,050	8,700	54,750

**Pre-revised scale (S - 26) Rs.16400-450-20000**

**Revised Pay Band + Grade Pay PB-4 Rs.37400-67000 + 8900**

Revised Pay			
Pre-revised Basic Pay	Pay in the Band	Grade Pay	Revised Basic Pay
16,400	39,690	8,900	48,590
16,850	40,890	8,900	49,790
17,300	40,890	8,900	49,790
17,750	42,120	8,900	51,020
18,200	42,120	8,900	51,020
18,650	43,390	8,900	52,290
19,100	43,390	8,900	52,290
19,550	44,700	8,900	53,600
20,000	44,700	8,900	53,600
20,450	46,050	8,900	54,950
20,900	46,050	8,900	54,950
21,350	47,440	8,900	56,340

**Pre-revised scale (S - 27) Rs.16400-450-20900**

**Revised Pay Band + Grade Pay PB-4 Rs.37400-67000 + 8900**

Revised Pay			
Pre-revised Basic Pay	Pay in the Band	Grade Pay	Revised Basic Pay
16,400	39,690	8,900	48,590
16,850	40,890	8,900	49,790
17,300	40,890	8,900	49,790
17,750	42,120	8,900	51,020
18,200	42,120	8,900	51,020
18,650	43,390	8,900	52,290
19,100	43,390	8,900	52,290
19,550	44,700	8,900	53,600
20,000	44,700	8,900	53,600
20,450	46,050	8,900	54,950
20,900	46,050	8,900	54,950
21,350	47,440	8,900	56,340
21,800	47,440	8,900	56,340
22,250	48,870	8,900	57,770



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**Pre-revised scale (S - 28) Rs.14300-450-22400**

**Revised Pay Band + Grade Pay PB-4 Rs.37400-67000 + 10000**

Revised Pay			
Pre-revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
14,300	37,400	10,000	47,400
14,750	37,400	10,000	47,400
15,200	38,530	10,000	48,530
15,650	38,530	10,000	48,530
16,100	39,690	10,000	49,690
16,550	39,690	10,000	49,690
17,000	40,890	10,000	50,890
17,450	40,890	10,000	50,890
17,900	42,120	10,000	52,120
18,350	42,120	10,000	52,120
18,800	43,390	10,000	53,390
19,250	43,390	10,000	53,390
19,700	44,700	10,000	54,700
20,150	44,700	10,000	54,700
20,600	46,050	10,000	56,050
21,050	46,050	10,000	56,050
21,500	47,440	10,000	57,440
21,950	47,440	10,000	57,440
22,400	48,870	10,000	58,870
22,850	48,870	10,000	58,870
23,300	50,340	10,000	60,340
23,750	50,340	10,000	60,340

**Pre-revised scale (S - 29) Rs.18400-500- 22400**

**Revised Pay Band + Grade Pay PB-4 Rs.37400-67000 + 10000**

Revised Pay			
Pre-revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
18,400	44,700	10,000	54,700

18,900	46,050	10,000	56,050
19,400	46,050	10,000	56,050
19,900	47,440	10,000	57,440
20,400	47,440	10,000	57,440
20,900	48,870	10,000	58,870
21,400	48,870	10,000	58,870
21,900	50,340	10,000	60,340
22,400	51,850	10,000	61,850
22,900	53,410	10,000	63,410
23,400	55,020	10,000	65,020
23,900	56,680	10,000	66,680

*Note: The last three stages in each of the pay scales above relates to fixation for those drawing stagnation increment in the pre-revised scale*

**Pre-revised scale (S - 30) Rs.22400-525-24500**

**Revised Pay Band + Grade Pay PB-4 Rs.37400-67000 + 12000**

Revised Pay			
Pre-revised Basic Pay	Pay in the Pay Band	Grade Pay	Revised Basic Pay
22,400	51,850	12,000	63,850
22,925	53,410	12,000	65,410
23,450	55,020	12,000	67,020
23,975	56,680	12,000	68,680
24,500	58,380	12,000	70,380

**Pre-revised scale (S - 31) Rs.22400-600- 26000**

**Revised Pay Scale HAG+ Rs.75500-80000**

Pre-revised Basic Pay	Revised Basic Pay
22,400	75,500
23,000	75,500
23,600	77,765
24,200	77,765

24,800	80,000
25,400	80,000
26,000	80,000

**Pre-revised scale (S - 32) Rs.24050-650- 26000**

**Revised Pay Scale HAG+ Rs.75500-80000**

Pre-revised Basic Pay	Revised Basic Pay
24,050	77,765
24,700	80,000
25,350	80,000
26,000	80,000

**Pre-revised scale (S - 33) Rs.26000 (fixed)**

**Revised Pay Scale Apex Scale Rs.80000 (fixed)**

Pre-revised Basic Pay	Revised Basic Pay
26,000 (Fixed)	80,000 (fixed)

**Pre-revised scale (S - 34) Rs.30000 (fixed)**

**Revised Pay Scale Cab. SecEqu. Scale Rs.90000 (fixed)**

Pre-revised Basic Pay	Revised Basic Pay
30,000 (Fixed)	90,000 (fixed)

**ANNEX-II**

**Statement of fixation of pay under Central Civil Service (Revised Pay) Rules, 2008**

- Name of the Government Servant :
- Designation of the post in which pay is to be fixed as on January 1, 2006 :
- Status (substantive/ officiating) :
- Pre-revised scale(s) of pay applicable for the post [In case more than one scale of pay is applicable for the post and these have been merged in pursuance of the recommendation of the Sixth cpc in a single revised scale, the scale of pay in which the employee was actually drawing his pay should be specified) :
- Existing emoluments as on January 1, 2006 -
  - Basic pay (including Stagnation Increments, if any) :
  - Dearness Pay :
  - Dearness Allowance applicable at AICPI average 536 (1982 = 100) :
  - Total existing emoluments [(a) to (c)] :
- Revised pay band and grade pay corresponding to the pre-revised scale shown at Sl.No.4 above. (In the case of HAG+ and above the appropriate scale may be mentioned) :

- Pay in the revised pay band/ scale in which pay is to be fixed as per the fitment table attached at Annex-I. :
- Grade pay to be applied in terms of Rule 4 of CCS(RP) Rules, 2008. :
- Stepped up pay with reference to the revised pay of Junior, if applicable [Notes 7 and 10 below Rule 7(1) of CCS (RP) Rules, 2008]. Name and pay of the junior also to be indicated distinctly. :
- Revised pay with reference to the Substantive Pay in cases where the pay fixed in the substantive post if applicable [Sub Rule (2) of Rule 7] :
- Personal Pay, if any [Notes 6 and 8 below Rule 7(1)] :
- Revised emoluments after fixation :
  - Pay in the Revised Pay Band/Pay Scale :
  - Grade Pay :
  - Special Pay, if admissible (Sub Rule 1(C) of Rule 7) :
  - Personal Pay, if admissible :
  - Non-Practising Allowance, if

- admissible [Sub Rule 1(D) of Rule 7] :
- Date of next increment (Rules 9 & 10) and pay after grant of increment
- Date of Increment**

**Pay after Increment**

Pay in the Pay Band/Scale	Grade Pay (wherever applicable)

- Any other relevant information

**Date: Signature & Designation of Head of Office**

ANNEX-III UNDERTAKING	
I hereby undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.	
Date:	Signature: .....
Station:	Name: .....
	Designation:.....

F.No.38/37/08-P&PW(A)

## GOVERNMENT OF INDIA

Ministry of Personnel, Public Grievances & Pensions Department of Pension & Pensioners' Welfare Lok Nayak Bhawan, New Delhi-110003

Dated the 1st September, 2008

### OFFICE MEMORANDUM

**Sub: Implementation of Government's decision on the recommendations of the Sixth Central Pay Commission - Revision of pension of pre-2006 pensioners/family pensioners etc.**

1. The undersigned is directed to say that in pursuance of Government's decision on the recommendations of Sixth Central Pay Commission, sanction of the President is hereby accorded to the regulation, with effect from 1.1.2006, of pension/ family pension of all the pre-2006 pensioners/ family pensioners in the manner indicated in the succeeding paragraphs. Separate orders will be issued in respect of employees who retired/died on or after 1.1.2006.

2.1 These orders apply to all pensioners/family pensioners who were drawing pension/family pension on 1.1.2006 under the Central Civil Services (Pension) Rules, 1972, CCS (Extraordinary Pension) Rules and the corresponding rules applicable to Railway pensioners and pensioners of All India Services, including officers of the Indian Civil Service retired from service on or after 1.1.1973 ..

2.2 Separate orders will be issued by the Ministry of Defence in regard to Armed Forces pensioners/family pensioners.

2.3 These orders do not also apply to retired High Court and Supreme Court Judges and other Constitutional/ Statutory Authorities whose pension etc. is governed by separate rules/orders.

3.1 In these orders:

a. Existing pensioner or Existing Family pensioner means a pensioner who was drawing/entitled to pension/ family pension on 31.12.2005.

b. Existing pension means the basic pension inclusive of commuted portion, if any, due on 31.12.2005. It covers all classes of pension under the CCS (Pension) Rules, 1972 as also Disability Pension under the CCS (Extraordinary Pension) Rules and the corresponding rules applicable to Railway employees and Members of All India Services.

c. Existing family pension means the basic family pension drawn on 31.12.2005 under the CCS (Pension) Rules and the corresponding rules applicable to Railway employees and Members of All India Services.

4.1 The pension/family pension of existing pre-2006 pensioners/family pensioners will be consolidated with effect from 1.1.2006 by adding together:-

- i. The existing pension/family pension.
- ii. Dearness Pension, where applicable
- iii. Dearness Relief upto AICPI (IW) average index 536 (Base year 1982= 100) i.e. @ 24% of Basic Pension/ Basic family pension plus dearness pension as admissible vide this Department's a.M. No. 42/2/2006-P&PW(G) dated 5.4.2006

iv. Fitment weightage @ 40% of the existing pension/ family pension. Where the existing pension in (i) above includes the effect of merger of 50% of dearness relief w.e.f. 1.4.2004, the existing pension for the purpose of

fitment weightage will be re-calculated after excluding the merged dearness relief of 50% from the pension.

The amount so arrived at will be regarded as consolidated pension/family pension with effect from 1.1.2006.

4.2 The fixation of pension will be subject to the provision that the revised pension, in no case, shall be lower than fifty percent of the minimum of the pay in the pay band plus the grade pay corresponding to the pre-revised pay scale from which the pensioner had retired. In the case of HAG+ and above scales, this will be fifty percent of the minimum of the revised pay scale.

4.3 Since the consolidated pension will be inclusive of commuted portion of pension, if any, the commuted portion will be deducted from the said amount while making monthly disbursements.

4.4 The upper ceiling on pension/family pension laid down in the Department of Pension and Pensioner's Welfare Office Memorandum No 45/86/97-P&PW(A)(Part-I) dated 27.10.1997 has been increased from Rs. 15000/- and Rs. 9000/- to 50% and 30% respectively of the highest pay in the Government (The highest pay in the Government is Rs. 90,000 since 1.1.2006) ..

4.5 The quantum of pension/family pension available to the old pensioners/ family pensioners shall be increased as follows:-

Age of pensioner/family pensioner : Additional Quantum of pension

From 80 years to less than 85 years : 20% of revised basic pension/ family pension

From 85 years to less than 90 years : 30% of revised basic pension / family pension

From 90 years to less than 95 years : 40% of revised basic pension / family pension

From 95 years to less than 100 years : 50% of revised basic pension / family pension

100 years or more : 100% of revised basic pension / family pension

The amount of additional pension will be shown distinctly in the pension payment order. For example, in case where a pensioner is more than 80 years of age and his/her consolidated pension in terms para 4.1 and 4.2 above is Rs.10,000 pm, the pension will be shown as (i).Basic pension=Rs.10,000 and (ii) Additional pension = Rs.2,000 pm. The pension on his/her attaining the age of 85 years will be shown as (i).Basic Pension = Rs.10,000 and (ii) additional pension = Rs.3,000 pm.

4.6 Some of the existing pensioners who retired between 31.3.1985 and 31.12.1985 are in receipt of personal pension. The said personal pension will continue to be granted as a separate element and will not be merged into the pension as consolidated above.

4.7 Since the consolidated pension/family pension

arrived at as per paragraph 4.1. includes dearness relief upto average Index level 536(Base year 1982=100), dearness relief will be admissible thereon only beyond index average 536 (Base year 1982= 100) in accordance with the revised scheme of dearness relief for which orders are being issued separately. The four instalments of dearness relief sanctioned earlier from 1.7.2006, 1.1.2007, 1.7.2007 and 1.1.2008 In this Department's Office Memorandum No. 42/2/2006-P&PW(G) dated the 15.9.2006, Office Memorandum No. 42/2/2006-P&PW(G) dated the 23.3.2007, Office Memorandum No. 42/2/2006-P&PW(G) dated the 18.9.2007 and Office Memorandum No. 42/2/2006-P&PW(G) dated the 19.3.2008 respectively shall be adjusted against revised Dearness Relief becoming due on the consolidated pension/family pension.

5.1 Where the consolidated pension/family pension in terms of paragraph 4 above works out to an amount less than Rs. 3500/- the same shall be stepped upto Rs. 3500/- . This will be regarded as pension/family pension with effect from 1.1.2006. In the case of pensioners who are in receipt of more than one pension, the floor ceiling of Rs. 3500/- will apply to the total of all pensions taken together.

5.2 Where the disability pension under the CCS(EOP) Rules, is drawn in addition to invalid pension under the CCS (Pension) Rules, 1972, the minimum limit of Rs. 3500/- will apply to total of two pensions as indicated in paragraph 5.1. Where the disability pension is drawn in isolation, the minimum limit of Rs. 3500/- will apply for 100% disability. For lesser degree of disability the minimum limit will be proportionately less.

6. The employed/re-employed pensioners/family pensioners are not getting dearness relief on pension at present under the extant orders. In their case the notional dearness relief which would have been admissible to them but for their employment/re-employment will be taken into account for consolidation of their pension in terms of paragraph 4.1. above as if they were drawing the dearness

relief. Their pay will be re-fixed w.e.f. 1.1.2006 with reference to consolidated pension becoming admissible to them. Dearness relief beyond 1.1.2006 will, however, not be admissible to them during the period of employment/re-employment.

7. The cases of Central Government employees who have been permanently absorbed in public sector undertakings/autonomous bodies will be regulated as follows:-

**(a) PENSION**

Where the Government servants on permanent absorption in public sector undertakings/autonomous bodies continue to draw pension separately from the Government, the pension of such absorbees will be updated in terms of these orders. In cases where the Government servants have drawn one time lump sum terminal benefits equal to 100% of their pensions and have become entitled to the restoration of one-third commuted portion of pension as per Supreme Court judgement dated 15.12.1995, their cases will not be covered by these orders.

**(b) FAMILY PENSION**

In cases where, on permanent absorption in public sector undertakings/autonomous bodies, the terms of absorption permit grant of family pension under the CCS (Pension) Rules, 1972 or the corresponding rules applicable to Railway employees/members of All India Services, the family pension being drawn by family pensioners will be updated in accordance with these orders.

8. All Pension Disbursing Authorities including Public Sector Banks handling disbursement of pension to the Central Government pensioners are hereby authorised to pay pension/family pension to existing pensioners/family pensioners at the consolidated rates in terms of para 4.1 above without any further authorisation from the concerned Accounts Officers/Head of Office etc. A table indicating the existing basic pension/family pension without Dearness Pension, the basic pension/family pension with dearness

## 24 th SEPTEMBER 2008 AS THE PROTEST DAY

**TEACHERS IN UNIVERSITIES AND COLLEGES ACROSS THE COUNTRY  
WILL HOLD DEMONSTRATIONS IN THEIR RESPECTIVE  
INSTITUTIONS AND ATTEND TO THEIR CLASSES  
WEARING PROTEST BADGES.**

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### NAGPUR UNIVERSITY TEACHERS' ASSOCIATION

*एआयफक्टो निर्देशित 'प्रोटेस्ट डे' च्या आयोजनासंबंधी सूचना*

(१) अमरावती आणि नागपूर विद्यापीठ क्षेत्रातील सर्व विद्यापीठीय व महाविद्यालयीन प्राध्यापक ह्या आंदोलनात सहभागी होतील. (२) संघटनेच्या जिल्हा कार्यकारी मंडळाच्या तातडीने बैठकी आयोजित करण्यात याव्यात. (३) जिल्हा व तालुका पदाधिकाऱ्यांनी आपआपल्या जिल्हा व तालुक्यांमध्ये दौरे आयोजित करून उपरोक्त आंदोलन यशस्वी करण्यासाठी कार्यरत व्हावे. (४) 'प्रोटेस्ट डे' च्या 'बॅज'चा नमुना वाजूला दिलेला आहे. तो 'बॅज' जिल्हा, तालुका व स्थानिक महाविद्यालयांतील युनिट पदाधिकाऱ्यांनी आपल्या स्तरावर तयार करून त्याचे वाटप सर्व शिक्षकांमध्ये करावे. (५) कार्यक्रमाचे स्वरूप वर दिलेले आहे. निदर्शनांची वेळ स्थानिक स्तरावरील सोयीनुसार स्थानिक पदाधिकाऱ्यांनी ठरवून कार्यक्रम यशस्वी करावा अशी विनंती आहे.

डॉ. एकनाथ कठाळे,  
सचिव, 'नुटा'

**NATION WIDE  
PROTEST DAY  
24 th SEPTEMBER  
2008**

pension and the revised consolidated pension/family pension is enclosed for ready reference. (Annexure I). This table may be used where the pensioner is in receipt of a single pension only. Where a pensioner is in receipt of more than one pension, consolidation may be done separately in terms of paragraph 4.1 and as indicated in paragraph 5 floor ceiling of Rs. 3500/- may be applied to total pension from all sources taken together. Wherever the age of pensioner/ family pensioner is available on the pension payment order, the additional pension/ family pension in terms of para 4.5. above may also be paid by the pension disbursing authorities immediately without any further authorisation from the concerned Account Officer/ Head of Office, etc. A suitable entry regarding the revised consolidated pension shall be recorded by the pension Disbwsing Authorities in both halves of the Pension Payment Order. An intimation regarding disbursement of revised pension may be sent by the pension disbursing authorities to the Office of CPAO and Accounts Officer which had issued the PPO in the form given at Annexure-II so that the latter can update the Pension payment Order Register maintained by him. An acknowledgement shall be obtained by the Pension Disbursing Authorities from Office of CPAO and the respective Accounts Officers in this behalf.

9 The consolidated pension/family pension as worked out in accordance with provisions of Para 4.1. above shall be treated as final 'Basic Pension' with effect from 1.1.2006 and shall qualify for grant of Dearness Relief sanctioned thereafter.

10 40% of the arrears of pension will be paid in the year 2008-09 and the remaining 60% in the year 2009-10.

11. It shall be the responsibility of the Head of the Department of the Ministry, Department, Office, etc. from which the government servant had retired or where he was working prior to his demise to revise the pension/ family pension of all pensioners/ family pensioners with effect from 1st January 2006 in accordance with the provisions mentioned in para 4.1 and 4.2 above and to issue revised Pension Payment Order (PPOs). Action to revise pension/ family pension in terms of these provisions shall be Initiated suo moto by the concerned Heads of Departments. In the case of the Defence Civilian Employees, however, the procedure prescribed in this regard by the Ministry of Defence shall be followed. **It is emphasised that the Pension Sanctioning Authority,**

**in no case, will ask the pensioner/ family pensioner to surrender his/ her original Pension Payment Order (PPO) for issuing revised authority.** In case, however, the age of pensioner/family pensioner is not available on the PPO/office records, the same shall be obtained from the pensioner/family pensioner and indicated in the revised PPO. The authenticity of the age declared by the pensioner/ family pensioner shall be verified by the pension sanctioning authority. It may also be ensured that a copy of the revised PPO should be invariably endorsed to the pensioner/ family pensioner.

12. It is considered desirable that the benefit of these orders should reach the pensioners as expeditiously as possible. To achieve this objective it is desired that all Pension Disbursing Authorities should ensure that the revised pension and the first instalment of arrears due to the pensioners in terms of para 4.1. and para 4.5 above is paid to the pensioners or credited to their account by 30th September, 2008 or before positively. Instructions regarding release of second instalment of arrears will be issued later. Concerted efforts should be made by all the authorities concerned to ensure that the revised PPO's are issued, wherever necessary, with the utmost expedition in terms of para 4.1, 4.2. and 4.5 above and arrears are paid in terms of para 10 above within two months from the date of issue of this O.M.

13. In their application to the persons belonging to Indian Audit and Accounts Department these orders issue in consultation with the Comptroller and Auditor General of India..

14. Ministry of Agriculture etc. are requested to bring the contents of these Orders to the notice of Controller of Accounts/Pay and Accounts Officers and Attached and subordinate Offices under them on a top priority basis. All pension disbursing offices are also advised to prominently display these orders on their notice boards for the benefit of pensioners.

15. Hindi version will follow.

  
(Rajni Razdan)

Secretary to the Government of India

To  
All Ministries/ Departments of Government of India  
Copy. to :as per mailing list

**ANNEXURE I**

Table Showing existing Basic Pension/Family Pension without Dearness Pension/Family Dearness Pension (column 1), Basic Pension/Family Pension with Dearness Pension/Family Dearness Pension (column 2) and Revised Consolidated Pension/Family Pension (column 3)

(NOT PRINTED)

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