

14. **Mode of payment of arrears of pay.**—The arrears shall be paid during the Financial Year 2016-2017.

**Explanation.-** For the purpose of this rule, “arrears of pay” in relation to a Government servant, means the difference between-

- (i) the aggregate of the pay and dearness allowance to which he is entitled on account of the revision of his pay under these rules for the period effective from the 1st day of January, 2016; and
- (ii) the aggregate of the pay and dearness allowance to which he would have been entitled (whether such pay and dearness allowance had been received or not) for that period had his pay and allowances not been so revised.

15. **Overriding effect of rules.**—The provisions of the Fundamental Rules, the Central Civil Services (Revision of Pay) Rules, 1947, the Central Civil Services (Revised Pay) Rules, 1960, the Central Civil Services (Revised Pay) Rules, 1973, the Central Civil Services (Revised Pay) Rules, 1986, the Central Civil Services (Revised Pay) Rules, 1997 and the Central Civil Services (Revised Pay) Rules, 2008 shall not save as otherwise provided in these rules, apply to cases where pay is regulated under these rules, to the extent they are inconsistent with these rules.

16. **Power to relax.**—Where the President is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, he may, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner.

17. **Interpretation.**—If any question arises relating to the interpretation of any of the provisions of these rules, it shall be referred to the Central Government for decision.

## SCHEDULE

[See rules 3 (vi) and 7(2)]

### PART A

#### Pay Matrix

Pay Band	5200-20200					9300-34800				15600-39100			37400-67000			67000-79000	75500-80000	80000	90000
	1800	1900	2000	2400	2800	4200	4600	4800	5400	5400	6600	7600	8700	8900	10000				
Grade Pay	1800	1900	2000	2400	2800	4200	4600	4800	5400	5400	6600	7600	8700	8900	10000				
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	13A	14	15	16	17	18
1	18000	19900	21700	25500	29200	35400	44900	47600	53100	56100	67700	78800	118500	131100	144200	182200	205400	225000	250000
2	18500	20500	22400	26300	30100	36500	46200	49000	54700	57800	69700	81200	122100	135000	148500	187700	211600		
3	19100	21100	23100	27100	31000	37600	47600	50500	56300	59500	71800	83600	125800	139100	153000	193300	217900		
4	19700	21700	23800	27900	31900	38700	49000	52000	58000	61300	74000	86100	129600	143300	157600	199100	224400		
5	20300	22400	24500	28700	32900	39900	50500	53600	59700	63100	76200	88700	133500	147600	162300	205100			
6	20900	23100	25200	29600	33900	41100	52000	55200	61500	65000	78500	91400	137500	152000	167200	211300			
7	21500	23800	26000	30500	34900	42300	53600	56900	63300	67000	80900	94100	141600	156600	172200	217600			
8	22100	24500	26800	31400	35900	43600	55200	58600	65200	69000	83300	96900	145800	161300	177400	224100			
9	22800	25200	27600	32300	37000	44900	56900	60400	67200	71100	85800	99800	150200	166100	182700				
10	23500	26000	28400	33300	38100	46200	58600	62200	69200	73200	88400	102800	154700	171100	188200				
11	24200	26800	29300	34300	39200	47600	60400	64100	71300	75400	91100	105900	159300	176200	193800				
12	24900	27600	30200	35300	40400	49000	62200	66000	73400	77700	93800	109100	164100	181500	199600				

Pay Band	5200-20200					9300-34800				15600-39100			37400-67000			67000-79000	75500-80000	80000	90000
	1800	1900	2000	2400	2800	4200	4600	4800	5400	5400	6600	7600	8700	8900	10000				
Grade Pay	1	2	3	4	5	6	7	8	9	10	11	12	13	13A	14	15	16	17	18
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	13A	14	15	16	17	18
13	25600	28400	31100	36400	41600	50500	64100	68000	75600	80000	96600	112400	169000	186900	205600				
14	26400	29300	32000	37500	42800	52000	66000	70000	77900	82400	99500	115800	174100	192500	211800				
15	27200	30200	33000	38600	44100	53600	68000	72100	80200	84900	102500	119300	179300	198300	218200				
16	28000	31100	34000	39800	45400	55200	70000	74300	82600	87400	105600	122900	184700	204200					
17	28800	32000	35000	41000	46800	56900	72100	76500	85100	90000	108800	126600	190200	210300					
18	29700	33000	36100	42200	48200	58600	74300	78800	87700	92700	112100	130400	195900	216600					
19	30600	34000	37200	43500	49600	60400	76500	81200	90300	95500	115500	134300	201800						
20	31500	35000	38300	44800	51100	62200	78800	83600	93000	98400	119000	138300	207900						
21	32400	36100	39400	46100	52600	64100	81200	86100	95800	101400	122600	142400	214100						
22	33400	37200	40600	47500	54200	66000	83600	88700	98700	104400	126300	146700							
23	34400	38300	41800	48900	55800	68000	86100	91400	101700	107500	130100	151100							
24	35400	39400	43100	50400	57500	70000	88700	94100	104800	110700	134000	155600							
25	36500	40600	44400	51900	59200	72100	91400	96900	107900	114000	138000	160300							
26	37600	41800	45700	53500	61000	74300	94100	99800	111100	117400	142100	165100							
27	38700	43100	47100	55100	62800	76500	96900	102800	114400	120900	146400	170100							
28	39900	44400	48500	56800	64700	78800	99800	105900	117800	124500	150800	175200							
29	41100	45700	50000	58500	66600	81200	102800	109100	121300	128200	155300	180500							
30	42300	47100	51500	60300	68600	83600	105900	112400	124900	132000	160000	185900							
31	43600	48500	53000	62100	70700	86100	109100	115800	128600	136000	164800	191500							
32	44900	50000	54600	64000	72800	88700	112400	119300	132500	140100	169700	197200							
33	46200	51500	56200	65900	75000	91400	115800	122900	136500	144300	174800	203100							
34	47600	53000	57900	67900	77300	94100	119300	126600	140600	148600	180000	209200							
35	49000	54600	59600	69900	79600	96900	122900	130400	144800	153100	185400								
36	50500	56200	61400	72000	82000	99800	126600	134300	149100	157700	191000								
37	52000	57900	63200	74200	84500	102800	130400	138300	153600	162400	196700								
38	53600	59600	65100	76400	87000	105900	134300	142400	158200	167300	202600								
39	55200	61400	67100	78700	89600	109100	138300	146700	162900	172300	208700								
40	56900	63200	69100	81100	92300	112400	142400	151100	167800	177500									

**PART B****UPGRADED LEVELS FOR MEDICAL AND PARAMEDICAL SERVICES AND COMMON CATEGORIES**

The Level in the revised pay structure mentioned in column (5) for the posts mentioned in column (2) of the Table below have been approved by the Government and the initial fixation as on the 1st day of January, 2016 shall be made in accordance with sub-rule (2) of rule 7:

<b>Medical and Paramedical Services</b>					
Sl. No.	Name of the Post	Existing Grade Pay		Revised Pay Structure	
		Existing Grade Pay	Grade Pay corresponding to which revised Levels have been recommended	Level in Pay Matrix	Para No. of the Report
(1)	(2)	(3)	(4)	(5)	(6)
1.	Optometrist	2800	4200	L- 6	<b>7.6.73</b>
2.	Senior Optometrist	4200	4600	L- 7	<b>7.6.73</b>
3.	Optometrist Officer	4600	4800	L- 8	<b>7.6.73</b>
4.	Dental Mechanics and Dental Technician	2400	2800	L- 5	<b>7.6.79</b>
5.	Dresser	1800	2000	L- 3 This is subject to revision of the entry level qualification of Dressers to provide for Class XII with three years' experience of dressing of wounds. The existing incumbents not possessing the revised qualification may be granted replacement pay level for the time being. They may be granted the Level 3 after acquiring the revised qualification or on completion of five years in the pay level corresponding to Grade Pay 1800, whichever is earlier.	<b>7.6.108</b>
<b>Common Category</b>					
6.	Dental Hygienist in Central Government Health Scheme (CGHS)	2400	4200	L- 6 This is subject to the administrative ministry taking steps to bring uniformity in the entry level qualifications on the patterns of those in Central Government hospitals.	<b>7.7.55</b>

### PART C

#### UPGRADED LEVELS FOR CERTAIN POSTS IN MINISTRIES, DEPARTMENTS AND UNION TERRITORIES

The Level in the revised pay structure mentioned in column (5) for the posts mentioned in column (2) of the Table below have been approved by the Government and the initial fixation as on the 1st day of January, 2016 shall be made in accordance with sub-rule (2) of rule 7:

Sl. No.	Name of the Post	Existing Grade Pay		Revised Pay Structure	
		Existing Grade Pay	Grade Pay corresponding to which revised Levels have been recommended	Level in Pay Matrix	Para No. of the Report
(1)	(2)	(3)	(4)	(5)	(6)
<b>Department of Animal Husbandry, Ministry of Agriculture, Cooperation and Farmers Welfare</b>					
1.	Sheep Shearer cum Supervisor in Central Sheep Breeding Farm	1900	2400	L- 4 An appropriate level between Level 4 and Level 2 shall be introduced.	11.1.38
<b>Ministry of Ayurveda, Yoga and Naturopathy, Unani, Siddha and Homeopathy</b>					
2.	Research Assistant of Pharmacopoeia Lab for Indian Medicine	2800	4200	L- 6	11.3.11
<b>Department of Posts</b>					
3.	Inspector (Posts)	4200	4600	L- 7	11.8.21
4.	Assistant Superintendant (Posts)	4600	4800	L- 8	11.8.21
5.	Superintendant (Posts)	4800	5400 (PB-2)	L- 9	11.8.21
<b>Ministry of Culture</b>					
6.	Assistant Archivist in National Archives of India	4200	4600	L- 7	11.11.17
7.	Archivist in National Archives of India	4600	4800	L- 8	11.11.17
8.	Scientific Officer in National archives of India	4600	4800 and Non Functional Selection Grade 5400 (PB-2) after 4 years	L- 8 and L-9 as Non Functional Selection Grade after 4 years	11.11.22
9.	Technical Restorer in National Research Laboratory for conservation of Cultural Property	2800	4200	L- 6 The post shall be merged with Senior Conservation Assistant	11.11.28
<b>Ministry of Health and Family Welfare</b>					
10.	Junior ECG Technician of Dr. Ram Manohar Lohia Hospital	2400	2800	L- 5	11.20.38
<b>Ministry of Home Affairs</b>					
11.	Assistant Central	4600	4800	L- 8	11.22.85

	Intelligence Officer-I of Intelligence Bureau				
12.	Assistant Central Intelligence Officer-II of Intelligence Bureau	4200	4600	L- 7	11.22.85
<b>Union Territory of Andaman and Nicobar Islands</b>					
13.	Sanitary Inspector in Department of Rural Development	2400	2800	L- 5	11.23.46
14.	Seacunny of Department of Shipping	1800	2000	L- 3	11.23.54
15.	Junior Agriculture Assistant/Junior Soil Conservation Assistant of Department of Agriculture	2400	2800	L- 5 Merger with Agriculture Assistant/Soil conservation Assistant	11.23.60
16.	Bus Conductors of Transport Department	1800	1900	L- 2	11.23.69
<b>Union Territory of Lakshadweep</b>					
17.	Agricultural Supervisor/Junior Technical Assistant of Department of Agriculture	2400	2800	L- 5 Merge with Agriculture Demonstrator/ Fertiliser Demonstrator etc.	11.23.110
18.	Health Inspector of Department of Health Services	2400	2800	L- 5	11.23.112
<b>Delhi</b>					
19.	Extension Assistant (Agriculture)	2400	2800	L- 5	11.23.170
<b>Ministry of Human Resource Development</b>					
20.	Evaluators of Central Hindi Directorate	4200	4600	L- 7	11.24.15
<b>Ministry of Mines</b>					
21.	Senior Technical Assistant (Chemistry)	4200	4600	L- 7	11.29.15
22.	Senior Technical Assistant (Ore Dressing)	4200	4600	L- 7	11.29.15
23.	Senior Technical Assistant (Mining)	4200	4600	L- 7	11.29.15
24.	Senior Technical Assistant (Publication)	4200	4600	L- 7	11.29.15
25.	Junior Technical Assistant (Chemistry)	2800	4200	L- 6	11.29.20
26.	Junior Technical Assistant (Ore Dressing)	2800	4200	L- 6	11.29.20
27.	Junior Technical Assistant (Publication)	2800	4200	L- 6	11.29.20
28.	Store Keeper (Tech) in Indian Bureau of Mines	2800	4200	L- 6	11.29.22

29.	Junior Press Assistant in Indian Bureau of Mines	1800	1900	L- 2 The post shall be merged with Senior Press Assistant and called Press Man	<b>11.29.26</b>
30.	Machine Man in Indian Bureau of Mines	1800	1900	L- 2	<b>11.29.27</b>
31.	Electrical Supervisor in Indian Bureau of Mines	2800	4200	L- 6	<b>11.29.28</b>
32.	Lab Assistant Grade- I in Indian Bureau of Mines	2400	2800	L-5	<b>11.29.30</b>
<b>Ministry of Personnel, Public Grievances and Pension</b>					
33.	Sub-Inspector of Central Bureau of Investigation	4200	4600	L- 7	<b>11.35.20</b>
34.	Inspector of Central Bureau of Investigation	4600	4800	L- 8	<b>11.35.20</b>
<b>Ministry of Shipping</b>					
35.	Light House Attendant of Directorate of Light House and Lightships	1800	1900	L- 2	<b>11.44.13</b>
36.	Navigational Assistant Grade III of Directorate of Light House and Lightships	2400	2800	L- 5	<b>11.44.13</b>
37.	Navigational Assistant Grade II of Directorate of Light House and Light Ships	2800	4200	L- 6	<b>11.44.13</b>
38.	Head Light Keeper of Directorate of Light House and Light Ships	4200	4600	L- 7	<b>11.44.13</b>
<b>Ministry of Urban Development</b>					
39.	Planning Assistant of Town and Country Planning Organization	4200	4600	L- 7	<b>11.52.43</b>
<b>Ministry of Water Resources, River Development and Ganga Rejuvenation</b>					
40.	Assistant Research Officer, Central Water Commission	4600	4800	L- 8	<b>11.53.14</b>
41.	Senior Research Assistant of Central Water Commission	4200	4600	L- 7	<b>11.53.14</b>
42.	Technical Operator (Drilling) of Central Ground Water Board	1800	1900	L- 2 The post shall be merged with the post of Compressor	<b>11.53.33</b>
<b>Ministry of Defence</b>					
43.	Research/Heraldic Assistant of History Division	4200	4600	L-7	<b>11.12.81</b>
44.	Assistant Director of History Division	4600	4800	L-8	<b>11.12.81</b>
45.	Direct Entry Diploma Holder Yantrik, Indian Coast Guard	2400	2800	L-5 Yantrik Pay to be paid @ Rs. 6200/- p.m.	<b>11.12.18</b>
46.	Sarang Lascar, Indian Coast Guard	1900	2400	L-4	<b>11.12.21</b>
47.	Group "Z" shall be merged into Group "Y" in respect of Enrolled Personnel of the Indian Coast Guard				<b>11.12.15</b>

**FORM OF OPTION**

[See rule 6 (2)]

\*1. I, \_\_\_\_\_ hereby elect the revised pay structure with effect from 1st January, 2016.

\*2. I, \_\_\_\_\_ hereby elect to continue on Pay Band and Grade Pay of my substantive / officiating post mentioned below until:

\* the date of my next increment / the date of my subsequent increment raising my pay to Rs. \_\_\_\_\_ / I vacate or cease to draw pay in the existing pay structure / the date of my promotion/upgradation to the post of \_\_\_\_\_.

Existing Pay Band and Grade Pay \_\_\_\_\_

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Office in which employed \_\_\_\_\_

\* To be scored out, if not applicable.

**UNDERTAKING**

I hereby undertake that in the event of my pay having been fixed in a manner contrary to the provisions contained in these Rules, as detected subsequently, any excess payment so made shall be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Date :

Place :

**MEMORANDUM EXPLANATORY TO THE CENTRAL CIVIL SERVICES (REVISED PAY) RULES, 2016**

**Rule 1-** This rule is self-explanatory.

**Rule 2-** This rule lays down the categories of employees to whom the rules apply. Except for the categories excluded under sub-rule (2), the rules are applicable to all persons under the rule making control of the President serving in Departments paid from Civil Estimates. They do not apply to the employees under the Ministry of Railways and civilian personnel paid from Defence Services Estimates, for whom separate rules will be issued by the Ministries concerned. The rules do not also apply to Gramin Dak Sevaks in the Department of Posts. The rules, however, apply to work charged establishments.

**Rule 3 and 4-** These rules are self-explanatory.

**Rule 5-** The intention is that all Government servants should be brought over to the revised pay structure except those who elect existing pay structure. The Government servants who exercise the option to continue in the existing pay structure will continue to draw the dearness allowance at the rates in force on 1st January, 2016. If a Government servant is holding permanent post in a substantive capacity and officiating in a higher post, or would have officiated in one or more posts but for his being on deputation etc., he has the option to retain the existing pay structure only in respect of one scale. Such a Government servant may retain the existing scale applicable to a permanent post or any one of the officiating posts. In respect of the remaining posts he will necessarily have to be brought over to the revised pay structure.

**Rule 6-** This rule prescribes the manner in which option has to be exercised and also the authority who shall be apprised of such option. The option has to be exercised in the form appended to the rules. It should be noted that it is not sufficient for a Government servant to exercise the option within the specified time limit but also to ensure that it reaches the prescribed authority within the time limit. In the case of persons who are outside India at the time of notification of these rules, the period within which the option has to be exercised is three months from the date they

take over charge of the post in India. In the case of Government servants the revised pay structure of whose posts are announced subsequent to the date of issue of these rules, the period of three months will run from the date of such announcement.

Persons who have retired between 1st January 2016 and the date of notification of these rules are also eligible to exercise option.

**Rule 7-** This rule deals with the actual fixation of pay in the existing scales on 1st January, 2016 and is self explanatory. The benefit of this rule is not admissible in cases where a Government servant has elected the revised pay structure in respect of his substantive post, but has retained the existing scale in respect of an officiating post.

**Rule 8-** This rule prescribes the method of fixation of pay of employees appointed on direct recruitment on or after 1st day of January, 2016.

**Rule 9 and 10-** These rules prescribe the manner in which the next increment in the new pay structure shall be regulated.

**Rules 11 to 17-** These rules are self-explanatory.

[F. No.1-2/2016-IC]

R. K. CHATURVEDI, Jt. Secy.