

Fax Message No. 3751 ICAR HQ
 Dated 31/8/2017
 No. of Pages 16

INDIAN COUNCIL OF AGRICULTURAL RESEARCH
 KRISHI BHAVAN: NEW DELHI

F.No. FIN/24/1/2017-CDN (A&A)

Dated the 30th Aug, 2017

OFFICE MEMORANDUM

The following Resolution and orders issued by Govt. of India, Ministry of Finance,
 (Department of Expenditure) :-

Sl. No	Subject	OM. No. & dated
1.	Payment on account of discontinued allowances	F.No. 29/1/2017-E.II(B) dated the 11 th July, 2017
2.	Implementation on the recommendation of 7 th Central Pay Commission – Grant of Island Special Duty Allowance to the Central Government employees posted in the Andaman & Nicobar Group of Islands and Islands of Union Territory of Lakshadweep.	F.No. 12/1/2017-E.II(B) dated the 18 th July, 2017
3.	Implementation of the recommendations of the 7 th Central Pay Commission – Grant of Special Duty Allowance for the Central Government employees serving in the North Eastern Region and Ladakh.	F.No. 11/1/2017- E.II(B) dated the 18 th July, 2017
4.	Implementation of the recommendations of 7 th Central Pay Commission – Additional HRA for civilian employees of the Central Government serving in the States of North Eastern Region, Andaman & Nicobar Islands, Lakshadweep Islands and Ladakh.	F.No. 28/1/2017- E.II(B) dated the 19 th July, 2017
5.	Implementation of the recommendations of 7 th Central Pay Commission – Construction Projects – Grant of Project Allowance.	F.No. 6/1/2017- E.II(B) dated the 19 th July, 2017
6.	Implementation of the recommendations of Seventh Central Pay Commission – Conveyance Allowance.	F.No. 19039/03/2017- E.IV dated the 19 th July, 2017
7.	Recommendations of the 7 th Central Pay Commission (CPC) – bunching of stages in the revised pay structure under Central Civil Services (Revised Pay) Rules, 2016.	F.No. 1-6/2016-IC dated the 3 rd August, 2017

As approved by the Competent Authority, above O.Ms. have been posted on the ICAR Web-Site www.icar.org.in for compliance.


 (Sanjeevan Prakash)
 Deputy Director (Fin.)

Distribution:**I ICAR Institutes:**

1. Directors/Joint Directors/Project Directors of all Research Institutes/Project Directorates and National Research Centres/Bureaux
2. Project Coordinators/Coordinated Research Projects/Zonal Project Directors.
3. The Finance & Accounts Officers of all Research Institutes, Project Directorates and National Research Centres.

II ICAR Headquarters:

1. All Officers/Sections, ICAR, Krishi Bhavan, New Delhi including Krishi Anusandhan Bhavan I & II, NASC, Pusa, New Delhi
2. ADG (CDN)/ADG (PIM)/PD, DKMA.
3. US(Cash)
4. Cash-I, II and Audit-II Sections, ICAR, Krishi Bhavan, New Delhi
5. Sr. PPS to Secretary, DARE & DG, ICAR/PPS to Additional Secretary, DARE & Secretary, ICAR/PPS to AS&FA, DARE/ICAR
6. Incharge, ARIC, Directorate of Knowledge Management Units (DKMU), KAB-I Pusa, New Delhi-12 for placing the above mentioned OM in the ICAR Web-Site.
7. Secretary (Staff Side)
8. Guard file.
9. Spare copies-10.

F.No.29/1/2017-E.II(B)
Government of India
Ministry of Finance
Department of Expenditure

New Delhi, dated the 11th July, 2017.

OFFICE MEMORANDUM

Subject:- Payment on account of discontinued allowances – regarding.

The undersigned is directed to inform that the recommendations of the 7th CPC on allowances have been accepted by the Government with 34 modifications. Resolution in this regard has been published on 6th July, 2017.

2. In this regard, attention is drawn to Para 8.2.5 of the Report of the 7th CPC wherein it has been mentioned that any allowance, not mentioned in the Report (and hence not reported to the Commission), shall cease to exist immediately. In case there is any demand or requirement for continuation of an existing allowance which has not been deliberated upon or covered in this report, it should be re-notified by the Ministry concerned after obtaining due approval of Ministry of Finance and should be put in the public domain.

3. As the recommendations of the 7th CPC on allowances have come into effect from 1st July, 2017, disbursement of all existing allowances which have not been specifically recommended for continuation in terms of the Resolution dated 6th July, 2017 shall be discontinued from the salary of the month of July, 2017.

4. In view of the nature of the Allowances specific to Ministry of External Affairs, these allowances were not covered by the 7th Central Pay Commission. Hence this order will not be applicable to allowances specific to Ministry of External Affairs.

5. It shall be the responsibility of the Heads of the Department to ensure that no bills relating to disbursement in respect of such allowances is drawn by the Head of Office/Drawing & Disbursing Officers under their purview/jurisdiction. Pay and Accounts Officers shall ensure that no payment is effected if any such bill relating to the disbursement of the discontinued allowances is submitted to them. If such bills are received, they should be returned to the DDO and intimation thereof shall also be given to the Head of the Department and the Chief Controller of Accounts.


(Annie George Mathew)

Joint Secretary to the Government of India

To

1. Joint Secretary(Admn./Estt.), all Ministries/Departments
2. All Financial Advisors

No.12/1/2017-E.II(B)
Government of India
Ministry of Finance
Department of Expenditure

New Delhi, the 18th July, 2017.

OFFICE MEMORANDUM

Subject: Implementation on the recommendations of 7th Central Pay Commission - Grant of Island Special Duty Allowance to the Central Government employees posted in the Andaman & Nicobar Group of Islands and Islands of Union Territory of Lakshadweep.

Consequent upon the acceptance of the recommendations of Seventh Central Pay Commission by the Government, the President, in supersession of all existing orders issued on the subject from time to time, is pleased to decide that Central Government employees posted in the Andaman & Nicobar (A&N) Group of Islands and Islands of Union Territory of Lakshadweep, shall be paid Island Special Duty Allowance at the following rates:-

Place where posted	Rate per month (Rs.)
(i) Areas within the distance of 8 Kms. of Municipal limits of Capital Towns (Port Blair in A&N Islands, Kavaratti and Agatti in Lakshadweep)	10% of Basic Pay
(ii) Difficult Areas (North and Middle Andaman, South Andaman excluding Port Blair in A&N Islands, all Islands in Lakshadweep except Kavaratti, Agatti and Minicoy)	16% of Basic Pay
(iii) More Difficult Areas (Little Andaman, Nicobar group of Islands, Narcondam Islands, East Islands in A & N Islands, Minicoy in Lakshadweep)	20% of Basic Pay

- The term 'Basic Pay' in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix but does not include any other type of pay like Special Pay, etc.
- Island Special Duty Allowance shall not be admissible during the periods of leave/training/tour etc. beyond full calendar month(s), in case, the employee is outside the Andaman & Nicobar Group of Islands and Islands of Union Territory of Lakshadweep. The allowance shall not be admissible during suspension and joining time.
- Island Special Duty Allowance shall be admissible in addition to Hard Area Allowance, where admissible. In places where more than one Special Compensatory Allowances are admissible, the Central Government employees posted in such stations will have the option to choose the allowance which benefits them the most, i.e. Hard Area Allowance or one of the Special Compensatory Allowances subsumed under Tough Location Allowance Category-I, II and III.
- The orders shall take effect from 1st July, 2017.

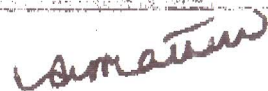
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6. These orders shall also apply to the civilian employees paid from the Defence Services Estimates and the expenditure will be chargeable to the relevant head of the Defence Services Estimates. In respect of Armed Forces personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.

7. In so far as the employees working in the Indian Audit and Accounts Department are concerned, these orders are issued with the concurrence of the Comptroller and Auditor General of India.

Hindi version is attached.


(Annie George Mathew)

Joint Secretary to the Government of India

To

All Ministries/Departments of the Government of India (as per standard distribution list).

Copy to:

(i) C&AG, UPSC, etc. as per standard endorsement list.

(ii) Chief Secretary, Andaman & Nicobar Islands and Administrator, Lakshwadweep.

No.11/1/2017-E.II(B)
Government of India
Ministry of Finance
Department of Expenditure

New Delhi, the 13th July, 2017.

OFFICE MEMORANDUM

Subject: Implementation of the recommendations of the 7th Central Pay Commission - Grant of Special Duty Allowance for the Central Government employees serving in the North Eastern Region and Ladakh.

Consequent upon the acceptance of the recommendations of Seventh Central Pay Commission by the Government, the President, in supersession of all existing orders issued on the subject from time to time, is pleased to decide that Central Government employees, serving in the North Eastern Region and Ladakh, shall be paid Special Duty Allowance (SDA) at the rate of 10% of Basic Pay.

2. The term 'Basic Pay' in the revised pay structure means the pay drawn in the prescribed Levels in the Pay Matrix but does not include any other type of pay like Special Pay, etc.
3. Special Duty Allowance will not be admissible along with Tough Location Allowance. Employees will have the additional option to avail of the benefit of Special Compensatory (Remote Locality) Allowance (SCRLA) as per 6th Central Pay Commission rates along with Special Duty Allowance at revised rates.
4. Special Duty Allowance shall not be admissible during the periods of leave/training/tour etc. beyond full calendar month(s), in case, the employee is outside the North-Eastern Region and Ladakh during leave/training/tour etc. The allowance shall not be admissible during suspension and joining time.
5. These orders shall take effect from 1st July, 2017.
6. These orders shall also apply to the civilian employees paid from the Defence Services Estimates and the expenditure will be chargeable to the relevant head of the Defence Services Estimates. In respect of Armed Forces personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.
7. In so far as the employees working in the Indian Audit and Accounts Department are concerned, these orders are issued with the concurrence of the Comptroller and Auditor General of India.

Hindi version is attached.

Annie George Mathew

(Annie George Mathew)
Joint Secretary to the Government of India

To

All Ministries/Departments of the Government of India (as per standard distribution list).

Copy to: C&AG, UPSC, etc. as per standard endorsement list.

सं.11/1/2017-इ.11(बी)

भारत सरकार
वित्त मंत्रालय
व्यय विभाग

नई दिल्ली, 18 जुलाई, 2017

कार्यालय भाषण

विषय: 7वें केन्द्रीय वेतन आयोग की सिफारिशें लागू किया जाना - केन्द्र सरकार के पूर्वोत्तर क्षेत्र और लद्दाख में सेवारत कर्मचारियों को विशेष इयूटी भत्ता प्रदान किया जाना।

सरकार द्वारा सातवें केन्द्रीय वेतन आयोग की सिफारिशें स्वीकार कर लिए जाने के परिणामस्वरूप, राष्ट्रपति, इस विषय पर समय-समय पर जारी किए गए सभी विद्यमान आदेशों का अधिक्रमण करते हुए यह विनिश्चय करते हैं कि केन्द्र सरकार के पूर्वोत्तर क्षेत्र और लद्दाख में सेवारत कर्मचारियों को मूल वेतन के 10% की दर से विशेष इयूटी भत्ते का भुगतान किया जाएगा।

2. पुनरीक्षित वेतन संरचना में 'मूल वेतन' शब्द से अभिप्राय वेतन मैट्रिक्स में निर्धारित लेवल में आहरित वेतन से है किंतु इसमें विशेष वेतन आदि जैसा कोई अन्य प्रकार का वेतन शामिल नहीं है।

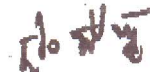
3. विशेष इयूटी भत्ता दुर्गम स्थल भत्ते के साथ स्वीकार्य नहीं होगा। कर्मचारियों के पास पुनरीक्षित दरों पर विशेष इयूटी भत्ते के साथ-साथ छठे केन्द्रीय वेतन आयोग की दरों के अनुसार विशेष प्रतिकर (सुदूर स्थल) भत्ते (एससीआरएलए) का लाभ उठाने का अतिरिक्त विकल्प होगा।

4. छुट्टी/प्रशिक्षण/दौर आदि की पूरे कैलेंडर महीने (महीनों) से अधिक की अवधि के दौरान विशेष इयूटी भत्ता स्वीकार्य नहीं होगा यदि कर्मचारी छुट्टी/प्रशिक्षण/दौर आदि के दौरान पूर्वोत्तर क्षेत्र और लद्दाख से बाहर हो। यह भत्ता निलंबन एवं कार्यभार ग्रहण के दौरान स्वीकार्य नहीं होगा।

5. ये आदेश 01 जुलाई, 2017 से लागू हैं।

6. ये आदेश उन सिविल कर्मचारियों पर भी लागू होंगे जिन्हें "रक्षा सेवा प्राक्कलनों" से भुगतान किया जाता है और यह व्यय "रक्षा सेवा प्राक्कलनों" के संगत शीर्ष में प्रभारित किया जाएगा। सशस्त्र बलों के कर्मिकों और रेलवे कर्मचारियों के संबंध में आदेश अलग से क्रमशः रक्षा मंत्रालय और रेल मंत्रालय द्वारा जारी किए जाएंगे।

7. जहां तक भारतीय लेखापरीक्षा और लेखा विभाग में सेवारत व्यक्तियों का संबंध है, ये आदेश भारत के नियंत्रक महालेखापरीक्षक की सहमति से जारी किए गए हैं।



(ऐनी जॉर्ज मैथ्यू)

संयुक्त सचिव, भारत सरकार

सेवा में

भारत सरकार के सभी मंत्रालय और विभाग - मानक वितरण सूची के अनुसार।

प्रतिलिपि: नियंत्रक महालेखापरीक्षक और संध लोक सेवा आयोग आदि को मानक पृष्ठांकन सूची के अनुसार।

No. 28/1/2017-E.II(B)
Government of India
Ministry of Finance
Department of Expenditure

New Delhi, the 19th July, 2017.

OFFICE MEMORANDUM

Subject:- Implementation of the recommendations of 7th Central Pay Commission – Additional HRA for civilian employees of the Central Government serving in the States of North Eastern Region, Andaman & Nicobar Islands, Lakshadweep Islands and Ladakh.

Consequent upon revision of the rates of HRA granted to the Central Government employees on implementation of the recommendations of 7th Central Pay Commission vide O.M. No. 2/5/2017-E.II(B) dated 07.07.2017, in modification of this Ministry's O.M. No. 11016/1/E.II(B)/84 dated 29.03.1984 and O.M. No. 2(19)/E.II(B)/2008 dated 02.01.2009 on the subject mentioned above, additional HRA shall be granted to the civilian employees of the Central Government posted to States of North Eastern Region, Andaman & Nicobar Islands, Lakshadweep Islands and Ladakh, who leave their families behind at their old duty station at revised rates as per O.M. No. 2/5/2017-E.II(B) dated 07.07.2017.

2. These orders, will not be applicable to such employees who were transferred out of North Eastern Region, Andaman & Nicobar Islands and Lakshadweep Islands and Ladakh before 1.7.2017.
3. These orders shall take effect from 1st July, 2017.
4. These orders shall also apply to the civilian employees paid from the Defence Services Estimates and the expenditure will be chargeable to the relevant head of the Defence Services Estimates. In regard to Armed Forces personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.
5. In so far as the employees working in the Indian Audit and Accounts Department are concerned, these orders are issued with the concurrence of the Comptroller and Auditor General of India.

Hindi version is attached.

(Signature)

(Annie George Mathew)

Joint Secretary to the Government of India

To

All Ministries/Departments of the Government of India as per standard distribution list.

Copy to: C&AG, UPSC, etc. as per standard endorsement list

सं. 28/1/2017-ई.॥(बी)

भारत सरकार

वित्त मंत्रालय

व्यय विभाग

नई दिल्ली, 19 जुलाई, 2017

कार्यालय जापन

विषय: सातवें केन्द्रीय वेतन आयोग की सिफारिशें लागू किया जाना - पूर्वोत्तर क्षेत्र के राज्यों, अंडमान और निकोबार द्वीपसमूह, लक्षद्वीप द्वीपसमूह और लद्दाख में सेवारत केन्द्र सरकार के सिविल कर्मचारियों के लिए अतिरिक्त मकान किराया भत्ता।

सातवें केन्द्रीय वेतन आयोग की सिफारिशें लागू किए जाने पर दिनांक 07.07.2017 के कार्यालय जापन सं.2/5/2017-ई.॥(बी) के तहत केन्द्र सरकार के कर्मचारियों के लिए अनुमत मकान किराया भत्ते की दरों के पुनरीक्षण के परिणामस्वरूप और उपर्युक्त विषय पर इस मंत्रालय के दिनांक 29.03.1984 के कार्यालय जापन सं.11016/1/ई.॥(बी)/84 और दिनांक 02.01.2009 के कार्यालय जापन सं.2(19)/ई.॥(बी)/2008 का उपांतरण करते हुए, पूर्वोत्तर क्षेत्र के राज्यों, अंडमान और निकोबार द्वीपसमूह, लक्षद्वीप द्वीपसमूह और लद्दाख में तैनात केन्द्र सरकार के सिविल कर्मचारियों, जो अपने परिवार को अपने पुराने इयूटी स्टेशन पर छोड़ते हैं, को दिनांक 07.07.2017 के कार्यालय जापन सं.2/5/2017-ई.॥(बी) के अनुसार पुनरीक्षित दरों पर अतिरिक्त मकान किराया भत्ता प्रदान किया जाएगा।

2. ये आदेश ऐसे कर्मचारियों पर लागू नहीं होंगे जिनका 01.07.2017 से पहले ही पूर्वोत्तर क्षेत्र, अंडमान और निकोबार द्वीपसमूह, लक्षद्वीप द्वीपसमूह और लद्दाख से बाहर स्थानांतरण कर दिया गया था।

3. ये आदेश 01 जुलाई, 2017 से लागू हैं।

4. ये आदेश उन सिविल कर्मचारियों पर भी लागू होंगे जिन्हें "रक्षा सेवा प्राक्कलनों" से भुगतान किया जाता है और यह व्यय "रक्षा सेवा प्राक्कलनों" के संगत शीर्ष में प्रभारित किया जाएगा। सशस्त्र बलों के कार्मिकों और रेलवे कर्मचारियों के संबंध में आदेश अलग से क्रमशः रक्षा मंत्रालय और रेल मंत्रालय द्वारा जारी किए जाएंगे।

5. जहां तक भारतीय लेखापरीक्षा और लेखा विभाग में कार्यरत व्यक्तियों का संबंध है, ये आदेश भारत के नियंत्रक महालेखापरीक्षक की सहमति से जारी किए गए हैं।



(ऐनी जॉर्ज मैथ्यू)

संयुक्त सचिव, भारत सरकार

सेवा में

भारत सरकार के सभी मंत्रालय/विभाग - मानक वितरण सूची के अनुसार।

प्रतिलिपि: नियंत्रक महालेखापरीक्षक और संघ लोक सेवा आयोग आदि को मानक पृष्ठांकन सूची के अनुसार।

No.6/1/2017-E.II(B)
Government of India
Ministry of Finance
Department of Expenditure

New Delhi, the 19th July, 2017.

OFFICE MEMORANDUM

Subject: Implementation of the recommendations of 7th Central Pay Commission - Construction Projects - Grant of Project Allowance.

Consequent upon the acceptance of the recommendations of Seventh Central Pay Commission by the Government, the President, is pleased to decide that, in modification of this Ministry's O.M. No. 20011/5/73-E.II(B) dated 17.01.1975 as amended from time to time and O.M. No. 6(3)/2008-E.II(B) dated 29.08.2008 on the subject mentioned above, the Central Government employees shall be paid Project Allowance, which has been covered in the Risk/Hardship Matrix, at the following revised rates:-

Level in Pay Matrix	Cell Name	Rate per month (Rs.)
Level 9 and above	R3H2	3,400
Level 8 and below	R3H2	2,700

3. The term 'Pay Level' in the revised pay structure means the 'Level in the Pay Matrix'.
4. In respect of those employees who opt to continue in their pre-revised pay structure, corresponding Grade Pay in the prescribed pay band as indicated in CCS(Revised) Pay) Rules, 2016 would determine the allowance under these orders.
5. These rates shall increase by 25 per cent whenever the Dearness Allowance payable on the revised pay structure goes up by 50 per cent.
6. All other terms and conditions governing the grant of this allowance shall remain unchanged.
7. These orders shall take effect from 1st July, 2017.
8. These orders shall also apply to the civilian employees paid from the Defence Services Estimates and the expenditure will be chargeable to the relevant head of the Defence Services Estimates. In regard to Armed Forces personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.
9. In so far as the employees working in the Indian Audit and Accounts Department are concerned, these orders are issued with the concurrence of the Comptroller and Auditor General of India.

Hindi version is attached.

*

(Annie George Mathew)

Joint Secretary to the Government of India

To

All Ministries/Departments of the Government of India as per standard distribution list.

Copy to: C&AG, UPSC, etc. as per standard endorsement list.

सं. 6/1/2017-ई.॥(बी)

भारत सरकार
वित्त मंत्रालय
व्यय विभाग

नई दिल्ली, 19 जुलाई, 2017

कार्यालय जापन

विषय: सातवें केन्द्रीय वेतन आयोग की सिफारिशें लागू किया जाना - निर्माण परियोजनाएं - परियोजना भत्ता प्रदान किया जाना।

सरकार द्वारा सातवें केन्द्रीय वेतन आयोग की सिफारिशें स्वीकार कर लिए जाने के परिणामस्वरूप, राष्ट्रपति यह विनिश्चय करते हैं कि उपर्युक्त विषय पर इस मंत्रालय के समय-समय पर यथा-संशोधित 17.01.1975 के कार्यालय जापन सं.20011/5/73-ई.॥(बी) और 29.08.2008 के कार्यालय जापन सं.6(3)/2008-ई.॥(बी) में आशोधन करते हुए, केन्द्र सरकार के कर्मचारियों को निम्नलिखित पुनरीक्षित दरों पर परियोजना भत्ते जिसे जोखिम/कठिनाई मैट्रिक्स में शामिल किया गया है, का भुगतान किया जाएगा:-

वेतन मैट्रिक्स में लेवल	कोष्ठिका का नाम	दर प्रतिमाह (रुपए में)
लेवल 9 और उससे ऊपर	आर3एच2	3,400
लेवल 8 और उससे नीचे	आर3एच2	2,700

- पुनरीक्षित वेतन संरचना में 'वेतन लेवल' शब्द से अभिप्राय वेतन मैट्रिक्स में 'लेवल' से है।
- उन कर्मचारियों के संबंध में जो अपनी पुनरीक्षण-पूर्व वेतन संरचना में बने रहने का विकल्प चुनते हैं, इन आदेशों के तहत इस भत्ते का निर्धारण, केन्द्रीय सिविल सेवा (संशोधित) नियमावली, 2016 में यथा-निर्दिष्ट निर्धारित वेतन बैंड में ग्रेड वेतन के अनुरूप होगा।
- पुनरीक्षित वेतन संरचना में देय महंगाई भत्ता जब बढ़कर 50% हो जाएगा, इन दरों में 25% की वृद्धि हो जाएगी।
- इस भत्ते की मंजूरी को शामिल करने वाली अन्य सभी शर्तें अपरिवर्तित रहेंगी।
- ये आदेश 01 जुलाई, 2017 से लागू हैं।
- ये आदेश उन सिविल कर्मचारियों पर भी लागू होंगे जिन्हें "रक्षा सेवा प्राक्कलनों" से भुगतान किया जाता है और यह व्यय "रक्षा सेवा प्राक्कलनों" के संगत शीर्ष में प्रभारित किया जाएगा। सशस्त्र बलों के कर्मिकों और रेलवे कर्मचारियों के संबंध में आदेश अलग से क्रमशः रक्षा मंत्रालय और रेल मंत्रालय द्वारा जारी किए जाएंगे।
- जहां तक भारतीय लेखापरीक्षा और लेखा विभाग में सेवारत कर्मचारियों का संबंध है, ये आदेश भारत के नियंत्रक महालेखापरीक्षक की सहमति से जारी किए गए हैं।

(एनी जॉर्ज मैथ्यू)

संयुक्त सचिव, भारत सरकार

सेवा में

भारत सरकार के सभी मंत्रालय/विभाग (मानक वितरण सूची के अनुसार)।

प्रतिलिपि: नियंत्रक महालेखापरीक्षक और संघ लोक सेवा आयोग आदि (मानक पृष्ठांकन सूची के अनुसार)।

F.No. 19039/03/2017-E.IV
Government of India
Ministry of Finance
Department of Expenditure

New Delhi, the 19th July, 2017

OFFICE MEMEORANDUM

Subject : Implementation of the recommendation of the Seventh Central Pay Commission- Conveyance Allowance.

Consequent upon the acceptance of the recommendation of the Seventh Central Pay Commission and in supersession of this Department OM No. 19039/2/2008-E.IV, dated 23rd September, 2008 the President is pleased to revise the rates of Fixed Conveyance Allowance admissible under SR-25 to Central Government employees as indicated below:

Average Monthly Travel on Official Duty	(Rs. per month)	
	For Journey by Own Motor Car	For Journeys by other Modes of Conveyance
201-300 km	1680	556
301-450 km	2520	720
451-600 km	2980	960
601-800 km	3646	1126
>800 km	4500	1276

2. These rates shall automatically increase by 25% whenever the Dearness Allowance payable on the revised pay structure goes up by 50%.
3. Conditions and provisions mentioned in SR 25 shall continue to apply
4. These orders will be effective from 1st July, 2017.
5. In so far as the staff serving in the Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller & Auditor General of India.

Hindi version is attached.

Annie George Mathew

(Annie George Mathew)
Joint Secretary to the Government of India

To

All Ministries/Departments of the Government of India (as per standard distribution list).

C&AG and UPSC etc. (as per standard endorsement list).

सं. 19039/03/2017-ई.IV

भारत सरकार

वित्त मंत्रालय

व्यय विभाग

नई दिल्ली, 19 जुलाई, 2017

कार्यालय जापन


विषय: सातवें केन्द्रीय वेतन आयोग की सिफारिशें लागू किया जाना - वाहन भत्ता।

सातवें केन्द्रीय वेतन आयोग की सिफारिशें स्वीकार कर लिए जाने के परिणामस्वरूप और इस विभाग के 23 सितम्बर, 2008 के कार्यालय जापन सं.19039/02/2008-ई.IV का अधिक्रमण करते हुए, राष्ट्रपति, केन्द्र सरकार के कर्मचारियों के लिए एसआर-25 के तहत स्वीकार्य नियत वाहन भत्ते की दरें निम्नलिखित प्रकार से पुनरीक्षित करते हैं:

(रुपए प्रतिमाह)

सरकारी इयूटी पर औसत मासिक यात्रा	स्वयं की मोटर कार से यात्रा के लिए	अन्य प्रकार के वाहनों से की गई यात्रा के लिए
201-300 कि.मी.	1680	556
301-450 कि.मी.	2520	720
451-600 कि.मी.	2980	960
601-800 कि.मी.	3646	1126
>800 कि.मी.	4500	1276

- पुनरीक्षित वेतन संरचना में देय महंगाई भत्ता जब बढ़कर 50% हो जाएगा, इन दरों में स्वतः 25% की वृद्धि हो जाएगी।
- एसआर-25 में उल्लिखित शर्तें और प्रावधान लागू रहेंगे।
- ये आदेश 01 जुलाई, 2017 से लागू हैं।
- जहां तक भारतीय लेखापरीक्षा और लेखा विभाग में सेवारत कर्मचारियों का संबंध है, ये आदेश भारत के नियंत्रक महालेखापरीक्षक की सहमति से जारी किए गए हैं।



(ऐनी जॉर्ज मैथ्यू)

संयुक्त सचिव, भारत सरकार

सेवा में

भारत सरकार के सभी मंत्रालय/विभाग (मानक वितरण सूची के अनुसार)।

प्रतिलिपि: नियंत्रक महालेखापरीक्षक और संघ लोक सेवा आयोग आदि (मानक पृष्ठांकन सूची के अनुसार)।

सं. / No.1-6/2016-IC

भारतसरकार/ Government of India

वित्तमंत्रालय /Ministry of Finance

व्ययविभाग /Department of Expenditure

(कार्यान्वयनसेल, 7^{थे} के. वे.आ/ Implementation Cell, 7th CPC)North Block, New Delhi,
3rd August, 2017**OFFICE MEMORANDUM**

Subject: Recommendations of the 7th Central Pay Commission (CPC) – bunching of stages in the revised pay structure under Central Civil Services (Revised Pay) Rules, 2016.

With reference to the subject mentioned above and in continuation of this Department's OM of even number dated 07.09.2016 and 13.08.2017, detailed instructions are hereby being issued on the application of the benefit on account of bunching of stages while fixing the pay in the revised pay structure as a response to a large number of references received from Ministries/Departments.

2. The provisions giving effect to the recommendations of the 7th CPC on extending the benefit on account of bunching were notified vide DoE O.M. dated 07.09.2016. Benefits on account of bunching have been extended during the initial fixation of pay in the revised pay structure while implementing the recommendations of earlier CPCs also. Bunching occurs in the fixation of pay when the pay at two or more consecutive stages in a Pay Scale/ Grade Pay in the pre revised scale get fixed at the same stage in the corresponding Pay Scale/ Level in the revised pay structure.

3. The modalities of determining the extent of bunching and the nature of benefits to be extended on account thereof, based on the recommendations of the CPCs, have differed across different Pay Commission periods. While the 5th CPC recommended that benefits be extended when more than four stages get bunched, the 6th CPC recommended that benefits be extended when two or more stages get bunched. The fitment tables drawn by the 6th CPC and notified by the Government subsequently provided for the benefit of bunching only when more than two stages were bunched. As regards the benefits to be extended on account of bunching, the 5th CPC recommended benefit of one increment for every four consecutive stages bunched, the 6th CPC recommended benefit of one increment for every two consecutive pay stages bunched. For HAG scales, however, benefit of one increment was given at each of the pay stages in the 6th CPC pay structure.

4. In terms of the DoE O.M. dated 07.09.2016 based on the 7th CPC recommendations, bunching occurs when two or more stages get bunched and benefit of one increment is to be given for every two stages bunched. These provisions are to be applied while revising the pay from the 6th CPC regime to the 7th CPC regime. In the 6th CPC pay structure, about 35 pay scales existing in the 5th CPC pay structure were

replaced by a system of running pay bands recommended by the 6th CPC. The 6th CPC pay structure consisted of 19 grades spread across four distinct pay bands and 4 distinct scales including two fixed scales. The 6th pay structure being replaced by the 7th CPC recommended Pay Matrix, thus, consists of 4 Pay Bands with 15 levels of Grade Pay, along with 4 standalone scales, viz., HAG scale, HAG+ scale, Apex scale (fixed) and the scale of Cabinet Secretary (fixed).

5. While in the 5th CPC structure, the stages in every pay scale were well defined, the stages were not well defined in the 6th CPC structure. The pay was to be fixed in the running Pay Band by rounding off to the next higher multiple of 10. Every multiple of 10 was a pay stage in the 6th CPC regime. However, all consecutive 10 rupee stages for any Grade Pay cannot be taken as consecutive stages for the purpose of bunching in reference to the 7th CPC recommendations as is also clear from the illustration contained in para 5.1.37 of the 7th CPC Report. Based on the illustration contained in para 5.1.37 of the 7th CPC Report, Department of Expenditure's O.M. dated 07.09.2016 provided that a difference of at least 3%, the rate of annual increment, in the 6th CPC pay structure was essential for counting of two stages. The 6th CPC had replaced the system of equidistant pay stages in a pay scale based on equal annual increments in the 5th CPC regime by a system of annual increment of 3% on the sum of pay in the running pay band and the Grade Pay which was to be added to the running pay as increment. Therefore, the pay stages in any given Grade Pay were specific to an employee and depended upon the initial fixation of pay in that Grade Pay. As a result, the amount of increment earned in the same Grade Pay would differ in the same Pay Scale/ Grade Pay not only between different employees but also across years for the same employee. To illustrate, an employee whose pay was fixed at Rs 46,100 in GP of 8700 in PB-4 would have the first annual increment of Rs 1390 which would be added to his running pay in the Pay Band, another employee whose pay initially was fixed at Rs 46,400 in the same Grade Pay would have the first annual increment of Rs 1400. In such a scenario where the pay stages are specific to the employee, it is not possible to arrive at universal pay stages for the purpose of determining the extent of bunching. Therefore, for the purpose of determining the extent of bunching in a system of running pay bands, the consecutive pay stages that need to be considered are the pay stages which are specific to the employee.

6. In the 5th CPC structure, the maximum and the minimum of every pay scale were well defined. In the 6th CPC structure, Entry Pay was separately notified for most Grade Pay levels to govern the entry pay of direct recruits in that level. The pay of those moving from a lower grade to a higher one on promotion was regulated in terms of provisions contained in Rule 13 of CCS (RP) Rules, 2008. As such, the Entry Pay notified for a given Pay Scale/ Grade Pay is the effective minimum of that Grade Pay for direct recruits. For an employee getting promoted, the sum of the minimum of the relevant Pay Band and the Grade Pay is the effective minimum pay. The 7th CPC, in its Report, has commented that this led to many situations where direct recruits drew higher pay as compared to personnel who reached that stage through promotion. Demands were received by the 7th CPC from many staff associations and employees for removal of this disparity which the 7th CPC refers to as differential entry pay.

7. In the revised dispensation for pay fixation in the New Pay Structure as recommended by the 7th CPC, direct recruits shall start at the minimum pay corresponding to the level to which recruitment is made, which will be the first cell of

each level. For those promoted from the previous level, the fixation of pay in the new level will depend on the pay they were already drawing in the previous level. The pay, however, cannot be less than the first stage of the relevant level. While enumerating the benefits of migrating to the new system at para 5.1.47 of the 7th CPC Report, it has been stated that 'the issue of differential entry pay has been resolved'. At para 5.1.36 of the 7th CPC Report it has also been mentioned that rationalization has been done with utmost care to ensure minimum bunching at most levels. Rationalization has been done by the 7th CPC through the Index of Rationalisation (IoR) which has been multiplied with the Entry Pay in the 6th CPC regime to arrive at the first cell of each level. With the Entry Pay along with IOR being used as the determiner of the first cell, pay stages below the Entry Pay have been consciously brought up to the level of Entry Pay and its corresponding pay stage in the revised pay structure. As a result, all pay stages below the Entry Pay in any Level will, on re-fixation, converge to the first pay stage in that level. As this convergence takes place on account of a conscious decision of the 7th CPC intrinsic to the architecture of the Pay Matrix by indicating the Entry Pay as the starting point of each Level, benefit on account of bunching cannot be extended with reference to pay stages lower than the Entry Pay indicated by the 7th CPC for that level in the Pay Matrix. Extending the benefit of bunching with reference to pay stages below the entry pay will perpetuate the difference in pay on account of differential Entry Pay which was addressed by the 7th CPC.

8. Based on the above, it is clarified that the following shall be kept in view while determining the extent of bunching as also the benefits to be extended on account of bunching at the time of initial fixation of pay in the 7th CPC pay structure:

- (i) Benefit on account of bunching is to be extended when two or more stages get bunched.
- (ii) Benefit of one increment is to be extended on account of bunching of every two consecutive stages.
- (iii) As stipulated in MoF OM dated 07.09.2016, a difference of 3% to be reckoned for determination of consecutive pay stages, specific to each employee.
- (iv) All pay stages lower than the Entry Pay in the 6th CPC pay structure as indicated in the Pay Matrix contained in the 7th CPC Report are not to be taken into account for determining the extent of bunching.

9. All Ministries/ Departments are advised to review all cases wherein benefit on account of bunching has been extended in terms of this Department's OM dated 07.09.2016 and to re-fix the pay in terms of the instructions contained herein.

V. Singh
(V.K Singh)
Director

Distribution:

1. All Ministries/Departments as per standard list.
2. NIC, D/o Expenditure, Ministry of Finance, North Block, New Delhi with a request to upload the OM on website of the Department.