

No. 11022/1/2017-AIS-II
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training

New Delhi, dated the 25.07.2017

To,

The Chief Secretaries of
All States/ Union Territories.

Subject: Acceptance of the recommendations of the Committee on Allowances-7th CPC reg.

Sir,

I am directed to enclose herewith a copy of the Department of Expenditure resolution No. 11-1/2016-IC, dated 6th July 2017 regarding on the above mentioned subject and to say that allowances as accepted by the Government related to House Rent Allowance, Leave Travel Concession and Child Education Allowance will also be applicable to the All India Services officers.

Encl: As above.

Yours faithfully,



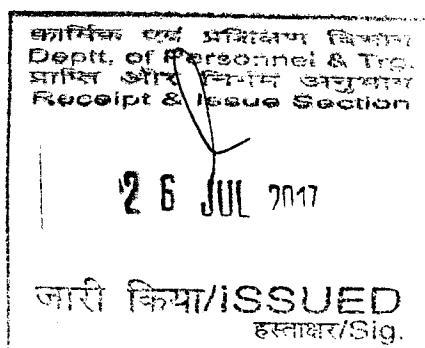
(Rajesh Kumar Yadav)

Under Secretary to Government of India

Tel. 23094714

Copy to:

1. All Secretaries of Government of India.
1. The Ministry of Home Affairs -JS (UTS) & JS (Police).
2. The Ministry of Environment, Forest and Climate Change (Joint Secretary - IFS).
3. NIC, DoPT for uploading on website vide path (Home page- Circulders-Servies-pay).



MINISTRY OF FINANCE
(Department of Expenditure)
RESOLUTION

New Delhi, the 6th July, 2017

No. 11-1/2016-IC.—The Seventh Central Pay Commission (the Commission) was set up by the Government of India vide Resolution No. 1/1/2013-E.III (A), dated the 28th February, 2014. The period for submission of report by the Commission was extended upto 31st December, 2015 vide Resolution No. 1/1/2013-E.III (A), dated the 8th September, 2015. The Commission, on 19th November, 2015, submitted its Report on the matters covered in its Terms of Reference as specified in the aforesaid Resolution dated the 28th February, 2014.

2. The Government, vide Para 7 of the Resolution No. 1-2/2016- IC, dated 25th July, 2016, decided to refer the allowances (except Dearness Allowance) to the Committee on Allowances (the Committee). It was also decided that till a final decision on allowances is taken based on the recommendations of the Committee, all allowances will continue to be paid at existing rates in existing pay structure, as if the pay had not been revised with effect from 1st day of January, 2016.

3. The said Committee submitted its Report on 27th April, 2017. The Government, after consideration, has decided to accept the recommendations of the Commission on allowances with 34 modifications as specified in **Appendix I**. The Statement showing the recommendations of the Commission on allowances and the Government's decision thereon is annexed at **Appendix II**.

4. Some of the allowances paid to the Indian Navy which are also paid to the Indian Coast Guard at present have not been mentioned in the Report of the Commission. The Government has decided that these allowances which are admissible to the Indian Navy shall also be paid to the Indian Coast Guard at par with the Indian Navy.

5. The rates in respect of 12 running allowances relating to the Ministry of Railways shall be notified by the Ministry of Railways with the concurrence of the Ministry of Finance.

6. The revised rates of allowances shall be admissible with effect from the 1st July, 2017.

ORDER

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

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

R. K. CHATURVEDI, Jt. Secy.

Appendix I

List of allowances recommended by the Seventh Central Pay Commission (7th CPC) along with modifications as approved by the Government of India

(1)	(2)	(3)	(4)
S. No.	Name of the Allowance	Recommendations of the 7 th CPC	Modifications accepted by the Government
1.	Antarctica Allowance	Retained. Rationalised. To be paid at ₹31500 for Level 9 and above and ₹21000 for Level 8 and below as per Cell RH-Max of the newly proposed Risk and Hardship Matrix	To be kept out of Risk and Hardship Matrix and to be paid on per day basis. Rates revised from ₹1125 per day to ₹1500 per day and from ₹1688 per day to ₹2000 per day in Summer and Winter respectively. Team Leader to get 10% extra @ ₹1650 per day and ₹2200 per day in Summer and Winter respectively

(1)	(2)	(3)	(4)									
2.	Breakdown Allowance	Abolished	Retained. Existing Rates multiplied by 2.25. Rates revised from ₹120 – ₹300 per month to ₹270 – ₹675 per month									
3.	Cash Handling Allowance	Abolished	Subsumed in Cash Handling and Treasury Allowance and rates revised as under: (in ₹, per month) <table border="1" data-bbox="868 539 1346 787"> <thead> <tr> <th>Amount of average monthly cash handled</th> <th>Sixth Central Pay Commission rates (6th CPC)</th> <th>Revised Rates</th> </tr> </thead> <tbody> <tr> <td><= 5 lakh</td> <td>230-600</td> <td>700</td> </tr> <tr> <td>Over 5 lakh</td> <td>750-900</td> <td>1000</td> </tr> </tbody> </table>	Amount of average monthly cash handled	Sixth Central Pay Commission rates (6 th CPC)	Revised Rates	<= 5 lakh	230-600	700	Over 5 lakh	750-900	1000
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<= 5 lakh	230-600	700										
Over 5 lakh	750-900	1000										
4.	Coal Pilot Allowance	Abolished	Retained. Existing rates multiplied by 2.25. Rates revised from ₹45 per trip to ₹102 for first trip and from ₹15 per trip to ₹34 for every subsequent trip.									
5.	Cycle Allowance	Abolished	Retained. Existing rates of ₹90 per month doubled to ₹180 per month for Department of Posts and Railways. To be retained in other Ministries/Departments where there is functional justification for any particular category of staff with the approval of Department of Expenditure.									
6.	Daily Allowance	Retained. Rationalized. All provisions will apply to Railways personnel also.	Travelling Charges for Level -12 – 13 revised from 'Non-AC Taxi charges up to 50 km to 'AC taxi charges upto 50 Kms.' and for level 14 and above to be revised from 'AC Taxi charges up to 50 km' to 'AC taxi charges as per actual expenditure commensurate with official engagements'. Existing system of Daily allowance in the Ministry of Railways to continue.									
7.	Fixed Medical Allowance (FMA)	Retained. Status Quo to be maintained	Existing rate of ₹500 per month revised to ₹1000 per month.									
8.	Fixed Compensation Monetary	Abolished as a separate allowance. Eligible employees to be governed by the newly proposed "Additional Post Allowance"	Not to be subsumed and retained as a separate allowance. Existing rates multiplied by 2.25. Rates revised from ₹50 to ₹115 for full beat and from ₹24 to ₹54 for sharing a beat.									

(1)	(2)	(3)	(4)
9.	Funeral Allowance	Abolished	Retained with change in nomenclature as 'Funeral Expense'. Existing rate multiplied by 1.5. Rates revised from ₹6000 to ₹9000.
10.	Holiday Compensatory Allowance	Abolished as a separate allowance. Eligible employees to be governed by National Holiday Allowance	Not to be subsumed and retained as a separate allowance. Existing system to continue in Intelligence Bureau (IB) and Research and Analysis Wing (RAW).
11.	Hospital Patient Care Allowance (HPCA)/Patient Care Allowance (PCA)	Retained. Rationalised. To be paid as per Cell R1H3 of the newly proposed Risk and Hardship Matrix. HPCA and PCA are admissible to ministerial staff as well on the premise that the entire hospital area carries the risk of communicable diseases. This practice should be stopped and HPCA/PCA should be admissible to only those employees who come in continuous and routine contact with the patients.	Ministerial Staff to continue to get HPCA/PCA as per R1H3 (₹4100 for level 8 and below and ₹5300 for level 9 and above) of Risk and Hardship Matrix
12.	House Rent Allowance (HRA)	Retained. Rationalized by a factor of 0.8	The recommendations of the 7 th CPC is accepted with the following modifications: (i) HRA shall not be less than ₹5,400 per month, ₹3,600 per month and ₹1,800 per month calculated @30% of minimum pay for X (population of 50 lakh & above), 20% for Y (5 to 50 lakh) and 10% for Z (below 5 lakh) category of cities. (ii) HRA shall be revised to 27%, 18% & 9% of Basic Pay in X, Y & Z cities when Dearness Allowance (DA) crosses 25% and further to 30%, 20% and 10% of Basic Pay in X, Y & Z cities when DA crosses 50%.
13.	Kit Maintenance Allowance	Abolished as a separate allowance. Subsumed in the newly proposed Dress Allowance	Subsumed in Dress Allowance for Special Protection Group (SPG) and factored in for determining the revised rates of Dress Allowance for SPG.
14.	Launch Campaign Allowance	Abolished	Retained. Existing rate multiplied by 1.5. Rates revised from ₹7500 per annum to ₹11250 per annum.

(1)	(2)	(3)	(4)
15.	Nursing Allowance	Retained. Rationalized.	Existing rates multiplied by 1.5. Rates revised from ₹4800 per month to ₹7200 per month.
16.	Operation Theatre Allowance	Abolished	Retained. Existing rate multiplied by 1.5. Rates revised from ₹360 per month to ₹540 per month.
17.	Overtime Allowance (OTA)	Abolished except for operational staff and industrial employees governed by statutory provisions.	Ministries/Departments to prepare a list of those staff coming under the category of 'operational staff'. Rates of Overtime Allowance not to be revised upwards.
18.	Professional Allowance	Update Retained. Enhanced by 50%. Extended to some more categories	This allowance to continue to be paid to non-gazetted staff of Department of Atomic Energy (DAE). Existing rate multiplied by 1.5. Rates revised from ₹7500 per annum to ₹11250 per annum.
19.	Qualification Grant	Abolished as a separate allowance. Eligible employees to be governed by the newly proposed Higher Qualification Incentive for Defence Personnel. Tier-II of the Technical Allowance as well as the Qualification Grant will be merged into Higher Qualification Incentive for Defence Personnel	7 th CPC recommendations accepted with the modifications that: (i) This will not include Tier – II courses, and (ii) Courses will be reviewed by associating experts, including outside professionals and academicians by 31.12.2017.
20.	Ration Money Allowance (RMA)	Retained. Rationalized. Provision of free rations and the grant of Ration Money Allowance to officers of Defence forces posted in peace areas should be withdrawn	Provision of free ration for officers of Defence Forces shall be discontinued in peace areas. RMA shall continue to be paid to officers of Defence Forces posted in peace areas. The cash shall be credited directly into the bank accounts of officers.
21.	Risk Allowance	Abolished	Retained. Existing rate multiplied by 2.25. Rates revised from ₹60 per month to ₹135 per month.
22.	Siachen Allowance	Retained. Rationalised. To be paid at ₹31500 for Level 9 and above and ₹21000 for Level 8 and	Rates revised from: ₹31500 to ₹42500 per month for Level 9 and above, and

(1)	(2)	(3)	(4)
		below as per Cell RH-Max of the newly proposed Risk and Hardship Matrix.	₹21000 per month to ₹30000 per month for level 8 and below
23.	Space Technology Allowance	Abolished	Retained. Existing rate to be multiplied by 1.5. Rates revised from ₹7500 per annum to ₹11250 per annum.
24.	Special Appointment Allowance	Abolished as a separate allowance. Eligible employees to be governed by the newly proposed "Extra Work Allowance". Granted to Central Armed Police Force Personnel holding special appointments	To include Assistant Sub Inspector (Radio Mechanic), Assistant Sub Inspector (Radio Operator) and Sub Inspector (Radio Mechanic) in the list eligible for Extra Work Allowance @2% of Basic Pay per month with the conditions recommended by the 7 th CPC.
25.	Special Compensatory (Remote Locality) Allowance (SCRLA)	Abolished as a separate allowance. Eligible employees to be governed by the newly proposed Tough Location Allowance (TLA) -I, II or III. Tough Location Allowance will not be admissible along with Special Duty Allowance.	7 th CPC recommendations that Tough Location Allowance (TLA) will not be admissible along with Special Duty Allowance (SDA) accepted subject to condition that employees be given the additional option to avail of the benefit of Special Compensatory (Remote Locality) Allowance (SCRLA) at pre-revised rates under the 6 th CPC regime along with SDA at revised rates of 7 th CPC
26.	Special Duty Allowance (SDA)	Retained. Rationalized by a factor of 0.8. SDA for All India Service (AIS) officers should be paid at the rate of 30 percent of Basic Pay and for other civilian employees at the rate of 10 percent of Basic Pay.	As per DoPT's OM No. 14017/4/2005-AIS (II) dated 10 th February, 2009, 'Special Allowance for Officers belonging to North – East Cadres of All India Service (AIS) officers' is granted @25%. Special Duty Allowance (SDA) is granted @12.5%. Rationalized by a factor of 0.8. Both these allowances namely 'Special Allowance for Officers belonging to North – East Cadres of AIS' and Special Duty Allowance (SDA) shall continue to be paid separately as at present at the revised rates of 20% and 10% respectively.
27.	Special Incident/Investigation/Security Allowance	Retained. Rationalized by a factor of 0.8. Department of Revenue should assess the risk profile of the officials of the Enforcement Directorate (ED) at various levels and thereafter make a case to Ministry of	Special Security Allowance (SSA) for Special Protection Group (SPG) to be revised from 40% to 55% of Basic Pay for operational duties and from 20% to 27.5% of Basic Pay for non – operational duties. National Technical Research Organisation (NTRO) employees to be granted this allowance @20% of Basic Pay.

(1)	(2)	(3)	(4)									
		Finance for grant of Risk and Hardship Allowance, if any, as per appropriate cell.	This allowance was granted to Enforcement Directorate as an ad – hoc measure with the approval of Department of Expenditure pending recommendations of the 7 th CPC. Accordingly, this allowance to be withdrawn from ED with effect from 01.07.2017. As per recommendations of the 7 th CPC, Department of Revenue to examine proposal or Risk & Hardship allowance for ED to make a case to Ministry of Finance for granting Risk and Hardship based allowance to ED officials, if any.									
28.	Special Running Staff Allowance	Retained. Extended to some more categories	Name of the allowance to continue as 'Additional Allowance'.									
29.	Technical Allowance	<p>Tier-I of the Technical Allowance will continue to be paid on a monthly basis.</p> <p>Tier-II of the Technical Allowance as well as the Qualification Grant will be merged into Higher Qualification Incentive for Defence Personnel</p>	<p>Existing system of Technical Allowance (Tier – I and II) to continue at ₹3000 per month and ₹4500 per month up to 31.03.2018.</p> <p>Courses of Technical Allowance (Tier –I and II) along with Qualification Grant (Higher Qualification Incentive for Defence Personnel) to be reviewed by associating experts, outside professionals and academicians in order to keep pace with changing defence requirements.</p> <p>Review of Courses to be completed before 31.12.2017.</p> <p>Technical Allowance (Tier – II) to continue beyond 31.03.2018 only after review of courses.</p>									
30.	Training Allowance	<p>Retained. Rationalized by a factor of 0.8. Extended to some more categories.</p> <p>The allowance will be payable to an eligible employee for a maximum period of five years only during the entire career.</p>	<p>Ceiling of 5 years period to be removed.</p> <p>Standard cooling off period between tenures will apply.</p>									
31.	Travelling Allowance	<p>Retained. Rationalized.</p> <p>Indian Railways to reconsider its position regarding air travel to its employees.</p>	<p>Level 6 to 8 of Pay Matrix to be entitled for Air travel.</p> <p>Level 5 A of Defence Forces to be clubbed with Level 6 for travelling entitlements.</p> <p>Existing system to continue in Ministry of Railways.</p>									
32.	Treasury Allowance	Abolished	<p>Subsumed in Cash Handling and Treasury Allowance and rates revised as under:</p> <p>(in ₹, per month)</p> <table border="1"> <thead> <tr> <th>Amount of average monthly cash handled</th> <th>6th CPC Rates</th> <th>Revised Rates</th> </tr> </thead> <tbody> <tr> <td>≤ 5 lakh</td> <td>230-600</td> <td>700</td> </tr> <tr> <td>Over 5 lakh</td> <td>750-900</td> <td>1000</td> </tr> </tbody> </table>	Amount of average monthly cash handled	6 th CPC Rates	Revised Rates	≤ 5 lakh	230-600	700	Over 5 lakh	750-900	1000
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(1)	(2)	(3)	(4)
33.	Uniform Allowance	Abolished as a separate allowance. Subsumed in the newly proposed Dress Allowance and to be paid annually.	7 th CPC recommendations accepted with following modifications: Different rates for the following categories: (i) Special Protection Group (SPG) personnel- to be paid annually @ ₹27,800 per annum and ₹21,225 per annum for operational and non – operational duties respectively. (ii) Nurses – to be paid monthly @₹1800 per month To be extended to all Check Points of Bureau of Immigration.
34.	Washing Allowance	Abolished as a separate allowance. Subsumed in the newly proposed Dress Allowance	Subsumed in Dress Allowance in respect of Nurses and factored in for determining the revised rates of Dress Allowance for Nurses.

Appendix II

Statement showing the recommendations of the Seventh Central Pay Commission on Allowances and the Government's decision thereon

(1)	(2)	(3)	(4)
Sl. No.	Name of the Allowance	Recommendations of 7 th CPC	Decision of the Government
1	Accident Allowance	Not included in the report.	Rates to be decided through bi-lateral discussion between Railway Board and Federations and to be notified with the concurrence of Ministry of Finance
2	Acting Allowance	Abolished as a separate allowance. Eligible employees to be governed by the newly proposed "Additional Post Allowance."	Accepted
3	Aeronautical Allowance	Retained. Enhanced by 50%.	Accepted
4	Air Despatch Pay	Abolished.	Accepted
5	Air Steward Allowance	Abolished.	Accepted
6	Air Worthiness Certificate Allowance	Retained. Enhanced by 50%.	Accepted
7	Allowance in Lieu of Kilometreage (ALK)	Not included in the report.	Rates to be decided through bi-lateral discussion between Railway Board and Federations and to be notified with the concurrence of Ministry of Finance
8	Allowance in Lieu of Running Room Facilities	Not included in the report.	Rates to be decided through bi-lateral discussion between Railway Board and Federations and to be notified with the concurrence of Ministry of Finance

(1)	(2)	(3)	(4)
9	Annual Allowance	Retained. Enhanced by 50%. Extended to some more categories.	Accepted
10	Antarctica Allowance	Retained. Rationalised. To be paid at ₹31500 for Level 9 and above and ₹21000 for Level 8 and below as per Cell RH-Max of the newly proposed Risk and Hardship Matrix	To be kept out of Risk and Hardship Matrix and to be paid on per day basis. Rates revised from ₹1125 per day to ₹1500 per day and from ₹1688 per day to ₹2000 per day in Summer and Winter respectively. Team Leader to get 10% extra @₹1650 per day and ₹2200 per day in Summer and Winter respectively
11	Assisting Cashier Allowance	Abolished.	Accepted
12	Accounts Stock Verifiers (ASV) Allowance	Abolished.	Accepted
13	Bad Climate Allowance	Abolished as a separate allowance. Subsumed in Tough Location Allowance-III. To be paid as per Cell R3H3 of the newly proposed Risk and Hardship Matrix.	Accepted
14	Bhutan Compensatory Allowance	Retained. Status Quo to be maintained.	Accepted
15	Boiler Watch Keeping Allowance	Retained. Rationalised. To be paid as per Cell R3H1 of the newly proposed Risk and Hardship Matrix.	Accepted
16	Book Allowance	Retained. Status Quo to be maintained.	Accepted
17	Breach of Rest Allowance	Not included in the report.	Rates to be decided through bi-lateral discussion between Railway Board and Federations and to be notified with the concurrence of Ministry of Finance
18	Breakdown Allowance	Abolished	Retained. Existing Rates multiplied by 2.25. Rates revised from ₹120 – ₹300 per month to ₹270 – ₹675 per month
19	Briefcase Allowance	Retained. Status Quo to be maintained.	Accepted
20	Camp Allowance	Abolished as a separate allowance. Subsumed in the newly proposed Territorial Army Allowance.	Accepted

(1)	(2)	(3)	(4)									
21	Canteen Allowance	Retained. Enhanced by 50%.	Accepted									
22	Caretaking Allowance	Abolished as a separate allowance. Eligible employees to be governed by the newly proposed "Extra Work Allowance"	Accepted									
23	Cash Handling Allowance	Abolished	Subsumed in Cash Handling and Treasury Allowance and rates revised as under: (in ₹, per month)									
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24	Children Education Allowance (CEA)	Retained. Procedure of payment simplified.	Accepted.									
25	CI Ops Allowance	Retained. Rationalized.	Accepted									
26	Classification Allowance	Retained. Enhanced by 50%.	Accepted									
27	Clothing Allowance	Abolished as a separate allowance. Subsumed in the newly proposed Dress Allowance.	Accepted.									
28	Coal Pilot Allowance	Abolished	Retained. Existing rates multiplied by 2.25. Rates revised from ₹45 per trip to ₹102 for first trip and from ₹15 per trip to ₹34 for every subsequent trip.									
29	Command Battalion for Resolute Action (COBRA) Allowance	Retained. Rationalised. To be paid as per Cell R1H1 of the newly proposed Risk and Hardship Matrix.	Accepted									
30	Command Allowance	Abolished	Accepted									
31	Commando Allowance	Abolished	Accepted									
32	Commercial Allowance	Abolished	Accepted									

(1)	(2)	(3)	(4)
33	Compensation in Lieu of Quarters (CILQ)	Abolished as a separate allowance. Eligible employees to be governed by the newly proposed provisions for Housing for Persons Below Officers Rank (PBORs).	Accepted
34	Compensatory (Construction or Survey) Allowance	Retained. Rationalised. To be paid as per Cell R3H2 of the newly proposed Risk and Hardship Matrix.	Accepted
35	Composite Personal Maintenance Allowance (CPMA)	Retained. Rationalised. Enhanced by 50%. Extended to some more categories.	Accepted
36	Condiment Allowance	Abolished.	Accepted
37	Constant Attendance Allowance	Retained. Enhanced by 50%.	Accepted
38	Conveyance Allowance	Retained. Status Quo to be maintained.	Accepted
39	Cooking Allowance	Retained. Rationalised. To be paid as per Cell R3H3 of the newly proposed Risk and Hardship Matrix.	Accepted
40	Cost of Living Allowance	Retained. Status Quo to be maintained.	Accepted
41	Court Allowance	Abolished.	Accepted
42	Cycle Allowance	Abolished	<p>Retained.</p> <p>Existing rates of ₹90 per month doubled to ₹180 per month for Department of Posts and Railways.</p> <p>To be retained in other Ministries/Departments where there is functional justification for any particular category of staff with the approval of Department of Expenditure.</p>

(1)	(2)	(3)	(4)
43	Daily Allowance	Retained. Rationalized. All provisions will apply to Railways personnel also.	Travelling Charges for Level -12 – 13 revised from 'Non-AC Taxi charges up to 50 km to 'AC taxi charges upto 50 Kms.' and for level 14 and above to be revised from 'AC Taxi charges up to 50 km' to 'AC taxi charges as per actual expenditure commensurate with official engagements'. Existing system of Daily allowance in the Ministry of Railways to continue.
44	Daily Allowance on Foreign Travel	Retained. Status Quo to be maintained.	Accepted
45	Dearness Allowance (DA)	Retained. Status Quo to be maintained.	Not within the purview of the Committee.
46	Deputation (Duty) Allowance for Civilians	Retained. Ceilings enhanced by 2.25.	Accepted
47	Deputation (Duty) Allowance for Defence Personnel	Retained. Ceilings enhanced by 2.25.	Accepted
48	Desk Allowance	Abolished.	Accepted
49	Detachment Allowance	Retained. Rationalized. Enhanced by 50%.	Accepted
50	Diet Allowance	Abolished.	Accepted
51	Diving Allowance, Dip Money and Attendant Allowance	Retained. Enhanced by 50%.	Accepted
52	Dual Charge Allowance	Abolished as a separate allowance. Eligible employees to be governed by the newly proposed "Additional Post Allowance".	Accepted
53	Educational Concession	Retained. Rationalized. Extended to some more categories.	Accepted
54	Electricity Allowance	Abolished.	Accepted
55	Entertainment Allowance for Cabinet Secretary	Abolished.	Accepted
56	Entertainment Allowance in Indian Railways	Abolished.	Accepted
57	Extra Duty Allowance	Abolished as a separate allowance. Eligible employees to be governed by the newly proposed "Extra Work Allowance".	Accepted

(1)	(2)	(3)	(4)
58	Family Accommodation Allowance (FAA)	Abolished as a separate allowance. Eligible employees to be governed by the newly proposed provisions for Housing for PBORs.	Accepted
59	Family HRA Allowance	Retained. Status Quo to be maintained.	Accepted
60	Family Planning Allowance	Abolished.	Accepted
61	Field Area Allowance	Retained. Rationalized.	Accepted
62	Fixed Medical Allowance (FMA)	Retained. Status Quo to be maintained.	Existing rate of ₹500 per month revised to ₹1000 per month.
63	Fixed Monetary Compensation	Abolished as a separate allowance. Eligible employees to be governed by the newly proposed “Additional Post Allowance”	Not to be subsumed and retained as a separate allowance. Existing rates multiplied by 2.25. Rates revised from ₹50 to ₹115 for full beat and from ₹24 to ₹54 for sharing a beat.
64	Flag Station Allowance	Abolished as a separate allowance. Eligible employees to be governed by the newly proposed “Extra Work Allowance”.	Accepted
65	Flight Charge Certificate Allowance	Abolished as a separate allowance. Eligible employees to be governed by the newly proposed “Extra Work Allowance”.	Accepted
66	Flying Allowance	Retained. Rationalised. To be paid as per Cell R1H1 of the newly proposed Risk and Hardship Matrix.	Accepted
67	Flying Squad Allowance	Abolished.	Accepted
68	Free Fall Jump Instructor Allowance	Retained. Rationalised. To be paid as per Cell R2H2 of the newly proposed Risk and Hardship Matrix.	Accepted

(1)	(2)	(3)	(4)
69	Funeral Allowance	Abolished	Retained with change in nomenclature as 'Funeral Expense'. Existing rate multiplied by 1.5. Rates revised from ₹6000 to ₹9000.
70	Ghat Allowance	Not included in the report.	Rates to be decided through bi-lateral discussion between Railway Board and Federations and to be notified with the concurrence of Ministry of Finance
71	Good Service/Good Conduct/Badge Pay	Retained. Enhanced by a factor of 2.25.	Accepted
72	Haircutting Allowance	Abolished as a separate allowance. Subsumed in Composite Personal Maintenance Allowance.	Accepted
73	Handicapped Allowance	Abolished.	Accepted
74	Hard Area Allowance	Retained. Rationalized by a factor of 0.8.	Accepted
75	Hardlying Money	Retained. Rationalised. Full Rate to be paid as per Cell R3H3 of the newly proposed Risk and Hardship Matrix.	Accepted
76	Headquarters Allowance	Abolished.	Accepted
77	Health and Malaria Allowance	Retained. Rationalised. To be paid as per Cell R3H3 of the newly proposed Risk and Hardship Matrix.	Accepted
78	High Altitude Allowance	Retained. Rationalized.	Accepted
79	Higher Proficiency Allowance	Abolished as a separate allowance. Eligible employees to be governed by Language Award or Higher Qualification Incentive for Civilians.	Accepted
80	Higher Qualification Incentive for Civilians	Retained. Rationalized.	Accepted
81	Holiday Compensatory Allowance	Abolished as a separate allowance. Eligible employees to be governed by National Holiday Allowance	Not to be subsumed and retained as a separate allowance. Existing system to continue in Intelligence Bureau (IB) and Research and Analysis Wing (RAW).

(1)	(2)	(3)	(4)
82	Holiday Monetary Compensation	Retained. Rationalized.	Accepted
83	Hospital Patient Care Allowance (HPCA)/Patient Care Allowance (PCA)	Retained. Rationalised. To be paid as per Cell R1H3 of the newly proposed Risk and Hardship Matrix. HPCA and PCA are admissible to ministerial staff as well on the premise that the entire hospital area carries the risk of communicable diseases. This practice should be stopped and HPCA/PCA should be admissible to only those employees who come in continuous and routine contact with the patients.	Ministerial Staff to continue to get HPCA/PCA as per R1H3 (₹4100 for level 8 and below and ₹5300 for level 9 and above) of Risk and Hardship Matrix
84	House Rent Allowance (HRA)	Retained. Rationalized by a factor of 0.8.	The recommendations of the 7 th CPC is accepted with the following modifications: (i) HRA shall not be less than ₹5,400 per month, ₹3,600 per month and ₹1,800 per month calculated @30% of minimum pay for X (population of 50 lakh & above), 20% for Y (5 to 50 lakh) and 10% for Z (below 5 lakh) category of cities. (ii) HRA shall be revised to 27%, 18% and 9% of Basic Pay in X, Y and Z cities when Dearness Allowance (DA) crosses 25% and further to 30%, 20% and 10% of Basic Pay in X, Y and Z cities when DA crosses 50%.
85	Hutting Allowance	Abolished.	Accepted
86	Hydrographic Survey Allowance	Retained. Rationalized.	Accepted
87	Initial Equipment Allowance	Abolished as a separate allowance. Subsumed in the newly proposed Dress Allowance.	Accepted
88	Instructional Allowance	Abolished as a separate allowance. Eligible employees to be governed by Training Allowance.	Accepted

(1)	(2)	(3)	(4)
89	Internet Allowance	Retained. Rationalized.	Accepted
90	Investigation Allowance	Abolished.	Accepted
91	Island Special Duty Allowance	Retained. Rationalized by a factor of 0.8.	Accepted
92	Judge Advocate General Department Examination Award	Abolished as a separate allowance. Eligible employees to be governed by the newly proposed Higher Qualification Incentive for Defence Personnel.	Accepted
93	Kilometrage Allowance (KMA)	Not included in the report.	Rates to be decided through bi-lateral discussion between Railway Board and Federations and to be notified with the concurrence of Ministry of Finance.
94	Kit Maintenance Allowance	Abolished as a separate allowance. Subsumed in the newly proposed Dress Allowance.	Subsumed in Dress Allowance for Special Protection Group (SPG) and factored in for determining the revised rates of Dress Allowance for SPG.
95	Language Allowance	Retained. Enhanced by 50%.	Accepted
96	Language Award	Retained. Enhanced by 50%.	Accepted
97	Language Reward and Allowance	Abolished.	Accepted
98	Launch Campaign Allowance	Abolished.	Retained. Existing rate multiplied by 1.5. Rates revised from ₹7500 per annum to ₹11250 per annum.
99	Leave Travel Concession (LTC)	Retained. Rationalized. One additional free railway warrant should be extended to all personnel of Central Armed Police Force (CAPFs) and the Indian Coast Guard mutatis mutandis.	The recommendations of the 7th CPC on LTC are accepted without any change. However, keeping in view the fact that Indian Navy personnel are not deployed for Field Duties, additional free Railway Warrant to Indian Coast Guard shall not be granted.
100	Library Allowance	Abolished as a separate allowance. Eligible employees to be governed by the newly proposed "Extra Work Allowance".	Accepted

(1)	(2)	(3)	(4)
101	MARCOS and Chariot Allowance	Retained. Rationalised. To be paid as per Cell R1H1 of the newly proposed Risk and Hardship Matrix.	Accepted
102	Medal Allowance	Retained.	Accepted
103	Messing Allowance	Retained for "floating staff" under Fishery Survey of India, and enhanced by 50%. Abolished for Nursing Staff.	Accepted
104	Metropolitan Allowance	Abolished.	Accepted
105	Mileage Allowance for journeys by road	Retained.	Accepted
106	Mobile Phone Allowance	Retained. Rationalized.	Accepted
107	Monetary Allowance attached to Gallantry Awards	Retained. Status Quo to be maintained.	Accepted
108	National Holiday Allowance	Retained. Enhanced by 50%.	Accepted
109	Newspaper Allowance	Retained. Rationalized.	Accepted
110	Night Duty Allowance	Retained. Rationalized.	Accepted
111	Night Patrolling Allowance	Abolished.	Accepted.
112	Non-Practicing Allowance (NPA)	Retained. Rationalized by a factor of 0.8.	Accepted
113	Nuclear Research Plant Support Allowance	Retained. Enhanced by 50%.	Accepted
114	Nursing Allowance	Retained. Rationalized.	Existing rates multiplied by 1.5. Rates revised from ₹4800 per month to ₹7200 per month.
115	Official Hospitality Grant in Defence forces	Abolished.	Accepted
116	Officiating Allowance	Not included in the report.	Rates to be decided through bi-lateral discussion between Railway Board and Federations and to be notified with the concurrence of Ministry of Finance
117	Operation Theatre Allowance	Abolished	Retained. Existing rate multiplied by 1.5. Rates revised from ₹360 per month to ₹540 per month.

(1)	(2)	(3)	(4)
118	Orderly Allowance	Retained. Status Quo to be maintained.	Accepted
119	Organization Special Pay	Abolished.	Accepted
120	Out of Pocket Allowance	Abolished as a separate allowance. Eligible employees to be governed by Daily Allowance on Foreign Travel.	Accepted
121	Outfit Allowance	Abolished as a separate allowance. Subsumed in the newly proposed Dress Allowance.	Accepted.
122	Outstation (Detention) Allowance	Not included in the report.	Rates to be decided through bi-lateral discussion between Railway Board and Federations and to be notified with the concurrence of Ministry of Finance.
123	Outstation (Relieving) Allowance	Not included in the report.	Rates to be decided through bi-lateral discussion between Railway Board and Federations and to be notified with the concurrence of Ministry of Finance.
124	Out-turn Allowance	Abolished.	Accepted
125	Overtime Allowance (OTA)	Abolished except for operational staff and industrial employees governed by statutory provisions.	Ministries/Departments to prepare a list of those staff coming under the category of 'operational staff'. Rates of Overtime Allowance not to be revised upwards.
126	Para Allowances	Retained. Rationalised. To be paid as per Cell R2H2 of the newly proposed Risk and Hardship Matrix.	Accepted
127	Para Jump Instructor Allowance	Retained. Rationalised. To be paid as per Cell R2H2 of the newly proposed Risk and Hardship Matrix.	Accepted
128	Parliament Assistant Allowance	Retained. Enhanced by 50%.	Accepted
129	PCO Allowance	Retained. Rationalized.	Accepted
130	Post Graduate Allowance	Retained. Enhanced by 50%.	Accepted
131	Professional Update Allowance	Retained. Enhanced by 50%. Extended to some more categories	This allowance to continue to be paid to non-gazetted staff of Department of Atomic Energy (DAE). Existing rate multiplied by 1.5. Rates revised from ₹7500 per annum to ₹11250 per annum.

(1)	(2)	(3)	(4)
132	Project Allowance	Retained. Rationalised. To be paid as per Cell R3H2 of the newly proposed Risk and Hardship Matrix.	Accepted
133	Qualification Allowance	Retained. Enhanced by 50%. Extended to some more categories.	Accepted
134	Qualification Grant	Abolished as a separate allowance. Eligible employees to be governed by the newly proposed Higher Qualification Incentive for Defence Personnel. Tier-II of the Technical Allowance as well as the Qualification Grant will be merged into Higher Qualification Incentive for Defence Personnel	7 th CPC recommendations accepted with the modifications that- (i) this will not include Tier – II courses, and (ii) courses will be reviewed by associating experts, including outside professionals and academicians by 31.12.2017.
135	Qualification Pay	Retained. Enhanced by a factor of 2.25.	Accepted
136	Rajbhasha Allowance	Abolished as a separate allowance. Eligible employees to be governed by the newly proposed “Extra Work Allowance”	Accepted
137	Rajdhani Allowance	Abolished.	Accepted
138	Ration Money Allowance	Retained. Rationalized. Provision of free rations and the grant of Ration Money Allowance to officers of Defence forces posted in peace areas should be withdrawn	Provision of free ration for officers of Defence Forces shall be discontinued in peace areas. Ration Money Allowance shall continue to be paid to officers of Defence Forces posted in peace areas. The cash shall be credited directly into the bank accounts of officers.
139	Refreshment Allowance	Retained. Enhanced by a factor of 2.25.	Accepted

(1)	(2)	(3)	(4)
140	Rent Free Accommodation	Abolished.	Accepted
141	Reward for Meritorious Service	Retained. Enhanced by a factor of 2.25.	Accepted
142	Risk Allowance	Abolished	Retained. Existing rate multiplied by 2.25. Rates revised from ₹60 per month to ₹135 per month.
143	Robe Allowance	Abolished as a separate allowance. Subsumed in the newly proposed Dress Allowance.	Accepted
144	Robe Maintenance Allowance	Abolished as a separate allowance. Subsumed in the newly proposed Dress Allowance.	Accepted
145	Savings Bank Allowance	Abolished.	Accepted
146	Sea Going Allowance	Retained. Rationalised. To be paid as per Cell R2H2 of the newly proposed Risk and Hardship Matrix.	Accepted
147	Secret Allowance	Abolished.	Accepted
148	Shoe Allowance	Abolished as a separate allowance. Subsumed in the newly proposed Dress Allowance.	Accepted
149	Shorthand Allowance	Abolished.	Accepted
150	Shunting Allowance	Not included in the report.	Rates to be decided through bi-lateral discussion between Railway Board and Federations and to be notified with the concurrence of Ministry of Finance
151	Siachen Allowance	Retained. Rationalised. To be paid at ₹31500 for Level 9 and above and ₹21000 for Level 8 and below as per Cell RH-Max of the newly proposed Risk and Hardship Matrix.	Rates revised from: ₹31500 to ₹42500 per month for Level 9 and above, and ₹21000 per month to ₹30000 per month for level 8 and below

(1)	(2)	(3)	(4)
152	Single in Lieu of Quarters (SNLQ)	Abolished as a separate allowance. Eligible employees to be governed by the newly proposed provisions for Housing for PBORs.	Accepted
153	Soap Toilet Allowance	Abolished as a separate allowance. Subsumed in Composite Personal Maintenance Allowance.	Accepted
154	Space Technology Allowance	Abolished.	Retained. Existing rate to be multiplied by 1.5. Rates revised from ₹7500 per annum to ₹11250 per annum.
155	Special Allowance for Child Care for Women with Disabilities	Retained. Enhanced by 100%.	Accepted
156	Special Allowance to Chief Safety Officers/Safety Officers	Retained. Rationalized by a factor of 0.8.	Accepted
157	Special Appointment Allowance	Abolished as a separate allowance. Eligible employees to be governed by the newly proposed "Extra Work Allowance". Granted to CAPF Personnel holding special appointments	To include Assistant Sub Inspector (Radio Mechanic), Assistant Sub Inspector (Radio Operator) and Sub Inspector (Radio Mechanic) in the list eligible for Extra Work Allowance @2% of Basic Pay per month with the conditions recommended by the 7 th CPC.
158	Special Compensatory (Hill Area) Allowance	Abolished.	Accepted
159	Special Compensatory (Remote Locality) Allowance	Abolished as a separate allowance. Eligible employees to be governed by the newly proposed Tough Location Allowance (TLA) - I, II or III. Tough Location Allowance will not be admissible along with Special Duty Allowance.	7 th CPC recommendations that Tough Location Allowance (TLA) will not be admissible along with Special Duty Allowance (SDA) accepted subject to condition that employees be given the additional option to avail of the benefit of Special Compensatory (Remote Locality) Allowance (SCRLA) at pre-revised rates under the 6 th CPC regime along with SDA at revised rates of 7 th CPC

(1)	(2)	(3)	(4)
160	Special Department of Telecom (DOT) Pay	Abolished.	Accepted
161	Special Duty Allowance	<p>Retained. Rationalized by a factor of 0.8.</p> <p>SDA for AIS officers should be paid at the rate of 30 per cent of Basic Pay and for other civilian employees at the rate of 10 per cent of Basic Pay.</p>	<p>As per DoPT's OM No. 14017/4/2005-AIS (II) dated 10th February, 2009, 'Special Allowance for Officers belonging to North – East Cadres of All India Service (AIS) officers' is granted @25%.</p> <p>Special Duty Allowance (SDA) is granted @12.5%.</p> <p>Rationalized by a factor of 0.8.</p> <p>Both these allowances namely 'Special Allowance for Officers belonging to North – East Cadres of AIS' and Special Duty Allowance (SDA) shall continue to be paid separately as at present at the revised rates of 20% and 10% respectively.</p>
162	Special Forces Allowance	Retained. Rationalised. To be paid as per Cell R1H1 of the newly proposed Risk and Hardship Matrix.	Accepted
163	Special Incident/Investigation/Security Allowance	<p>Retained. Rationalized by a factor of 0.8.</p> <p>Department of Revenue should assess the risk profile of the officials of the Enforcement Directorate (ED) at various levels and thereafter make a case to Ministry of Finance for grant of Risk and Hardship Allowance, if any, as per appropriate cell.</p>	<p>Special Security Allowance (SSA) for Special Protection Group (SPG) to be revised from 40% to 55% of Basic Pay for operational duties and from 20% to 27.5% of Basic Pay for non – operational duties.</p> <p>National Technical Research Organisation (NTRO) employees to be granted this allowance @20% of Basic Pay.</p> <p>This allowance was granted to Enforcement Directorate as an ad – hoc measure with the approval of Department of Expenditure pending recommendations of the 7th CPC. Accordingly, this allowance to be withdrawn from ED with effect from 01.07.2017. As per recommendations of the 7th CPC, D/o Revenue to examine proposal for Risk & Hardship allowance for ED to make a case to Ministry of Finance for granting Risk & Hardship based allowance to ED officials, if any.</p>
164	Special Level Crossing (LC) Gate Allowance	Retained. Rationalised. To be paid as per Cell R3H3 of the newly proposed Risk and Hardship Matrix.	Accepted
165	Special National Crime Records Bureau (NCRB) Pay	Abolished.	Accepted
166	Special Running Staff Allowance	Retained. Extended to some more categories.	Name of the allowance to continue as 'Additional Allowance'.
167	Special Scientists' Pay	Abolished.	Accepted

(1)	(2)	(3)	(4)
168	Specialist Allowance	Retained. Enhanced by 50%.	Accepted
169	Spectacle Allowance	Abolished.	Accepted
170	Split Duty Allowance	Retained. Enhanced by 50%.	Accepted
171	Study Allowance	Abolished.	Accepted
172	Submarine Allowance	Retained. Rationalised. To be paid as per Cell R1H1 of the newly proposed Risk and Hardship Matrix.	Accepted
173	Submarine Duty Allowance	Retained. Rationalised. To be paid as per Cell R3H1 of the newly proposed Risk and Hardship Matrix, on a pro-rata basis.	Accepted
174	Submarine Technical Allowance	Retained. Rationalised. To be paid as per Cell R3H3 of the newly proposed Risk and Hardship Matrix. Extended to some more categories.	Accepted
175	Subsistence Allowance	Retained. Status Quo to be maintained.	Accepted
176	Sumptuary Allowance in Training Establishments	Abolished.	Accepted
177	Sumptuary Allowance to Judicial Officers in Supreme Court Registry	Abolished.	Accepted
178	Sunderban Allowance	Abolished as a separate allowance. Subsumed in Tough Location Allowance-III. To be paid as per Cell R3H3 of the newly proposed Risk and Hardship Matrix.	Accepted
179	TA Bounty	Abolished as a separate allowance. Subsumed in the newly proposed Territorial Army Allowance.	Accepted
180	TA for Retiring Employees	Retained. Rationalized.	Accepted
181	TA on Transfer	Retained. Rationalized.	Accepted

(1)	(2)	(3)	(4)
182	Technical Allowance	<p>Tier-I of the Technical Allowance will continue to be paid on a monthly basis.</p> <p>Tier-II of the Technical Allowance as well as the Qualification Grant will be merged into Higher Qualification Incentive for Defence Personnel</p>	<p>Existing system of Technical Allowance (Tier – I and II) to continue at ₹3000 per month and ₹4500 per month up to 31.03.2018.</p> <p>Courses of Technical Allowance (Tier –I and II) along with Qualification Grant (Higher Qualification Incentive for Defence Personnel) to be reviewed by associating experts, outside professionals and academicians in order to keep pace with changing defence requirements.</p> <p>Review of Courses to be completed before 31.12.2017.</p> <p>Technical Allowance (Tier – II) to continue beyond 31.03.2018 only after review of courses.</p>
183	Tenure Allowance	Retained. Ceilings enhanced by 2.25.	Accepted
184	Test Pilot and Flight Test Engineer Allowance	Retained. Rationalised. To be paid as per Cell R1H3 of the newly proposed Risk and Hardship Matrix.	Accepted
185	Training Allowance	<p>Retained. Rationalized by a factor of 0.8. Extended to some more categories.</p> <p>The allowance will be payable to an eligible employee for a maximum period of five years only during the entire career.</p>	<p>Ceiling of 5 years period to be removed.</p> <p>Standard cooling off period between tenures will apply.</p>
186	Training Stipend	Abolished.	Accepted
187	Transport Allowance (TPTA)	Retained. Rationalized.	Accepted.
188	Travelling Allowance	<p>Retained. Rationalized.</p> <p>Indian Railways to reconsider its position regarding air travel to its employees.</p>	<p>Level 6 to 8 of Pay Matrix to be entitled for Air travel.</p> <p>Level 5 A of Defence Forces to be clubbed with Level 6 for travelling entitlements.</p> <p>Existing system to continue in Ministry of Railways.</p>

(1)	(2)	(3)	(4)									
189	Treasury Allowance	Abolished	<p>Subsumed in Cash Handling and Treasury Allowance and rates revised as under:</p> <p style="text-align: right;">(in ₹, per month)</p> <table border="1"> <thead> <tr> <th>Amount of average monthly cash handled</th> <th>6th CPC rates</th> <th>Revised Rates</th> </tr> </thead> <tbody> <tr> <td><= 5 lakh</td> <td>230-600</td> <td>700</td> </tr> <tr> <td>Over 5 lakh</td> <td>750-900</td> <td>1000</td> </tr> </tbody> </table>	Amount of average monthly cash handled	6 th CPC rates	Revised Rates	<= 5 lakh	230-600	700	Over 5 lakh	750-900	1000
Amount of average monthly cash handled	6 th CPC rates	Revised Rates										
<= 5 lakh	230-600	700										
Over 5 lakh	750-900	1000										
190	Tribal Area Allowance	Abolished as a separate allowance. Subsumed in Tough Location Allowance-III. To be paid as per Cell R3H3 of the newly proposed Risk and Hardship Matrix.	Accepted									
191	Trip Allowance	Not included in the report.	Rates to be decided through bi-lateral discussion between Railway Board and Federations and to be notified with the concurrence of Ministry of Finance.									
192	Uniform Allowance	Abolished as a separate allowance. Subsumed in the newly proposed Dress Allowance and to be paid annually.	<p>7th CPC recommendations accepted with following modifications:</p> <p>Different rates for the following categories:</p> <p>(i) Special Protection Group (SPG) personnel- to be paid annually @ ₹27,800 per annum and ₹21,225 per annum for operational and non – operational duties respectively.</p> <p>(ii) Nurses – to be paid monthly @ ₹1800 per month To be extended to all Check Points of Bureau of Immigration.</p>									
193	Unit Certificate and Charge Certificate Allowance	Retained. Enhanced by 50%.	Accepted									
194	Vigilance Allowance	Abolished.	Accepted									
195	Waiting Duty Allowance	Not included in the report.	Rates to be decided through bi-lateral discussion between Railway Board and Federations and to be notified with the concurrence of Ministry of Finance									
196	Washing Allowance	Abolished as a separate allowance. Subsumed in the newly proposed Dress Allowance.	Subsumed in Dress Allowance in respect of Nurses and factored in for determining the revised rates of Dress Allowance for Nurses.									

(1)	(2)	(3)	(4)
197	<p>New Allowances for Railways:</p> <p>(i) Special Train Controller's Allowance, and</p> <p>(ii) Risk and Hardship Allowance for Track Maintainers</p> <p>New Allowance for Fire-fighting Staff:</p> <p>(i) Risk and Hardship Allowance for Fire-fighting staff of Central Government & UTs</p>	<p>New Allowances for Railways:</p> <p>(i) Special Train Controller's Allowance -to be paid @₹5,000 per month to Section Controllers and Dy. Chief Controllers</p> <p>(ii) Track Maintainers – I, II, III and IV of Indian Railways to be granted Risk and Hardship Allowance as per cell R3H2 (₹2700 for Level 8 and below and ₹3400 for Level 9 and above) of Risk and Hardship Matrix</p> <p>New Allowance for Fire-fighting Staff:</p> <p>(i) Risk and Hardship Allowance as per cell R2H3 (₹2700 for Level 8 and below and ₹3400 for Level 9 and above) of Risk and Hardship Matrix</p>	Accepted

RAKESH SUKUL

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