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**Government of India**  
**Ministry of Personnel, Public Grievances & Pensions**  
**Department of Personnel and Training**  
**AIS(AIS-II (Pay))**

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(Dated 29 September, 2022)

**OFFICE MEMORANDUM**

**Pay fixation/placement of SCS/Non-SCS officers inducted to IAS consequent upon the implementation of 7th CPC recommendations**

Instructions have been issued from time to time regarding (A) pay fixation of IAS officers inducted from SCS/Non-SCS consequent upon the implementation of 7<sup>th</sup> CPC recommendations; (B) methodology for fixing the pay of those members of service, who have been inducted to IAS from SCS/Non-SCS with seniority of 9 years or more in IAS and have not completed their MCTP Phase-III and; (C) stepping up of pay of senior member of All India Service vis-à-vis pay of his junior in the cadre. In order to bring clarity to the existing instructions and enable uniform implementation, an effort has been made to review, consolidate and reiterate the guidelines issued so far on the subject at one place.

**A. Pay fixation of SCS/Non-SCS officers inducted to IAS consequent upon the implementation of 7<sup>th</sup> CPC recommendations:**

2. The initial pay of an IAS officer promoted from SCS or appointed by selection from Non-SCS, as the case may be, shall be fixed at the relevant stage of the Senior Scale i.e. Senior Time Scale (Level 11), Junior Administrative Grade (Level 12) and Selection Grade (Level 13) based on seniority obtained by him, by protecting his State Pay. There is no provision of increment at the stage of initial fixation.
3. Consequent upon induction to IAS, promotion from one to another grade of IAS is considered as per extant provisions of IAS (Pay) Rules, 2016 read with IAS promotion guidelines.
4. In respect of fixation of pay of officers who were promoted/Selected in IAS through SCS/Non-SCS, respectively, in Senior Time Scale/Junior Administrative Grade after 01.01.2016, the initial pay shall be fixed in the respective level of the Senior Scale i.e Level-11,12 or 13 based on the year of allotment in the IAS. However, the pay drawn in the State Civil Services will be protected in the concerned Level.
5. Shri X who is drawing pay at Rs. 48920 [Rs.40220 pay in the pay band + GP Rs.8700] is promoted/selected to IAS on 04.03.2016. He is allotted 2010 batch. The pay on promotion/selection to IAS would be as under:

Sl. No.	Title	Pay fixation
1	Last pay drawn by the officer in the State(as on 04.03.2016)	Rs. 48920/-
2	Date of promotion in IAS	04.03.2016
3	Year of allotment	2010
4	Pay fixation in IAS as on 04.03.2016 as per 7 <sup>th</sup> CPC (the officer has the option either to get the pay fixed from the date of promotion or from the date of annual increment)	Rs. 48920 X 2.57 = 125725. Next stage available at Level 11 is 126300/-)
5	Pay fixed in IAS	Rs. 126300 at Level 11 in the Pay Matrix

6. The pay of IAS officers who were promoted/selected in IAS through SCS/Non-SCS, respectively, prior to 01.01.2016 will be converted as per 7th CPC on 01.01.2016 and they shall be placed in the Level in the Pay Matrix in accordance with the length of service as per the allotment year. However, pay of those officers, who are due to get promoted to JAG/Selection Grade of IAS on 0.01.2016, will be first converted notionally on 01.01.2016 as per 7th CPC (i.e before promotion) and shall be placed notionally in the Level of Pay Matrix, in accordance with the length of service as per their allotment year, at the stage of the senior scale. On their actual promotion to JAG/Selection Grade, the pay of these officers will then be fixed as per IAS (Pay) Rules, 2016. That is, the officers will be eligible for two additional increments on their actual promotions to Level 12/ Level 13 after completion of 9/13 years of service in IAS, respectively.

Title	Pay fixation
Date of appointment in IAS	23.2.2015
Year of allotment in IAS	2007
Last substantive pay in SCS	Rs.46100 in PB-4 (37400-67000) inclusive of GP 8700
Pay to be arrived at after grant of one increment as on 23.02.2015	As per IAS (Pay) Rules, 2007, after grant of one increment @ 3% of Rs.46100, pay arrived is Rs.47483 in PB-4 (37400-67000) inclusive of GP 8700
Actual promotion of the officer in JAG of IAS	01.01.2016
Pay to be fixed on 01.01. 2016 subsequent to the implementation of 7th CPC recommendation	
Pay as on 01.01.2016 (as per 7 <sup>th</sup> CPC)	Rs.47483x2.57=122031 Nearest figure available to 122031 in Level 11 of the Pay Matrix = 122600 in Level 11 of the Pay Matrix. [As the officer has only 8 (eight) years of residency in IAS, after protection of

	his pay, he shall be placed at 122600 in Level 11 of the Pay Matrix].
Pay to be reckoned for fixation of pay in JAG on 01.01.2016	Rs. 122600 Level 11 in Pay Matrix
One increment at the Junior level	Rs. 126300 at Level 11 in Pay Matrix
Placement after grant of one increment in the lower level.	Rs. 126600 at Level 12 in Pay Matrix
Two increments at the promoted Level (Level 12)	1 <sup>st</sup> increment: Rs. 130400 at Level 12 2 <sup>nd</sup> increment: Rs. 134300 at Level 12
Pay to be fixed on 01.01.2016 on actual promotion to JAG in IAS	Rs.134300 at Level 12.

**7. The provision contained in part (7) of Schedule-I of IAS (Pay) Rules, 2016, which provides that "Notwithstanding anything contained in these rules, the pay of a promoted officer or an officer appointed by selection, as the case may be, shall not at any time exceed the basic pay which he would have drawn as a direct recruit on that date if he had been appointed to the Indian Administrative Service on the date on which he was appointed to the State Civil Service or in a Gazetted post in the non-State Civil Service, after attaining the age of twenty five years, as the case may be" shall be adhered to.**

**B. Guidelines regarding methodology for fixing the pay of those members of service, who have been inducted to IAS from SCS/Non-SCS with seniority of 9 years or more in IAS and have not completed their MCTP Phase-III.**

8. The provisions regarding MCTP-III in IAS (Pay) Rules, 2016 are as under:

"Provided that a member of the service shall be appointed to the Junior Administrative Grade only after he has completed phase III mandatory Mid Career Training Programme with effect from the date on which he would have been eligible for appointment in the Junior Administrative Grade if not for completion of the mandatory Mid Career Training Programme."

The above provisions stipulate for completion of MCTP-III for promotion of IAS officers from Senior Time Scale (STS) to Junior Administrative Grades (JAG). However, there may be situations where IAS officers appointed / selected from SCS / Non-SCS with a seniority of 9 years or more as per provisions of IAS (Regulation of Seniority) Rules, 1987, are required to be placed directly in Junior Administrative Grade of IAS in the light of the instructions mentioned in para 2 to 7. In such situations, provisions regarding MCTP-III cannot extend to such officers, ipso-facto.

9. It has also been noticed that though the instructions mentioned in para 2 to 7 above comprehensively covers the matters pertaining to fixation of pay and grant of grade in IAS, on induction to IAS on being appointed / selected from SCS / Non-SCS, there may arise certain doubts due to extant provisions regarding MCTP III which inter-alia provides it to be one of the criterion for considering IAS officers for promotion to the JAG.

10. Accordingly, it is clarified that as per the provisions contained in the instructions mentioned in para 2 to 7 above, the members of service having attained seniority of 9 years or more are eligible to be directly placed in Level 12 (JAG) on their induction to IAS on being appointed / selected from SCS / Non-SCS, in the manner explained in the said paras. Further, while doing so, the State Government shall ensure that such members of service shall be relieved to attend said MCTP-III in the first instance of nomination for the purpose and it shall be explicitly stipulated in the order itself that such members of service will have to mandatorily complete their training on being nominated for the same, failing which their promotion to next higher grade will be affected.

**C. Guidelines regarding stepping up of pay of senior member of All India Service vis-a vis of his junior in the cadre:**

11. The matter regarding anomalies in the pay of senior members of All India Service vis-à-vis pay of their juniors in the cadre who have been promoted to the Service or to a higher grade in the Service subsequent to the seniors, have been examined in this department and in this regard it is stated that such anomalies on account of fixation of pay on promotion, including the promotion from State Service to All India Service, can be solved by stepping up the pay of the senior member of Service at par with the pay of junior in the cadre from the date when the anomaly arose, subject to fulfillment of following conditions:

(i) Both junior and senior should belong to the same cadre both in lower and higher grade. In the case of anomaly in the pay of officers promoted from State service to IAS/IPS/IFS in a State cadre, both junior and senior should belong to same cadre in the State Service (lower grade).

(ii) Anomaly must have arisen as a result of fixation of pay either on promotion from one grade to another grade in IAS/IPS/IFS or on promotion from State Service to IAS/IPS/IFS, as the case may be.

(iii) Posts in higher and lower grade must be identical and in lower grade senior must not be drawing less pay than junior for whatsoever reasons.

For example if the junior officer draws higher rate of pay than the senior in the lower post or State service post by virtue of advance increments or on any other account, the above provisions will not be invoked to step up the pay of the senior officer.

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#### **Other Reference OMs**

- 1. [OM No: 20015/2/2015-AIS-II Dated: 28/2/2019](#)
- 2. [OM No: 20015/02/2015-AIS-II Dated: 6/3/2019](#)
- 3. [OM No: 20015/01/2022-AIS-II Dated: 24/5/2022](#)
- 4. [OM No: No. 11030/4/2011-AIS-II Dated: 11/1/2012](#)
- 5. [OM No: 20015/2/2015-AIS-II Dated: 7/6/2022](#)