

No. 18/2/2007-CS.I  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
(Department of Personnel & Training)

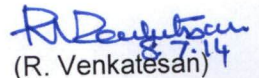
Lok Nayak Bhavan, 2nd Floor, Khan Market,  
New Delhi-110 003, the 8<sup>th</sup> July, 2014

**OFFICE MEMORANDUM**

**Sub: Stepping up of pay of Senior Assistants of CSS drawing less pay on promotion in the Section Officers Grade than their juniors – clarifications regarding**

The undersigned is directed to refer to this Department's OM of even number dated 20.05.2014 and to state that there has been confusion regarding the interpretation of three OMs (OM No. 5/16/80-CS.I dated 13.4.1988, OM No. 5/21/92-CS.I dated 23.2.1994, OM No. 5/1/96-CS.I dated 8.10.96) vis-a-vis general instructions issued vide OM DOP&T OM No.4/7/92-Estt.(Pay-I) dated 04.11.1993. The matter was discussed in consultation with Estt.(Pay) Division of DOP&T once again and it has been clarified that-

- (1) OMs dated 13.04.1988, 23.02.1994 and 08.10.1996 and general instructions issued vide OM dated 04.11.1993 are not exclusive of each other. Since the OM dated 04.11.1993 stipulates general conditions of stepping up of pay, this should be followed even in cases covered under OMs dated 13.04.1988, 23.02.1994 and 08.10.1996. All the three OMs are to be read with and subject to the general instructions in the matter issued vide DOP&T OM dated 04.11.1993, therefore, stepping up of pay is not (**NOT**) to be allowed where junior was drawing more pay than the senior in the lower grade.
- (2) In a nutshell, as per OMs dated 13.04.1988, 23.02.1994 and 08.10.1996, stepping up of pay of senior Assistants of CSS on promotion as Section Officer may be allowed in the following cases subject to the general instructions in the matter issued vide DOP&T OM dated 04.11.1993:
  - (i) Stepping up of pay of Senior DR Assistant with reference to a Junior DR Assistant recruited through a later Assistant Grade Examination on promotion as Section Officer (OM dated 13.04.1988);
  - (ii) Stepping up of pay of Senior DR Assistant with reference to a Junior DR Assistant recruited through a later Assistant Grade Examination on promotion as Section Officer against LDCE Quota(OM dated 23.02.1994)
  - (iii) Stepping up of pay of Senior Promotee Assistant with reference to a Junior DR Assistant on promotion as Section Officer (**OA No.365/90-Shri K.C. Sehgal vs. UOI**) and Stepping up of pay of Senior DR Assistant with reference to a Junior DR Assistant of same Assistant Grade Examination on promotion as Section Officer (**OA No.869/91-Shri L.K. Chawla vs. UOI**) (OM dated 08.10.1996).

  
(R. Venkatesan)

Under Secretary to the Govt. of India  
Ph:24624046

To

All the Cadre Units of CSS  
Ministry/Department of .....  
(Deputy Secretary/Director (Admn./Estt.))