

S.No. (CP)

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J.No.1/1/2008-IC
Government of India
Ministry of Finance
Department of Expenditure
Implementation Cell

New Delhi, dated the 24th December, 2008.

OFFICE MEMORANDUM

Subject: Clarifications regarding pay fixation of existing Group 'D' employees in the revised pay structure.

Consequent upon the acceptance of the recommendations of the Sixth Central Pay Commission by the Government, related to Group 'D' cadres in Central Government, all existing Group 'D' employees are required to be upgraded to the pre-revised Group 'C' scale of Rs.2750-4400 corresponding to the grade pay of Rs.1900 in PB-1 (Rs.5200-20200) in the manner prescribed in the CCS (Revised Pay) Rules, 2008 (attention is drawn towards Note 1 below Rule 7 of CCS (Revised Pay) Rules, 2008, which prescribes the procedure for fixation of pay of Group 'D' employees in the revised pay structure). Further, in future, posts will be created only in PB-1 and there shall be no recruitment in -15 pay band save in exceptional circumstances as indicated in para 2.2.10 of the Report of the Sixth Central Pay Commission.

Following the notification of the CCS (Revised Pay) Rules, 2008, this Department has received references from some administrative departments, seeking clarification regarding various aspects of placement of existing Group 'D' employees in the revised pay structure. The matter has been considered in this Department. The points of doubt raised by administrative departments and the clarifications thereto are issued as under:

Sl. No.	Point of doubt	Clarification
1	How will the pay of those Group 'D' officials who do not possess the minimum qualification and have retired/died in harness from 1.1.2006 till date be fixed in the revised structure? Whether they will be placed in -15 pay band or in the pay band PB-1?	Those Group 'D' employees who did not possess the minimum qualification and who have retired/died in harness between 1.1.2006 and date of notification of Revised Pay Rules will be granted pay band -15 and the grade pay corresponding to their pre-revised pay scale as notified in CCS (RP) Rules, 2008.

2	<p>What will be the training curriculum, period and the procedure for placement of those Group 'D' officials in PB-1 band who do not possess the minimum prescribed qualification?</p>	<p>Each administrative department concerned will design a training curriculum suited to its requirements. As far as possible, the training programme should not exceed 3 months and it may be imparted during working days for not more than 2 hours per day. The Department concerned will bear the expenditure for training.</p>
3	<p>In the case of those Group 'D' officials who were in the pre-revised scale of Rs.2550-55-2660-60-3200 (e.g. Peon) and who are to be placed in the pay band PB-1 with Grade Pay of Rs.1800 w.e.f. 1.1.2006 and are subsequently granted ACP/Promotion, it is not clear as to what will be their grade pay. If the grade pay remains unchanged, the officials will not be getting any benefit on promotion/ACP. In case they are granted next higher grade in the hierarchy of revised pay structures, it will put seniors viz. Daftry/Senior Peons etc at a disadvantageous position.</p>	<p>Government servants who have been granted financial upgradation to a higher scale under the ACP Scheme will be granted the grade pay corresponding to the higher pre-revised pay scale that was granted to them under ACP. However, in case of erstwhile Group 'D' employees, all such eligible employees will be granted grade pay of Rs.1800 in PB-1, irrespective of their pre-revised Group 'D' pay scale whether granted to them on regular appointment/promotion or under ACP.</p>


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