

7<sup>th</sup> CPC  
and  
Us

# General Issues

# Pay

Fitment Factor

**2.57**

Other factors of 2.62, 2.67, 2.72 etc. only for the construction of the matrix

# Pay

Pay Fixation

**Present Pay x 2.57**

subject to a minimum of starting pay of that level

# Pay

**Table 5: Pay Matrix (Civilian Employees)**

Pay Band	5200-20200					9300-34800				15600-39100			37400-67000			67000-79000	75500-80000	80000	90000
Grade Pay	1800	1900	2000	2400	2800	4200	4600	4800	5400	5400	6600	7600	8700	8900	10000				
Entry Pay (EP)	7000	7730	8460	9910	11360	13500	17140	18150	20280	21000	25350	29500	46100	49100	53000	67000	75500	80000	90000
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	13A	14	15	16	17	18
Index	2.57	2.57	2.57	2.57	2.57	2.62	2.62	2.62	2.62	2.67	2.67	2.67	2.57	2.67	2.72	2.72	2.72	2.81	2.78
1	18000	19900	21700	25500	29200	35400	44900	47600	53100	56100	67700	78800	118500	131100	144200	182200	205400	225000	250000
2	18500	20500	22400	26300	30100	36500	46200	49000	54700	57800	69700	81200	122100	135000	148500	187700	211600		
3	19100	21100	23100	27100	31000	37600	47600	50500	56300	59500	71800	83600	125800	139100	153000	193300	217900		
4	19700	21700	23800	27900	31900	38700	49000	52000	58000	61300	74000	86100	129600	143300	157600	199100	224400		
5	20300	22400	24500	28700	32900	39900	50500	53600	59700	63100	76200	88700	133500	147600	162300	205100			
6	20900	23100	25200	29600	33900	41100	52000	55200	61500	65000	78500	91400	137500	152000	167200	211300			
7	21500	23800	26000	30500	34900	42300	53600	56900	63300	67000	80900	94100	141600	156600	172200	217600			
8	22100	24500	26800	31400	35900	43600	55200	58600	65200	69000	83300	96900	145800	161300	177400	224100			
9	22800	25200	27600	32300	37000	44900	56900	60400	67200	71100	85800	99800	150200	166100	182700				
10	23500	26000	28400	33300	38100	46200	58600	62200	69200	73200	88400	102800	154700	171100	188200				
11	24200	26800	29300	34300	39200	47600	60400	64100	71300	75400	91100	105900	159300	176200	193800				
12	24900	27600	30200	35300	40400	49000	62200	66000	73400	77700	93800	109100	164100	181500	199600				
13	25600	28400	31100	36400	41600	50500	64100	68000	75600	80000	96600	112400	169000	186900	205600				
14	26400	29300	32000	37500	42800	52000	66000	70000	77900	82400	99500	115800	174100	192500	211800				
15	27200	30200	33000	38600	44100	53600	68000	72100	80200	84900	102500	119300	179300	198300	218200				
16	28000	31100	34000	39800	45400	55200	70000	74300	82600	87400	105600	122900	184700	204200					
17	28800	32000	35000	41000	46800	56900	72100	76500	85100	90000	108800	126600	190200	210300					
18	29700	33000	36100	42200	48200	58600	74300	78800	87700	92700	112100	130400	195900	216600					

# Major Allowances

HRA

24%, 16%, 8% of BP in Class X, Y, Z cities

No add-ons like NPA, etc. in BP to calculate HRA

# Major Allowances

Transport Allowance

**No Change**

since already fully DA-indexed

# Major Allowances

Children Education Allowance

**Raised by 50% from 1500 pm to 2250 pm**

Similar raise for Hostel Subsidy

# Major Allowances

## Tenure Allowance

**Raised by a factor of 2.25**

Will further rise by 25% each time DA rises by 50%

# Issues of Railway Accounts

# IRAS Specific

## Cadre Management

11.40.17 Apart from the fact that the IRPS is a dedicated Service for personnel management, its officers, unlike those of the RBSS, have vast experience in the field, in railways' operational zones and its myriad production units. It is, therefore, recommended that **the confidential work and cadre management of all Group 'A' services (except IRAS) in the Railways should be handed over to the IRPS. As far as the Indian Railway Accounts Service (IRAS) is concerned, in the interest of financial autonomy, the practice followed in the field that the IRAS does its own cadre management in all respects, should be completely followed at the ministry level also.**

## IRAS

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11.40.31 Amongst the organised services in the Indian Railways, IRAS has the unique distinction of having widespread exposure to almost all relevant fields like Contract Management, Project Evaluation, Establishment and HR matters, Investment related issues, etc. Owing to close interaction with all other Departments of the Railways, they are better suited to take appropriate administrative decisions in a holistic manner.

11.40.32 IRAS officers have requested the Commission for additional posts of Additional Member (Institutional Finance), Additional Member (Accounting Reforms), Additional Member (Internal Audit), Additional Member (Accounts), Advisor (Costing) and Advisor (PPP) in the Railway Board.

### *Analysis and Recommendations*

11.40.33 Presently, there are two posts of Additional Members in the Railway Board in HAG+, viz., Additional Member (Finance) and Additional Member (Budget).

11.40.34 The Commission realizes that Indian Railways is actively looking at innovative methods of revenue generation, both internal and external. Hence, the demand for the post of Additional Member (Institutional Finance) has merit.

11.40.35 Similarly, as strongly emphasized by the Committee for Mobilization of Resources for Major Railway Projects and Restructuring of Railway Ministry and Railway Board, headed by Dr. Bibek Debroy, Indian Railways needs to move to a “*responsive and transparent accounting and costing system as the first stepping-stone to a commercially viable Railway system.*” Hence the demand for the post of Additional Member (Accounting Reforms) also appears justified.

11.40.36 However, the Commission is of the opinion that the provision of the above mentioned posts is in the administrative domain of the Ministry of Railways, and they should take a view accordingly.

	Apex	HAG+	HAG	SAG	JAG	STS	JTS	Total	HAG %	SAG %
All India Services										
IAS	304	0	596	1111	4143			6154		
IPS	47	69	398	660	3546			4720		
Indian Forest Service	26	63	409	689	1944			3131		
Organized Gr.A								54208		
Indian Foreign Service	33	0	46	160	154	211	35	639	13.08%	39.57%
IA&AS	5	5	59	117	151	245	112	694	11.86%	31.96%
IRS	26	91	300	635	1575	1394	1091	5112	10.37%	26.16%
Indian Customs & Central Excise	14	38	100	340	932	801	3367	5592	6.83%	22.11%
IDAS	1	4	19	71	113	172	176	556	6.32%	25.00%
IDES	1	0	7	19	65	41	56	189	6.02%	20.30%
Indian Economic Service	5	0	15	89	146	111	105	471	5.46%	29.78%
ICAS	1	2	4	28	56	76	15	182	4.19%	20.96%
<b>IRAS</b>	<b>1</b>	<b>2</b>	<b>30</b>	<b>105</b>	<b>295</b>	<b>432</b>	<b>527</b>	<b>1392</b>	<b>3.82%</b>	<b>15.95%</b>
IRTS	1	4	27	137	401	335	715	1620	3.54%	18.67%
IRSME	1	2	33	161	498	384	735	1814	3.34%	18.26%
Indian Inspection Service	0	0	2	8	18	44	30	102	2.78%	13.89%
IRSEE	1	1	25	129	450	386	661	1653	2.72%	15.73%
Indian Supply Service	0	0	2	11	31	34	33	111	2.56%	16.67%

# Accounts Specific

## Accounts Staff

11.40.82 The Commission finds merit in the contention that the above has led to an anomalous situation. It is therefore **recommended that in cases where a senior employee has cleared both Appending IIA and Appending IIIA examinations before the junior, and purely through circumstances the junior is drawing higher GP, the anomaly should be fixed by stepping up the pay of the senior employee vis-à-vis the junior, and then fixing the senior employee in the Pay Matrix.**

11.40.83 In line with our recommendations for organised Accounts cadres, it is further **recommended that employees in GP 4800 should be upgraded, on completion of four years' service, to the existing GP 5400 (PB-2), viz., Level 9 in the pay matrix, on a non-functional basis.**

# Accounts Specific

## Cashless Working

8.10.80 The following 19 allowances should be abolished:

- Assisting Cashier Allowance, Cash Handling Allowance, and Treasury Allowance—  
With the technological advances and growing emphasis on banking, these allowances have lost their relevance. Here it is recommended that not only all salary be paid through banks, but ministries/departments should work out plans to first minimize and then eliminate all sorts of cash transactions.

# Accounts Specific

## Fingerprint Examiners

11.40.87 The Commission is of the view that the job of Finger Print Examiners is sporadic in nature. When there are fresh recruitments, their services are required to verify the fingerprints of the candidates. Similarly, they are called when there are suspicions of fraud and deception.

11.40.88 Railways will be better served if they obtain the services of professionals in the open market for this kind of verification.

**11.40.89 It is, therefore, recommended that the cadre of Finger Print Examiners be merged with the Accounts cadre after requisite training and after following the due process of assigning seniority.**

# Miscellaneous Issues

# Other Important Recommendations

## Cadre Review

7.3.17 The approach of this Pay Commission is towards rationalization of the processes and entities in government, and as such it does not recommend creation of a new agency for carrying out an activity which, in effect is a purely an internal function. This Commission is of the view that the cadre review should be the responsibility of the concerned Secretary of the Department to which the cadre belongs and not the responsibility of Secretary, DoPT. Since the proposal for cadre review is to be based on a set of parameters already spelt out by DoPT in its cadre review monograph, it is **recommended that the examination of the cadre restructuring proposal should be undertaken at the department level itself with one member each from DoPT and Department of Expenditure attending such meetings chaired by the concerned Secretary of the cadre seeking the restructuring in his/her capacity as the cadre controlling officer. This will drastically reduce the time taken in the proposal going back and forth between DoPT, DoE and the relevant Ministry. The proposal can thereafter be placed before the Cadre Review Committee chaired by the Cabinet Secretary where the concerned Secretaries are represented.**

# Other Important Recommendations

## Non-Functional Upgrade (NFU) on Residency Period

**7.3.22 The NFU should be subject to the completion of the prescribed residency period in the preceding substantive grade and not linked to the promotion of an IAS batch. All the**

Recommended by Chairman. Other two members have favored abolition of NFU

# Other Important Recommendations

## Empanelment (*disputed*)

**General: All officers of All India Services and Central Group 'A' Services participating in the Central Staffing Scheme who have put in 17 years of service will be eligible to apply. Since the pay structure being recommended is an open ended matrix, the existing proviso for the AIS, viz., the appointment of at least one officer of the batch year of the Service from any State cadre in the (pre-revised) scale of ₹37400-67000+GP ₹10000 should be dispensed with.**

# Other Important Recommendations

## Empanelment (*disputed*)

**Screening Process:** The screening for empanelment should be carried out by a separate body, specifically constituted for the purpose. The committee should ideally consist of the following:

- a. **Chairman, UPSC or, in his absence a Member nominated by him;**
- b. **Two members at the Secretary level, one from the IAS and one from one of the other Central Services;**
- c. **At least two subject experts**

# Other Important Recommendations

## Empanelment (*disputed*)

**Vacancies may be notified, or advertised well in advance, along with an indication of the domain expertise required. The officers possessing the required domain knowledge and already empanelled would be free to ‘apply’ to the position concerned. The selection may be carried out by a Committee with a broad representation (inclusion of a domain expert being mandatory).**

# Other Important Recommendations

## Online APARs (15.26 E)

***Online APAR System:*** The Commission notes that 'Smart Performance Appraisal Report Recording Online Window' has been introduced for IAS Officers. Such a system ensures adherence to the prescribed timelines in filling up the APARs. The Commission recommends introduction of such online APARs systems for all Central Government officers/employees.

# Other Important Recommendations

## Training

14.8 Having analyzed the feedback received on training, the Commission is of the view that training remains a “low priority” area, lacking ample funding. Its role as a serious input for capacity building needs to be reiterated. In line with the NTP, 2012, it is recommended that **each ministry/department/organization should set aside at least 2.5 percent of its salary budget for training. The expenditure on training should be captured through a separate Budget Head created especially for this purpose. Each ministry/department/organization should have a Training Manager for training administration and management.**

# Other Important Recommendations

## Domestic Funding of Foreign Training (DFFT) and Partial Funding of Foreign Training (PFFT)

14.18 It transpires that DoPT lays down guidelines and policies regarding these schemes, and implements the same for IAS, CSS, CSSS and other Central Government officers who are on Central Deputation. Within the stipulated framework, individual cadres can well devise their own DFFT and PFFT schemes in consultation with their nodal ministries. Specific funds may be provided by the ministries for this purpose.

Thank You