

EXTRAORDINARY

F.No. 11(3)/2016/D(Civ-1)

Government of India

Ministry of Defence

NOTIFICATION

New Delhi, dated the 9 August, 2016

SRO .....//. (E) In exercise of the powers conferred by the proviso to Article 309, and Clause (5) of Article 148 of the Constitution, the President hereby makes the following rules, namely :-

1. **Short title and commencement –**

- (1) These rules may be called the Civilians in Defence Services (Revised Pay) Rules, 2016.
- (2) They shall be deemed to have come into force on the 1<sup>st</sup> day of January, 2016.

2. **Categories of Government servants to whom the rules apply-**

(1) Save as otherwise provided by or under these rules, these rules shall apply to persons appointed to civil services and posts in connection with the affairs of the Union whose pay is debitable to the Defence Services Estimates.

(2) These rules shall not apply to -

- (i) Persons locally recruited for services in Diplomatic, Consular or other Indian establishments in foreign countries;
- (ii) persons not in whole-time employment;
- (iii) persons paid out of contingencies;
- (iv) persons paid otherwise than on a monthly basis including those paid only on a piece rate basis;
- (v) persons employed on contract except where the contract provides otherwise;
- (vi) persons re-employed in Government service after retirement;
- (vii) any other class or category of persons whom the President may, by order, specifically exclude from the operation of all or any of the provisions contained in these rules.

3. **Definitions-** In these rules, unless the context otherwise requires,-

- (i) “existing basic pay” means pay drawn in the prescribed existing Pay Band and Grade Pay or Pay in the existing scale;
- (ii) “existing Pay Band and Grade Pay” in relation to a Government servant means the Pay Band and the Grade Pay applicable to the post held by the Government servant as on the date immediately before the notification of these rules whether in a substantive capacity or in officiating capacity;
- (iii) “existing scale” in relation to a Government servant means the pay scale applicable to the post held by the Government servant as on the date immediately before the notification of these rules in the Higher Administrative Grade, Higher Administrative Grade+ , Apex scale and that applicable to Cabinet Secretary whether in a substantive or officiating capacity;
- (iv) “existing pay structure ” in relation to a Government servant means the present system of Pay Band and Grade Pay or the Pay Scale applicable to the post held by the Government servant as on the date immediately before the coming into force of these rules whether in a substantive or officiating capacity.

**Explanation-**

The expressions “existing basic pay”, “existing Pay Band and Grade Pay” and “existing scale”, in respect of a Government servant who on the 1<sup>st</sup> day of January, 2016 was on deputation out of India or on leave or on foreign service, or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, shall mean such basic pay, Pay Band and Grade Pay or scale in relation to the post which he would have held but for his being on deputation out of India or on leave or on foreign service or officiating in higher post, as the case may be;

- (v) “existing emoluments” mean the sum of (i) existing basic pay and (ii) existing dearness allowance at index average as on 1<sup>st</sup> day of January, 2006;
- (vi) “Pay Matrix” means Matrix specified in Part A of the Schedule, with Levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay or scale;
- (vii) “Level” in the Pay Matrix shall mean the Level corresponding to the existing Pay Band and Grade Pay or scale specified in Part A of the Schedule;
- (viii) “pay in the Level” means pay drawn in the appropriate Cell of the Level as specified in Part A of the Schedule;
- (ix) “revised pay structure” in relation to a post means the Pay Matrix and the Levels specified therein corresponding to the existing Pay Band and Grade



Pay or scale of the post unless a different revised Level is notified separately for that post;

- (x) “basic pay” in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix;
- (xi) “revised emoluments” means the pay in the Level of a Government servant in the revised pay structure; and
- (xii) “Schedule” means a schedule appended to these rules.

4. **Level of posts**— The Level of posts shall be determined in accordance with the various Levels as assigned to the corresponding existing Pay Band and Grade Pay or scale as specified in the Pay Matrix.

5. **Drawal of pay in the revised pay structure**— Save as otherwise provided in these rules, a Government servant shall draw pay in the Level in the revised pay structure applicable to the post to which he is appointed:

Provided that a Government servant may elect to continue to draw pay in the existing pay structure until the date on which he earns his next or any subsequent increment in the existing pay structure or until he vacates his post or ceases to draw pay in the existing pay structure:

Provided further that in cases where a Government servant has been placed in a higher grade pay or scale between 1<sup>st</sup> day of January, 2016 and the date of notification of these rules on account of promotion or upgradation, the Government servant may elect to switch over to the revised pay structure from the date of such promotion or upgradation, as the case may be.

**Explanation 1-** The option to retain the existing pay structure under the provisos to this rule shall be admissible only in respect of one existing Pay Band and Grade Pay or scale.

**Explanation 2-** The aforesaid option shall not be admissible to any person appointed to a post for the first time in Government service or by transfer from another post on or after the 1<sup>st</sup> day of January, 2016, and he shall be allowed pay only in the revised pay structure.

**Explanation 3-** Where a Government servant exercises the option under the provisos to this rule to retain the existing pay structure of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that pay structure under Fundamental Rule 22, or under any other rule or order applicable to that post, his substantive pay shall be substantive pay which he would have drawn had he retained the existing pay structure in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended

or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

**6. Exercise of option-**

- (1) The option under the provisos to rule 5 shall be exercised in writing in the form appended to these rules so as to reach the authority mentioned in sub-rule (2) within three months of the date of notification of these rules or where any revision in the existing pay structure is made by any order subsequent to the date of notification of these rules, within three months of the date of such order:

Provided that-

- (i) in the case of a Government servant who is, on the date of such notification or, as the case may be, date of such order, out of India on leave or deputation or foreign service or active service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in India; and
- (ii) where a Government servant is under suspension on the 1<sup>st</sup> day of January, 2016, the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this sub-rule.

- (2) The option shall be intimated by the Government servant to the Head of his Office along with an undertaking, in the form appended to these rules.

- (3) If the intimation regarding option is not received by the authority within the time specified in sub-rule (1), the Government servant shall be deemed to have elected to be governed by the revised pay structure with effect from the 1st day of January, 2016.

- (4) The option once exercised shall be final.

**Note 1:** Persons whose services were terminated on or after 1<sup>st</sup> January, 2016 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds, shall be entitled to exercise option under sub-rule (1).

**Note 2:** Persons who have died on or after the 1<sup>st</sup> day of January, 2016 and could not exercise the option within prescribed time limit are deemed to have opted for the revised pay structure on and from the 1<sup>st</sup> day of January, 2016 or such later date as is most beneficial to their dependents if the revised pay structure is more favorable and in such cases, necessary action for payment of arrears shall be taken by the Head of Office.



**Note 3:** Persons who were on earned leave or any other leave on 1<sup>st</sup> day of January, 2016 which entitled them to leave salary shall be entitled to exercise option under sub-rule (1).

**7. Fixation of pay in the revised pay structure-**

(1) The pay of a Government servant who elects, or is deemed to have elected under rule 6 to be governed by the revised pay structure on and from the 1<sup>st</sup> day of January, 2016, shall, unless in any case the President by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if such lien had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely:-

(A) in the case of all employees-

(i) the pay in the applicable Level in the **Pay Matrix** shall be the pay obtained by multiplying the existing basic pay by a **factor of 2.57**, rounded off to the nearest rupee and the figure so arrived at will be located in that Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix.

Illustration:

1.	Existing Pay Band : PB-1	<b>Pay Band</b>	<b>5200-20200</b>				
2.	Existing Grade Pay : 2400						
3.	Existing Pay in Pay Band : 10160	<b>Grade Pay</b>	<b>1800</b>	<b>1900</b>	<b>2000</b>	<b>2400</b>	<b>2800</b>
4.	Existing Basic Pay : 12560 (10160+2400)		<b>Levels</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
5.	Pay after multiplication by a fitment factor of 2.57 : 12560 x 2.57 = 32279.20 (rounded off to 32279)	1	18000	19900	21700	25500	29200
6.	Level corresponding to GP 2400 : Level 4	2	18500	20500	22400	26300	30100
7.	Revised Pay in Pay Matrix (either equal to or next higher to 32279 in Level 4) : 32300.	3	19100	21100	23100	27100	31000
		4	19700	21700	23800	27900	31900
		5	20300	22400	24500	28700	32900
		6	20900	23100	25200	29600	33900
		7	21500	23800	26000	30500	34900
		8	22100	24500	26800	31400	35900
		9	22800	25200	27600	<b>32300</b>	37000
10	23500	26000	28400	33300	38100		
11	24200	26800	29300	34300	39200		

- (ii) if the minimum pay or the first Cell in the applicable Level is more than the amount arrived at as per sub-clause (i) above, the pay shall be fixed at minimum pay or the first Cell of that applicable Level.
- (B) In the case of medical officers in respect of whom Non Practicing Allowance (NPA) is admissible, the pay in the revised pay structure shall be fixed in the following manner :
- (i) the existing basic pay shall be multiplied by a factor of 2.57 and the figure so arrived at shall be added to by an amount equivalent to Dearness Allowance on the pre-revised Non-Practicing Allowance admissible as on 1<sup>st</sup> day of January, 2006. The figure so arrived at will be located in that Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix.
- (ii) The pay so fixed under sub-clause (i) shall be added by the pre-revised Non Practicing Allowance admissible on the existing basic pay until further decision on the revised rates of Non Practicing Allowance.

Illustration:

1.	Existing Pay Band : PB-3			
2.	Existing Grade Pay : 5400			
3.	Existing pay in Pay Band : 15600			
4.	Existing Basic Pay : 21000			
5.	25% NPA on Basic Pay : 5250			
6.	DA on NPA@ 125% : 6563			
7.	Pay after multiplication by a fitment factor of 2.57: 21000 x 2.57 = 53970			
8.	DA on NPA : 6563 (125% of 5250)			
9.	Sum of serial number 7 and 8 = 60533			
10.	Level corresponding to Grade Pay 5400 (PB-3) : Level 10			
11.	Revised Pay in Pay Matrix (either equal to or next higher to 60540 in Level 10) : 61300			
12.	Pre-revised Non Practicing Allowance : 5250			
13.	Revised Pay + pre-revised Non Practicing Allowance : 66550			

Pay Band	15600-39100		
Grade Pay	5400	6600	7600
Levels	10	11	12
1	56100	67700	78800
2	57800	69700	81200
3	59500	71800	83600
4	<b>61300</b>	74000	86100
5	63100	76200	88700
6	65000	78500	91400

- (2) Where a post has been upgraded as a result of the recommendations of the Seventh Central Pay Commission as indicated in Part B or Part C of the Schedule, the existing basic pay will be arrived at by adding the Pay drawn by the concerned employee in the existing Pay Band plus the Grade Pay



corresponding to the Level to which the post has been upgraded and, the fixation of pay shall be done in the manner prescribed in accordance with clause (A) of sub-rule (1).

Illustration:

1.	Existing Pay Band : PB-1	<b>Pay Band</b>	<b>5200-20200</b>				
2.	Existing Grade Pay : 2400						
3.	Existing basic pay : 12560	<b>Grade Pay</b>	<b>1800</b>	<b>1900</b>	<b>2000</b>	<b>2400</b>	<b>2800</b>
4.	Upgraded Grade Pay : 2800		<b>Levels</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
5.	Pay for the purpose of fixation: 12960 (10160+2800)		1	2	3	4	5
6.	Pay after multiplying serial number 5 with a fitment factor of 2.57 : 33307.20 (rounded off to 33307)		18000	19900	21700	25500	29200
			18500	20500	22400	26300	30100
			19100	21100	23100	27100	31000
			19700	21700	23800	27900	31900
7.	Level corresponding to Grade Pay 2800 : Level 5		20300	22400	24500	28700	32900
			20900	23100	25200	29600	<b>33900</b>
8.	Revised Pay in Pay Matrix (either equal to or next higher to 33307 in Level 5) : 33900.		21500	23800	26000	30500	34900

- (3) A Government servant who is on leave on the 1<sup>st</sup> day of January, 2016 and is entitled to leave salary shall be entitled to pay in the revised pay structure from 1<sup>st</sup> day of January, 2016 or the date of option for the revised pay structure.
- (4) A government servant who is on study leave on the 1<sup>st</sup> day of January 2016 shall be entitled to the pay in the revised pay structure from 1<sup>st</sup> day of January, 2016 or the date of option.
- (5) A Government servant under suspension, shall continue to draw subsistence allowance based on existing pay structure and his pay in the revised pay structure shall be subject to the final order on the pending disciplinary proceedings.
- (6) Where a Government servant holding a permanent post is officiating in a higher post on a regular basis and the pay structure applicable to these two posts are merged into one Level, the pay shall be fixed under sub-rule (1) with reference to the officiating post only and the pay so fixed shall be treated as substantive pay.
- (7) Where the existing emoluments exceed the revised emoluments in the case of any Government servant, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

(8) Where in the fixation of pay under sub-rule (1), the pay of a Government servant, who, in the existing pay structure, was drawing immediately before the 1<sup>st</sup> day of January, 2016 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised pay structure in a Cell lower than that of such junior, his pay shall be stepped up to the same Cell in the revised pay structure as that of the junior.

(9) Where a Government servant is in receipt of personal pay immediately before the date of notification of these rules, which together with his existing emoluments exceed the revised emoluments, then the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increase in pay.

(10) (i) In cases where a senior Government servant promoted to a higher post before the 1<sup>st</sup> day of January, 2016 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1<sup>st</sup> day of January, 2016, the pay of senior Government servant in the revised pay structure shall be stepped up to an amount equal to the pay as fixed for his junior in that higher post and such stepping up shall be done with effect from the date of promotion of the junior Government servant subject to the fulfillment of the following conditions, namely:-

- (a) both the junior and the senior Government servants belong to the same cadre and the posts in which they have been promoted are identical in the same cadre;
- (b) the existing pay structure and the revised pay structure of the lower and higher posts in which they are entitled to draw pay are identical;
- (c) the senior Government servants at the time of promotion are drawing equal or more pay than the junior;
- (d) the anomaly is directly as a result of the application of the provisions of Fundamental Rule 22 or any other rule or order regulating pay fixation on such promotion in the revised pay structure:

Provided that if the junior officer was drawing more pay in the existing pay structure than the senior by virtue of any advance increments granted to him, the provisions of this sub-rule shall not be invoked to step up the pay of the senior officer.

(ii) The order relating to re-fixation of the pay of the senior officer in accordance with clause (i) shall be issued under Fundamental Rule 27 and the senior officer shall be entitled to the next increment on completion of his required qualifying service with effect from the date of re-fixation of pay.



- (11) Subject to the provisions of rule 5, if the pay as fixed in the officiating post under sub-rule (1) is lower than the pay fixed in the substantive post, the former shall be fixed at the same stage as the substantive pay.

8. **Fixation of pay of employees appointed by direct recruitment on or after 1<sup>st</sup> day of January, 2016-** The pay of employees appointed by direct recruitment on or after 1<sup>st</sup> day of January, 2016 shall be fixed at the minimum pay or the first Cell in the Level, applicable to the post to which such employees are appointed:

Provided that where the existing pay of such employee appointed on or after 1<sup>st</sup> day of January, 2016 and before the date of notification of these rules, has already been fixed in the existing pay structure and if his existing emoluments happen to exceed the minimum pay or the first Cell in the Level, as applicable to the post to which he is appointed on or after 1<sup>st</sup> day of January, 2016, such difference shall be paid as personal pay to be absorbed in future increments in pay.

9. **Increments in Pay Matrix.** - The increment shall be as specified in the vertical Cells of the applicable Level in the Pay Matrix.

Illustration:

An employee in the Basic Pay of 32300 in Level 4 will move vertically down the same Level in the cells and on grant of increment, his basic pay will be 33300.	<b>Pay Band</b>	<b>5200-20200</b>				
	<b>Grade Pay</b>	<b>1800</b>	<b>1900</b>	<b>2000</b>	<b>2400</b>	<b>2800</b>
	<b>Levels</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
	1	18000	19900	21700	25500	29200
	2	18500	20500	22400	26300	30100
	3	19100	21100	23100	27100	31000
	4	19700	21700	23800	27900	31900
	5	20300	22400	24500	28700	32900
	6	20900	23100	25200	29600	33900
	7	21500	23800	26000	30500	34900
	8	22100	24500	26800	31400	35900
	9	22800	25200	27600	<b>32300</b>	37000
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10	23500	26000	28400	<b>33300</b>	38100	
11	24200	26800	29300	34300	39200	

10. **Date of next increment in revised pay structure.-**

- (1) There shall be two dates for grant of increment namely, 1<sup>st</sup> January and 1<sup>st</sup> July of every year, instead of existing date of 1<sup>st</sup> July:

Provided that an employee shall be entitled to only one annual increment either on 1<sup>st</sup> January or 1<sup>st</sup> July depending on the date of his appointment, promotion or grant of financial upgradation.

- (2) The increment in respect of an employee appointed or promoted or granted financial upgradation including upgradation under Modified Assured Career Progression Scheme (MACPS) during the period between the 2<sup>nd</sup> day of January and 1<sup>st</sup> day of July (both inclusive) shall be granted on 1<sup>st</sup> day of January and the increment in respect of an employee appointed or promoted or granted financial upgradation including upgradation under MACPS during the period between the 2<sup>nd</sup> day of July and 1<sup>st</sup> day of January (both inclusive) shall be granted on 1<sup>st</sup> day of July.

**Illustration:**

- (a) In case of an employee appointed or promoted in the normal hierarchy or under MACPS during the period between the 2<sup>nd</sup> day of July, 2016 and the 1<sup>st</sup> day of January, 2017, the first increment shall accrue on the 1<sup>st</sup> day of July, 2017 and thereafter it shall accrue after one year on annual basis.
- (b) In case of an employee appointed or promoted in the normal hierarchy or under MACPS during the period between 2<sup>nd</sup> day of January, 2016 and 1<sup>st</sup> day of July, 2016, who did not draw any increment on 1<sup>st</sup> day of July, 2016, the next increment shall accrue on 1<sup>st</sup> day of January, 2017 and thereafter it shall accrue after one year on annual basis:

Provided that in the case of employees whose pay in the revised pay structure has been fixed as on 1<sup>st</sup> day of January, the next increment in the Level in which the pay was so fixed as on 1<sup>st</sup> day of January, 2016 shall accrue on 1<sup>st</sup> day of July, 2016:

Provided further that the next increment after drawal of increment on 1<sup>st</sup> day of July, 2016 shall accrue on 1<sup>st</sup> day of July, 2017.

- (3) Where two existing Grades in hierarchy are merged and the junior Government servant in the lower Grade happens to draw more pay in the corresponding Level in the revised pay structure than the pay of the senior Government servant, the pay of the senior government servant shall be stepped up to that of his junior from the same date and he shall draw next increment in accordance with this rule.

11. **Revision of pay from a date subsequent to 1<sup>st</sup> day of January, 2016.**— Where a Government servant who continues to draw his pay in the existing pay structure is brought over to the revised pay structure from a date later than 1<sup>st</sup> day of January, 2016, his pay in the revised pay structure shall be fixed in the manner prescribed in accordance with clause (A) of sub-rule (1) of rule 7.

12. **Pay protection to officers on Central deputation under Central Staffing Scheme.**— If the pay of the officers posted on deputation to the Central Government under Central



Staffing Scheme, after fixation in the revised pay structure either under these rules or as per the instructions regulating such fixation of pay on the post to which they are appointed on deputation, happens to be lower than the pay these officers would have been entitled to, had they been in their parent cadre and would have drawn that pay but for the Central deputation, such difference in the pay shall be protected in the form of Personal Pay with effect from the date of notification of these rules.

13. **Fixation of pay on promotion on or after 1<sup>st</sup> day of January, 2016.-** The fixation of pay in case of promotion from one Level to another in the revised pay structure shall be made in the following manner, namely:-

- (i) One increment shall be given in the Level from which the employee is promoted and he shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level.

Illustration:

1.	Level in the revised pay structure : Level 4	<b>Pay Band</b>	<b>5200-20200</b>				
2.	Basic Pay in the revised pay structure : 28700	<b>Grade Pay</b>	<b>1800</b>	<b>1900</b>	<b>2000</b>	<b>2400</b>	<b>2800</b>
3.	Granted promotion/financial upgradation under MACPS in Level 5	<b>Levels</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
4.	Pay after giving one increment in Level 4 : 29600	1	18000	19900	21700	25500	29200
5.	Pay in the upgraded Level i.e. Level 5 : 30100 (either equal to or next higher to 29600 in Level 5)	2	18500	20500	22400	26300	<b>30100</b>
		3	19100	21100	23100	27100	31000
		4	19700	21700	23800	27900	31900
		5	20300	22400	24500	<b>28700</b>	32900
		6	20900	23100	25200	<b>29600</b>	33900
		7	21500	23800	26000	30500	34900

- (ii) In the case of Government servants receiving Non Practicing Allowance, their basic pay plus Non Practicing Allowance shall not exceed the average of basic pay of the revised scale applicable to the Apex Level and the Level of the Cabinet Secretary.

14. **Mode of payment of arrears of pay.-** The arrears shall be paid during the Financial Year 2016-2017.

**Explanation.-** For the purpose of this rule, "arrears of pay" in relation to a Government servant, means the difference between-

- (i) the aggregate of the pay and dearness allowance to which he is entitled on account of the revision of his pay under these rules for the period effective from the 1<sup>st</sup> day of January, 2016; and
- (ii) the aggregate of the pay and dearness allowance to which he would have been entitled (whether such pay and dearness allowance had been received or not) for that period had his pay and allowances not been so revised.

15. **Overriding effect of rules-** The provisions of the Fundamental Rules, the Civilians in Defence Services (Revision of Pay) Rules, 1947, the Civilians in Defence Services (Revised Pay) Rules, 1960, the Civilians in Defence Services (Revised Pay) Rules, 1973, the Civilians in Defence Services (Revised Pay) Rules, 1986, the Civilians in Defence Services (Revised Pay) Rules, 1997 and the Civilians in Defence Services (Revised Pay) Rules, 2008 shall not, save as otherwise provided in these rules, apply to cases where pay is regulated under these rules, to the extent they are inconsistent with these rules.

16. **Power to relax-** Where the President is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, he may, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner.

17. **Interpretation-** If any question arises relating to the interpretation of any of the provisions of these rules, it shall be referred to the Central Government for decision.



**SCHEDULE**  
[See rules 3 (vi) and 7(2)]

**PART A**  
**Pay Matrix**

Grade Pay	5200-20200					9300-34800					15600-39100					37400-67000				67000-79000	75500-80000	80000	90000
	1800	1900	2000	2400	2800	4200	4600	4800	5400	5400	6600	7600	8700	8900	10000								
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	13A	14	15	16	17	18				
1	18000	19900	21700	25500	29200	35400	44900	47600	53100	56100	67700	78800	118500	131100	144200	182200	205400						
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									
19	30600	34000	37200	43500	49600	60400	76500	81200	90300	95500	115500	134300	201800										
20	31500	35000	38300	44800	51100	62200	78800	83600	93000	98400	119000	138300	207900										
21	32400	36100	39400	46100	52600	64100	81200	86100	95800	101400	122600	142400	214100										
22	33400	37200	40600	47500	54200	66000	83600	88700	98700	104400	126300	146700											
23	34400	38300	41800	48900	55800	68000	86100	91400	101700	107500	130100	151100											
24	35400	39400	43100	50400	57500	70000	88700	94100	104800	110700	134000	155600											
25	36500	40600	44400	51900	59200	72100	91400	96900	107900	114000	138000	160300											
26	37600	41800	45700	53500	61000	74300	94100	99800	111100	117400	142100	165100											

Pay Band	5200-20200					9300-34800					15600-39100					37400-67000			67000-79000	75500-80000	80000	90000
	1800	1900	2000	2400	2800	4200	4600	4800	5400	5400	6600	7600	8700	8900	10000	15	16	17	18			
Grade Pay	1800	1900	2000	2400	2800	4200	4600	4800	5400	5400	6600	7600	8700	8900	10000							
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	13A	14	15	16	17	18			
27	38700	43100	47100	55100	62800	76500	96900	102800	114400	120900	146400	170100										
28	39900	44400	48500	56800	64700	78800	99800	105900	117800	124500	150800	175200										
29	41100	45700	50000	58500	66600	81200	102800	109100	121300	128200	155300	180500										
30	42300	47100	51500	60300	68600	83600	105900	112400	124900	132000	160000	185900										
31	43600	48300	53000	62100	70700	86100	109100	115800	128600	136000	164800	191500										
32	44900	50000	54600	64000	72800	88700	112400	119300	132500	140100	169700	197200										
33	46200	51500	56200	65900	75000	91400	115800	122900	136500	144300	174800	203100										
34	47600	53000	57900	67900	77300	94100	119300	126600	140600	148600	180000	209200										
35	49000	54600	59600	69900	79600	96900	122900	130400	144800	153100	185400											
36	50500	56200	61400	72000	82000	99800	126600	134300	149100	157700	191000											
37	52000	57900	63200	74200	84500	102800	130400	138300	153600	162400	196700											
38	53600	59600	65100	76400	87000	105900	134300	142400	158200	167300	202600											
39	55200	61400	67100	78700	89600	109100	138300	146700	162900	172300	208700											
40	56900	63200	69100	81100	92300	112400	142400	151100	167800	177500												



**PART B**

**UPGRADED LEVELS FOR MEDICAL AND PARAMEDICAL SERVICES AND  
COMMON CATEGORIES**

The Level in the revised pay structure mentioned in column (5) for the posts mentioned in column (2) of the Table below have been approved by the Government and the initial fixation as on the 1<sup>st</sup> day of January, 2016 shall be made in accordance with sub-rule (2) of rule 7:

<b>Medical and Paramedical Services</b>					
Sl. No.	Name of the Post	Existing Grade Pay		Revised Pay Structure	
		Existing Grade Pay	Grade Pay corresponding to which revised Levels have been recommended	Level in Pay Matrix	Para No. of the Report
(1)	(2)	(3)	(4)	(5)	(6)
1.	Optometrist	2800	4200	L- 6	7.6.73
2.	Senior Optometrist	4200	4600	L- 7	7.6.73
3.	Optometrist Officer	4600	4800	L- 8	7.6.73
4.	Dental Mechanics and Dental Technician	2400	2800	L- 5	7.6.79
5.	Dresser	1800	2000	L- 3 This is subject to revision of the entry level qualification of Dressers to provide for Class XII with three years' experience of dressing of wounds. The existing incumbents not possessing the revised qualification may be granted replacement pay level for the time being. They may be granted the Level 3 after acquiring the revised qualification or on completion of five years in the pay level corresponding to Grade Pay 1800, whichever is earlier.	7.6.108
<b>Common Category</b>					
6.	Dental Hygienist in Central Government Health Scheme (CGHS)	2400	4200	L- 6 This is subject to the administrative ministry taking steps to bring uniformity in the entry level qualifications on the patterns of those in Central Government hospitals.	7.7.55

**PART C**

**UPGRADED LEVELS FOR CERTAIN POSTS IN MINISTRIES, DEPARTMENTS  
AND UNION TERRITORIES**

The Level in the revised pay structure mentioned in column (5) for the posts mentioned in column (2) of the Table below have been approved by the Government and the initial fixation as on the 1<sup>st</sup> day of January, 2016 shall be made in accordance with sub-rule (2) of rule 7:

SI. No.	Name of the Post	Existing Grade Pay		Revised Pay Structure	
		Existing Grade Pay	Grade Pay corresponding to which revised Levels have been recommended	Level in Pay Matrix	Para No. of the Report
(1)	(2)	(3)	(4)	(5)	(6)
<b>Ministry of Defence</b>					
1.	Research/Heraldic Assistant of History Division	4200	4600	L-7	11.12.81
2.	Assistant Director of History Division	4600	4800	L-8	11.12.81
3.	Direct Entry Diploma Holder Yantrik, Indian Coast Guard	2400	2800	L-5 Yantrik Pay to be paid @ Rs. 6200/- p.m.	11.12.18
4.	Sarang Lascar, Indian Coast Guard	1900	2400	L-4	11.12.21
5.	Group "Z" shall be merged into Group "Y" in respect of Enrolled Personnel of the Indian Coast Guard				11.12.15



## FORM OF OPTION

[See rule 6 (2)]

\*1. I, \_\_\_\_\_ hereby elect the revised pay structure with effect from 1<sup>st</sup> January, 2016.

\*2. I, \_\_\_\_\_ hereby elect to continue on Pay Band and Grade Pay of my substantive / officiating post mentioned below until:

\* the date of my next increment / the date of my subsequent increment raising my pay to Rs. \_\_\_\_\_ / I vacate or cease to draw pay in the existing pay structure / the date of my promotion/upgradation to the post of \_\_\_\_\_.

Existing Pay Band and Grade Pay \_\_\_\_\_

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Office in which employed \_\_\_\_\_

\* To be scored out, if not applicable.

## UNDERTAKING

I hereby undertake that in the event of my pay having been fixed in a manner contrary to the provisions contained in these Rules, as detected subsequently, any excess payment so made shall be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Date :

Place :

**MEMORANDUM EXPLANATORY TO THE CIVILIANS IN DEFENCE SERVICES  
(REVISED PAY) RULES, 2016**

**Rule 1-** This rule is self-explanatory.

**Rule 2-** This rule lays down the categories of employees to whom the rules apply. Except for the categories excluded under sub-rule (2), the rules are applicable to all persons under the rule making control of the President serving in Departments paid from Defence Services Estimates. The rules, however, apply to work charged establishments.

Rule 3 and 4- These rules are self-explanatory.

Rule 5- The intention is that all Government servants should be brought over to the revised pay structure except those who elect existing pay structure. The Government servants who exercise the option to continue in the existing pay structure will continue to draw the dearness allowance at the rates in force on 1<sup>st</sup> January, 2016. If a Government servant is holding permanent post in a substantive capacity and officiating in a higher post, or would have officiated in one or more posts but for his being on deputation etc., he has the option to retain the existing pay structure only in respect of one scale. Such a Government servant may retain the existing scale applicable to a permanent post or any one of the officiating posts. In respect of the remaining posts he will necessarily have to be brought over to the revised pay structure.

Rule 6- This rule prescribes the manner in which option has to be exercised and also the authority who shall be apprised of such option. The option has to be exercised in the form appended to the rules. It should be noted that it is not sufficient for a Government servant to exercise the option within the specified time limit but also to ensure that it reaches the prescribed authority within the time limit. In the case of persons who are outside India at the time of notification of these rules, the period within which the option has to be exercised is three months from the date they take over charge of the post in India. In the case of Government servants the revised pay structure of whose posts are announced subsequent to the date of issue of these rules, the period of three months will run from the date of such announcement.



Persons who have retired between 1<sup>st</sup> January 2016 and the date of notification of these rules are also eligible to exercise option.

**Rule 7-** This rule deals with the actual fixation of pay in the existing scales on 1<sup>st</sup> January, 2016 and is self explanatory. The benefit of this rule is not admissible in cases where a Government servant has elected the revised pay structure in respect of his substantive post, but has retained the existing scale in respect of an officiating post.

**Rule 8-** This rule prescribes the method of fixation of pay of employees appointed on direct recruitment on or after 1<sup>st</sup> day of January, 2016.

**Rule 9 and 10-** These rules prescribe the manner in which the next increment in the new pay structure shall be regulated.

**Rules 11 to 17-** These rules are self-explanatory.

[F.No. 11(3)/2016/D(Civ-I)]



(V.ANANDARAJAN)  
Joint Secretary to the Govt. of India