

Annexure I

PAY MATRIX

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				
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	13क	14	15	16	17	18
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					
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							
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							

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				
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	13क	14	15	16	17	18
30	42300	47100	51500	60300	68600	83600	105900	112400	124900	132000	160000	185900							
31	43600	48500	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									

ANNEXURE II

Statement showing the recommendations of the Seventh Central Pay Commission on Pay relating to Civilian employees in Group 'A', 'B' and 'C' and personnel of All India Services and Government's decisions thereon.

I. Pay Fixation in revised Pay Structure:

Sl. No.	Recommendation of the Seventh Central Pay Commission	Decision of the Government
1.	Minimum pay in government with effect from 01.01.2016 at Rs. 18000 per month (Para 4.2.13 of the Report)	Accepted
2.	Pay Matrix comprising two dimensions having horizontal range in which each level corresponds to a "functional role in the hierarchy" with number assigned 1, 2, 3 and so on till 18 and "vertical range" denoting "pay progression". These indicate the steps of annual financial progression (Para 5.1.21 of the Report)	Accepted
3.	On recruitment, an employee joins at a particular level and progresses within the level as per the vertical range. The movement is usually on an annual basis, based on annual increments till the time of their next promotion. (Para 5.1.22 of the Report)	Accepted
4.	The fitment factor of 2.57 to be applied uniformly for all employees. (Para 5.1.27 of the Report)	Accepted
5.	Pay of employees to be fixed in the revised Pay Structure in the manner laid down in Paras 5.1.28 and 5.1.29 of the Report.	Accepted
6.	In case of upgrading of posts recommended by the Commission, the pay may be fixed in revised Pay Structure in manner laid down in Para 5.1.30 of the Report.	Accepted. The recommendation regarding downgrading not accepted and, therefore, no occasion for fixation on downgrading of posts.
7.	Pay of direct recruits will start at the minimum pay corresponding to the Level to which recruitment is made, which will be the first cell of each Level in the Matrix (Para 5.1.32 of the Report)	Accepted
8.	On promotion, pay of employees to be fixed in the manner laid down in Para 5.1.33 of the Report.	Accepted

II. Annual Increments:

Sl. No.	Recommendation of the Seventh Central Pay Commission	Decision of the Government
1.	The manner of drawal of annual increment to be as laid down in Para 5.1.53 of the Report.	Accepted

III. Modified Assured Career Progression Scheme:

Sl. No.	Recommendation of the Seventh Central Pay Commission	Decision of the Government
1.	MACP will continue to be administered at 10, 20 and 30 years as before. In the new Pay Matrix, the employee will move to immediate next Level in hierarchy. Fixation of pay will follow the same principle as that for a regular promotion in the Pay Matrix. MACPS will continue to be applicable to all employees up to Higher Administrative Grade (HAG) level except members of Organised Group 'A' Services. (Para 5.1.44 of the Report)	Accepted
2.	Benchmark for performance appraisal for promotion and financial ungrdation under MACPS to be enhanced from "Good" to "Very Good". (Para 5.1.45 of the Report)	Accepted
3.	Withholding of annual increments in the case of those employees who are not able to meet the benchmark either for MACP or a regular promotion within the first 20 years of their service. (Para 5.1.46 of the Report)	Accepted

IV. Consolidated Pay package in Regulatory Bodies:

Sl. No.	Recommendation of the Seventh Central Pay Commission	Decision of the Government
1.	Consolidated pay package of Rs. 4,50,000 (Rupees Four Lakh and Fifty Thousand only) for Chairpersons of Telecom Regulatory Authority of India, Central Electricity Regulatory Commission, Insurance Regulatory and Development Authority, Securities and Exchange Board of India, Competition Commission of India, Pension Fund Regulatory and Development Authority, Petroleum and Natural Gas Regulatory Board, Warehousing Development and Regulatory Authority, and Airports Economic Regulatory Authority of India (Para No. 13.15 (i) of the Report)	Accepted

2.	Consolidated pay package of Rs. 4,00,000 (Rupees Four Lakh only) for Members of Telecom Regulatory Authority of India, Central Electricity Regulatory Commission, Insurance Regulatory and Development Authority, Securities and Exchange Board of India, Competition Commission of India, Pension Fund Regulatory and Development Authority, Petroleum and Natural Gas Regulatory Board, Warehousing Development and Regulatory Authority, and Airports Economic Regulatory Authority of India (Para No. 13.15 (i) of the Report)	Accepted
3.	Consolidated pay package in above cases to be raised by 25 percent as and when Dearness Allowance goes up by 50 percent. All other benefits, including Travelling Allowance/Daily Allowance on tour etc., to be provided by the Regulatory Bodies as per their rules and regulations. (Para No. 13.15 (ii) of the Report)	Accepted
4.	Normal replacement pay for existing Members of the remaining regulatory bodies set up under Acts of Parliament. (Para No. 13.15 (iii) of the Report)	Accepted

V. Dearness Allowance:

Sl. No.	Recommendation of the Seventh Central Pay Commission	Decision of the Government
1.	Existing formula and methodology for calculating Dearness Allowance to continue (Para 8.17.37 of the Report)	Accepted. The reference base for calculation of Dearness Allowance after coming into force of the revised Pay structure shall undergo change accordingly and will be linked to the average index as on 01.01.2016.

Annexure III

List of cases of upgradation of posts recommended by Seventh Central Pay Commission to be referred to Department of Personnel and Training

A (I). Upgradation other than Apex Level :

Sl. No.	Name of Posts (Para No. of Report of Seventh Central Pay Commission)	Present Grade Pay	Grade Pay recommended by Seventh Central Pay Commission
1	Junior Radiographer of Andaman and Nicobar Islands Administration (7.7.50)	2000	2800

2	Preservation Assistant, Botanical Survey of India, Ministry of Environment, Forest and Climate Change (11.16.19)	2000	2400
3	Senior Technical Assistant (Survey), Ministry of Mines (11.29.15)	4200	4600
4	Senior Technical Assistant (Drawing), Ministry of Mines (11.29.15)	4200	4600
5	Technical Officer, Office of Textile Commissioner, Ministry of Textile (11.49.9)	4200	4600
6	Assistant Director Grade-II (Technical), Ministry of Textile (11.49.9)	4600	4800
7	Assistant Accounts Officer, Finance Division of Defence, Ministry of Defence (11.12.140)	4800	5400 (PB-2) on completion of 4 years service
8	Senior Section Officer (Accounts), Ministry of Railways (11.40.83)	4800	
9	Senior Travelling Inspector (Accounts), Ministry of Railways (11.40.83)	4800	
10	Senior Inspector (Store Accounts), Ministry of Railways (11.40.83)	4800	
11	Chemical and Metallurgical Assistant (CMA), Ministry of Railways (11.40.124)	4200	4600
12	Chemical and Metallurgical Superintendent (CMS), Ministry of Railways (11.40.124)	4600	4800
13	Assistant Chemist and Metallurgist, Ministry of Railways (11.40.124)	4800	5400 (PB-2)

A (II) Up-gradation to Apex scale:

Sl. No.	Name of Post (Para No. of Report of Seventh Central Pay Commission)
1	Director General (Indian Coast Guard) (11.12.27)
2	Director General, Central Statistics Office, Ministry of Statistics and Programme Implementation (11.47.9)
3	Vice President of Income Tax Tribunal, Department of Legal Affairs (11.27.27)
4	Head, National Defence College (NDC), New Delhi (14.21)
5.	Head, National Defence Academy (NDA), Khadakwasla, Pune (14.21)
6.	Head, Defence Services Staff College (DSSC), Wellington (14.21)

B. Cases recommended by Seventh Central Pay Commission in which no action is required :

S.No	Name of Post (Para No. of Report of Seventh Central Pay Commission)	Present Grade Pay	Grade Pay recommended by Seventh Central Pay Commission	Remarks
1	Agriculture Assistant, Government of National Capital Territory of Delhi (11.23.170)	2400	2800	Posts do not exist
2	Gardner overseer, Government of National Capital Territory of Delhi (11.23.170)	2400	2800	
3	Group Level Worker, Government of National Capital Territory of Delhi (11.23.170)	2400	2800	
4	Extension Officer (Agriculture) Government of National Capital Territory of Delhi (11.23.170)	2400	2800	
5	Farm Manager Junior, Government of National Capital Territory of Delhi (11.23.170)	2400	2800	
6	Assistant Store Keeper, Indian Bureau of Mines (11.29.24)	1900	2400	