

GOVERNMENT OF INDIA (BHARAT SARKAR)
Ministry of Railways (Rail Mantralaya)
(Railway Board)

S. No. 2/2016

RBE No.: 93/2016

File No. PC-VII/2016/RSRP/2

New Delhi Dated : 02 .08.2016

The General Manager/CAOs(R),
All India Railways & Production Units,
(As per mailing list)

Sub: - Railway Services (Revised Pay) Rules, 2016 – Schedules for revised scales of pay.

Reference is invited to Railway Services (Revised Pay) Rules 2016 notified vide GSR No.746 (E) dated 28.07.2016 and forwarded with Railway Board endorsement number PC-VII/2016/RSRP/1 dated 28.07.2016 on the above subject.

2. Schedule in two parts viz. **Annexure 'A'** and **Annexure 'B'** applicable to various categories of Railway Servants is enclosed. **Annexure 'A'** shows the revised pay structure (Pay Matrix and the levels specified therein with reference to existing pay structure) applicable to the different categories of Railway Servants for whom normal replacement level has been recommended by 7th CPC and approved by Government of India; this was also circulated as Part 'A' of Schedule in the Railway Services (Revised Pay) Rules, 2016. **Annexure 'B'** shows certain specific Railway categories where upgradation of posts has been recommended by 7th CPC and approved by Government of India. The revised pay structure will take effect from 1st January, 2016. The schedule has the sanction of the President.
3. The Recommendations of 7th CPC for upgradation of posts for some categories of Railway employees has been referred to Department of Personnel & Training for taking a comprehensive view in the matter. These categories include Senior Section Officer (Accounts)/Senior Travelling Inspector of Accounts/Senior Inspector of Store Accounts [*Para 11.40.83 of 7th CPC report*], Chemical & Metallurgical Assistant, Chemical & Metallurgical Superintendent, Assistant Chemist & Metallurgist [*Para 11.40.124 of 7th CPC report*]. Normal revised pay structure as indicated in Annexure 'A' and also given in Part A of Schedule of RS (RP) Rules, 2016 will apply to these categories till further decision of Government of India.
4. The recommendations of 7th CPC for down-gradation of posts for certain categories of Railway employees have not been accepted by Government of India. In all such cases revised pay structure as indicated in **Annexure A** and also given in Part 'A' of Schedule of RS (RP) Rules 2016, will apply.
5. The initial fixation of pay in the revised pay structure in respect of existing running staff already in service as on 01.01.2016 will be done in the manner as illustrated in



Annexure 'C'. Fixation of pay of those appointed as fresh recruits (running as well as non running) on or after 01.01.2016 will be done as per Rule 8 of RS (RP) Rules 2016.

6. Accordingly, in pursuance of the RS (RP) Rules, 2016, appropriate necessary action to fix the pay of the employees covered thereunder in the revised pay structure needs to be carried out forthwith in accordance with the provisions contained therein. In order to facilitate a smooth and systematic fixation of pay, a Statement of Fixation of Pay will be prepared in triplicate as per the RS (RP) Rules, 2016 and one copy thereof shall be placed in the Service Book of the employee concerned and another copy made available to the concerned associate finance for post check.

7. The revised pay structure effective from 01.01.2016 includes the Dearness Allowance of 125% sanctioned from 01.01.2016 in the pre-revised pay structure. Thus, Dearness Allowance in the revised pay structure shall be zero from 01.01.2016. The rate and the date of effect of the first instalment of Dearness Allowance in the revised pay structure shall be as per the orders to be issued in this behalf in future.

8. In terms of RS (RP) Rules 2016 there shall be two dates for grant of annual increment i.e. 1st January and 1st July of every year; of which only one date will be applicable for each employee depending upon his/her date of appointment / promotion / financial upgradation. The increment in pay matrix and date of next increment in the revised pay structure will be governed by Rule 9 & 10 respectively of the RS (RP) Rules, 2016.

9. The decision on the revised rates and the date of effect of all Allowances (other than Dearness Allowance) based on the recommendations of the 7th Central Pay Commission shall be notified subsequently and separately. Until then, all such allowances shall continue to be reckoned and paid at the existing rates under the terms and conditions prevailing in the pre-revised pay structure as if the existing pay structure has not been revised under the RS(RP) Rules, 2016 issued on 28.07.2016.

10. The contributions under the Central Government Employees Group Insurance Scheme (CGEGIS) shall continue to be applicable under the existing rates until further orders.

11. The existing system on interest free advances for Travelling Allowance for family of deceased, Travelling Allowance on tour shall continue as hitherto.

12. The arrears as accruing on account of revised pay consequent upon fixation of pay under RS (RP) Rules, 2016 with effect from 01.01.2016 shall be paid in one instalment along with the payment of salary for the month of August, 2016, after making necessary adjustment on account of GPF and NPS, as applicable, in view of the revised pay. DDOs/PAOs shall ensure that action is taken simultaneously in regard to Government's contribution towards enhanced subscription.

13. With a view to expediting the authorisation and disbursement of arrears, it has been decided that the arrear claims may be paid without pre-check of the fixation of pay in the revised scales of pay. However, the facilities to disburse arrears without pre-check of fixation



of pay will not be available in respect of those Railway Servants who have relinquished service on account of dismissal, resignation, discharge, retirement etc. after the date of implementation of the Pay Commissions' recommendations but before the preparation and drawl of the arrears claims, as well as in respect of those employees who had expired prior to exercising their option for the drawl of pay in the revised scales.

14. The requirement of pre-check of pay fixation having been dispensed with, it is not unlikely that the arrears due in some cases may be computed incorrectly leading to overpayment that might have to be recovered subsequently. Therefore, the Drawing & Disbursing Officers should make it clear to the employees under their administrative control, while disbursing the arrears; that the payments are being made subject to adjustment from amounts that may be due to them subsequently should any discrepancies be noticed later. For this purpose, an undertaking as prescribed as per a "form of Option" under Rule 6 (2) of the RS (RP) Rules, 2016 shall be obtained in writing from every employee at the time of exercising option under Rule 6(1) thereof. The form of option/undertaking is also enclosed herewith as **Annexure 'D'**.

15. In authorising the arrears, Income Tax as due may also be deducted and credited to Government in accordance with the instructions on the subject.

16. On receipt of necessary options, action for drawal and disbursement of arrears should be completed immediately.

Hindi version will follow.



(Jaya Kumar G)
Deputy Director, Pay Commission-VII
Railway Board

No. PC-VII/2016/RSRP/2

New Delhi, dated: 02.08.2016

Copy (with 100 spares) forwarded to the A.D.A.I., Railways, New Delhi.



For Financial Commissioner, Railways

No. PC-VII/2016//RSRP/2

New Delhi, dated :02 .08.2016

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6. The CAO(MTP(R) Chennai

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26. The C.A.O. (Const.), Central Railway, Mumbai.
27. The Liaison Officer, VII CPC, All Indian Railways and PUs/RDSO/Trg. Institutes Metro Railway/COFMOW/CORE/RSC etc.
28. The Director (Movement) Railways/Calcutta.



(Jaya Kumar G)
Deputy Director, Pay Commission-VII
Railway Board

No. PC-VII/2016/RSRP/2

New Delhi, dated : 02.08 .2016

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7. All India O.B.C. Railway Employee's Federation
8. The Secretary, Railway Board Secretariat Service, Group 'A' Officers Association.
9. The Secretary General, Indian Railway Promotee Officers Federation.
10. The Secretary, RBSS Group 'B' Officers Association.
11. The Secretary, Railway Board Ministerial Staff Association.
12. The Secretary, Non-Ministerial Staff Association (Railway Board).



For Secretary, Railway Board.

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Cash - I, II, & III, Budget, E(P&A) I & II, E(G), E(NG) I & II, PC - III, PC-IV, PC-V, PC-VI, E(Trg.), E(MPP), E(LR) I & II, F(E) - I, II & III, F(E) Special, Security (E), Accounts III, ERB - I, II, III, IV, V & VI, G(Pass), G(Acc), RB(Welfare), E(SCT) I & II, E(O) I, II III & III(CC), E(GR) I & II, E(GP), E(GC), PR, E(D&A)/branches of Railway Board.

ANNEXURE 'A'

Revised Pay Structure for posts in Group 'C', 'B', & 'A' except posts for which different revised pay structure is issued separately

Existing Grade Pay	5200-20200					9300-34800					15600-39100					37400-67000					67000-79000	75500-80000	80000
	Level	1	2	3	4	5	6	7	8	9	10	11	12	13	13A	14	15	16	17				
1	18000	19900	21700	25500	29200	35400	44900	47600	53100	56100	67700	78800	118500	131100	144200	182200	205400	225000					
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	169600	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	179500	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	195500	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											

Existing Pay Band	5200-20200					9300-34800					15600-39100					37400-67000				67000-79000	75500-80000	80000
	Existing Grade Pay	1800	1900	2000	2400	2800	4200	4600	4800	5400	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				
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										
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												

Notes:

1. The revised pay structure is applicable to all categories of Railway servants irrespective of their designations strictly on the basis of the existing pay structure except as may be specifically prescribed otherwise by Ministry of Railways (Railway Board).
2. The existing classification of Railway servants in Group 'C', 'B' & 'A' on the basis of the existing pay structure will continue in the revised pay structure till further orders except as may be specifically prescribed otherwise by Ministry of Railways (Railway Board). No change in the classification should be made in the revised pay structure.

REVISED LEVELS FOR CERTAIN SPECIFIC POSTS IN RAILWAYS

The Level in the revised pay structure mentioned in Column (5) for the posts mentioned in Column (2) of the Tables below have been approved by the Government. The initial fixation as on 01.01.2016 will be done in accordance with Sub rule 2 of Rule 7 of RS (RP) Rules, 2016.

ZONAL RAILWAYS/PRODUCTION UNITS

1. COMMERCIAL DEPARTMENT

Sl. No.	Name of the Post	Existing Grade Pay	Grade pay corresponding to which revised levels have been recommended	Revised Pay Structure	
				Level in Pay Matrix	Para no. of the Report
(1)	(2)	(3)	(4)	(5)	(6)
1.1	Ticket collector	1900	GP-2000	L-3 See Note 1	11.40.69 to 11.40.71
1.2	Sr. Ticket Collector/TTE	2400	GP-2800	L-5 See Note 1	11.40.69 to 11.40.71

2. TRAFFIC TRANSPORTATION DEPARTMENT

Sl. No.	Name of the Post	Existing Grade Pay	Grade pay corresponding to which revised levels have been recommended	Revised Pay Structure	
				Level in Pay Matrix	Para no. of the Report
(1)	(2)	(3)	(4)	(5)	(6)
2.1	Assistant Station Masters	2800	GP-4200	L-6 See Note 2	11.40.55

3. TRAFFIC ASSISTANTS METRO RAILWAY

Sl. No.	Name of the Post	Existing Grade Pay	Grade pay corresponding to which revised levels have been recommended	Revised Pay Structure	
				Level in Pay Matrix	Para no. of the Report
(1)	(2)	(3)	(4)	(5)	(6)
3.1	Traffic Assistant	2000	GP-2400	L-4 See Note 3	11.40.140

4. Dieticians

Sl. No.	Name of the Post	Existing Grade Pay	Grade pay corresponding to which revised levels have been recommended	Revised Pay Structure	
				Level in Pay Matrix	Para no. of the Report
(1)	(2)	(3)	(4)	(5)	(6)
4.1	Dieticians	4200	GP-4600	L-7 See Note 4	7.7.45
4.2	Senior Dietician	4600	GP-4800	L-8 See Note 4 & 6	7.7.45
4.3	Assistant Dietetic Officer	4800	GP-5400 (PB-2)	L-9 See Note 4 & 6	7.7.45

5. Perfusionists

Sl. No.	Name of the Post	Existing Grade Pay	Grade pay corresponding to which revised levels have been recommended	Revised Pay Structure	
				Level in Pay Matrix	Para no. of the Report
(1)	(2)	(3)	(4)	(5)	(6)
5.1	Perfusionists	2400	GP-4200	L-6 See Note 5	7.7.52

Notes:

1. Ticket Collector in GP 1900 and Senior Ticket Collector/TTE in GP 2400 should be upgraded to GP-2000 & GP-2800 respectively and then fitted in the revised Pay Matrix. This Upgradation is a part of the 7th CPC recommendation accepted by Government of India for the merger of three categories of Commercial Staff i.e. Ticket Checking Staff, Enquiry-cum-Reservation Clerks and Commercial Clerks to a consolidated cadre called Commercial and Ticketing Staff. The rationalisation of functions of the merged Commercial and Ticketing cadre as also the revised AVC, inter se seniority, Recruitment Rules, classification as selection / non selection etc., as approved by Railway Board, will be issued through separate orders.
2. Assistant Station Masters in GP 2800 should be upgraded to GP-4200 and then fitted in the revised Pay Matrix. Consequently, the designation of ASM shall stand abolished and the Post of Assistant Station Masters shall stand merged with post of Station Masters (GP 4200) along with functions. The rationalisation of functions as also revised AVC, inter se seniority, Recruitment Rules, classification as selection / non selection etc., as decided by the Railway Board, will be issued through separate orders.

3. Traffic Assistant, Metro Railway in GP 2000 should be upgraded to GP-2400 and then fitted in the revised Pay Matrix. They shall continue to perform their existing functions unless otherwise specified by Railway Board.
4. Dieticians in Railways in GP-4200 should be upgraded to GP-4600 and then fitted in the revised pay matrix. Senior Dietician (present GP-4600) and Assistant Dietetic officer (present GP-4800) should also be upgraded to GP-4800 and GP-5400 (PB-2) respectively and then fitted in the revised pay matrix. They shall continue to perform their existing functions unless otherwise specified by Railway Board.
5. Grant of GP 4200 to Perfusionists is subject to acquiring / possession of qualification of Degree in Science + Diploma in Perfusion technology. The eligible Perfusionists in GP -2400 should be upgraded to GP 4200 and thereafter placed in the revised pay structure. Further, the existing incumbents not possessing the revised qualification shall be granted replacement pay level corresponding GP 2400. They may be granted the pay level corresponding to upgraded GP 4200 after acquiring the revised qualification OR upon completion of three years in GP 2400/L-4 whichever is earlier.
6. The existing classification of Railway servants in Group 'C', 'B' & 'A' on the basis of the existing pay structure will continue in the revised pay structure till further orders except as may be specifically prescribed otherwise by Ministry of Railways (Railway Board). No change in the classification should be made in the revised pay structure.



Fixation of pay in the revised pay structure [Rule 7 of RS (RP) Rules, 2016] in respect of existing running staff as on 01/01/2016:

In the case of Running Staff who are in receipt of Running Allowance, the pay in the revised pay structure shall be fixed in the following manner:

The existing basic pay shall be multiplied by a factor of 2.57. The figure so arrived at shall be added to an amount equivalent to Dearness Allowance on the pre-revised Pay Element (30% of Basic Pay) admissible as on 1st Day of January, 2016. 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 (for Running Staff)

<p>1. Existing Pay Band: PB-2 2. Existing Grade Pay: 4200 3. Existing pay in PB: 15730 4. Existing Basic Pay: 19930 (Sl. No.2 + 3) 5. Pay Element on existing Basic Pay (30% of Basic Pay): 5979 6. DA on Pay Element (30% of existing BP) @125% : 7474 7. Pay after multiplication of Basic Pay by a fitment factor of 2.57 : $19930 \times 2.57 = 51220$ 8. DA on Pay Element (30% of existing BP): 7474 9. Sum of Sl.No.7 & 8= 58694 10. Level corresponding to GP 4200 (PB-2) : Level 6 11. Revised Pay in Pay Matrix (either equal to or next higher to 58694 in Level 6) : 60400</p>	Extracted from Civil Pay Matrix (7 th CPC)					
	Pay Band	5200- 20200				9300-34800
	Grade Pay	1800	1900	2400	2800	4200
	Levels	1	2	4	5	6
	14	26400	29300	37500	42800	52000
	15	27200	30200	38600	44100	53600
	16	28000	31100	39800	45400	55200
	17	28800	32000	41000	46800	56900
	18	29700	33000	42200	48200	58600
	19	30600	34000	43500	49600	60400
20	31500	35000	44800	51100	62200	

FORM OF OPTION

[See Rule 6 (2)]

*1. I, _____ hereby elect the revised pay structure with effect from 1st 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 :

