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परमाणु ऊर्जा विभाग/Department of Atomic Energy  
सचिवालय समन्वय अनुभाग/Secretariat Coordination Section



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No. 19/5/2021-SCS/ 11351

02.09.2022

**OFFICE MEMORANDUM**

**Subject: Pay Anomaly due to introduction of two dates of increments under Rule 10 of CCS(RP) Rules,2016-Regarding.**

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Stepping up of pay is governed by Sub-Rule 10(i) of Rule 7 of CCS(RP) Rules, 2016 which lays down that 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 fulfilment 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 FR22 or any other rule or order regulating pay fixation on such promotion in 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.

2. Notwithstanding the Rule position elaborated above, an illustration case is brought out in (Table – A of Annex – I), i.e. when a senior Government Servant who was promoted to higher post prior to 01.01.2016 is drawing the next increment only after one year, whereas on implementation of DAE OM No. 4-21/2017-IC/E.III (A) dated 31.07.2018, the junior Government Servant promoted after 01.01.2016 draws his increment either on 1<sup>st</sup> July or 1<sup>st</sup> January on completion of 6 months qualifying service. Therefore, a senior Government Servant stands to draw less pay than the junior Government Servant who has been promoted to such post on or after 01.01.2016.

3. Based on the illustration brought out at para 2 above, several references have been received from Constituent Units of the Department seeking clarification as to whether the date of increment of such senior can be stepped up on par with his junior so that the anomaly occurred due to introduction of two dates of increments can be rectified in respect of those who were promoted prior to 01.01.2016.

4. The above-mentioned anomaly was not arising exactly due to provision of revision of pay as specified at para 1 above nor due to any other Rule or Order regulating pay fixation on such promotion in the revised pay structure but arisen due to introduction of two dates of increments on promotion from 01.01.2016.

5. The matter was referred to Ministry of Finance, Department of Expenditure and D/o Expenditure vide ID Note dated 18.07.2022 has informed that:

*"Stepping up of pay in terms of the provisions contained in Sub-Rule 10(i) of Rule 7 of the CCS(RP) Rules,2016 may be allowed to the senior Government Servants with reference to their junior Government Servants where such junior Government Servants accrued the next increment on the following 1<sup>st</sup> January or 1<sup>st</sup> July on completion of a period of 6 months*



*qualifying service as per the OM dated 31.07.2018 provided the conditions laid down therein are strictly followed and the Government Servants were in service on the date of effect of stepping up of pay and also it must be ensured that the junior is drawing the same pay six months before the senior i.e. the stepping up of pay is to be extended to the senior only when pay drawn by the junior as on 1<sup>st</sup> January / 1<sup>st</sup> July is drawn by the senior after six months on 1<sup>st</sup> July / 1<sup>st</sup> January, as the case may be."*

Further, D/o Expenditure stated that any action to allow stepping up of pay should be preceded by thorough checking up of pay fixation of all the employees concerned from their service records in order to ensure proper application of relevant rules at difference stages of service progression of such employees.

6. To illustrate, a comparative statement indicating the stepping up of pay may be seen at Table-B of Annex-I.
7. The Constituent Units may regulate such cases, if any, accordingly.
8. This issues with the approval of Competent Authority.



**(Bipin Kurup)**  
**Under Secretary (SCS)**

**All Administrative Heads of Constituent Units/PSUs/AIs**

- Copy to:**
- 1. All Officers and Sections in DAE through DARPAN portal.**
  - 2. Guard file 107.**

**Annex - I**  
**Table - A**

Comparative statement of Pay from time to time Anomalous pay situation arising from 01.01.2017									
Senior Officer					Junior Officer				
Sl. No.	Grade on Initial Appt.	Date	Pay in Rs.	Event	Sl. No.	Grade on Initial Appt.	Date	Pay in Rs.	Event
1	SO/C	01-09-1999	9100	Initial Appt.	1	SO/C	01-09-1999	9100	Initial Appt.
2	SO/D	01-08-2001	10,000	Promotion	2	SO/D	01-08-2001	10,000	Promotion
3	SO/E	01-08-2005	12,000	Promotion	3	SO/E	01-08-2005	12,000	Promotion
4	SO/F	01-07-2010	37,400+8700	Promotion	4	SO/F	01-07-2010	37,400+8700	Promotion
5	SO/G	01-07-2015	46,380+8900	Promotion	5	SO/F	01-07-2015	44,770+8700	Increment
6	SO/G	01-01-2016	1,43,300	VII CPC	6	SO/F	01-01-2016	1,38,500	VII CPC
7	SO/G	01-07-2016	1,47,600	Increment	7	SO/G	01-07-2016	1,47,600	Promotion
8	SO/G	01-01-2017	1,47,600	Anomaly	8	SO/G	01-01-2017	1,52,000	Increment
9	SO/G	01-07-2017	1,52,000	Increment	9	SO/G	01-01-2018	1,56,600	Increment
10	SO/G	01-07-2018	1,56,600	Increment	10	SO/G	01-01-2019	1,61,300	Increment
11	SO/G	01-07-2019	1,61,300	Increment	11	SO/G	01-01-2020	1,66,100	Increment
12	SO/G	01-07-2020	1,66,100	Increment	12	SO/G	01-01-2021	1,71,100	Increment

***From the above, illustration, the stepping up of pay can be extended to senior, since the pay drawn by junior as on 01.01.2017 (i.e. 1,52,000/-) is drawn by the senior after six months i.e. on 01.07.2017.***

**Table - B**

Pay of Senior Officer after Stepping up of Pay									
Senior Officer					Junior Officer				
Sl. No.	Grade on Initial Appt.	Date	Pay in Rs.	Event	Sl. No.	Grade on Initial Appt.	Date	Pay in Rs.	Event
1	SO/C	01-09-1999	9100	Initial Appt.	1	SO/C	01-09-1999	9100	Initial Appt.
2	SO/D	01-08-2001	10,000	Promotion	2	SO/D	01-08-2001	10,000	Promotion
3	SO/E	01-08-2005	12,000	Promotion	3	SO/E	01-08-2005	12,000	Promotion
4	SO/F	01-07-2010	37,400+8700	Promotion	4	SO/F	01-07-2010	37,400+8700	Promotion
5	SO/G	01-07-2015	46,380+8900	Promotion	5	SO/F	01-07-2015	44,770+8700	Increment
6	SO/G	01-01-2016	1,43,300	VII CPC	6	SO/F	01-01-2016	1,38,500	VII CPC
7	SO/G	01-07-2016	1,47,600	Increment	7	SO/G	01-07-2016	1,47,600	Promotion
8	SO/G	<b>01-01-2017</b>	<b>1,52,000</b>	Stepping up on Par with junior Officer.  Anomaly rectified	8	SO/G	01-01-2017	1,52,000	Increment
9	SO/G	<b>01-01-2018*</b>	<b>1,56,600</b>	Increment	9	SO/G	01-01-2018	1,56,600	Increment
<p>*As per FR 22 – on stepping up of pay, the next increment of the senior officer will be drawn on completion of the requisite qualifying service w.e.f. the date of refixation of pay.</p> <p>Therefore, DNI of Sr. Officer will now be on 01.01.2018</p>									
10	SO/G	<b>01-01-2019</b>	<b>1,61,300</b>	Increment	10	SO/G	01-01-2019	1,61,300	Increment
11	SO/G	<b>01-01-2020</b>	<b>1,66,100</b>	Increment	11	SO/G	01-01-2020	1,66,100	Increment
12	SO/G	<b>01-01-2021</b>	<b>1,71,100</b>	Increment	12	SO/G	01-01-2021	1,71,100	Increment