

No.L- 19018/1/2017-Jus.I
Government of India
Ministry of Law and Justice
(Department of Justice)

Jaisalmer House, 26, Mansingh Road,
New Delhi, 8th August, 2023

To

1. The Chief Secretary,
Govt. of NCT of Delhi,
Delhi Secretariat,
I P Estate, New Delhi.
2. The Chief Secretary,
Main Building,
Chief Secretariat,
Puducherry – 605 001.
3. The Chief Secretary,
R. No. 307, 3rd Floor,
Civil Secretariat,
Srinagar - 190001

Subject :- Implementation of the recommendations of Second National Judicial Pay Commission (SNJPC)– fixation of pay of Judicial Officers in the UTs in the revised pay structure w.e.f. 01.01.2016 - regarding.

Sir,

I am directed to say that the Hon'ble Supreme Court vide its order dated 09.05.2017 in Writ Petition No.643/2015 filed by All India Judges Association vs. Union of India & others directed the Union of India to appoint a Judicial Pay Commission to, inter-alia, review the pay scales, emoluments and service conditions of the judicial officers of Subordinate Judiciary in India. In compliance to the directions of the Hon'ble Supreme Court, Second National Judicial Pay Commission (SNJPC) was constituted vide Notification dated 16.11.2017. The Committee submitted its report before the Hon'ble Supreme Court in January, 2020.

2. The matter came up for hearing in the Hon'ble Supreme Court on 27.07.2022. The Hon'ble Court observed that though the recommendations of SNJPC cover various aspects, for the present, they propose to deal only with the revision of the pay structure. The Hon'ble Court ordered that the pay structure as recommended by SNJPC shall be accepted. The Hon'ble Supreme Court directed that the revised pay scales would be effective from 01.01.2016. In so far as arrears are concerned, the Hon'ble Court directed that 25% of arrears would be payable in cash within a period of 3 months. Another 25% to be paid in cash within 3 months thereafter and the balance 50% has to be paid on or before the end of June, 2023.

...contd./-

3. The Central Government have given careful consideration to the recommendations of SNJPC in respect of the revision of the pay structure in order to give effect in so far as they relate to the Judicial Officers of the Union Territories and have decided to implement the same without any material alteration. Sanction of the competent authority is hereby conveyed to the revised pay scales of the Judicial Officers as recommended by the SNJPC indicated in Table-1 (copy enclosed) under Para-13.1 of Volume-I of their report. The pay of Judicial Officers as on 01.01.2016 shall be fixed at the corresponding stage of the new revised pay as per Table-II (copy enclosed). The procedure that has to be followed for fixation of pay of Judicial Officers as on 01.01.2016 is explained in Para-13.5 of the report under reference.

4. The pay scales of Judicial Officers in the Union Territories may be revised with effect from 1st January, 2016. The arrears shall be computed with effect from 01.01.2016 and after adjusting the interim relief already paid, the balance amount shall be paid immediately.

5. The expenditure involved shall be met out of Budget provisions of the concerned Union Territories.

6. This issues with the concurrence of D/o Expenditure, M/o Finance vide I.D. Note No. 14-05/2020/E.III-A dated 09.5.2023.

Yours faithfully,



(Anil Sharma)

Deputy Secretary to the Government of India

Tel.No.23072139

Copy to:-

1. The Registrar, Delhi High Court, New Delhi.
2. The Registrar, Madras High Court, Chennai.
3. The Registrar, J&K High Court, Srinagar
4. Department of Expenditure, M/o Finance, North Block, New Delhi.
5. DS (Fin.), M/o Law & Justice, Shastri Bhavan, New Delhi.
6. NIC – with the request to upload the above circular in the website of this Department.
7. Guard file.

13. PAY MATRIX

13.1 The Commission has now decided to recommend a distinct Judicial Pay Matrix which will replace the existing Master Pay Scale. We may recall that the VII CPC has evolved a Pay Matrix for the Central Civil Services (which is discussed towards the end of this Chapter). Keeping in view the broad framework and model of VII CPC pay matrix, a distinct judicial pay matrix for the Judicial Officers constituting the subordinate judiciary is drawn up as per the Table given below:

TABLE-I

Sr. No.	Civil Judge (Jr. Div) Entry Level	Civil Judge (Jr. Div) I Stage ACP	Civil Judge (Jr. Div) II Stage ACP/Civil Judge (Sr. Div) Entry Level	Civil Judge (Sr. Div) I Stage ACP	Civil Judge (Sr. Div) II Stage ACP/District Judges Entry Level	District Judges (Selection Grade)	District Judges (Super Time Scale)
Existing Pay Scale	27700-44700	33090-45850	39530-54010	43690-56470	51550-63070	57700-70290	70290-76450
Existing Entry Pay	27700	33090	39530	43690	51550	57700	70290
Level	J-1	J-2	J-3	J-4	J-5	J-6	J-7
Year 1	77840	92960	111000	122700	144840	163030	199100
Year 2	80180	95750	114330	126380	149190	167920	205070
Year 3	82590	98620	117760	130170	153670	172960	211220
Year 4	85070	101580	121290	134080	158280	178150	217560
Year 5	87620	104630	124930	138100	163030	183490	224100
Year 6	90250	107770	128680	142240	167920	188990	
Year 7	92960	111000	132540	146510	172960	194660	
Year 8	95750	114330	136520	150910	178150	200500	
Year 9	98620	117760	140620	155440	183490	206510	
Year 10	101580	121290	144840	160100	188990	212710	
Year 11	104630	124930	149190	164900	194660	219090	
Year 12	107770	128680	153670	169850			
Year 13	111000	132540	158280	174950			
Year 14	114330	136520	163030	180200			
Year 15	117760						
Year 16	121290						
Year 17	124930						
Year 18	128680						
Year 19	132540						
Year 20	136520						
	Mean Pay = $\frac{77840+136520}{2}$ = 1,07,180/- = 47.63%	Mean Pay = $\frac{92960+136520}{2}$ = 1,14,740/- = 50.99%	Mean Pay = $\frac{111000+163030}{2}$ = 1,37,015/- = 60.89%	Mean Pay = $\frac{122700+180200}{2}$ = 1,51,450/- = 67.3%	Mean Pay = $\frac{144840+194660}{2}$ = 1,69,750/- = 75.44%	Mean Pay = $\frac{163030+219090}{2}$ = 1,91,060/- = 84.91%	Mean Pay = $\frac{199100+224100}{2}$ = 2,11,600/- = 94.04%

FN-1: The increase in Mean Pay percentages when compared to those prescribed by FNJPC and JPC is in the range of 2.5 to 4%. Such increase has arisen as a result of adopting higher incremental structure (i.e., at 3% cumulative increment) and it will also step up the highest pay in District Judge cadre so as to be at par with HAG Pay level of IAS.

FN-2: When compared to VII CPC, this Commission has adopted less number of stages having regard to the different features of judicial service/structure. The highest factor/multiplier in the VII CPC Pay Matrix i.e., 2.81 is adopted uniformly for all the cadres, keeping in view the established principle that the pay increase of Subordinate Judiciary shall be, as far as possible, commensurate with the extent of increase of High Court Judges' pay. However, as regards J-6 and J-7 levels are concerned, the multiplier works out to 2.82 and 2.83. This has become inevitable in order to harmonise the shift from Master Pay Scale to Pay Matrix model keeping in view the maximum pay in HAG/J-7.

FN-3: This Pay Matrix is almost similar to the Master Pay Scale prepared earlier (starting from 77840 and ending at 224100). However, the manner of calculation of increments varies. This Pay Matrix has the advantage of better incremental structure.

13.2 In drawing the above pay matrix, the Commission is primarily guided by the established principle that the extent of increase of pay shall be commensurate with the quantum of increase of High Court Judges' pay which

is 2.81 times the previous salary. The Commission is of the considered view that this principle rests on a rational basis. The application of a multiplicand lesser than 2.81, say 2.72 (the next lower factor in VII CPC pay matrix) would no doubt reduce the disparity between the pay of IAS and judiciary by 3% to 4% in each cadre but, on balancing of various aspects and keeping in view the legitimate expectations of the members of Subordinate Judiciary, the Commission is not inclined to disturb the formula adopted by the JPC except as regards the Mean pay percentages. In fact, if a pay matrix is to be drawn up by applying the 2.72 factor, we have to go upto 47 stages in order to reach the figure – Rs.2,24,100/- which the District Judge (STS) shall legitimately get as discussed earlier. Such pay structure going upto 47 stages is not a viable alternative.

13.3 FITMENT/MIGRATION FROM EXISTING PAY SCALE TO THE NEW PAY MATRIX:

There are 44 stages in JPC Table of 'Pay Stages' and the officers presently drawing pay at each of those stages shall, therefore, be migrated to the corresponding stage of the new revised pay as per the Table II given below:

TABLE-II (Fitment)

S.No	Existing Pay	New Proposed Pay
1	27700	77840
2	28470	80180
3	29240	82590
4	30010	85070
5	30780	87620
6	31550	90250

7	32320	92960
8	33090	95750
9	34010	95750
10	34930	98620
11	35850	101580
12	36770	104630
13	37690	107770
14	38610	111000
15	39530	114330
16	40450	114330
17	41530	117760
18	42610	121290
19	43690	124930
20	44770	128680
21	45850	132540
22	46930	132540
23	48010	136520
24	49090	140620
25	50320	144840
26	51550	149190
27	52780	149190
28	54010	153670
29	55240	158280
30	56470	163030
31	57700	163030
32	58930	167920
33	60310	172960
34	61690	178150
35	63070	178150
36	64450	183490
37	65830	188990
38	67210	188990
39	68750	194660
40	70290	199100
41	71830	205070
42	73370	211220
43	74910	217560
44	76450	224100