

No. 4-21/2017-IC/E.IIIA
Government of India
Ministry of Finance
Department of Expenditure

North Block, New Delhi-110001

Dated the 28th November, 2019

OFFICE MEMORANDUM

Subject: Date of next increment under Rule 10 of Central Civil Services (Revised Pay) Rules, 2016- Clarifications-regarding.

The undersigned is directed to invite the attention to Rule 10 of the CCS (RP) Rules, 2016 which provides for the entitlement of employees for drawal of annual increment either on 1st January or 1st July depending on the date of appointment, promotion or grant of financial upgradation. The Sub-Rule (2) thereof provides that 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 2nd day of January and 1st day of July (both inclusive) shall be granted on 1st day of January and the increment in respect of an employee appointed or promoted or granted financial upgradation under MACPS during the period between the 2nd day of July and 1st day of January (both inclusive) shall be granted on 1st day of July.

2. A number of references were received in the Ministry of Finance seeking clarifications regarding drawal of next increment by the employees promoted on 1st July, 2016. On consideration of the matter, Department of Expenditure vide its Office Memorandum of even number dated 31.07.2018 has clarified that in case an employee is promoted or granted financial upgradation including upgradation under the MACP scheme on 1st January or 1st July, where the pay is fixed in the Level applicable to the post on which promotion is made in accordance with the Rule 13 of the CCS (RP) Rules, 2016, the first increment in the Level applicable to the post on which promotion is made shall accrue on the following 1st July or 1st January, as the case may be, provided a period of 6 months qualifying service is strictly fulfilled. The next increment thereafter shall, however, accrue only after completion of one year.



3. Consequent upon issue of Office Memorandum dated 31.07.2018 different Ministries/ Departments have sought clarification on applicability of DOE's O.M dated 31.07.2018 keeping in view the provisions of Rule 10 of CCS (RP) Rules 2016 , Rule 22(I)(a)(1) of Fundamental Rules & provisions of Stepping up of pay. The issues on which various Ministries/Departments have sought clarifications and decisions thereon are brought in the succeeding paragraphs.

Issue No. 1: Whether after promotion on 1st July and fixation of pay with two increments the date of next increment will be 1st January or 1st July

4. During the regime of 6th CPC, when the annual increment was admissible uniformly on 1st July every year, employees completing 6 months and above in the revised pay structure as on 1st July were eligible for grant of increment. In the 7th CPC regime there are two dates of increments 1st January and 1st July. Keeping in view the spirit of 6th CPC, O.M dated 31.07.2018 was issued providing for accrual of next increment on 1st July/1st January in respect of employees getting promotion on 1st January/1st July provided 6 months qualifying service is strictly fulfilled.

5. The instructions contained in the O.M. dated 31.07.2018 are self-explanatory in respect of the cases of promotion/financial up-gradation falling on 1st July or 1st January. These instructions provide that in case of promotion/financial up-gradation on 1st July and 1st January and getting fixation of pay in the Level applicable to the post in which promotion is made in accordance with Rule 13 of the CCS (RP) Rules 2016, the first increment in the level in which promotion is made shall accrue on the following 1st January or 1st July, as the case may be, provided a period of 6 months' qualifying service is fulfilled.

Issue No.2: Accrual of next increment in case of regular promotion/financial up-gradation of an employee on any date other than the date of annual increment and option for pay fixation is exercised under FR 22(I)(a)(1).

6. The opportunity to exercise of option for pay fixation under FR 22(I)(a)(1) is available to employees in case of promotion/financial up-gradation. Therefore, the Central Government Employee promoted on regular basis/granted financial up-gradation on any date other than the date of his/her annual increment in lower grade and exercises the option under FR 22(I)(a)(1) read with Department of Personnel & Training's OM No.13/02/2017-Estt.(Pay-I) dated 27.07.2017 for fixation

B. Manoj

of pay from the date of accrual of next increment in the scale of pay in lower grade, he may be allowed the 1st increment in promotional grade on 1st January/ 1st July as the case may be after completion of 6 months' qualifying service after such fixation on 1st July/1st January (i.e., the date of increment in lower grade) on the analogy of Department of Expenditure's OM dated 31.07.2018. The next increment, thereafter, shall however, accrue only after completion of one year.

7. Since there is material change, it has also been approved that the employees who have been regularly promoted or granted financial up-gradation on or after 01.01.2016 and desire to exercise/re-exercise option for pay fixation under FR22(I)(a)(1) shall be given an opportunity to exercise or re-exercise of the option there under. Such an option shall be exercised within one month of issue of this O.M.

8. These instructions will be applicable with effect from 01.01.2016.

9. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue after consultation with the Comptroller and Auditor General of India.

10. Hindi version of these orders is attached.

(B.K.Manthan)

Deputy Secretary to the Government of India

To

1. All Ministries/Departments as per standard list.
2. C&AG, UPSC etc. as per standard endorsement list
2. NIC, D/o Expenditure-with a request to upload the OM on website of the Department.

OFFICE MEMORANDUM

Subject: Date of next increment- Rule 10 of CCS (RP) Rules, 2016- regarding.

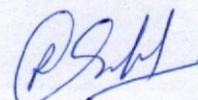
The undersigned is directed to invite attention to Rule 10 of CCS (RP) Rules 2016 which provides, inter alia, that there shall be two dates for increment namely 1st January and 1st July of every year, instead of the provision of one date of increment on the 1st July during the 6th Pay Commission pay structure. The Rule further provides that an employee shall be entitled to only one annual increment either on 1st January or 1st July depending on the date of appointment, promotion or grant of financial upgradation. The Sub-Rule (2) thereof provides that increment in respect of an employee appointed or promoted or granted financial upgradation including upgradation under MACP during the period between the 2nd day of January and 1st day of July (both inclusive) shall be granted on 1st day of January and the increment in respect of an employee appointed or promoted or granted financial upgradation including upgradation under MACP during the period between 2nd day of July and 1st day of January (both inclusive) shall be granted on 1st day of July.

2. The proviso to Sub-Rule 2 of Rule 10 of CCS (PR) Rules, 2016 provides that the next increment after drawal of increment on 1st day of July 2016 shall accrue as on 1st day of July 2017.

3. A number of references has been received in the Ministry of Finance seeking clarification whether in case of an employee promoted on 1st July 2016, whose pay was fixed on 01/07/2016 in terms of the rules governing fixation of pay on promotion, the next increment may be allowed on 1st January 2017 or on 1st July 2017.

4. The matter has been considered. During the regime of pay structure obtaining immediately prior to 01/01/2016, when the annual increment was admissible uniformly on 1st July every year, the increment was admissible on 1st July, provided the condition of 6 months' service was fulfilled. Thereafter, the next increment used to be given after a period of 12 months.

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5. Accordingly, keeping in view the principle followed during the period before 1.1.2016 immediately prior to coming into force of the CCS(RP) Rules, 2016, which has been modified in the revised pay structure in terms of Rule 10 thereof by way of 2 dates of increment on 1st January and 1st July, it is clarified that in case an employee is promoted or granted financial upgradation including upgradation under the MACP scheme on 1st January or 1st July, where the pay is fixed in the Level applicable to the post on which promotion is made in accordance with the Rule 13 of the CCS(RP) Rules, 2016, the first increment in the Level applicable to the post on which promotion is made shall accrue on the following 1st July or 1st January, as the case may be, provided a period of 6 months' qualifying service is strictly fulfilled. The next increment thereafter shall, however, accrue only after completion of one year.

6. This order is issued in consultation with office of C&AG in its application to employees working in Indian Audit and Accounts Department.

7. Hindi version of this order is also attached.



(Ram Gopal)

Under Secretary to the Government of India

To,

All Ministries/Departments (As per the list)

Copy to:- C&AG, UPSC etc. as per standard endorsement list.

Copy also to NIC: with a request to place this OM on the website of Ministry of Finance (DoE)

फा. सं. 4-21/2017-आईसी/ई.III(ए)

भारत सरकार

वित्त मंत्रालय

व्यय विभाग

नॉर्थ ब्लॉक, नई दिल्ली

31 जुलाई, 2018

कार्यालय जापन

विषय: अगली वेतनवृद्धि की तारीख - केन्द्रीय सिविल सेवा (संशोधित वेतन) नियमावली, 2016 के नियम 10 के संबंध में।

अधोहस्ताक्षरी को केन्द्रीय सिविल सेवा (संशोधित वेतन) नियमावली, 2016 के नियम 10 की ओर ध्यान आकृष्ट करने का निदेश हुआ है जिसमें अन्य बातों के साथ-साथ यह प्रावधान है कि छठे वेतन आयोग की वेतन संरचना में वेतनवृद्धि की 1 जुलाई की एक तारीख के प्रावधान के स्थान पर प्रत्येक वर्ष वेतनवृद्धि की दो तारीखें होंगी अर्थात् 1 जनवरी और 1 जुलाई। इस नियम में यह भी प्रावधान है कि कर्मचारी नियुक्ति, पदोन्नति अथवा वित्तीय उन्नयन की तारीख के आधार पर 1 जनवरी को अथवा 1 जुलाई को केवल एक वार्षिक वेतनवृद्धि का हकदार होगा। इसके उप नियम (2) में यह प्रावधान है कि 2 जनवरी और 1 जुलाई (जिसमें दोनों शामिल हैं) के बीच की अवधि में नियुक्त अथवा पदोन्नत अथवा वित्तीय उन्नयन जिसमें एमएसीपी के तहत उन्नयन भी शामिल है, पाने वाले किसी कर्मचारी को वेतनवृद्धि 1 जनवरी को प्रदान की जाएगी तथा 2 जुलाई और 1 जनवरी (जिसमें दोनों शामिल हैं) के बीच की अवधि में नियुक्त अथवा पदोन्नत अथवा वित्तीय उन्नयन जिसमें एमएसीपी के तहत उन्नयन भी शामिल है, पाने वाले किसी कर्मचारी को 1 जुलाई को प्रदान की जाएगी।

2. केन्द्रीय सिविल सेवा (संशोधित वेतन) नियमावली, 2016 के नियम 10 के उप नियम 2 के परंतुक में यह प्रावधान है कि 1 जुलाई, 2016 को वेतनवृद्धि प्राप्त करने के पश्चात् अगली वेतनवृद्धि 1 जुलाई, 2017 को प्राप्त होगी।

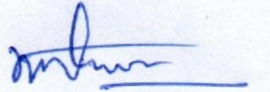
3. वित्त मंत्रालय में अनेक पत्र प्राप्त हुए हैं जिनमें यह स्पष्टीकरण मांगा गया है कि 1 जुलाई, 2016 को पदोन्नत ऐसे किसी कर्मचारी जिसका वेतन पदोन्नति पर वेतन निर्धारण के लिए लागू नियमों के अनुसार 01.07.2016 को निर्धारित किया गया था, को अगली वेतनवृद्धि 1 जनवरी, 2017 को मिलेगी अथवा 1 जुलाई, 2017 को।

4. इस मामले पर विचार किया गया है। 01 जनवरी, 2016 से ठीक पहले लागू वेतन संरचना व्यवस्था के दौरान, जब वार्षिक वेतनवृद्धि एकसमान रूप से प्रत्येक वर्ष 1 जुलाई को स्वीकार्य थी, वेतनवृद्धि 1 जुलाई को स्वीकार्य होती थी, बशर्ते कि 6 माह की सेवा पूरी हो। तत्पश्चात्, अगली वेतनवृद्धि 12 माह की अवधि के बाद दी जाती थी।

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5. तदनुसार, 01.01.2016 से पहले अर्थात् केन्द्रीय सिविल सेवा (संशोधित वेतन) नियमावली, 2016 जिसे नियम 10 के अनुसार पुनरीक्षित वेतन संरचना में वेतनवृद्धि की 1 जनवरी और 1 जुलाई की 2 तारीखें शामिल करते हुए संशोधित किया गया है, के प्रभावी होने से ठीक पहले अपनाए जाने वाले सिद्धांत को ध्यान में रखते हुए, यह स्पष्ट किया जाता है कि यदि किसी कर्मचारी को 1 जनवरी या 1 जुलाई को पदोन्नत किया जाता है या वित्तीय उन्नयन प्रदान किया जाता है जिसमें एमएसीपी स्कीम के तहत वित्तीय उन्नयन भी शामिल है, जहां उस पद, जिस पर पदोन्नति दी जाती है, के लिए लागू लेवल में केन्द्रीय सिविल सेवा (संशोधित वेतन) नियमावली, 2016 के नियम 13 के अनुसार वेतन निर्धारित किया जाता है, तो उस पद, जिस पर पदोन्नति दी जाती है, के लिए लागू लेवल में पहली वेतनवृद्धि अगली 1 जुलाई या 1 जनवरी, जैसी भी स्थिति हो, को प्राप्त होगी बशर्ते कि 6 माह की अर्हक सेवा अवधि पूरी हो। तथापि, इसके बाद अगली वेतनवृद्धि एक वर्ष पूरा होने के बाद ही प्राप्त होगी।

6. भारतीय लेखापरीक्षा और लेखा विभाग में कार्यरत कर्मचारियों पर इसकी प्रयोज्यता के संबंध में, ये आदेश भारत के नियंत्रक एवं महालेखापरीक्षक के कार्यालय के परामर्श से जारी किया जाता है।



(राम गोपाल)

अवर सचिव, भारत सरकार

सेवा में

भारत सरकार के सभी मंत्रालय/विभाग (मानक सूची के अनुसार)।

प्रतिलिपि: नियंत्रक एवं महालेखापरीक्षक, संघ लोक सेवा आयोग आदि (मानक सूची के अनुसार)।

एनआईसी को इस कार्यालय ज्ञापन को वित्त मंत्रालय की वेबसाइट पर डाले जाने के अनुरोध के साथ।