

वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद
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No. 5-1(90)/2010-PD

दिनांक / Dated: 17.09.2019

प्रेषक / From: संयुक्त सचिव (प्रशासन)
Joint Secretary (Admn.)

सेवा में / To: The Directors/Heads of all National Labs./Instts. of CSIR

विषय / Sub: Stepping up of pay fixation cases – Clarification thereto.

महोदय / Sir / महोदया / Madam,

I am directed to refer to CSIR letter No.5-1(90)/2010-PD dated 14.07.2015 and subsequently clarification letter No.5-1(90)/2010-PD dated 04.05.2017 on the above mentioned subject.

Further, it has come to the notice of the competent authority that granting of stepping up of pay to certain employees pursuant to revision of the Grade Pay of Rs. 4200/- to Rs. 4600/- to the Assistant Section Officers [G/F&A/S&P], [Assistant Gr. I] and Sr. Stenographers has not been done in accordance with the provisions of Note 10 under Rule 7 of CCS (Revised Pay) Rules, 2008.

The stepping up should be done with effect from the date of promotion of the junior Govt. Servant subject to the fulfillment of the following conditions, namely:-

- Both the junior and the senior Govt. servants should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.
- The pre-revised scale of pay and the revised grade pay of the lower and higher posts in which they are entitled to draw pay should be identical.
- The senior Government servant at the time of promotion should have been drawing equal or more pay than the junior.
- The anomaly should be directly as a result of the application of the provisions of Fundamental Rule 22 or any other rule or order regulating pay fixation on such promotion in the revised pay structure. If even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him, provision of this Note need not be invoked to step up the pay of the Senior Officer.

Accordingly, any stepping up of pay granted to officials of a particular cadre with respect to officials of another cadre is not in order, as they are not fulfilling the condition (a) of Note 10 under Rule 7 of CCS (RP) Rules, 2008.

In view of the above, it is requested that all the stepping up of pay fixation cases done pursuant to the grant of the revised Grade Pay of Rs.4600/- may be re-examined and if, there is any wrong pay fixation due to wrong application of rules of stepping up, the same may be got rectified urgently and excess payment if any, may be recovered immediately.

Govt. of India, Ministry of Personnel, Public Grievances and Pensions, DoPT OM No. 4/3/2017-Estt (Pay-I) dated 26th October, 2018 have issued consolidated guidelines on stepping up of pay, which has already been endorsed by CSIR vide its communication No. 5-1(302)/2015-PD dated 03.12.2018. Hence, while dealing with the cases relating to stepping up of pay, these guidelines may also be kept in mind.

This may be treated as urgent.

भवदीय / Yours faithfully,

(बी.के.सिंह/B.K. Singh)

उप सचिव / Deputy Secretary

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