

No. 5-1(11)/2008-PD

Dated 24.05.2024

From

संयुक्त सचिव (प्रशासन)  
Joint Secretary (Admn.)

To

The Directors/Heads of all CSIR National Labs./Instts./Units

**Sub.:** Clarification regarding equivalence of designations and Corresponding Pay Levels of Para-Military Forces/CAPFs Personnel vis-a-vis Ranks and Corresponding Pay Levels in Armed Forces - reg.

**Sir/Madam,**

I am directed to state that references have been received seeking clarification on nomenclature of ranks, equivalence of ranks and pay levels of JCOs in Armed/Paramilitary Forces with regard to the Recruitment Rules of Security Officer and Security Assistant/Watch & Ward Assistant. In this context, Ranks and corresponding Pay Levels of JCOs and SSCOs were clarified, vide this Office Circular Letter of even number dated 06.06.2023, in consultation with Department of Military Affairs, Ministry of Defence, Govt. of India.

2. In continuation of the aforesaid CSIR letter dated 06.06.2023, I am directed to state that the equivalency in the rank with regard to Armed Forces vis-à-vis Paramilitary Forces has been consulted with Ministry of Home Affairs, Govt. of India and it is clarified that the equivalency of the rank may be decided as under:

S. No.	Army	Pay Scale	BSF/ITBP	Pay Scale
1.	Naib Subedar	Rs. 35400/- (Pay Matrix Level 6)	Sub Inspector	Rs. 35400/- (Pay Matrix Level 6)
2.	Subedar	Rs. 44900/- (Pay Matrix Level 7)	Inspector	Rs. 44900/- (Pay Matrix Level 7)
3.	Subedar Major	Rs. 47600/- (Pay Matrix Level 8)	Subedar Major	Rs. 47600/- (Pay Matrix Level 8)

 1/2

3. Further, it is also clarified that for the purpose of recruitment of Security Officer / Security Assistant / Watch & Ward Assistant, as the case may be, in CSIR, the equivalency of rank with regard to Armed Forces vis-à-vis Paramilitary Forces shall be decided as under:

- i. Para-Military Force personnel holding a posts of Sub Inspector in Pay Level 6 in Pay Matrix shall be treated equivalent to Naib Subedar in Army;
- ii. Para-Military Force personnel holding a posts of Inspector in Pay Level 7 in Pay Matrix shall be treated equivalent to Subedar in Army;

Note: Person shall draw the Pay in the Level 6 or 7, as the case may be, on the post substantively held by him and not granted under Financial Upgradation like MACPS, etc.

4. This may be brought to the notice of all concerned for information, guidance and compliance.

5. This issues with the approval of the Competent Authority, CSIR.

Yours faithfully,



(M. Arun Manikanda Bharathi)  
Under Secretary (PD)

Copy to:

1. CSIR Website
2. Office copy

2/2