

No.2-16/2017-PAP
Government of India
Ministry of Communications
Department of Posts
[Establishment Division / PAP Section]

Dak Bhawan, Sansad Marg
New Delhi – 110 001

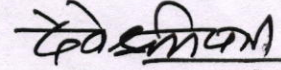
Dated: 18th Nov 2018

To

1. All Chief Postmasters General / Postmasters General,
2. Chief General Manager, BD Directorate / Parcel Directorates / PLI Directorate,
3. Director, RAKNPA / GM CEPT / Directors of All PTCs,
4. Addl. Director General, Army Postal Services, R.K. Puram, New Delhi,
5. All General Managers (Finance) / DAP / DDAP.

Subject: Stepping up of pay – Consolidated guidelines - reg.

I am directed to forward herewith the copy of Ministry of Personnel, Public Grievances and Pensions, Department of Personnel & Training O.M. No. 4/3/2017-Estt.(Pay-I) dated 26th October, 2018 on the subject cited above for kind information and further necessary action at your end.

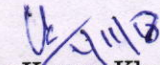


[D. K. Tripathi]
Asstt. Director General [ESTT.]

Encl.: As above.

Copy forwarded to:-

1. PS to MOS (I/C) (Communications),
2. Sr, PPS to Secretary (Posts) / Sr, PPS to Director General Postal Services,
3. PPS / PS to Addl. DG (Co-ordination) / Member (Banking) / Member (O) / Member (P) / Member (Plg & HRD) Member PLI / Member (Tech.),
4. AS & FA
5. Sr. DDG (Vigilance) & CVO
6. Sr. Deputy Director General (PAF) / Director General P&T (Audit),
7. Secretary, Postal Service Board / All Deputy Directors General,
8. Chief Engineer (Civil) Postal Directorate,
9. Budget Section/PA Wing/STI Section of Postal Directorate,
10. All other Sections of Postal Directorate,
11. All recognized (Postal) Federations / Union / Associations,
12. GM, CEPT for uploading the order on the India Posts web site,
13. Guard File,
14. Spare Copies.


(Vijay Kumar Khatri)
Asstt. Accounts Officer (PAP)

No.4/3/2017-Estt(Pay-I)

Government of India

Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training

List of earlier OMs on the
subject

DoE's OM No.F.2(78)-
E.III(A)63 dated 02.02.1966

DoP&T's OM No.4/7/92-
Estt(Pay-I) dated 04.11.1993

North Block, New Delhi,
Dated the 26th October, 2018

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OFFICE MEMORANDUM

Subject:- Stepping up of pay-Consolidated guidelines-reg.

The undersigned is directed to say that the issue of anomaly relating to senior Government employees drawing less pay than their juniors due to application of provisions of FR 22(I)(a)(1) is considered on merits for allowing stepping up pay of the seniors so as to bring it at par with that of the junior in accordance with the guidelines scattered in various OMs noted in the margin. A need has been felt to consolidate guidelines on stepping up of pay at one place keeping in view the provisions of the Central Civil Services (Revised Pay) Rules, 2016, [in short CCS(RP)Rules, 2016] as the frequent references on such issues continue to be received in this Department.

2. Consequent upon implementation of CCS(RP)Rules, 2016, the President is pleased to decide the following:

(i) In order to remove the anomaly of a Government servant promoted or appointed to a higher post on or after 1-1-2016 drawing lower pay in that post than another Government servant junior to him in the lower grade and promoted or appointed subsequently to another identical post, the pay of the senior Government servant in the higher post should be stepped up to a figure equal to the pay as fixed for the junior Government servant in that higher post. The stepping up should be done with effect from the date of promotion or appointment of the junior Government servant and will be subject to the following conditions, namely:

- (a) both the junior and the senior Government servants should belong to the same cadre and the posts in which they have been promoted are identical in the same cadre;
- (b) the Level in the Pay Matrix of the lower and higher posts in which they are entitled to draw pay should be identical;

.....2/-

Bahree
26/10/18