7th CPC and Us
General Issues
Fitment Factor

2.57

Other factors of 2.62, 2.67, 2.72 etc. only for the construction of the matrix
Pay Fixation

Present Pay x 2.57

subject to a minimum of starting pay of that level
# Table 5: Pay Matrix (Civilian Employees)

<table>
<thead>
<tr>
<th>Pay Band</th>
<th>5200-20200</th>
<th>9300-34800</th>
<th>15600-39100</th>
<th>37400-67000</th>
<th>67000-79000</th>
<th>75500-80000</th>
<th>80000</th>
<th>90000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grade Pay</td>
<td>1800</td>
<td>1900</td>
<td>2000</td>
<td>2400</td>
<td>2800</td>
<td>4200</td>
<td>4600</td>
<td>4800</td>
</tr>
<tr>
<td>Entry Pay (EP)</td>
<td>7000</td>
<td>7730</td>
<td>8460</td>
<td>9910</td>
<td>11360</td>
<td>13500</td>
<td>17140</td>
<td>18150</td>
</tr>
<tr>
<td>Level</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td>Index</td>
<td>2.57</td>
<td>2.57</td>
<td>2.57</td>
<td>2.57</td>
<td>2.57</td>
<td>2.62</td>
<td>2.62</td>
<td>2.62</td>
</tr>
</tbody>
</table>
Major Allowances

HRA

24%, 16%, 8% of BP in Class X, Y, Z cities

No add-ons like NPA, etc. in BP to calculate HRA
Major Allowances

Transport Allowance

No Change

since already fully DA-indexed
Major Allowances

Children Education Allowance

Raised by 50% from 1500 pm to 2250 pm

Similar raise for Hostel Subsidy
Major Allowances

Tenure Allowance

Raised by a factor of 2.25

Will further rise by 25% each time DA rises by 50%
Issues of Railway Accounts
11.40.17 Apart from the fact that the IRPS is a dedicated Service for personnel management, its officers, unlike those of the RBSS, have vast experience in the field, in railways’ operational zones and its myriad production units. It is, therefore, recommended that the confidential work and cadre management of all Group ‘A’ services (except IRAS) in the Railways should be handed over to the IRPS. As far as the Indian Railway Accounts Service (IRAS) is concerned, in the interest of financial autonomy, the practice followed in the field that the IRAS does its own cadre management in all respects, should be completely followed at the ministry level also.
11.40.31 Amongst the organised services in the Indian Railways, IRAS has the unique
distinction of having widespread exposure to almost all relevant fields like Contract
Management, Project Evaluation, Establishment and HR matters, Investment related issues,
etc. Owing to close interaction with all other Departments of the Railways, they are better
suited to take appropriate administrative decisions in a holistic manner.

11.40.32 IRAS officers have requested the Commission for additional posts of Additional
Member (Institutional Finance), Additional Member (Accounting Reforms), Additional
Member (Internal Audit), Additional Member (Accounts), Advisor (Costing) and Advisor
(PPP) in the Railway Board.

Analysis and Recommendations

11.40.33 Presently, there are two posts of Additional Members in the Railway Board in HAG+,
viz., Additional Member (Finance) and Additional Member (Budget).

11.40.34 The Commission realizes that Indian Railways is actively looking at innovative
methods of revenue generation, both internal and external. Hence, the demand for the post of
Additional Member (Institutional Finance) has merit.

11.40.35 Similarly, as strongly emphasized by the Committee for Mobilization of Resources
for Major Railway Projects and Restructuring of Railway Ministry and Railway Board, headed
by Dr. Bibek Debroy, Indian Railways needs to move to a “responsive and transparent
accounting and costing system as the first stepping-stone to a commercially viable Railway
system.” Hence the demand for the post of Additional Member (Accounting Reforms) also
appears justified.

11.40.36 However, the Commission is of the opinion that the provision of the above mentioned
posts is in the administrative domain of the Ministry of Railways, and they should take a view
accordingly.
<table>
<thead>
<tr>
<th>Service</th>
<th>Apex</th>
<th>HAG+</th>
<th>HAG</th>
<th>SAG</th>
<th>JAG</th>
<th>STS</th>
<th>JTS</th>
<th>Total</th>
<th>HAG %</th>
<th>SAG %</th>
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<tr>
<td><strong>All India Services</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
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<tr>
<td>IAS</td>
<td>304</td>
<td>0</td>
<td>596</td>
<td>1111</td>
<td>4143</td>
<td></td>
<td></td>
<td>6154</td>
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<td>47</td>
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<td>4720</td>
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<td>63</td>
<td>409</td>
<td>689</td>
<td>1944</td>
<td></td>
<td></td>
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<td><strong>Organized Gr.A</strong></td>
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<td></td>
<td></td>
<td></td>
<td></td>
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<td>Indian Foreign Service</td>
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<td>46</td>
<td>160</td>
<td>154</td>
<td>211</td>
<td>35</td>
<td>639</td>
<td>13.08%</td>
<td>39.57%</td>
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<tr>
<td>IA&amp;AS</td>
<td>5</td>
<td>5</td>
<td>59</td>
<td>117</td>
<td>151</td>
<td>245</td>
<td>112</td>
<td>694</td>
<td>11.86%</td>
<td>31.96%</td>
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<tr>
<td>IRS</td>
<td>26</td>
<td>91</td>
<td>300</td>
<td>635</td>
<td>1575</td>
<td>1394</td>
<td>1091</td>
<td>5112</td>
<td>10.37%</td>
<td>26.16%</td>
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<tr>
<td>Indian Customs &amp; Central Excise</td>
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<td>38</td>
<td>100</td>
<td>340</td>
<td>932</td>
<td>801</td>
<td>3367</td>
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<td>6.83%</td>
<td>22.11%</td>
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<td>172</td>
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<td>556</td>
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<tr>
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<td>19</td>
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<td>41</td>
<td>56</td>
<td>189</td>
<td>6.02%</td>
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<tr>
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<td>0</td>
<td>15</td>
<td>89</td>
<td>146</td>
<td>111</td>
<td>105</td>
<td>471</td>
<td>5.46%</td>
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<tr>
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<td>4</td>
<td>28</td>
<td>56</td>
<td>76</td>
<td>15</td>
<td>182</td>
<td>4.19%</td>
<td>20.96%</td>
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<tr>
<td>IRAS</td>
<td>1</td>
<td>2</td>
<td>30</td>
<td>105</td>
<td>295</td>
<td>432</td>
<td>527</td>
<td>1392</td>
<td>3.82%</td>
<td>15.95%</td>
</tr>
<tr>
<td>IRTS</td>
<td>1</td>
<td>4</td>
<td>27</td>
<td>137</td>
<td>401</td>
<td>335</td>
<td>715</td>
<td>1620</td>
<td>3.54%</td>
<td>18.67%</td>
</tr>
<tr>
<td>IRSME</td>
<td>1</td>
<td>2</td>
<td>33</td>
<td>161</td>
<td>498</td>
<td>384</td>
<td>735</td>
<td>1814</td>
<td>3.34%</td>
<td>18.26%</td>
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<tr>
<td>Indian Inspection Service</td>
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<td>0</td>
<td>2</td>
<td>8</td>
<td>18</td>
<td>44</td>
<td>30</td>
<td>102</td>
<td>2.78%</td>
<td>13.89%</td>
</tr>
<tr>
<td>IRSEE</td>
<td>1</td>
<td>1</td>
<td>25</td>
<td>129</td>
<td>450</td>
<td>386</td>
<td>661</td>
<td>1653</td>
<td>2.72%</td>
<td>15.73%</td>
</tr>
<tr>
<td>Indian Supply Service</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>11</td>
<td>31</td>
<td>34</td>
<td>33</td>
<td>111</td>
<td>2.56%</td>
<td>16.67%</td>
</tr>
</tbody>
</table>
11.40.82 The Commission finds merit in the contention that the above has led to an anomalous situation. It is therefore recommended that in cases where a senior employee has cleared both Appending IIA and Appending IIIA examinations before the junior, and purely through circumstances the junior is drawing higher GP, the anomaly should be fixed by stepping up the pay of the senior employee vis-à-vis the junior, and then fixing the senior employee in the Pay Matrix.

11.40.83 In line with our recommendations for organised Accounts cadres, it is further recommended that employees in GP 4800 should be upgraded, on completion of four years’ service, to the existing GP 5400 (PB-2), viz., Level 9 in the pay matrix, on a non-functional basis.
8.10.80 The following 19 allowances should be abolished:

- Assisting Cashier Allowance, Cash Handling Allowance, and Treasury Allowance—With the technological advances and growing emphasis on banking, these allowances have lost their relevance. Here it is recommended that not only all salary be paid through banks, but ministries/departments should work out plans to first minimize and then eliminate all sorts of cash transactions.
The Commission is of the view that the job of Finger Print Examiners is sporadic in nature. When there are fresh recruitments, their services are required to verify the fingerprints of the candidates. Similarly, they are called when there are suspicions of fraud and deception.

Railways will be better served if they obtain the services of professionals in the open market for this kind of verification.

It is, therefore, recommended that the cadre of Finger Print Examiners be merged with the Accounts cadre after requisite training and after following the due process of assigning seniority.
Miscellaneous Issues
Other Important Recommendations

Cadre Review

7.3.17 The approach of this Pay Commission is towards rationalization of the processes and entities in government, and as such it does not recommend creation of a new agency for carrying out an activity which, in effect is a purely an internal function. This Commission is of the view that the cadre review should be the responsibility of the concerned Secretary of the Department to which the cadre belongs and not the responsibility of Secretary, DoPT. Since the proposal for cadre review is to be based on a set of parameters already spelt out by DoPT in its cadre review monograph, it is recommended that the examination of the cadre restructuring proposal should be undertaken at the department level itself with one member each from DoPT and Department of Expenditure attending such meetings chaired by the concerned Secretary of the cadre seeking the restructuring in his/her capacity as the cadre controlling officer. This will drastically reduce the time taken in the proposal going back and forth between DoPT, DoE and the relevant Ministry. The proposal can thereafter be placed before the Cadre Review Committee chaired by the Cabinet Secretary where the concerned Secretaries are represented.
Other Important Recommendations

Non-Functional Upgrade (NFU) on Residency Period

7.3.22 The NFU should be subject to the completion of the prescribed residency period in the preceding substantive grade and not linked to the promotion of an IAS batch. All the

Recommended by Chairman. Other two members have favored abolition of NFU
Empanelment *(disputed)*

General: All officers of All India Services and Central Group `A’ Services participating in the Central Staffing Scheme who have put in 17 years of service will be eligible to apply. Since the pay structure being recommended is an open ended matrix, the existing proviso for the AIS, viz., the appointment of at least one officer of the batch year of the Service from any State cadre in the (pre-revised) scale of ₹37400-67000+GP ₹10000 should be dispensed with.
Empanelment *(disputed)*

Screening Process: The screening for empanelment should be carried out by a separate body, specifically constituted for the purpose. The committee should ideally consist of the following:

- a. Chairman, UPSC or, in his absence a Member nominated by him;
- b. Two members at the Secretary level, one from the IAS and one from one of the other Central Services;
- c. At least two subject experts
Other Important Recommendations

Empanelment (disputed)

Vacancies may be notified, or advertised well in advance, along with an indication of the domain expertise required. The officers possessing the required domain knowledge and already empanelled would be free to ‘apply’ to the position concerned. The selection may be carried out by a Committee with a broad representation (inclusion of a domain expert being mandatory).
Other Important Recommendations

Online APARs (15.26 E)

*Online APAR System:* The Commission notes that ‘Smart Performance Appraisal Report Recording Online Window’ has been introduced for IAS Officers. Such a system ensures adherence to the prescribed timelines in filling up the APARs. The Commission recommends introduction of such online APARs systems for all Central Government officers/employees.
14.8 Having analyzed the feedback received on training, the Commission is of the view that training remains a “low priority” area, lacking ample funding. Its role as a serious input for capacity building needs to be reiterated. In line with the NTP, 2012, it is recommended that each ministry/department/organization should set aside at least 2.5 percent of its salary budget for training. The expenditure on training should be captured through a separate Budget Head created especially for this purpose. Each ministry/department/organization should have a Training Manager for training administration and management.
Other Important Recommendations

Domestic Funding of Foreign Training (DFFT) and Partial Funding of Foreign Training (PFFT)

14.18 It transpires that DoPT lays downs guidelines and policies regarding these schemes, and implements the same for IAS, CSS, CSSS and other Central Government officers who are on Central Deputation. Within the stipulated framework, individual cadres can well devise their own DFFT and PFFT schemes in consultation with their nodal ministries. Specific funds may be provided by the ministries for this purpose.
Thank You