ORDER

1. The Government of India has issued several Notifications / Office Memoranda / Orders regarding implementation of the recommendation of the Seventh Central Pay Commission on pay and other allowances like Dearness Allowance, House Rent Allowance, Transport Allowance etc. to the employees of the Central Government; and the same was under the consideration of the Government of Goa, for implementing them to the employees of the State Administration and GIA Educational Institutions.

2. Various Notifications / OMs / Orders / Resolution issued by the Government of India (GOI) in this respect are listed below:-

   i) GOI, Ministry of Finance, Resolution No. 1-2/2016-IC dated 25/07/2016; published in The Gazette of India (Extraordinary), Part I-Sec I.


   iv) GOI, Ministry of Finance, Dept. of Expenditure, O.M. No. 1-6/2016-IC dated 07/09/2016 regarding employees stagnating at the maximum of pay band and grade pay or scale in the pre-revised structure under C.C.S. (Revised Pay) Rules, 2016.

vi) GOI, Ministry of Finance, Dept. of Expenditure, O.M. No. 12 (1)/E.II(A)/2016 dated 07/10/2016 regarding grant of advances and amendment to rules on advances to Government servants (02 OM’s).

vii) GOI, Ministry of Finance, Dept. of Expenditure, O.M. No. 1/2/2016-E-II(B) dated 04.11.2016 regarding grant of 2% Dearness Allowance w.e.f. 01-07-2016.

3. Now, after careful consideration of the matter, the Government of Goa is pleased to adopt the above detailed Resolution / O.M.’s / Notifications / Orders and make it applicable to the employees of the Government of Goa / GIA Educational Institutions of the Government of Goa on the following terms and conditions:

(i) The revised pay matrix will be implemented in respect of all the Government employees and employees of aided educational institutions with effect from 01-01-2016. Actual payment through monthly salary shall commence from the month of January, 2017. Only Part ‘A’ of the Schedule appended to the CCS (Revised Pay) Rules, 2016 as adopted by the Government of Goa, shall be implemented.

(ii) Fixations shall be done as per the Pay Matrix table provided in the CCS (Revised Pay) Rules, 2016 by the Departments by taking an undertaking from the employees for subsequent recovery/adjustment of differential amount, if any, due to possible errors in fixation. The employee shall exercise an option as provided under these Rules. For the purpose of exercising an option and giving an undertaking, the form appended to these Rules, only shall be used.

(iii) The revised pay structure effective from 01-01-2016 includes the Dearness Allowance of 125% sanctioned from 01-01-2016 in the pre-revised pay structure. Thus, Dearness Allowance in the revised pay structure shall be zero from 01-01-2016. The Dearness Allowance shall stand revised at 2% from 01-07-2016.
(iv) These Orders shall not cover the judicial and non-judicial officers/employees functioning in the Courts whose pay is separately governed by orders issued by the Ministry of Law and Justice (GOI) and under specific recommendation of certain judicial pay commissions.

So also, these orders, shall not be applicable to the employees of Corporations / Autonomous Bodies / Societies / Agencies and PSU in whose cases separate instructions shall be issued in due course of time, after detailed examination by Committee to be constituted for the purpose.

Further, these orders shall not apply for the employees working for Panchayati Raj Institutions and Urban Local Bodies, whether belonging, to common cadre or otherwise, in whose cases separate instructions shall be issued in due course of time, after detailed examination by a Committee to be constituted for the purpose.

(v) In case of the teaching faculty covered by the benefits under the UGC and AICTE guidelines, as adopted by the Government of Goa; the pay shall be fixed in the revised pay matrix in the following manner.

<table>
<thead>
<tr>
<th>Academic Grade Pay (₹)</th>
<th>Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>6000</td>
<td>10</td>
</tr>
<tr>
<td>7000</td>
<td>11</td>
</tr>
<tr>
<td>8000</td>
<td>12</td>
</tr>
<tr>
<td>9000</td>
<td>13</td>
</tr>
<tr>
<td>10000</td>
<td>14</td>
</tr>
</tbody>
</table>

In the event of separate recommendation being issued by the UGC & AICTE, as regards the pay and other benefits of such teaching faculty, the same shall be reviewed separately by the Government at the relevant point of time.

(vi) The decision on the revised rates and the date of effect of all Allowances (other than Dearness Allowance), based on the recommendations of the Seventh Central Pay Commission shall be notified subsequently and separately. Until then, all such Allowances shall continue to be reckoned and paid at the existing rates under the terms and conditions prevailing in the pre-revised pay structure as if the existing pay structure has not been revised under the C.C.S. (Revised Pay) Rules, 2016.

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(vii) The contributions under the Goa State Government Employees Group Insurance Scheme-1996 (GSGEGIS-1996) shall continue to be applicable under the existing rates until further orders.

(viii) The existing system on interest free advances for medical treatment, Travelling Allowances for family of deceased, Travelling Allowance on tour or transfer and Leave Travel Concession shall continue as hitherto.

The interest free advances as indicated in the Annexure to O.M. No. 12(1)/E.II(A)/2016 dated 07.10.2016 (reg. amendment to Rules of Compendium of Rules on Advances to Government Servants), shall stand discontinued with immediate effect.

Similarly, interest bearing advances relating to Motor Car Advances and Motorcycle / Scooter / Moped Advances shall stand discontinued with immediate effect.

(ix) Pay fixations shall be done in the modified Annexure enclosed to this Order. As regards, the pay fixation in respect of Non-Gazetted employees, the same shall be supported with a photocopy of relevant page of the service book wherein the increment / pay as on 01-01-2016 is derived for the purpose of switch over. It should indicate the name of the employee and be duly attested by the Head of Office. The statement/annexure of fixation of pay in the revised pay structure as per C.C.S. (Revised Pay) Rules, 2016 shall be prepared and submitted in duplicate to the Directorate of Accounts, Panaji or South Branch, Margao as the case may be.

In case of employees of Aided Educational Institutions, their pay fixation shall be prepared and submitted to the Zonal Offices concerned of the Directorate of Education, Directorate of Higher Education and Directorate of Technical Education, as the case may be.

(x) Directorate of Accounts or the authority concerned in respect of GIA Educational Institutions shall check the pay fixations done separately on cent percent basis. Directorate of Accounts shall constitute a special cell drawn from the retired & experienced accounts cadre personnel to facilitate quick disposal of pay fixations. The pay fixations for approval shall reach the Directorate of Accounts up to 31/12/2016 and on approval shall reach the respective Department by 31/05/2017.
Directorate of Accounts shall not accept any pay fixation statement beyond the cutoff date without prior approval of Finance Department.

(xi) A copy of the approved pay fixation statement by the Directorate of Accounts, shall be placed in the service book of the employee concerned after making an appropriate entry / record in the service book concerned. One copy of the approved fixation statement shall be placed in the personal file of the official.

(xii) The arrears in the revised pay consequent upon fixation of pay under C.C.S. (Revised Pay) Rules, 2016 shall be regulated/disbursed as under:-

(a) Pay in the revised pay structure shall commence with effect from the disbursement of salary for the month of January, 2017. That is to say salary bill for the month of January, 2017 shall be purely pay bill for the month under the revised structure without any arrears whatsoever.

(b) Arrears of pay in the revised pay structure with effect from 01-01-2016 to 31-12-2016 shall be claimed / preferred separately by enclosing approved copy of pay fixation statement. These arrears shall be credited to the respective GPF / special account in respect of employees covered under NPS of the employee concerned.

(c) DDO's shall ensure that the claims relating to arrears are submitted to the Directorate of Accounts for payment on or before 20/06/2017.

(d) Interest on the arrears shall accrue w.e.f. 01/01/2017, provided the above conditions are complied with.

(e) In respect of employees having GPF account, the amount of arrears shall be credited to their account in one installment with lock-in-period of three years. The lock-in-period shall not be applicable to those employees who have retired w.e.f. 01-01-2016 till the date of issue of this order. In case of the employees who are retiring on or after the date of issue of this order during the lock-in-period, the amount of arrears shall be released along with final payments.
(f) In respect of employees covered under the NPS, the arrears of contribution shall be credited to a special account in one installment.

(xiii) DDOs shall ensure that action is taken simultaneously in regard to Government contributions towards enhanced subscriptions under GPF and NPS while authorizing arrears, Income Tax as due shall also be deducted and credited to Government in accordance with the instructions on the subject. Due care may be taken to ensure that TDS is not deducted/adjusted from the amount to be credited to the respective NPS account as Government contribution.

(xiv) In case of officers belonging to the All India Service and serving in the State of Goa, their pay shall be fixed, as follows:

(i) In terms of IAS (Pay) Rules, 2016 issued by the Ministry of Personnel, Public Grievances and Pensions vide Notification G.S.R. 870(E) dated 08.09.2016 published in The Gazette of India (Extraordinary), [Part II-Sec 3(i)].

(ii) In terms of IPS (Pay) Rules, 2016 issued by the Ministry of Personnel, Public Grievances and Pensions vide Notification G.S.R. 910(E) dated 23.09.2016 published in The Gazette of India (Extraordinary), [Part II-Sec 3(i)].

(iii) In terms of IFS (Pay) Rules, 2016 issued by the Ministry of Personnel, Public Grievances and Pensions vide Notification G.S.R. 924(E) dated 28.09.2016 published in The Gazette of India (Extraordinary), [Part II-Sec 3(i)].

Further their arrears of pay w.e.f. 01-01-2016 upto 31-12-2016 shall be paid in one installment, by 28-02-2017.

4. (i) There are many cases / instances of anomalies on account of merger of pay scales during the implementation of Sixth Pay Commission recommendations, as well as, anomalous situation arising out of hierarchical structure in Departments, wherein promotion / upgradation take place in the same pay scale / pay band.
In some cases, though the employees are carrying out almost similar duties, they have been appointed with separate set of RR’s with different pay scales, again leading to an anomalous situation within the same Department and its offices. So also in some cases, employees with same designation are existing in different pay scales on account of separate RR’s leading to an anomaly across Departments concerned.

(ii) In order to overcome such situation and to provide for a clear distinction, in upgradation / promotion, remove anomalous situations and restructure the hierarchy, it is required that a thorough work study of such situations be carried out and for this purpose, it is proposed to set up a 02 member Work Study-cum-Anamoly Committee, comprising of,-

(a) Shri. Shyamsundar Korgaonkar, Ombudsman and
(b) Shri Norbert Moraes, retired Director of Accounts.

(iii) All such cases shall be referred to the Committee. The Committee shall analyse each of these case(s) and shall have the powers to call for and examine any record / documents / files on the subject matter from the Department concerned as well as from the Secretariat Departments.

(iv) The Committee shall make its recommendation in a time bound manner preferably within a period of six months, with an option to make recommendation on individual set of case(s) as and when they complete the same, to the Government through Finance Department.

(v) Finance Department shall within a period of 45 days from the receipt of the recommendation(s) of the Committee, examine the recommendation(s) and place the same before the Council of Ministers, for their consideration, after obtaining the views of the Department to which the case(s) relates to, as well as, the views of the Department of Personnel.

(vi) The Committee shall be assisted by a representative of the O/o Additional Secretary (Personnel) and the O/o Additional Secretary (Finance), as well as, an Officer to be nominated by the Head of Department concerned to which the individual case(s) relates too, as and when the Committee so desires.

(vii) The Committee shall function from the office of the Ombudsman.
(viii) The remuneration payable to the Members as well as honorarium to the supporting staff shall be decided separately by the Government.

This issues with the approval of the Council of Ministers in its XXXXIII\textsuperscript{rd} Cabinet Meeting held on 25.11.2016.

By order and in the name of the Governor of Goa

\[ Signature \]

(Daulat A. Hawaldar, IAS) Secretary (Finance)

To,
The Director, Printing & Stationery for favour of publication of the said Order in the Extraordinary Official Gazette. On publication 05 copies may be sent to this Department.

Copy to:
1. Chief Secretary/All Secretaries to the Government/Secretary to Hon’ble Governor.
2. All Secretariat Departments
3. All Heads of Departments/Offices.
4. All OSD’s/PS to Ministers
5. The Accountant General (Goa), Audit Bhavan, Porvorim, Goa.
6. Director, Directorate of Accounts, Panaji. / Jr. Director of Accounts (South Branch), Margao.

All the Orders / Resolutions / Notifications / OMs, referred to above including the format of Fixation of Pay and Form of Option-cum-Undertaking is available on the website of the Directorate of Accounts. www.accounts.goa.gov.in
ANNEXURE

STATEMENT OF FIXATION OF PAY UNDER CENTRAL CIVIL SERVICE (REVISED PAY) RULES, 2016.

[ Government Order No. 8/1/2016-Fin (R&C) dated 30-11-2016 ]

1. Name of the Government Servant :

2. Designation of the post in which pay is to be fixed as on January 1, 2016 :

3. Status (substantive/officiating) :

4. Pre-revised Pay Band and Grade Pay or Scale :

5. Existing emoluments :
   (a) Basic Pay (Pay in the applicable Pay Band plus applicable Grade Pay or basic pay in applicable scale) in the pre-revised structure as on January 1, 2016 :
   1) Pay in the Pay Band :
   2) Grade Pay :
   3) Total (1 + 2) :
   (b) Dearness Allowance sanctioned w.e.f. 01-01-2016 (125%) :
   (c) Existing emoluments (a + b) :

6. Basic pay (Pay in the applicable Pay Band plus applicable Grade Pay or basic pay in the applicable scale) in the pre-revised structure as on January 1, 2016 :

7. Applicable Level in Pay Matrix corresponding to Pay Band and Grade Pay or scale shown at S. No. 4 :

8. Amount arrived at by multiplying basic pay as at Sl. No. 6 by 2.57 :

9. Applicable Cell in the Level either equal to or just above the Amount at Sl. No.8 :

10. Revised Basic Pay (as per Sl. No.9) :

11. Stepped up pay with reference to the revised Pay or Junior, if applicable [Rule 7 (8) and 7 (10) of CCS (RP) Rules, 2016], Name and pay of the junior also to be indicated distinctly.

12. Revised pay with reference to the Substantive Pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post if applicable [Rule 7 (11)] :

13. Personal Pay, if any [Rule 7(7) and 7(9)] :

14. Non-Practicing Allowance as admissible at present in the existing pre-revised structure :

15. Date of next increment (Rule 10) and pay after grant of increment :

<table>
<thead>
<tr>
<th>DATE OF INCREMENT</th>
<th>PAY AFTER INCREMENT IN APPLICABLE LEVEL OF PAY MATRIX</th>
</tr>
</thead>
</table>

16. Any other relevant information :

CERTIFICATE

Certified that I have personally verified actually pay drawn in the pre-revised pay band as shown above from the service book of the official concerned, option if applicable as well as undertaking has been obtained from the employee.

Dated: [Date]

Head of Office
FORM OF OPTION

[See rule 6(2) of the CCS (Revised Pay) Rules, 2016]

*1. I, _____________________________ hereby elect the revised pay structure with effect from 1st January, 2016.

*2. I, _____________________________ hereby elect to continue on Pay Band and Grade Pay of my substantive / officiating post mentioned below until:

* the date of my next increment / the date of my subsequent increment raising my pay to Rs. __________________ / I vacate or cease to draw pay in the existing pay structure / the date of my promotion/upgradation to the post of _____________________________.

Existing Pay Band and Grade Pay ____________________________

Signature __________________
Name ____________________
Designation _______________
Office in which employed __________________

* To be scored out, if not applicable.

UNDERTAKING

I hereby undertake that in the event of my pay having been fixed in a manner contrary to the provisions contained in these Rules, as detected subsequently, any excess payment so made shall be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature __________________
Name ____________________
Designation _______________

Date:
Place: