Government of Goa  
Department of Finance (Revenue & Control) 
Secretariat, Porvorim 
Bardez – Goa. 403521

No. 8/1/2016-Fin (R&c) [1567] Dated: 28/11/2018

Read: Order No. 8/1/2016-Fin(R&c)/(A) dated 30.11.2016. 
Order No. 8/1/2016-Fin(R&c) dated 25.07.2017. 
Order No. 8/1/2016-Fin(R&c) dated 10.08.2017. 
Order No. 8/1/2016-Fin(R&c) dated 04.09.2017. 
Order No.8/1/2016-Fin(R&c) dated 29.09.2017. 
Order No.8/1/2016-Fin(R&c) dated 25.10.2017. 
Order No.8/1/2016-Fin(R&c) dated 14.06.2018.

ORDER

In pursuance to the Order’s read above, the following guidelines / Office Memoranda issued by the Government of India has been adopted by the State Government for its implementation.

2. O.M. F.No.42/14/2017-P&PW(G) dated 08/03/2018 regarding Dearness relief to re-employed pensioners consequent on revision of ignorable part of pension for fixation of pay in the re-employment post.
3. O.M. No.38/37/16-P&PW(A)(iv) dted 08/11/2017 regarding fixation of pension of Medical Officers retired during 01/01/2016 to 30/06/2017.
4. O.M. No.4-21/2017-IC/E.III(A) dated 31/07/2018 regarding date of next increment under Rule 10 of CCS (RP) Rules, 2016.
5. O.M. No.1-6/2016-IC dated 03/08/2017 regarding bunching of stages in the revised pay structure under Central Civil Services (Revised Pay) Rules, 2016.

All the guidelines / OMs, referred to above is available on the website of the Directorate of Accounts, www.accountsgoa.gov.in.

[Signature]
Additional Secretary (Finance)

To:
1. P.S. to Chief Secretary, Secretary to Governor
2. All Secretaries to Government.
3. All Heads of Departments/ Offices.
4. The Accountant General (Goa), Audit Bhavan, Porvorim.
5. The Director, Directorate of Accounts, Panaji.
7. The Director, Department of Information & Publicity, Panaji, for information & n.a.

Ph:- 0832-2419779
email: usrc-sect.goa@nic.in
OFFICE MEMORANDUM

Subject:- Grant of Deputation (Duty) Allowance - Recommendations of the Seventh Central Pay Commission-Regarding.

This Department’s OM No. 6/8/2009-Estt.(Pay-II) dated 17.6.2010 inter-alia provides for rates of Deputation (Duty) Allowance admissible to Central Government employees.

2. As provided in para 7 of Ministry of Finance, Department of Expenditure’s Resolution No.1-2/2016-IC dated 25th July, 2016, the matter regarding allowances (except Dearness Allowance) based on the recommendations of the 7th Central Pay Commission (CPC) was referred to a Committee under the Chairmanship of Finance Secretary and until a final decision thereon, all Allowances have been paid at the existing rates in the existing pay structure.

3. The decision of the Government on various allowances based on the recommendations of the 7th CPC and in the light of the recommendations of the Committee under the Chairmanship of the Finance Secretary has since been issued as per the Resolution No.11-1/2016-IC dated 6th July 2017 of Department of Expenditure.

4. As mentioned at Sl.No.46 of the Appendix-II of the said Resolution dated 6th July 2017, the recommendation of the 7th CPC for enhancement of ceiling of Deputation (Duty) Allowance for civilians by 2.25 times has been accepted and this decision is effective from 1st July, 2017. Accordingly, the President is pleased to decide that the rates of Deputation (Duty) Allowance and certain other conditions relating to grant of Deputation (Duty) Allowance shall be as under:-

The Deputation (Duty) Allowance admissible shall be at the following rates:
(a) In case of deputation within the same station the Deputation (Duty) Allowance will be payable at the rate of 5% of basic pay subject to a maximum of Rs.4500 p.m.

(b) In case of deputation involving change of station, the Deputation (Duty) Allowance will be payable at the rate of 10% of the basic pay subject to a maximum of Rs.9000 p.m.

(c) The ceilings will further rise by 25 percent each time Dearness Allowance increases by 50 percent.

(d) Basic Pay, from time to time, plus Deputation (Duty) Allowance shall not exceed the basic pay in the apex level i.e. Rs. 2,25,000/-. In the case of Government servants receiving Non Practising Allowance, their basic pay plus Non-Practising Allowance plus Deputation (Duty) Allowance shall not exceed the average of basic pay of the revised scale applicable to the Apex Level and the Level of the Cabinet Secretary i.e. Rs.2,37,500/-.

Note: 1 'Basic pay' in the revised pay structure (the pay structure based on 7th Central Pay Commission recommendations) means the pay drawn by the deputationist, from time to time, in the prescribed Level, in Pay Matrix, of the post held by him substantively in the parent cadre, but does not include any other type of pay like personal pay, etc.

Note: 2 In cases where the basic pay in parent cadre has been upgraded on account of non-functional upgradation (NFU), Modified Assured Career Progression Scheme (MACP), Non Functional Selection Grade (NFSG), etc., the upgraded basic pay under such upgradations shall not be taken into account for the purpose of Deputation (Duty) Allowance.

Note 3 In the case of a Proforma Promotion under Next Below Rule (NBR): If such a Proforma Promotion is in a Level of the Pay Matrix which is higher than that of the ex-cadre post, the basic pay under such Proforma Promotion shall not be taken into account for the purpose of Deputation (Duty) Allowance. However, if such a Proforma Promotion under NBR is in a Level of the pay matrix which is equal to or below that of the ex-cadre post, Deputation (Duty) Allowance shall be admissible on the basic pay of the parent cadre post allowed under the proforma promotion, if opted by the deputationist.
Note 4
In case of Reverse Foreign Service, if the appointment is made to post whose pay structure and/or Dearness Allowance (DA) pattern is dissimilar to that in the parent organisation, the option for electing to draw the basic pay in the parent cadre [alongwith the Deputation (Duty) Allowance thereon and the personal pay, if any] will not be available to such employee.

Note: 5
The term 'same station' for the purpose will be determined with reference to the station where the person was on duty before proceeding on deputation.

Note: 6
Where there is no change in the headquarters with reference to the last post held, the transfer should be treated as within the same station and when there is change in headquarters it would be treated as not in the same station. So far as places falling within the same urban agglomeration of the old headquarters are concerned, they would be treated as transfer within the same station.

5. Para 6.1 of this Department's OM No.6/8/2009-Estt(Pay-II) dated 17.6.2010 stands amended to the above effect.

6. In so far as persons serving in the Indian Audit & Accounts Department are concerned, these orders issue after consultation with the Comptroller & Auditor General of India.

7. These orders shall take effect from 1st July, 2017.

Under Secretary to the Government of India

1. All Ministries/Departments of the Govt. of India as per standard list.

Copy also forwarded to:

1. Secretaries to Union Public Service Commission / Supreme Court of India / Lok Sabha Sectt. / Rajya Sabha Sectt. / Cabinet Sectt. / Central Vigilance Commission / President's Sectt. / Vice-President’s Sectt/Prime Minister’s Office / Niti Ayog.

3. Department of Personnel and Training (AIS Division) / JCA /Admn. Section.

4. Governors of all States/Lt. Governors of all Union Territories.

5. Secretary, National Council of JCM (Staff Side), 13-C, Feroz Shah Road, New Delhi.

6. All Members of Staff Side of the National Council of JCM / Departmental Council.

7. All Officers/Sections of DoPT / Department of Administrative Reforms & Public Grievances/Department of Pensions & Pensioners Welfare/ PESB.

8. Joint Secretary (Pers), Ministry of Finance, D/o Expenditure.

9. Additional Secretary (Union Territories), Ministry of Home Affairs.

10. NIC with a request to upload the OM on the website of DoPT

Under Secretary to the Government of India
OFFICE MEMORANDUM

Sub:- Amendment of instructions regarding dearness relief to re-employed pensioners consequent on revision of ignorable part of pension for fixation of pay in the re-employment post-reg

The undersigned is directed to refer to subject cited above and to say that the grant of dearness relief to re-employed pensioners/family pensioners is presently regulated in accordance with the instructions contained in this Department’s OM No. 45/73/97-P&PW(G) dated 02.07.1999 and subsequently amended vide this Department’s dated 38/88/2008-P&PW(G) dated 09.07.2009

2. DoPT, vide their OM No.3/3/2016-Estt.(Pay II) dated 01.05.2017 have issued instructions for revision of ignorable amount of pension from Rs. 4000/- to Rs. 15000/- (Rupees Fifteen Thousand) for the purpose of fixation of pay in the re-employment post. Accordingly, the amount of Rs. 4000/- appearing in this Department’s OM dated 09.07.2009 is revised as Rs. 15000/- (Rupees Fifteen Thousand). The other conditions for grant of dearness relief in OM dated 02.07.1999 remain the same.

3. In their application to Indian Audit Accounts Department, these orders are being issued after consultation with the Comptroller & Auditor General of India.

4. This issues with the concurrence of Ministry of Finance, Department of Expenditure ID Note no. 181/E-V/2017 dated 17.11.2017 and Department of Personnel & Training ID Note no 1265923/17-Estt(Pay-II) dated 18.09.2017.

(Charanjit Taneja)

Under Secretary to the Government of India

To

1. All Ministries/Departments of Govt of India
2. O/o Comptroller & Auditor General of India
Office Memorandum


In accordance with Rule 33 of Central Civil Services (Pension) Rules, 1972 the emoluments reckoned for calculation of pension include Non-practicing Allowance (NPA) granted to medical officers in lieu of private practice.

2. In the case of medical officers who have retired from 1.1.2016 to 30.6.2017, the pension is based on emoluments which included NPA @ 25% of the pre-revised pay. Orders have been issued by Ministry of Finance (Department of Expenditure) vide OM No.12-2/2016-EIII.A dated 7th July, 2017 for grant of NPA to serving medical officers @ 20% of basic pay w.e.f. 1.7.2017. Accordingly, the medical officers retired/retiring on or after 1.7.2017 are entitled to pension based on emoluments which include NPA at the rate of 20% of the revised basic pay.

3. The matter regarding revision of pension of the medical officers who retired during 1.1.2016 to 30.6.2017 based on revised rate of NPA has been examined by the Government. It has been decided that the pension/family pension in respect of medical officers who retired/died during 1.1.2016 to 30.6.2017 shall be further revised w.e.f. 1.7.2017 by adding NPA @ 20% to the basic pay on the date of retirement.

4. The fixation of pension/family pension of retired medical officers in the above manner will be further subject to the condition that emoluments (i.e. Basic Pay + NPA) to be reckoned for pension do not exceed Rs.2.37.500/- (Rupees two lakh thirty seven thousand and five hundred only).

5. This issues with the approval of Ministry of Finance, Department of Expenditure vide their I.D. No. 1(18)/E-V/2017 dated 23rd October, 2017.

6. Hindi version will follow.

(Harjeet Singh)
Director

To

1. All Ministries/Departments of Government of India. (as per standard mailing list).
2. All SCOVA Members
3. All Identified Pensioners Association

Copy to
(i) NIC Cell for uploading on the website of the Department.
(ii) AD (OL), DoPPW for Hindi Version
OFFICE MEMORANDUM

Subject: Date of next increment- Rule 10 of CCS (RP) Rules, 2016- regarding.

The undersigned is directed to invite attention to Rule 10 of CCS (RP) Rules 2016 which provides, inter alia, that there shall be two dates for increment namely 1st January and 1st July of every year, instead of the provision of one date of increment on the 1st July during the 6th Pay Commission pay structure. The Rule further provides that an employee shall be entitled to only one annual increment either on 1st January or 1st July depending on the date of appointment, promotion or grant of financial upgradation. The Sub-Rule (2) thereof provides that increment in respect of an employee appointed or promoted or granted financial upgradation including upgradation under MACP during the period between the 2nd day of January and 1st day of July (both inclusive) shall be granted on 1st day of January and the increment in respect of an employee appointed or promoted or granted financial upgradation including upgradation under MACP during the period between 2nd day of July and 1st day of January (both inclusive) shall be granted on 1st day of July.

2. The proviso to Sub-Rule 2 of Rule 10 of CCS (PR) Rules, 2016 provides that the next increment after drawal of increment on 1st day of July 2016 shall accrue as on 1st day of July 2017.

3. A number of references has been received in the Ministry of Finance seeking clarification whether in case of an employee promoted on 1st July 2016, whose pay was fixed on 01/07/2016 in terms of the rules governing fixation of pay on promotion, the next increment may be allowed on 1st January 2017 or on 1st July 2017.

4. The matter has been considered. During the regime of pay structure obtaining immediately prior to 01/01/2016, when the annual increment was admissible uniformly on 1st July every year, the increment was admissible on 1st July, provided the condition of 6 months' service was fulfilled. Thereafter, the next increment used to be given after a period of 12 months.

1/2
1.1.2016 immediately prior to coming into force of the CCS(RP) Rules, 2016, which has been modified in the revised pay structure in terms of Rule 10 thereof by way of 2 dates of increment on 1st January and 1st July, it is clarified that in case an employee is promoted or granted financial upgradation including upgradation under the MACP scheme on 1st January or 1st July, where the pay is fixed in the Level applicable to the post on which promotion is made in accordance with the Rule 13 of the CCS(RP) Rules, 2016, the first increment in the Level applicable to the post on which promotion is made shall accrue on the following 1st July or 1st January, as the case may be, provided a period of 6 months’ qualifying service is strictly fulfilled. The next increment thereafter shall, however, accrue only after completion of one year.

6. This order is issued in consultation with office of C&AG in its application to employees working in Indian Audit and Accounts Department.

7. Hindi version of this order is also attached.

(Ram Gopal)
Under Secretary to the Government of India

To,
All Ministries/Departments (As per the list)
Copy to: C&AG, UPSC etc. as per standard endorsement list.
Copy also to NIC: with a request to place this OM on the website of Ministry of Finance (DoE)
OFFICE MEMORANDUM

Subject: Recommendations of the 7th Central Pay Commission (CPC) – bunching of stages in the revised pay structure under Central Civil Services (Revised Pay) Rules, 2016.

With reference to the subject mentioned above and in continuation of this Department’s OM of even number dated 07.09.2016 and 13.06.2017, detailed instructions are hereby being issued on the application of the benefit on account of bunching of stages while fixing the pay in the revised pay structure as a response to a large number of references received from Ministries/Departments.

2. The provisions giving effect to the recommendations of the 7th CPC on extending the benefit on account of bunching were notified vide DoE O.M. dated 07.09.2016. Benefits on account of bunching have been extended during the initial fixation of pay in the revised pay structure while implementing the recommendations of earlier CPCs also. Bunching occurs in the fixation of pay when the pay at two or more consecutive stages in a Pay Scale/ Grade Pay in the pre revised scale get fixed at the same stage in the corresponding Pay Scale/ Level in the revised pay structure.

3. The modalities of determining the extent of bunching and the nature of benefits to be extended on account thereof, based on the recommendations of the CPCs, have differed across different Pay Commission periods. While the 5th CPC recommended that benefits be extended when more than four stages get bunched, the 6th CPC recommended that benefits be extended when two or more stages get bunched. The fitment tables drawn by the 6th CPC and notified by the Government subsequently provided for the benefit of bunching only when more than two stages were bunched. As regards the benefits to be extended on account of bunching, the 5th CPC recommended benefit of one increment for every four consecutive stages bunched, the 6th CPC recommended benefit of one increment for every two consecutive pay stages bunched. For HAG scales, however, benefit of one increment was given at each of the pay stages in the 6th CPC pay structure.

4. In terms of the DoE O.M. dated 07.09.2016 based on the 7th CPC recommendations, bunching occurs when two or more stages get bunched and benefit of one increment is to be given for every two stages bunched. These provisions are to be applied while revising the pay from the 6th CPC regime to the 7th CPC regime. In the 6th CPC pay structure, about 35 pay scales existing in the 5th CPC pay structure were
pay structure consisted of 19 grades spread across four distinct pay bands and 4 distinct scales including two fixed scales. The 6th pay structure being replaced by the 7th CPC recommended Pay Matrix, thus, consists of 4 Pay Bands with 15 levels of Grade Pay, along with 4 standalone scales, viz., HAG scale, HAG+ scale, Apex scale (fixed) and the scale of Cabinet Secretary (fixed).

5. While in the 5th CPC structure, the stages in every pay scale were well defined, the stages were not well defined in the 6th CPC structure. The pay was to be fixed in the running Pay Band by rounding off to the next higher multiple of 10. Every multiple of 10 was a pay stage in the 6th CPC regime. However, all consecutive 10 rupee stages for any Grade Pay cannot be taken as consecutive stages for the purpose of bunching in reference to the 7th CPC recommendations as is also clear from the illustration contained in para 5.1.37 of the 7th CPC Report. Based on the illustration contained in para 5.1.37 of the 7th CPC Report, Department of Expenditure’s O.M. dated 07.09.2016 provided that a difference of at least 3%, the rate of annual increment, in the 6th CPC pay structure was essential for counting of two stages. The 6th CPC had replaced the system of equidistant pay stages in a pay scale based on equal annual increments in the 5th CPC regime by a system of annual increment of 3% on the sum of pay in the running pay band and the Grade Pay which was to be added to the running pay as increment. Therefore, the pay stages in any given Grade Pay were specific to an employee and depended upon the initial fixation of pay in that Grade Pay. As a result, the amount of increment earned in the same Grade Pay would differ in the same Pay Scale/ Grade Pay not only between different employees but also across years for the same employee. To illustrate, an employee whose pay was fixed at Rs 46,100 in GP of 8700 in PB-4 would have the first annual increment of Rs 1390 which would be added to his running pay in the Pay Band, another employee whose pay initially was fixed at Rs 46,400 in the same Grade Pay would have the first annual increment of Rs 1400. In such a scenario where the pay stages are specific to the employee, it is not possible to arrive at universal pay stages for the purpose of determining the extent of bunching. Therefore, for the purpose of determining the extent of bunching in a system of running pay bands, the consecutive pay stages that need to be considered are the pay stages which are specific to the employee.

6. In the 5th CPC structure, the maximum and the minimum of every pay scale were well defined. In the 6th CPC structure, Entry Pay was separately notified for most Grade Pay levels to govern the entry pay of direct recruits in that level. The pay of those moving from a lower grade to a higher one on promotion was regulated in terms of provisions contained in Rule 13 of CCS (RP) Rules, 2008. As such, the Entry Pay notified for a given Pay Scale/ Grade Pay is the effective minimum of that Grade Pay for direct recruits. For an employee getting promoted, the sum of the minimum of the relevant Pay Band and the Grade Pay is the effective minimum pay. The 7th CPC, in its Report, has commented that this led to many situations where direct recruits drew higher pay as compared to personnel who reached that stage through promotion. Demands were received by the 7th CPC from many staff associations and employees for removal of this disparity which the 7th CPC refers to as differential entry pay.

7. In the revised dispensation for pay fixation in the New Pay Structure as recommended by the 7th CPC, direct recruits shall start at the minimum pay corresponding to the level to which recruitment is made, which will be the first cell of
level will depend on the pay they were already drawing in the previous level. The pay, however, cannot be less than the first stage of the relevant level. While enumerating the benefits of migrating to the new system at para 5.1.47 of the 7th CPC Report, it has been stated that 'the issue of differential entry pay has been resolved'. At para 5.1.36 of the 7th CPC Report it has also been mentioned that rationalization has been done with utmost care to ensure minimum bunching at most levels. Rationalization has been done by the 7th CPC through the Index of Rationalisation (IoR) which has been multiplied with the Entry Pay in the 6th CPC regime to arrive at the first cell of each level. With the Entry Pay along with IoR being used as the determiner of the first cell, pay stages below the Entry Pay have been consciously brought up to the level of Entry Pay and its corresponding pay stage in the revised pay structure. As a result, all pay stages below the Entry Pay in any Level will, on re-fixation, converge to the first pay stage in that level. As this convergence takes place on account of a conscious decision of the 7th CPC intrinsic to the architecture of the Pay Matrix by indicating the Entry Pay as the starting point of each Level, benefit on account of bunching cannot be extended with reference to pay stages lower than the Entry Pay indicated by the 7th CPC for that level in the Pay Matrix. Extending the benefit of bunching with reference to pay stages below the entry pay will perpetuate the difference in pay on account of differential Entry Pay which was addressed by the 7th CPC.

8. Based on the above, it is clarified that the following shall be kept in view while determining the extent of bunching as also the benefits to be extended on account of bunching at the time of initial fixation of pay in the 7th CPC pay structure:

(i) Benefit on account of bunching is to be extended when two or more stages get bunched.
(ii) Benefit of one increment is to be extended on account of bunching of every two consecutive stages.
(iii) As stipulated in MoF OM dated 07.09.2016, a difference of 3% to be reckoned for determination of consecutive pay stages, specific to each employee.
(iv) All pay stages lower than the Entry Pay in the 6th CPC pay structure as indicated in the Pay Matrix contained in the 7th CPC Report are not to be taken into account for determining the extent of bunching.

9. All Ministries/Departments are advised to review all cases wherein benefit on account of bunching has been extended in terms of this Department’s OM dated 07.09.2016 and to re-fix the pay in terms of the instructions contained herein.

V. Singh  
(V.K Singh)  
Director

Distribution:
1. All Ministries/Departments as per standard list.
2. NIC. D/o Expenditure, Ministry of Finance, North Block, New Delhi with a request to upload the OM on website of the Department.