

P. 1. 1/10/16



2

भारतीय डाक विभाग

DEPARTMENT OF POSTS, INDIA

मुख्य पोस्टमास्टर जनरल का कार्यालय

OFFICE OF THE CHIEF POSTMASTER GENERAL,

पश्चिम बंगाल सर्किल / WEST BENGAL CIRCLE

कोलकाता/ KOLKATA - 700012.

To,

1. The Postmaster General, Kolkata Region, Kolkata -700012/South Bengal Region, Kolkata -700012/MM & BD, Kolkata -700012/North Bengal Region, Siliguri-734001/Sikkim, Gangtok -737101/A&N Island, Port Blair-74401
2. The General Manager (PAF), Yogayog Bhawan, Kolkata-70001
3. The Director of Postal Services (HQ), Kolkata -700012/Kolkata Region, Kolkata -700012/South Bengal Region, Kolkata -700012/North Bengal Region, Siliguri-734001/Sikkim, Gangtok -737101/A&N Island, Port Blair-74401
4. The Director, Kolkata GPO, Kolkata -700001.
5. The Supdt. Engineer, Postal Civil Circle, Kolkata -700012/The Executive Engineer, Postal Civil Division, No. I & II, Kolkata -700012.
6. The Executive Engineer, Postal Electrical Division, Kolkata -700012.
7. The Dy. Architect (P), Kolkata -700012.
8. The SSPOs, North Kolkata Divn, Kolkata -700037/SSPOs, East Kolkata Divn, Kolkata -700014/SSPOs South Kolkata Divn, Kolkata -700029/SSPOs, Central Kolkata Divn, Kolkata -700007/SSPOs, North Presidency Divn, Kolkata 700120/SSPOs South Presidency Divn. Baruiopore -700144/SSPOs, Asansol Divn, Asansol -713301/SSPOs Bankura Divn, Bankura -722101/SSPOs Burdwan Divn. Burdwan -713101/SSPOs Howrah Divn, Howrah/SSPOs Midnapore Divn. Midnapore -721101/SSPOs South Hoogly Divn. Shreerampore -712201/SSPOs Jalpaiguri Divn, Jalpaiguri -735101
9. The SPOs South Presidency Divn. Baruiopore -700144/SPOs, Nadia North Divn. Krishnagar/SPOs Nadia South Divn. Kalyani-741235/SPOs Barasat Division, Kolkata -700124/SPOs, Murshidabad Divn. Berhampore (WB)-742101/SPOs Birbhum Divn. Suri/SPOs, North Hoogly Divn. Chinsurah-712101/SPOs Purulia Divn. Purulia -723101/SPOs, Contai Divn, Contai-721401/SPOs Tamluk Divn. Tamluk-721401/SPOs Darjeeling Divn. Darjeeling -734101/SPOs Cooch Behar Divn, Cooch Behar -736101/SPOs Dinajpur Divn, Balurghat -733101/SPOs Malda Divn, Malda-732101.
10. The Supdt. Postal Store Depot, Kolkata -700002/Siliguri -734001/CSD, Kolkata -700007/Foreign Post, Kolkata -700001.
11. The SSRMs Kolkata RMS Divn, Kolkata -700001/SSRMs, AP Stg Divn Kolkata -700004/SSRMs WB Divn. Howrah -711101.
12. The SRMs, RMS SB Divn, Howrah-700001/RMS SG Divn, Siliguri -734001/RMS H Divn, Kolkata -700004.
13. The Sr. Manager, MMS, Kolkata -700015.
14. The Manager, RLO, Kolkata -700001.
15. The Sr. Postmaster, Alipore HO Kolkata -700027/Barabazar HPO Kolkata -700007.
16. The Sr. PS to CPMG, WB Circle, Kolkata -700012.
17. The PA to DPS HQ, Kolkata -700012.
18. All Group Officers, Circle Office, Kolkata -700012.
19. The Office Supdt. Circle Office, Kolkata -700012.

No: - Est/B/Z-7<sup>th</sup> CPC /2016

Dated at Kolkata-12 the 25.10.2016

**Subject: - Implementation of Government decision on recommendations of Seventh Central Pay Commission – clarification regarding.**

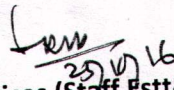
Kindly refer to the above. The following order on the subject noted below as mentioned in Directorate, New Delhi communication number along with Ministry of Finance (MOF) OM number are enclosed herewith for information and guidance and necessary action.

K.T.O.



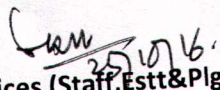
Sl No	Directorate's No. & Date	Ministry of Finance's Office Memorandum No. & date	Subject
1	No.7-2/ 2016-PCC, dated 12.09.2016	OM No.1-6/2016-IC,dated 07.09.2016 issued by Ministry of Finance , Department of Expenditure Implementation Cell	Revision of pay of employees stagnation at the maximum of the pay band and Grade Pay or Scale in pre-revised structure under Central Civil Service (Revised Pay) Rules - 2016
2.	No.7-2/ 2016-PCC, dated 12.09.2016	OM No.1-6/2016-IC,dated 07.09.2016 issued by Ministry of Finance , Department of Expenditure Implementation Cell	Recommendations of Seventh Central Pay Commission – bunching of stages in the revised pay structure under Central Civil Services ( Revised Pay ) Rules 2016.
3.	No.7-2/ 2016-PCC, dated 30.09.2016	OM No.1-6/2016-IC,dated 29.09.2016 issued by Ministry of Finance , Department of Expenditure Implementation Cell	Fixation of pay and grant of increment of the revised pay structure – clarifications regarding.

Enclo : As stated above.

  
25/10/16  
Asstt. Director of Postal Services (Staff, Estt & Plg.)  
O/o the Chief Postmaster General  
West Bengal Circle, Kolkata-12

Copy to :-

- 1) The ADPS (TO) CO, Kolkata -12 (for uploading the copy in Circle website)
- 2) All Circle Secretaries of Recognized Service Unions/Associations for information.

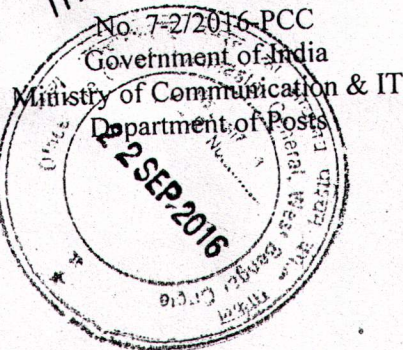
  
25/10/16  
Asstt. Director of Postal Services (Staff, Estt & Plg.)  
O/o the Chief Postmaster General  
West Bengal Circle, Kolkata-



ADPS (S, E & P) / Estt  
1/30/12

RKG

112



Dak Bhawan, Sansad Marg,  
New Delhi - 110001  
Date : 12.09.2016

To

All the Heads of Circle

Subject: - Implementation of Government's decision on the recommendations of Seventh Central Pay Commission.

I am directed to re-circulate the following order on the subject mentioned above for information and necessary action.

S/No.	Office Memorandum	Subject
1.	OM No. 1-6/2016-IC dated 07.09.2016 issued by Ministry of Finance, Department of Expenditure, Implementation Cell.	Revision of pay of employees stagnating at the maximum of the pay band and Grade Pay or Sale in pre-revised structure under Central Civil Service (Revised Pay) Rules, 2016.
2.	OM No. 1-6/2016-IC dated 07.09.2016 issued by Ministry of Finance, Department of Expenditure, Implementation Cell.	Recommendations of the 7 <sup>th</sup> Central Pay Commission - bunching of stages in the revised pay structure under Central Civil Services (Revised Pay) Rules, 2016.

(R.L. Patel)

Asstt. Director General (GDS/PCC)

Encl : As above

Copy to :-

1. Chief General Manager, PLI/BD Directorate, New Delhi.
2. Addl. Director General, Army Postal Corps, R.K. Puram, New Delhi - 110066.
3. Director, RAKNPA, Ghaziabad,
4. DDG (PAF)/JS&FA/ Secretary (PSB)
5. All Directors/Dy Director of Accounts (Postal)
6. Pr. Director of Audit (Postal), Delhi - 110054.
7. The Officer In-Charge, APS Record Office, Kamptee.
8. All Directors, Postal Training Centers.
9. All Recognized Unions/Associations/Federations
10. Sr. PPS to Secretary (Posts) / DG (Posts).
11. All Members / DDGs
12. Resident Auditor, Postal Directorate.
13. C&A (PB), PAP, GA (Admin), SPG/PE-I/PE-II.
14. Director, CEPT, Mysore - for uploading on the official website of the Department.



No. 1-6/2016-IC  
Government of India  
Department of Expenditure  
Implementation Cell



Room No. 214, The Ashok, New Delhi  
Dated the 7<sup>th</sup> September, 2016

**OFFICE MEMORANDUM**

**Subject:** Revision of pay of employees stagnating at the maximum of the Pay Band and Grade Pay or scale in pre-revised structure under Central Civil Services (Revised Pay) Rules, 2016.

The undersigned is directed to say that consequent upon notification of Central Civil Services (Revised Pay) Rules, 2016, representations have been received regarding provision of additional increments in the revised pay structure on 01.01.2016 in case of employees who had been stagnating at the maximum of the Pay Band and Grade Pay or scale in the pre-revised pay structure.

2. The matter was examined in this Department and it has been decided that in case of persons who had been drawing maximum of the applicable Pay Band and Grade Pay or scale, as the case may be, for more than two years as on 01.01.2016, one increment in the applicable Level in the Pay Matrix shall be granted on 01.01.2016 for every two completed years of stagnation at the maximum of the said Pay Band and Grade Pay or scale. Grant of additional increment (s) shall be subject to condition that the pay arrived at after grant of such increment does not exceed the maximum of the applicable Level in the Pay Matrix. Illustrations:

Pay Band and Grade Pay or scale	(Amount in ₹)	
	PB-4 (37400-67000), GP 10000	HAG (67000-79000)
Maximum of the applicable Pay Band and Grade Pay or scale	77000	79000
Date on which pay fixed at maximum of the applicable Pay Band and Grade Pay or scale	01.07.2014	01.07.2013
Revised Pay in the applicable Level in the new Pay Matrix	199600	205100
No. of years completed at maximum of the applicable Pay Band and Grade Pay or scale as on 01.01.2016	1 year and 6 months	2 years and 6 months
No. of increment(s) to be granted on 01.01.2016	Nil	01
Revised Pay after grant of increment on 01.01.2016	199600	211300

*[Signature]*  
7/9/2016

PTO



No. 1-6/2016-IC  
Government of India  
Department of Expenditure  
Implementation Cell



Room No. 214, The Ashok, New Delhi  
Dated the 7<sup>th</sup> September, 2016

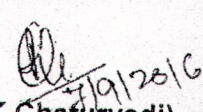
**OFFICE MEMORANDUM**

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

The undersigned is directed to say that in view of the recommendation of the 7<sup>th</sup> Central Pay Commission regarding bunching of stages in the revised pay structure, it has been decided that in cases where in revision of pay, the pay of Government servants drawing pay at two or more stages in pre-revised Pay Band and Grade Pay or scale, as the case may be, get fixed at same Cell in the applicable Level in the new Pay Matrix, one additional increment shall be given for every two stages bunched and the pay of Government servant drawing higher pay in pre-revised structure shall be fixed at the next vertical Cell in the applicable Level.

2. For this purpose, pay drawn by two Government servants in a given Pay Band and Grade Pay or scale where the higher pay is at least 3% more than the lower pay shall constitute two stages. Officers drawing pay where the difference is less than 3% shall not be entitled for this benefit.

3. As per illustration given in para 5.1.37 of the Report of the 7<sup>th</sup> Central Pay Commission, if two persons drawing pay of ₹ 53,000 and ₹ 54,590 in the GP ₹ 10,000 are to be fitted in the new Pay Matrix, the person drawing pay of ₹ 53,000 on multiplication by a factor of 2.57 will expect a pay corresponding to ₹ 1,36,210 and the person drawing pay of ₹ 54,590 on multiplication by a factor of 2.57 will expect a pay corresponding to ₹ 1,40,296. Revised pay of both should ideally be fixed in the first cell of Level 14 in the pay of ₹ 1,44,200 but to avoid bunching the person drawing pay of ₹ 54,590 will get fixed in second cell of Level 14 in the pay of ₹ 1,48,500.

  
(R. K Chaturvedi)

Joint Secretary to the Govt. of India  
Tel: 011 – 2611 6646

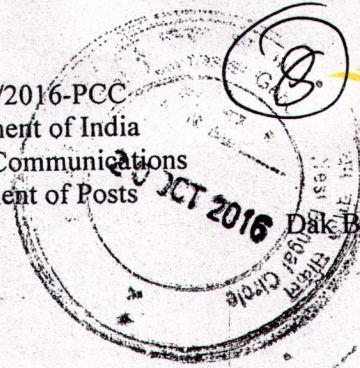
Distribution:

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.



Rkb.  
123

No. 7-2/2016-PCC  
Government of India  
Ministry of Communications  
Department of Posts



Dak Bhawan, Sansad Marg,  
New Delhi - 110001  
Date : 30-9-2016

To

All the Heads of Circle

Subject: - Implementation of Government's decision on the recommendations of Seventh Central Pay Commission - Clarifications regarding.

I am directed to re-circulate the following order on the subject noted below for information and necessary action.

S/No.	Office Memorandum	Subject
1.	OM No. 1-6/2016-IC (Pt.) dated 29.09.2016 issued by Ministry of Finance, Department of Expenditure, Implementation Cell.	Fixation of pay and grant of increment in the revised pay structure - clarifications - regarding.

(R.L. Patel)

Asstt. Director General (GDS/PCC)

Encl : As above

Copy to :-

1. Chief General Manager, PLI/BD Directorate, New Delhi.
2. Addl. Director General, Army Postal Corps, R.K. Puram, New Delhi - 110066.
3. Director, RAKNPA, Ghaziabad,
4. DDG (PAF)/JS&FA/ Secretary (PSB)
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12. Resident Auditor, Postal Directorate.
13. C&A (PB), PAP, GA (Admin), SPG/PE-I/PE-II.
14. Director, CEPT, Mysore - for uploading on the official website of the Department.



**No. 1-6/2016-IC(Pt.)**  
Government of India  
Department of Expenditure  
Implementation Cell



Room No. 214, The Ashok, New Delhi  
Dated the 29<sup>th</sup> September, 2016

**OFFICE MEMORANDUM**

• **Subject: Fixation of pay and grant of increment in the revised pay structure – clarifications - regarding.**


Following the notification of Central Civil Services (Revised Pay) Rules, 2016, this Department has received references seeking clarifications regarding various aspects of fixation of pay in the revised pay structure as also pay fixation and grant of increment in future under revised pay structure. The matter has been considered in this Department and the points of doubts are clarified as under:

Sl. No.	Point of doubt	Clarification
	As per the provisions of FR 22 (I) (a) (1), the Government servants (other than those appointed on deputation to ex-cadre post or ad hoc basis or on direct recruitment basis) have the option, to be exercised within one month from the date of promotion, to have the pay fixed under this rule from the date of such promotion/ appointment or from the date of next increment.	Under the changed circumstances after notification of CCS (RP) Rules, 2016, the employee may be allowed to exercise revised option for fixation of pay under FR 22(I)(a)(1). <b>Such revised option shall be exercised within one month of issue of this OM.</b> Option so revised, shall be final
	Some of the employees, promoted between 01.01.2016 and the date of notification of CCS (RP) Rules, 2016 had opted for their pay fixation on promotion/financial up-gradation under MACPS from the date of their next increment in the lower grade. Consequent upon notification of CCS (RP) Rules, 2016 i.e 25 <sup>th</sup> July, 2016, the option submitted by such employees has now turned out to be disadvantageous.	
	Whether such employee may be allowed to reverse their option under FR 22 (I)(a)(1) at this stage.	

29/9/2016



2.	Whether employees appointed/promoted/ granted financial up-gradation during 02.01.2015 and 01.07.2015 will be entitled to grant of one increment on 01.01.2016.	Since the provisions of CCS (RP) Rules, 2016 are effective from 01.01.2016, no increment shall be allowed on 01.01.2016 at the time of fixation of pay in the revised pay structure.
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29/9/2016

(R. K. Chaturvedi)

Joint Secretary to the Govt. of India

Tel: 011 - 2611 6646

**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.





3. After fixation of pay on 01.01.2016 as indicated above, the date of increment shall be regulated as per the provisions of Rule 10 of Central Civil Services (Revised Pay) Rules, 2016.

*[Signature]*  
19/12/16

(R. K Chaturvedi)

Joint Secretary to the Govt. of India

Tel: 011 - 2611 6646

Distribution:

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