

INDIAN ADMINISTRATIVE SERVICE (PAY) RULES, 1954

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INDIAN ADMINISTRATIVE SERVICE (PAY) RULES, 1954

In exercise of the powers conferred by sub-section (1) of Sec. 3 of the All India Service Act, 1951 (61 of 1951), the Central Government after consultation with the Governments of the States concerned hereby makes the following rules namely:-

1. Short title :-

These rules may be called the Indian Administrative Service (Pay) Rules, 1954.

2. Definitions :-

In these rules unless the context otherwise requires-

(a) 'cadre' and 'cadre post' shall have the meanings respectively assigned to them in the Indian Administrative Service (Cadre) Rules, 1954;

(b) 'departmental examination' means such examination as may be prescribed by the State Government from time to time for members of the Service allotted to the cadre of the State or posted to that State for training ;

(c) 'direct recruit' means a person appointed to the Indian Administrative Service in accordance with rule 7 of the Indian Administrative Service (Recruitment) Rules, 1954;

¹[(cc) 'Indian Civil Service member of the Indian Administrative Service' means a person who was initially appointed to the Civil Service of the Crown in India known as the Indian Civil Service and who subsequently became a member of the Indian Administrative Service ;]

(d) 'member of the Service' means a member of the Indian Administrative Service;

(e) 'promoted officer' means an officer appointed to the Indian Administrative Service by promotion from a State Civil Service in accordance with sub-rule (1) of rule 8 of the Indian Administrative Service (Recruitment) Rules, 1954;

(f) 'schedule' means a Schedule appended to these rules;

(g) 'State' means ²[a state specified in the First Schedule to the Constitution and includes a Union Territory];

(h) 'State Cadre' and 'Joint Cadre' have the meanings respectively assigned to them in the Indian Administrative Service (Cadre) Rules, 1954;

(i) 'State Civil Service' shall have the meaning assigned to it in the Indian Administrative Service (Recruitment) Rules, 1954;

³ [(j) 'State Government concerned' in relation to a Joint Cadre means the Joint Cadre Authority;]

1. Ins. by D.P. and A.R. Notification No. 31/7/72-AIS(III), dated 22nd May, 1973.

2. Subs. with effect from the 1st November, 1956 by M.H.A. Notification No. 13/21/56-AIS(III), dated the 28th February, 1958, and further amended with effect from the 4th September, 1958 by M.H.A. Notification No. 5/25/58-AIS(II)-(I), dated the 8th July, 1959.

3. Ins. by D.P. Notification No. 13/4/71-AIS(I), dated 11th January, 1972.

3. Time Scales of pay :-

(1) The scales of pay admissible to a Member of the Service and the dates with effect from which the said scales shall be deemed to have come into force, shall be as follows:-

(i) Time Scale Rs. 3200 (5th year and 6th year -100-3700-125-4700 with effect from the 1st day of January, 1986.

(ii) Junior Administrative Grade-Rs. 3950-125-4700-150-5000 (non- functional) with effect from the 1st day of January, 1986 :

Rule 6A of the Indian Administrative Service(Recruitment) Rules, 1954 and to the Junior Administration Grade in completing 9 years of service, Note : The four years and nine years of service in this rule shall be calculated from the year of allotment assigned to him under Rg.3 of the Indian Administrative Service(Regulation of Seniority) Rules, 1954.

(iii) Selection Grade :- Rs. 4800-150-5700 with effect from the 1st day of January, 1986. Supertime scale : Rs. 5900-200-6700 with effect from the 1st day of January, 1986. Above supertime scale:
(i) Rs. 7300-100-7600 (ii) Rs. 8000(Fixed) with effect from the 1st day of January, 1986. Provided that a member of Service may elect to continue to draw pay in the existing scale until the date on

which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale. The option shall be exercised in accordance with such orders as may be issued by the Central Government in this behalf. Explanation 1.- The option to retain the existing scale under the proviso to this rule shall be admissible only in respect of one existing scale. Explanation 2.- The aforesaid option shall not be admissible to any person appointed to the service on or after the 1st day of January, 1986 and he shall be allowed pay only in the revised scale. Explanation 3.- Where a member of the Service exercises an option under the proviso to this rule to retain the existing scale in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale his substantive pay shall be the substantive pay which he would have drawn had he retained the existing scale in the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay, in accordance with any order for the time being in force whichever is higher.]

¹[(2)

(i) A member of the Service shall be entitled to draw pay, in the selection grade only on appointment to that grade.

(ii) The pay of a member of the Service in the Junior Administrative Grade shall, on appointment to the Selection Grade be fixed: (a) at the stage which is equal to his pay in the Junior Administrative Grade or if there is no such stage, the stage next below that pay, plus personal pay equal to the difference to be absorbed in figure increases in pay or, (b) the minimum of the Selection Grade, whichever is higher.

(iii) The next increment in the Selection Grade would accrue after rendering the requisite qualifying service in that grade : Provided that ail leave, except extraordinary leave taken otherwise than on medical certificate, shall count for increment in the Selection Grade : Provided also that the Central Government may, in any case, in which it is satisfied that the extraordinary leave was taken for any cause beyond the control of the member of the Service or for prosecuting higher Scientific or Technical studies, direct that such extraordinary leave shall be counted for increment under this sub-rule.]

²[(2-A) Appointment to the Selection Grade and to posts carrying pay above the time scale of pay in the Indian Administrative Service shall be made by selection on merit with due regard to seniority: ³[Provided that no member of the Service shall be eligible for appointment to the Selection Grade unless he has entered the fourteenth year of Service calculated from the year of allotment assigned to him under R.3 of the Indian Administrative Service (Regulation of Seniority) Rules, 1954, or under Rg.3 of the Indian Administrative Service (Seniority of Special Recruits) Regulations, 1960, as the case may be.]

⁴[(3) The initial pay of a member of the Service who elects or deemed to have elected, in accordance with rules, to be governed by the revised scale on and from the 1st day of January, 1986 or from a later date shall be re-fixed as from that date separately in respect of the pay drawn in a substantive or officiating capacity in the following manner:

(i) An amount representing 20 per cent of the basic pay in the existing scale subject to a minimum of Rs. 75 shall be added to the existing emoluments of the member of the Service.

(ii) After the existing emoluments have been so increased the pay shall thereafter be fixed in the revised scale at the stage next above the amount thus computed: Provided that if the amount so computed is less than the minimum of the revised scale, the pay shall be Fixed at the minimum of that scale:

(iii) In the case of members of Service who are in receipt of special pay in addition to pay in the existing scales and in whose case special pay continues with the revised scale of pay either at the same rate or at a different rate, the pay in the revised scale shall be fixed in accordance with the provisions of this sub-rule with reference to existing emoluments calculated, in accordance with the Explanation thereto, after excluding the existing special pay and the amounts admissible thereon with reference to dearness pay, additional dearness allowance and ad hoc dearness allowance, and in such cases special pay at the new rate shall be drawn in addition to the pay so fixed in the revised scale. NOTE 1- Where a member of the service is holding a permanent post and is officiating in a higher post on a regular basis and the scales applicable to those two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only, and the pay

so fixed shall be treated as substantive pay. NOTE 2- Where the existing emoluments as calculated in accordance with this sub- rule exceed the revised emoluments in the case of any member of the Service, the difference shall be allowed as personal pay to be absorbed in future increases in pay. NOTE 3- Where in a fixation of pay under this sub-rule, the pay of members of the Service drawing pay at more than five consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of the members of the Service who are drawing pay beyond the first five consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs as under by the grant of increments in the revised scale in the following manner, namely: (a) for members of Service drawing pay from the 6th upto the 10th stage in the existing scale-By one increment; (b) for members of Service drawing pay from the 11th upto 15th stage in the existing scale if there is bunching beyond the 10th stage-By two increments; (c) for members of Service drawing pay from the 16th upto 20th stage in the existing scale, if there is bunching beyond the 15th stage-By three increments. If by stepping up of the pay as above, the pay of a Member of the Service gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of the member of the Service who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall be stepped up only to the extent by which it falls short of that of the former. NOTE 4-Where in the fixation of pay under this sub-rule the pay of a member of service who, in the existing scale was drawing immediately before the 1st day of January, 1986 more pay than another member of the service junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped upto the same stage in that revised scale as that of the junior. NOTE 5- Where a member of the Service is in receipt of personal pay on the 1st day of January, 1986, which together with his existing emoluments as calculated in accordance with this sub-rule exceeds the revised emoluments then, the difference representing such excess shall be allowed to such member of the Service as personal pay to be absorbed in future increases in pay. NOTE 6-In cases where a senior member of the Service promoted to a higher post before the 1st day of January, 1986 draws less pay in the revised scale than his junior who is promoted to the higher post on or after the 1st day of January, 1986, the pay of the senior member of the

Service should be stepped upto an amount equal to the pay as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior member of the Service subject to the fulfilment of the following conditions, namely: (a) both the junior and the senior members of the Service should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre; (b) the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical, and (c) the anomaly should be directly as a result of the application of the provisions of this sub-rule. If even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him, provisions of this Note need not be invoked to step up the pay of the senior officer.] Rule explained.- The rule merely says that there should be selection on merit with due regard to seniority. What criteria should be adopted for such a selection and whether the entire service records should be taken into account for the purpose of making the selection or only for a limited period, are matters which can be covered by executive instructions, care being taken to see that such instructions do not conflict with the statutory rules ⁵ .

1. Subs. by G.S.R. 284 (E), dated 13th March, 1987.
2. Ins. by M.H.A. Notification No.1/46/67-AIS(II)-A dated 21st November, 1968.
3. Ins. vide DP and A.R. Notification No.28/7/74-AIS(II)(B) dated 15th November, 1974.
4. Subs. by GSR 284(E), dated 13th March, 1987.
5. Badrinath v. Union of India, 1987 (1) S.L.R. 218 at p. 235 (C.A.T.) (Mad.).

4. Fixation of initial pay in the time scales :-

(1) The initial pay of a direct recruit shall be fixed at the minimum of the junior time-scale: ¹[Provided that, if a direct recruit holds a lien, or would hold the lien, had his lien not been suspended, on a permanent post, under the rules applicable to him prior to his appointment to the Indian Administrative Service-

(a) his initial pay shall be regulated as follows :

(i) he shall, during the period of probation, draw the pay of the permanent post, if it is more than the minimum of the junior scale;

(ii) on confirmation in the Indian Administrative Service,

(1) if he was holding a Class I post before appointment to the Indian Administrative Service, his pay shall be fixed at the same stage as the pay in the Class I post if there be such a stage in the junior scale admissible to a member of the Service, or at the next lower stage, if there is no such stage in the junior scale admissible to a member of the Service. Where the pay so fixed in the Indian Administrative Service is less than his pay in the Class I post, he shall be allowed the difference as personal pay to be absorbed in future increments; and

(2) if he was holding a post lower than a Class I post, his pay shall be fixed at stage next above the pay notionally arrived at by increasing his pay in respect of the lower post by one increment at the stage at which such pay had accrued;

(b) he shall however, cease to earn any increments in the junior scale, until, having regard to his length of service, he becomes entitled to a higher pay: Provided further that he shall draw the pay admissible under rule 7 if that is more than the pay referred to in the preceding proviso.]

²[(1-A) The initial pay of a member of the Service appointed in accordance with rule 7-A of Indian Administrative Service (Recruitment) Rules, 1954, shall be fixed in the junior time-scale at the stage which he would have reached on the date of his appointment to the Indian Administrative Service, if he had been appointed in that scale on that date in the year of allotment.]

³[(2) The pay of a member of the Service in the junior scale shall, on appointment to a post on the senior time scale, be fixed at the stage next above the pay notionally arrived at by increasing his pay in the lower scale by one increment at the stage at which such pay accrued (or by an amount equal to the last increment in

(3) The initial pay of a promoted officer who prior to the date of his appointment to the Indian Administrative Service had not held a cadre post in an officiating capacity shall be fixed in accordance with the principles laid down in Section 1 of Schedule II.

(4) The initial pay of a promoted officer who on the date of his appointment to the Indian Administrative Service had held or is holding continuously a cadre post in an officiating capacity shall be fixed in accordance with the principles laid down in Section 2 of Schedule II. ⁴[Explanation.- * * *]

(5) The initial pay of an officer of a State Civil Service who has been appointed to hold a cadre post in an officiating capacity in accordance with rule 9 of the Indian Administrative Service (Cadre) Rules, 1954, shall be fixed in the manner specified in Section 3 of Schedule II.

(6) The initial pay of an officer not belonging to a State Service on appointment to the Indian Administrative Service under sub-rule (2) of rule 8 of the Indian Administrative Service (Recruitment) Rules, 1954, shall be fixed by the Central Government in consultation with the State Government concerned: Provided that in no case shall such an officer be granted higher rate of pay in the senior scale of the service than that admissible to a direct recruit of the same length of recognised service. Explanation.- The term 'recognised service' in relation to an officer recruited to the Indian Administrative Service under sub-rule (2) of rule 8 of the Indian Administrative Service (Recruitment) Rules, 1954, means his employment in a gazetted post after attaining the age of twenty-five years in Government Service.

5 [(6-A) The initial pay of a person, who is not a member of the Service and who is also not a member of a State Civil Service, shall, on appointment to a cadre post in an officiating capacity in accordance with rule 9 of the Indian Administrative Service (Cadre) Rules, 1954, be fixed ad hoc by the Central Government in consultation with the State Government concerned.]

(6-B) The pay of a member of the Service in the senior time scale shall on appointment to the Junior Administrative Grade be fixed :
(a) at the stage which is equal to his pay in the senior time scale or if there is no such stage, the stage next below that pay, plus personal pay equal to the difference to be absorbed in future increases in pay, or (b) the minimum of the Junior Administrative Grade, whichever is higher.

(6-C) The pay of a member of the Service in Selection Grade shall on appointment to the Supertime Scale be fixed in the same manner as in sub-rule (2) above.]

(7) Nothing contained in this rule shall be deemed to affect the initial pay already fixed in the appropriate time-scale in respect of any member of the Service who was in service immediately before the commencement of these rules. GOVERNMENT OF INDIA'S DECISIONS: A question arose as to how and under what

circumstances the ex-cadre posts, under the State Government, or under a body, incorporated or not, which is wholly or substantially owned or controlled by the State Government, or the Government of India, should be declared equivalent to cadre post and how the pay of Select List Officers appointed to such posts should be regulated.

1.2. The Government of India have held that there is nothing in the IAS/IPS (Pay) Rules, 1954 to show that fixation of pay and regulation of increments of State Civil Police Service Officers in the Select Lists, appointed to non-cadre posts declared equivalent to cadre posts, is required to be done under the provisions of those Rules. The Pay Rules only regulate fixation of pay and the regulation of increments of State Civil/Police Service officers appointed to the IAS/IPS in a substantive capacity or appointed to hold the cadre posts in an officiating capacity in accordance with rule 9 of the IAS/IPS (Cadre) Rules, 1954.

13. It was observed that item (iv) given below 'Part II-Principles for fixation of officiating pay of a State Civil Police Service Officer appointed to officiate in a cadre post in the Ministry of Home Affairs' letter No. 1/27/59-AIS (ii), dated the 23rd March, 1960, had created confusion and the State Governments had been declaring non-cadre posts as equivalent to cadre posts under rule 9 of the IAS/IPS (Pay) Rules, 1954, even when such non-cadre posts were held by Select List Officers. This procedure was unauthorised and irregular. Declaration under rule 9 of the IAS/IPS (Pay) Rules, 1954, is to be made only when an ex-cadre post is held by a member of the Service and not a Select List Officer. It is for the State Government concerned and not the Central Government to regulate the fixation of pay and the regulation of increments of Select List Officers appointed to non-cadre posts under their control in any way they deem fit.

1.4. Since item (vi) contained in Part II of the Ministry of Home Affairs' letter No. 1/27/59-AIS(II), dated the 23rd March, 1960 has created confusion and distortion of the IAS/IPS cadres, it has been decided to delete the item therefrom. The pay and increments of the Select List Officers appointed to cadre posts will be regulated as explained above. [G.I., M.H.A. letter No. 15/38/66-AIS(III), dated 30th April 1960.]

2.1. The Government of India have decided that the cases already decided prior to the issue of the orders contained in Ministry of

Home Affairs' letter No. 15/38/66-AIS(III), dated 20th April, 1966 and No. 37/7/66-AIS(III), dated 17th June, 1966 need not be re-opened.

2.2. Non-cadre posts are not to be declared as equivalent to cadre posts by the State Government under rule 9 of the IAS/IPS (Pay) Rules, 1954. But it would be open to the State Government to issue such declaration under their own powers and to furnish to the Accountant General with the instruction to regulate the pay of Select List Officers in terms of Schedule n to the Pay Rules. It is not permissible under the All India Services Act, 1951 to regulate the appointment of Select List Officer (non-cadre officer) in a non-cadre post even though the non-cadre post is declared by the State Government as equivalent to a cadre post. Rule 9 of the IAS/IPS (Pay) Rules, 1954 applies only to officiation of Select List Officers in cadre posts as defined in the cadre Rules. [G.I., M.H.A. letter No. 15/62/66-AIS (III), dated 28th December, 1966.]

3.1. The Government of India have decided that if non-cadre Officer (Select List officer) is appointed to hold a cadre post as a temporary measure under rule 9 of IAS/IPS (Cadre) Rules, 1954 for a period exceeding 3 months without the approval of the Central Government, his appointment will be treated as unauthorised and his pay is to be regulated in accordance with items (i), (ii) and (iii) of Part II of the Ministry of Home Affairs' letter No. 1/27/59-AIS(II), dated 23rd March, 1960.

3.2. If a non-cadre officer (Select List Officer) holding a cadre post in the IAS/IPS is for any reason transferred to a non-cadre post (ex-cadre post) declared by the State Government, equivalent to a cadre post under their own powers (not under rule 9 of the IAS/IPS Pay Rules, but by the independent action of the State Government), his pay in such post is to be regulated not under the provisions of IAS/IPS (Pay) Rules, 1954 but under the order of the State Government concerned. The State Government will have to furnish a formal declaration of equivalent to the Accountant General and they have to take a decision whether the Select List Officer holding the equivalent non-cadre post should be remunerated in the senior scale of IAS/IPS in terms of Schedule II to the Pay Rules.

3.3. If the State Civil/Police Service Officer (Select List Officer) is appointed to hold a cadre post as a temporary measure out of turn of any reason, he will be entitled to pay in the senior scale of

IAS/IPS for a period not exceeding 3 months vide Part I of this Ministry's letter referred to in para I above. If such officer continue to hold the cadre post beyond 3 months, his pay will be regulated as stated in para I above, in this connection attention is invited to the Ministry of Home Affairs' letter No. 19/3/66-AIS(III), dated 26th April, 1966. [G.I., MHA letter No. 15/64/66-AIS(III), dated 27th January, 1967.] GOVERNMENT OF INDIA'S INSTRUCTIONS:

(1) The officiating pay of State Civil/Police Service Officers appointed to officiate in Indian Administrative Service/Indian Police Service, Cadre post is to be regulated in the manner indicated below.

(2) Circumstances in which officiating pay is to be fixed in the Indian Administrative Service/Police Service.- State Civil/Police Service officers appointed to Officiate in cadre posts are entitled to get their officiating pay fixed in the senior time-scale of the Indian Administrative Service/Indian Police Service in the following circumstances :- (i) if the vacancy is not likely to last for a period exceeding three months; (ii) the Central Government have been informed if the vacancy is to exceed a period of three months but is less than six months and the Central Government do not issue any directions to revert the officer from the cadre posts; and (iii) in case the period exceeds six months, the officer has been approved by the Union Public Service Commission and his name included in the Select List. NOTE.- In case a non-State Civil Service Officer is appointed to hold an Indian Administrative Service cadre post in accordance with the provisions of Rule 9 of the Indian Administrative Service (Cadre) Rules, 1954, his officiating pay in the Indian Administrative Service will be fixed by the Central Government in consultation with the State Government concerned.

II. Principles for fixation of officiating pay.--The officiating pay of a State Civil/Police Service Officer appointed to officiate in a cadre post in the circumstances specified in paragraph 2 above, will be fixed in the senior time-scale of Indian Administrative Service/Indian Police Service under sub-rule (5), subject to the following condition : (i) State Civil/Police Service Officer appointed to officiate in cadre posts in accordance with the provisions of rule 9 of the Indian Administrative Service/Indian Police Service (Cadre) Rules, 1954, will be entitled to pay, during the period of their officiation, under sub-rule (5), upto a maximum period of six months or date of reversion, whichever is earlier, after which, if they are not approved by the Union Public Service Commission for

officiating in cadre posts, these rules will cease to apply to them. However, subject to sub-para (iii) of this para, there would be no objection to remunerate these officers at the initial pay fixed for them in the senior time-scale of the Indian Administrative Service/Indian Police Service till the date of reversion as a result of disapproval by the Central Government or the Union Public Service Commission. The entire period of such officiation would not count for purposes of pay fixation, if such officers are promoted later on. NOTE-If an officer is included in the Select List from a date after the expiry of six months from the date of officiation in the cadre post, the period of officiation, preceding the six months prior to the date of approval by the Union Public Service Commission, will not count for the purpose of fixation of the pay and regulation of increments unless the entire officiation of the officer has specifically been approved by the Union Public Service Commission at the time of inclusion of his name in the said list. (ii) In cases where the requirements of rule 9 of the Cadre Rules have not been fulfilled, the non-cadre officer shall be remunerated the pay which he would have drawn in the State Service had he not been appointed to a cadre post. [Dept. of Personnel letter No. 1/13/68-AIS-III, dated 23rd July, 1971.] (iii) If, in a case, when a State Civil/Police Service officer appointed to officiate in a cadre post is reverted due to his officiation not being approved, there is an enhancement in the substantive pay on the ordinary time-scale or Selection Grade of the State Service scale during the first three months, he will be entitled to re-fixation of his pay in the Indian Administrative Service/Indian Police Service on the basis of his enhanced pay under Cls. (2) and (3) in Section 3 of Schedule II and will continue drawing the re-fixed pay till the date of his reversion. (iv) The officiating pay of State Civil/Police Service officer fixed on the basis of his substantive pay in the Selection Grade of the State Civil/Police Service is not to be re-fixed on an enhancement of assumed pay in the ordinary time-scale of the State Civil/Police Service. (v) The officiating pay of an officer, officiating in the Selection Grade of the State Civil/Police Service on the date of his appointment to a cadre post, is to be fixed under Clause (3) in Section I of Schedule II and not under Clause (3) in Section III, Clause (3) in Section III will come into play only when the officer, while officiating in the cadre post, is substantively promoted to the Selection Grade of the State Civil/Police Service. (vi) Deleted. (vii) If a State Civil/Police Service officer is not confirmed in the State Civil/Police Service and is appointed to officiate in a cadre post, he

should be given the minimum of the senior time- scale of the Indian Administrative Service/Indian Police Service from the date of his officiating appointment to the cadre post. (viii) For comparing the length of a State Civil/Police Service officer's service with that of an Indian Administrative Service/Indian Police Service officer for the purpose of Clause (5) in Sec. I of Schedule II, the total period of State Civil/Police Service (including sub-pro-tem and officiating service which was followed without interruption by substantive service) is to be taken into account. (ix) All the periods of service rendered by a State Civil/Police Service officer before his confirmation in the State Civil/Police Service which were counted for increments in the State Civil/Police Service should be taken into account for computing completed years of service in the State Civil/Police Service. For this purpose, non-continuous State Civil/Police Service (excluding subordinate service) may also count, if it was rendered by the officer after his regular selection for appointment to that Service. Service as a probationer, even though it is rendered on a remuneration below the minimum of the time-scale of the State Civil/Police Service may also be taken into account for this purpose, provided that such service has been counted for all purposes e.g., eligibility for promotion etc. in the State Civil/Police Service by the State Government.

III. Special pay.-(i) A State Civil/Police Service officer officiating in a cadre post will be entitled, in addition to officiating pay in the senior time-scale of the Indian Administrative Service/Indian Police Service, to the special pay, if any, attached to the cadre post. (ii) A non-cadre officer holding a cadre post without valid approval under rule 9 of the Cadre Rules can be allowed a special pay also provided it is certified by the State Government that the officer would have drawn the special pay in the State Civil Service but for being appointed to a post included in an All India Service. [Dept. of Personnel letter No.1/13/68-AIS(II), dated 19th January, 1972.] [G.I., M.H.A. letter No. 1/27/59-AIS(II), dated 23rd March, 1960, read with letter No. 1/101/60-AIS(II), dated 6th May, 1961 and letter No. 15/38/66-AIS(III), dated 20th April, 1966.]

2. The State Governments have been requested that while sending proposals for grant of proforma promotion they should see that all the conditions laid down in the Ministry of Finance letter No. F. 2(55)- Est. III-46, dated 2nd April, 1946 (copy enclosed) for grant of benefit of 'next below-rule are fulfilled by the officers concerned. [G.I., M.H.A letter No. 3/1/67-AIS-III, dated 27th January, 1967.] Copy of the letter No. F. 2(25)-Est. III/46, dated 2nd April, 1947 from the Ministry of

Finance, Government of India, New Delhi, to all Provincial Governments. Sub: Clarification to the Secretary of State's rulings to the 'Next-below rule' I am directed to state that doubts have frequently been expressed by Provincial Governments and Audit Officer regarding the exact scope of the various rulings issued by the Secretary of State in connection with the operation of the 'next-below-rule'. For avoidance of doubt the extent decisions on this subject have been summarised below, 2. The working rule sub-joined to this paragraph may be taken to express the convention which is commonly known as the "next-below-rule", as originally approved and its provisions the modifications made from time to time by the Secretary of State. The intention underlying the 'rule' is that an officer out of this regular line should not suffer by forfeiting the officiating promotion which he would otherwise have received had he remained in his original line. The so-called 'rule' is not a rule of any independent application. It sets out only the guiding principles for application in any case in which the Governor General in Council, or the Governor exercising his individual judgment in virtue of the powers conferred on him by the Secretary of State's rule of the 14th April, 1942 (published with Home Department Notification No. 195/40-Ests. dated 9th June, 1942), proposes to regulate officiating pay by special orders under the second proviso to Fundamental Rule 30(1). The condition precedent to the application of the 'next below rule' must, therefore, be fulfilled in each individual case before action may be taken under this proviso. It also follows that the benefits of officiating promotion is to be given only in respect of the period or periods during which the conditions of the 'next-below-rule' are satisfied. Rule-when an officer in a post (whether within the cadre of his service or not) is for any reason prevented from officiating in his turn in a post on higher scale or grade borne on the cadre of the service to which he belongs he may be authorised by special order of the appropriate for officiating promotion into such scale or grade, and thereupon be granted the pay of that 'scale or grade, if that be more advantageous to him, on each occasion on which the officer immediately junior to him in the cadre of his service (or if that officer has been passed over by reason of inefficiency or unsuitability or because he is on leave or serving outside the ordinary line or foregoes officiating promotion of his own volition to that scale or grade then the officer next junior to him not be passed over) draws officiating pay in that scale or grade: Provided that all officers senior to the officer to whom the benefit under the

substantive part of this rule to be allowed are also drawing unless they have been passed over for one or other of the reason aforesaid officiating pay in the said or some higher scale or grade within the cadres: Provided further that, except in cases, covered by any special order of the Secretary of State not more than one officer (either the senior most fit officer a series of adjacent officers outside the ordinary line, or, if such an officer either foregoes the benefit of his own volitions or does not require the benefit in virtue of his holding a post outside the ordinary line which secures him at least equivalent benefits in respect of pay and pension then the next below in the series) may be authorised to draw the pay of the higher scale or grade in respect of any one officiating vacancy within the cadre filled by his junior under this rule. 3. The "next below rule" set out in the preceding paragraphs should be applied with regard to the rulings or decisions mentioned hereunder: (i) A purely fortuitous officiating promotion given to an officer who is junior to an officer outside the regular line does not in itself give rise to a claim under the "next below rule". (ii) The expression "outside the ordinary line" occurring in Fundamental Rule 39(1) is not intended to be rigidly interpreted as necessarily involving a post either "outside the cadre of a Service" or "outside the ordinary time scale". (iii) Although certain special post in cadre may be considered to be posts outside the ordinary line of a service for the purpose of applying the "next below rule" (vide the Secretary of State's orders in India Office letter No. S and G5079/44, dated 2nd January, 1945 copy forwarded with Home Department letter No. 143/44-Ests, dated 26th April, 1945) there are no orders to cover the converse type viz, the treating as cadre posts of those posts created by Government in India which are declared to be equivalent in status and responsibility to permanent posts included in Secretary of State's cadre. Now that the powers of Government in India to add temporary posts to the cadre of a Secretary of State Service have been withdrawn under the Constitution of India, the benefit under the next below rule may not be allowed without the sanction of the Secretary of State to an officer outside the ordinary line if an officer junior to him is appointed to a post created and declared by a Government in India to be so equivalent. (iv) If Government have approved in any department a list of officers in order of merit for promotion to administrative rank or a selection grade, then that order will prevail as the order of seniority for the purpose of the 'next below rule' over the order of seniority of the officers in the ordinary gradation list of their cadre. 4. The

Secretary of State has held that holders of special (e.g. tenure) posts such as Secretaryships to a Governor or a Provincial Government should be ready to accept loss of officiating promotion for periods to posts on a higher scale or grade in the ordinary line in consequence of their incumbency and that, when the stage is reached at which their retention involves loss of substantive or lengthy officiating promotions the proper course is to make arrangements to release them the special posts rather than to compensate them for the loss of officiating promotion under the 'next below rule', 'short periods' should be interpreted as meaning period not exceeding three months. If in such a case conditions of the 'next below rule' are not satisfied and an officer is deprived of officiating promotion owing to its being impracticable for the time being to release him from the special post, he may be granted with the approval of the Governor General in Council or of the Governor acting in his individual judgment according as the officer concerned is serving at the Central or in the Province such compensation for loss of officiating promotion as would have been admissible under the next below rule for the period in excess of the first three months of his retention in the special post in the public interest. No specification of declaration in terms of the second proviso to Fundamental Rule 30(1) by the Governor General Council or the Governor will be necessary in these cases and it will suffice if those authorities issue the requisite orders granting the officer concerned the compensation on that basis. As in the case of the 'next below rule' the periods for which compensation equivalent to the 'next below rule' benefit is allowed will count for increment in the higher scale or grade in which are officers would have officiated, had he not been holding the special post in the public interest. If, however, in such a case the conditions of the 'next below rule' are satisfied the officer concerned may be granted under the second proviso to Fundamental Rule 30(1) the concession admissible not the 'next below rule' but, save in exceptional circumstances, such an officer should not be retained in the special post if the pay attached thereto is lower than that admissible to him under the 'next below rule' for more than 6 months beyond the date from which the 'next below rule' begin to operate. The sanction of the Secretary of State is, however, necessary for exceeding this time in individual cases in exceptional circumstances. This letter issues with the approval of Secretary of State. [G.I., M.H.A. letter No.3/1/67-AIS(III), dated 27th January, 1967.]

1. Ins. by D.P. Notification No. 1/67/70-AIS(II),-A, dated 10th April, 1973.
2. Ins. by M.H.A. Notification No. 1/48/66-AIS(II)-B, dated 28th September, 1968.
3. Subs. by GSR 284(E) dated 13th March, 1987.
4. Omitted by M.H.A. Notification No.14/39/65-AIS (III), dated 20th March, 1968.
5. Ins. by DP Notification No.1/38/70-AIS(II)-A, dated 14th December, 1971.

5. Regulation of increments :-

(1) Subject to any orders passed by the State Government concerned under rule 6 and Section 7 , the increment admissible to a member of the Service in the junior or senior time scale shall-

(i) in the case of a member appointed under rule ¹[or rule 7-A] of the Indian Administrative Service (Recruitment) Rules, 1954, accrue on the expiry of each year from the date of his appointment to the service: ²[Provided that increments falling due after the 1st November, 1973 shall accrue on the first day of the months in which they would have accrued; and]

(ii) in the case of an officer appointed under rule 8 of the Indian Administrative Service (Recruitment) Rules, 1954, on completion of one year's service from the date of his appointment to the ³[Indian Administrative Service or on completion of one year's service] from the date of his pay has been fixed in accordance with the provisions of Section 1 or Section II of Schedule II, as the case may be: ⁴[Provided. that increments falling due after the 1st November, 1973, shall accrue on the first day of the month in which they would have accrued:] Provided further that ⁵[for the purpose of calculating one year's service] for drawal of increment in the senior time-scale of the Indian Administrative Service by a promoted officer, broken periods of service rendered in any cadre post in accordance with rule 9 (iii) of the IAS (Cadre) Rules, 1954 shall be taken into account in the case of a war service candidate appointed in the month of November or December of any year to a vacancy reserved for a war service candidate in the Indian Administrative Service, the date of appointment for the purpose of these rules shall be deemed to the first day of November of that year; and

(iii) in the case of all other members of the Service appointed to the Indian Administrative Service at any time before the commencement of these rules, their increment shall be regulated in

accordance with orders in force immediately before the date of such commencement. ⁶[Explanation. * * *]

⁷[(2) In the case of a member of the Service recruited under rule 7 of the Indian Administrative Service (Recruitment) Rules, 1954, increment in the junior scale and senior time scale and Junior Administrative Grade shall accrue on completion of one year's service in the junior scale, senior time scale or the Junior Administrative Grade, as the case may be subject to the provision of sub-rule (3-A)].

(3) The increments in respect of any other member of the Service recruited under rule 8 of the Indian Administrative Service (Recruitment) Rules, 1954, shall be regulated with reference to the stage at which the initial pay in the senior time scale has been fixed.

⁸[(3-A) The next increment of a member of the Service whose pay has been fixed under sub-rule (3) of rule 3 shall accrue to him on the date on which it would have accrued to him in the scale of pay applicable to him immediately before the 1st day of January, 1986: Provided that in cases where the pay of a member of the Service is stepped up under sub-rule (3) of rule 3 the next increment shall be granted on the completion of qualifying service of twelve months from the date of the stepping up of the pay in the revised scale: Provided further that in cases other than those covered by the preceding proviso, the next increment of a member of the Service whose pay is fixed on the 1st day of January, 1986 at the same stage as the one fixed for another member of the Service junior to him in the same cadre and drawing pay at a lower stage than his in the existing scale, shall be granted on the same date as admissible to his junior if the date of increment of the junior, happens to be earlier :

(4) Increments admissible to a member of the Service to whom the time scales of pay specified in rule 3 do not apply shall be regulated in accordance with the appropriate orders in force immediately before the commencement of these rules.

(5)

(a) The increments admissible to a member of the Service in the scale of pay other than the time-scale of pay specified in rule 3 shall be regulated with reference to the length of his service in that

scale of pay, previous service, if any shall count for increment, if it is :-

(i) Service in a cadre post; or

(ii) Service in a permanent or temporary post (including a post in a body incorporated or not, which is wholly or substantially owned or controlled by the Government) in the said scale or higher scale of pay:- Provided that Service in a post outside the cadre including service in a post under the Central Government, shall count for increment on reversion to the cadre, subject to the following conditions, namely :

(a) The member of the Service should have been approved by the Government of the State on the cadre of which he is borne, for appointment to posts in the said scale;

(b) all his seniors in the cadre, except those regarded as unfit for such appointment, were serving in posts carrying pay in the said scale in which benefit is to be allowed or in higher posts, and at least one junior was holding a cadre post under the Government of the State on the cadre of which he is borne, carrying pay in the said scale;

(c) the service shall count from the date on which his junior is promoted and the benefit shall be limited to the period during which he would have held a post under the Government of the State on the Cadre of which he is borne, had he not been appointed to a post outside the cadre. NOTE.-The pay of a member of the Service under this proviso shall be regulated with reference to the pay drawn by his junior holding a cadre post in the said scale without the condition of 'one for one' being satisfied.

(b) When a member of the Service, while holding a post outside the cadre, including a post under the Central Government has been granted proforma promotion to a post in the scale of pay above the time scale of pay specified in rule 3 by the Government of the State on the cadre of which he is borne, the period of service covered by the proforma promotion shall, of his subsequent reversion to the cadre and appointment to a post in the said scale, count towards the initial fixation of pay and increments; subject to the following conditions namely :

(i) the member of the Service concerned should have been approved by the State Government for appointment to the said

scale during the relevant period;

(ii) all his seniors (excluding those considered unfit) should have started drawing pay in that scale on or before the date from which the proforma promotion is granted to him;

(iii) the junior next below the officer (or, if that officer has been passed over by reason of inefficiency or unsuitability or because he is on leave or serving outside the ordinary line or foregoes promotion on his own volition to that grade the officer next junior to him not so passed over) should also have started drawing pay in that scale from that date and his appointment thereto not being fortuitous; and

(iv) the benefit should be allowed on 'one for one' basis.

(c) When a member of the service holds an ex-cadre post in a time scale of pay identical with the time scale of pay on an ex-cadre post held by him on an earlier occasion, his initial pay in the latter ex-cadre post shall not be less than the pay which he drew on the previous occasion and he shall count the period during which he drew that pay on such last and on any previous occasion for increment in the stage of the scale equivalent to that pay. The service so rendered shall, on his reversion to the cadre, count towards initial fixation of pay to the extent and subject to the conditions stipulated in Cl. (a).

(d) All leave except extraordinary leave taken otherwise than on medical certificate and the period of deputation out of India shall count for increment in the scale of pay above the time scale of pay applicable to a post held by a member of the Service at the time he proceeded on leave or deputation out of India, and would have continued to hold that post but for his proceeding on leave or deputation out of India : Provided that the Central Government may, in any case in which it is satisfied that the extraordinary leave was taken by a member of the Service for any cause beyond the control of such member or for prosecuting higher scientific and technical studies, direct that such extraordinary leave shall be counted for increments under this clause.

(e) The following note shall be inserted with effect from 1st November, 1973, namely: NOTE.-Increments falling due after the 1st November, 1973 shall accrue on the first day of the month in which they would have accrued. GOVERNMENT OF INDIA'S INSTRUCTIONS :Under sub-rule (4), the increments of ICS and

IFS officers are to be regulated in accordance with the appropriate orders in force immediately before the commencement of the Pay Rules. Before the commencement of the Pay Rules the rules applicable to these officers were those contained in Section 2 of the A.G., P and T's Compilation of Fundamental and Supplementary Rules. Their increments are, therefore, to be regulated by F.R. 267 of Section 2 of the Fundamental Rules.

1.2 In this connection, the Government of India have decided that all the amendments made to Section 3 of the Fundamental Rules till the promulgation of the Pay Rules viz., 14th September, 1954, and which are of a liberalising nature, should apply to the ICS and IPS officers serving in connection with the affairs of the Union.

1.3 As regards such officers serving in connection with the affairs of the States, the amendments carried out, under Art. 390 of the Constitution of India of the Constitution, by the Governors of the States concerned to the State Service Rules or the period to 14th September, 1954 and which are of a liberalising nature, should similarly be applicable. G.I., M.H.A. letters No. 1/11/61-AIS(II), dated 18th February, 1961 and 24th May, 1961.] GOVERNMENT OF INDIA'S INSTRUCTIONS : The increments of the State Civil/Police Service officers appointed to officiate in cadre posts will be regulated in accordance with the provisions of Cl. (4) in Sec. III of Schedule II, subject to the following conditions:

(i) Only the period of earned leave upto maximum of 120 days taken at a time, is to count for increments in officiating appointment provided the State Government certify that but for his proceeding on leave, the officer would have continued to officiate in the cadre post. In the case of permanent State Civil/Police Service officers who have been continuously officiating in the cadre post for more than three years at the time they proceeded on leave and would have continued to officiate in the cadre posts but for their proceeding on leave, leave other than extraordinary leave will count for increments in that time-scale. For the purpose of reckoning the three year's limit, officiating service in the cadre post in the Indian Administrative Service/Indian Police Service will include periods of leave, including extraordinary leave during which the officer would have officiated in the post.

(ii) When the officiating pay of an officer is refunded under Cls. (2) and (3) in Sec. III of Schedule II the period of one year for the purpose of next increment should be calculated from the date the

pay is so refixed.

(iii) No increment is to be allowed to an officer whose officiation in a cadre post beyond a period of three months/six months is not approved by the Central Government/the Union Public Service Commission, as the case may be, he may be given only the pay as fixed/refixed for him under sub-para (i) (iii) of para II of Government of India's Instructions below rule 4 till the date of reversion from cadre post. NOTE.-It will be the responsibility of the State Government to inform the Audit Officer as soon as they receive directions from the Central Government that the requirements of the Indian Administrative/Police Service (Cadre) Rules, 1954 have been satisfied. The officer may then be allowed an increment, if due, in the Indian Administrative Service/Indian Police Service time-scale.

(iv) The period of officiation of an officer not approved by the Union Public Service Commission will not count for increments in case the officer is promoted again to the Indian Administrative Service/Indian Police Service.

(v) For purposes of calculating six year's service as required under the second proviso below Cl.. (4) in Sec. III of Schedule II, the periods mentioned in Cls. (a) to (d) of para 13 of Ministry of Home Affairs "Pay Instructions", dated 22nd June, 1952, should be taken into account subject to the conditions laid down therein. In addition, service as a probationer even though it is on a remuneration below the time-scale of the State Civil/Police Service may also be taken into account provided that such service has been counted for all purposes e.g., eligibility for promotion etc. in the State Civil/Police Service by the State Government

(vi) In the case of a State Civil/Police Service officer appointed to officiate in a cadre post on or after 14th September, 1954 his first increment should be allowed to him as soon as he completes six year's service in the State Civil/Police Service and the Indian Administrative Service/Indian Police Service provided that he has in the meantime also completed one year's service in the Indian Administrative Service/Indian Police Service. As regards officers who started officiation before 14th September, 1954 those of them who were substantively appointed to the Indian Administrative Service/Indian Police Service with effect from a date prior to 14th September, 1954 will have their pay and increments regulated under "pay instructions' dated 22nd June, 1952. The pay and

increments of all other officers will be regulated in accordance with the principles enunciated above.

(vii) Period of suspension which is not treated as a period spent on duty vide rule 9 of the All India Services (Discipline and Appeal) Rules, 1955 and which is also not treated as one spent on leave, will also have the effect of postponing the increments. [G.I., M.H.A. letter No. 1/27/59-AIS(II), dated 23rd March, 1960 read with letter No. 1/101/60- AIS(II), dated 6th May, 1961 and letter No. 15/38/66-AIS(III), dated 20th April, 1966.]

2. The service rendered by a member of the IAS/IPS in a post under the Government of India or under the Government of a State other than the cadre on which is borne carrying a scale of pay above the time scale, shall on his reversion and being appointed to a post carrying a scale of pay identical to the scale of pay of the post held outside the cadre, count towards initial fixation of pay to the extent and subject to the conditions indicated below:

(a) The member should have been approved by the State Government concerned for appointment to the same scale during the relevant period.

(b) All his seniors except those regarded as unfit for such appointment were serving in posts carrying pay in an identical scale or is higher posts and at least one junior was holding a post under the Government of the State on the cadre of which he is borne carrying a pay in an identical scale.

(c) The service will count from the date his junior is promoted and the benefit will be limited to the period he would have held the post under the Government of the State on the cadre of which he is borne, had he not been appointed on deputation. These instructions are in supersession of those contained in the Ministry of Home Affairs O.M. No. 1/291/58-AIS(II), dated the March, 1959. [Deptt. of Personnel and AR letter No. 1/150/71-AIS(II), dated 4-1-74, 9/2/74-AIS(II), dated 17-1-75, 6/18/74-AIS(II), dated 17-1-75-AIS(II), dated 16-4-75.]

3. When a member of an All India Service has been granted proforma promotion to the super time scale by the State Government, the service rendered by the officer from the date of such promotion will count for the purpose of fixation of initial pay and drawal of increments if he is appointed to a super time scale

post in the cadre on his reversion. The grant of proforma promotion is subject to the following conditions being satisfied :

(a) The member of the All India Service concerned should have been approved by the State Government for appointment to the supertime scale during the relevant period;

(b) all his seniors (excluding those considered unfit) should have started drawing pay in the supertime scale on or before the date from which the proforma promotion is sought to be granted to him;

(c) the junior next below the officer concerned (or, if the officer has been passed over by reason of inefficiency or unsuitability or because he is on leave or serving outside the ordinary line forgoes promotion of his own volition to that grade, the officer next junior to him not so passed over) should also have started drawing pay in the supertime scale from that date and his appointment thereto not being fortuitous; and

(d) the benefit should be allowed on 'one for one' basis. ⁹ Department of Personnel and A.R. letter No. 11030/7/75AIS(II), dated 8th July, 1975.

1. Ins. by M.H.A. Notification No.1/48/66-AIS(II)-B, dated 28 September, 1968.
2. Subs. by DP and AR Notification No.28/7/74-AIS(II)-A, dated November, 1974 (w.e.f. 1st January, 1973).
3. Subs. by Department of Personnel Notification No. 11030/15/75-AIS(II), dated 5th June, 1975.
4. Subs. by w.e.f. 1st January, 1973 by D.P and A.R. Notification No. 28/7/74-AIS(II)-A, dated 15th November, 1973.
5. Subs. by Department of Personnel Notification No. 20018/4/75-AIS III-A, dated 25th January, 1978.
6. Omitted by M.H.A. Notification No.14/89/65-AIS(III), dated 20th March, 1968.
7. Subs by O.S.R. 284 (E), dated 13th March, 1987.
8. Subs. by O.S.R. 284 (E), dated 13th March, 1987.
9. Subs. by G.S.R. 284 (E), dated 13th March, 1987

5A. Stagnation increments :-

A member of the Service drawing pay in the junior scale/senior scale under Administrative Grade/selection grade/ supertime scale shall be eligible for one increment for every two years of service rendered after reaching the maximum of the scale, subject to a maximum of three increments. NOTE : The stagnation increments shall be in the nature of personal pay and shall not be taken into account for the purpose of fixation of pay on promotion to higher

post or for applying the ceiling on pay plus special pay, under these rules.]

6. Withholding of increments :-

¹ [(1) The State Government may withhold for such time as it may direct an increment due to any direct recruit or to any non-State Civil Service officer appointed to the Indian Administrative Service, who has failed to pass the departmental examination or examinations within such time as the State Government may by general or special order, prescribe, but the withholding of such increments shall have no cumulative effect.]

(2) Where an efficiency bar has been prescribed in the time-scale of pay, the increment next above the bar shall not be give to a member of the Service without the specific sanction of the authority competent to withhold increments : Provided that the application of the efficiency bar in the junior time-scale shall not effect the pay of a member of the Service in the senior time-scale of pay, wherein his pay shall be regulated according to his length of service.
GOVERNMENT OF INDIA'S DECISIONS :

1. The Government of India have decided that the criterion for crossing the efficiency bar in the junior time-scale of the Indian Administrative/Police Service should be the officers performance in the Service and not his suitability to hold a senior time scale post. Thus if an officer is not fit to hold a senior time-scale post, he should not obviously be promoted to senior time-scale, but, as long as he is good enough for the junior time-scale, there is no reason why he should not be allowed to cross the efficiency bar in the junior scale. [G.I., M.H.A. letter No. 1/77/55-AIS(I), dated 6th August, 1955 read with letter No. 20/12/49- AIS, dated that 26th June, 1950.]

2.1. The increment of a member of the Service was withheld under sub-rule (1) for failure to pass the departmental examination and his pay restricted at Rs. 350. He was, however, promoted to officiate in the senior post of Superintendent of Police in view of his seniority. The question arose as to how his pay should be regulated in the senior post.

2.2. Under rule 8, the member is entitled to draw pay in the senior time-scale during the period he hold the senior post. Since, however, his pay in the junior time-scale has been restricted at Rs.

350, it was decided that he should be remunerated at Rs. 600 with effect from the date he took over as Superintendent of Police and his future increments regulated with reference to his pay in the junior time-scale. [G.I., M.H.A. letter No. 1/111/59-AIS(II), dated 5th October, 1959.]

3. Members of the Indian Administrative Service may be allowed to cross the Efficiency Bar in the revised senior scale keeping in view the provision of F. RS. 24 and 25. In the case of the members of the Service serving under the State Government and organisations under their control necessary concurrence to cross the Efficiency Bar in the revised senior scale may be issued by the State Government concerned. In the case of the members of the Service on deputation the Central Government or other bodies, under their control necessary orders may be issued by the Ministry/Departments of the Government of India concerned. [Department of Personnel letter No. 20018/1/75-AIS(II), dated 17 March 1975.] Subs. by M.H.A. Notification No. NI/95/68-AIS(II), dated 29th March, 1969 and further subs. by D.P and A.R. Notification No. 1/18/69-AIS(III), dated 13th March, 1987.

1. Subs. by DP and AR Notification No.11030/25/76-AIS(III), dated, 17th July 1979 i.e., GSR No. 1016, dated 4th August 1979 (w.e.f. 1st January 1973).

7. Grant of Advance increments :-

Notwithstanding, anything contained in rule 13 of the Indian Administrative Service (Probation) Rules, 1954, the State Government shall sanction the second and third increments due to a direct recruit or to any officer recruited in accordance with rule 7A of the Indian Administrative Service (Recruitment) Rules, 1954, as soon as he passes the prescribed departmental examination or examination irrespective of his length of service, after which he shall be entitled to draw pay at the rate corresponding to his position in the time scale : Provided that the increment under this rule shall be granted retrospectively from the date of passing the prescribed departmental examination, or the last of the prescribed departmental examinations, as the case may be, on the successful completion of the period of probation and confirmation : Provided further that a direct recruit or any officer recruited in accordance with rule 7A of the Indian Administrative Service (Recruitment) Rules, 1954, who has been exempted from appearing for the whole or any part of the departmental examination or examinations, for the reason that he had already passed such 'a examination or

examinations or part thereof before he became a member of the Service, shall for the purpose of this rule, be deemed to have passed the departmental examination or examinations or part thereof, as the case may be, from the date of the earliest of such examination, examinations or part thereof, in which he would have appeared, but for the exemption, after he became a member of the Service.] GOVERNMENT OF INDIA'S DECISIONS :

(1) The second and third increments shall accrue to the member of the IAS from the date of his passing the departmental examinations but shall become payable only after the first increment raising his pay to Rs. 400, has become due. The drawal of the second and third increment may be simultaneous with the first increment but, in no case, before the first increment has become due. [G.I., M.H.A. letter No. 1/27/58-AIS(II), dated 30th October, 1958.]

(2) It has been decided that those open market Special Recruits, whose initial pay has been fixed beyond the second/third incremental stages in the junior time-scale of the IAS need not be given any advance increments on passing the prescribed departmental examinations, [G.I., M.H.A. letter No. 1/79/59-AIS(II), dated 3rd July, 1959.]

(3) An IPS Officer shall, on passing the prescribed departmental examinations, be entitled to have his pay fixed at Rs. 410 and 440. The second and third increases shall accrue to him from the date of his passing the departmental examination but shall become payable only after the first actual increase raising his pay to Rs. 380 has become due. The drawal of the second and third increases may be simultaneous with the first increase but in no case, before the first increase has become due. [G.I., M.H.A. letter No. 1/94/57-AIS(II), dated 21st July, 1959.]

(4) A member of the Service, who had failed to qualify in one subject in the Departmental Examination, was exempted temporarily from passing the examination in that subject and allowed to draw advance increments under this rule. The question arose whether this was in order. The underlying object of this rule is to give incentive to direct recruits to pass the prescribed departmental examination fully as early as possible. The intention is not to exempt an officer temporarily from passing in a particular subject simply with a view to giving him advance increments. Temporary exemption indicates that the officer has to gained

sufficient proficiency in the subject and that he would be required to pass the examination in the particular subject at a future date. It would be a different matter if a particular officer, in view of his previous special experience of training in a particular subject, is exempted permanently from passing the examination in that subject. In such a case there would be justification for giving advance increments after exempting the officer permanently from passing the examination in the particular subject.

(5) A question arose whether a member of the Service who had been exempted from passing the language test of the higher grade because he had passed an equivalent test before his appointment to the Service, was entitled to the grant of advance increments under this rule. As the member concerned has been exempted from passing the language examination, he is not required to pass it again. He is, therefore, entitled to the grant of advance increments under this rule, provided he has already passed the other parts of the departmental examination or is exempted from appearing in these parts. [G.I., M.H.A. letter No. 1/15/60-AIS(II), dated 9th February, 1960.]

8. Pay of officers holding posts enumerated In Schedule III :-

Any member of the Service appointed to hold a post specified in Schedule III shall for so long as he holds that post) be entitled to draw the pay indicated for the post in the said Schedule: Provided that no member of the Service at any time draw pay less than that which he is entitled to draw under rule 4 and rule 5. ¹ [Proviso* * *] GOVERNMENT OF INDIA'S DECISIONS:

(1) Where there is a uniform rate of pay applicable to a post when held by an ICS/IPS officer under the Superior Civil Services' Rules irrespective of the State in which the post existed, that a rate of pay shall automatically be treated as applicable even in respect of new States. Where, however, the rate of pay of a post different as from State to State under the said rule, special orders will be necessary in each case so far as new States are concerned. [G and A G's U.O. No. 851-AIS-A/201-S7, dated 21st May, 1957-G.I., M.H.A. file No. 1/7/57-AIS (II).].

(2) In the superior Civil Services Rules, certain special rates of pay have been prescribed from the 20th year of service to Collectors of the Madras State I.C.S. officers allotted to Andhra Pradesh Cadre, even though they came to the Madras Cadre after 14th August,

1947, i.e" after transfer of power, will also be eligible for the special scale applicable to Madras Collectors. [G.I., M.H.A.letter No. 1/3/58(II), dated 13th March, 1958.]

1. Second proviso omitted by DP and AR Notification NO. 31/7/72-AIS(III), dated 22nd May, 1973.

8A. Pay of members of the Indian Frontier Administrative Service appointed to hold posts enumerated in Schedule III

:-

Notwithstanding anything contained in these rules, a member of the Indian Frontier Administrative Service recruited to that Service prior to the 1st January, 1968 and appointed to hold a post specified in Schedule III shall, for so long as he holds that post, be entitled to draw the pay indicated for that post in the said Schedule.]

9. Pay of members of the Service appointed to posts not included in Schedule III :-

(1) No member of the Service shall be appointed to a post other than a post specified in Schedule III, unless the State Government concerned in respect of posts under its control, or the Central Government in respect of posts under its control as the case may be, make a declaration that the said post is equivalent in status and responsibility to a post specified in the said Schedule. ¹[(2) The pay of a member of the Service on appointment to a post other than a post specified in Schedule III shall be the same as he would have been entitled to, had he been appointed in the post to which the said post is declared equivalent.]

²[(3) For the purposes of this rule 'post other than a post specified in Schedule III' includes a post under a body ³[incorporated or not which is wholly or substantially owned or controlled by the Government.]

⁴[(4) Notwithstanding anything contained in this rule, the State Government concerned in respect of any posts under its control, or the Central Government in respect of any posts under its control, may, for sufficient reasons to be recorded in writing, where equation is not possible, appoint any member of the Service to any such post without making a declaration that the said post is equivalent in status and responsibility to a post specified in Schedule III.]

(5) A member of the Service on appointment to a post referred to in sub-rule (4), in respect of which no pay or scale has been prescribed, shall draw such rate of pay as the State Government, in consultation with the Central Government in the case of a post under the control of the State Government or as the Central Government in the case of a post under the control of the Central Government may, after making into account the nature of duties and responsibilities involved in the post, determine.]

⁵[(6) A member of the Service on a appointment to a post referred to in sub-rule (4), in respect of which any pay or scale of pay has been prescribed, shall draw where the pay has been prescribed, the prescribed pay and where scale of pay has been prescribed, such rate of pay not exceeding the maximum of the scale as may be fixed in this behalf by the State Government or as the case may be, by the Central Government : Provided that the pay allowed to an officer under this sub-rule and sub-rule (5) shall not at any time be less than what he would have drawn had he not been appointed to a post referred to in sub-rule (4).] ⁶[* * *]

⁷ [(7) At no time the number of members of the Service, appointed to hold posts, other than cadre posts referred to in sub-rule (1) and sub-rule (4), which carry pay of 8,000 per mensem and which are reckoned against the State Deputation Reserve, shall except with the prior approval of the Central Government, exceed the number of cadre or, as the case may be, in a joint cadre.]

1. Amended by M.H.A. Notification No. 1/99/58-AIS(II), dated 25th July, 1959.
2. Amended by M.H.A. Notification No. 1/99/58-AIS(II), dated 25th July, 1959.
3. Subs. by M.H.A. Notification No.1/107/60-AIS(II), dated 29th November, 1960.
4. Added by M.H.A. Notification No.1/63/59-AIS(II), dated 25th July, 1959.
5. Added by M.H.A Notification No.1/63/59-AIS(II), dated the 22nd June, 1960.
6. Second Proviso omitted by DP and AR Notification No. 31/7/77.
7. Added by G.S.R .No 80, dated 3rd February, 1989.

9A. Pay of Indian Civil Service members of the Indian Administrative Service :-

An Indian Civil Service member of the Indian Administrative Service, holding a post specified in Schedule IV, or a post declared by the Central Government to be equivalent to such a post, shall,

for so long as he holds that post, be entitled to draw pay as indicated against the post in the said Schedule.] GOVERNMENT OF INDIA'S DECISIONS :

(1) A question arose whether the State Governments were competent to equate an ex-cadre to a cadre post in the Indian Administrative Service, even though the time scale of the ex-cadre post was not identical with the senior time scale of the Indian Administrative Service. The basic criterion for such equation is the nature and responsibilities of duties attached to the post and not the pay attached to the post. It is, therefore, within the competence of the State Government to declare such equation. [G.I., M.HA. letter No. 32/52/56-AIS(II), dated 10th July, 1956.]

(2) A question arose whether equation of an ex-cadre post under a State Government to a post included in Schedule-III-C was in order. Under sub-rule (1), it is only necessary that the post with which the ex-cadre post is equated, should be specified in Schedule III, it is not necessary that the Scheduled post should be under the state Government and included in the State Cadre. [G.I., M.HA. letter No. 1/54/59-AIS(II), dated 9th November, 1959.]

(3) A question arose whether a declaration under rule 9 had anything to do with the special pay, if any to be granted to a member while holding a non-cadre post. Special pay is normally granted to an incumbent of a post in consideration of (i) the specially arduous nature of the duties or (ii) a specific addition to the work or responsibilities of that post. In cases, where an IAS officer is appointed to an ex-cadre post, the State Government should first decide in the light of the above principles whether the duties and responsibilities attached to such a post justify the grant of any special pay or not. After examining this aspect the ex-cadre post may be equated to a post in Schedule III, which carries/does not carry the desired special pay. An IAS Officer appointed to a ex-cadre post would thus get a special pay, if the cadre post, to which it is equated carries a special pay. [G.I., M.HA. letter No. 1/86/60-AIS(II), dated 23rd May, 1960.]

(4) It has been decided that the administrative Ministries/Departments concerned should be delegated the power to equate an ex-cadre post to a post specified in Schedule III, if the time scale of pay of the ex-cadre post is identical to the time scale of the post in the said Schedule to which it is sought to be equated, provided that, for this purpose, the time-scale of the post

in the Schedule shall be that applicable to holders of the post other than the members of the IAS/IPS. The prior concurrence of the Ministries of Home Affairs and Finance (Department of Expenditure) is not, therefore, necessary for equating the ex-cadre post to a scheduled post carrying pay in the prescribed time-scale identical to the time-scale of the ex-cadre post. Copies of the orders should, however, be endorsed to the Ministries of Home Affairs and Finance for record. As regards ex-cadre post, the time-scale of pay of which are not identical with that of any scheduled post, the concurrence of the Ministries of Home Affairs and Finance (Department of Expenditure) should be obtained before making a declaration under this rule and the fact that the declaration issues in consultation with the said Ministries indicated in the body of the communication issues. [G.I. M.HA. letter No. 1/131/60-AIS(II), dated the 6th January, 1961.]

(5) See Government of India's decision (6.2) below rule 4 of the IAS (Cadre) Rules, 1954.

(6) See Government of India's decision below rule 4.

(7) Where the administrative Ministry/Department is of the view that there is no post in Schedule III to which the post in question can be equated in status and responsibilities then the prior concurrence of the Department of Personnel and the Ministry of Finance (Department of Expenditure) should be taken before the Administrative Ministry dispenses with the equation in terms of sub-rule (4). This power should be used sparingly and only on administrative grounds not related to conferment of any pecuniary benefit on a particular incumbent. Where an order dispensing with an equation has been issued in terms of sub-rule (4) of rule 9 and the post to which a member of the Indian Administrative Service is to be appointed does not change any prescribed pay or scale the incumbent has to be fixed ad hoc. In such cases the pay of the incumbent should be fixed only after getting the concurrence of the Department of Personnel and the Department of Expenditure of the Ministry of Finance. [Deptt. of Personnel and A.R. O.M. No. 1/107/70-AIS(II), dated 22nd April, 1972.]

GOVERNMENT OF INDIA'S DECISIONS : The pay of officers appointed under method (i) of Government of India's Decision No. (1) below rule 4 of the IAS (Recruitment) Rules, 1954, shall be fixed on the basis of the years of allotment assigned to them and that of officers appointed under method (iv) shall be fixed in accordance with rule 4 of these

rules. The increments of officers, whose pay is fixed on the basis of their years of allotment shall be regulated as indicated below: The date of increment shall be 11th May of every year in the case of officers whose year of allotment are complete years e.g. 1949. In the case of officers whose years of allotment are in half years e.g. 1949-1/2 they should, for the purpose of increments, be deemed to have been appointed to the service six months later in years of their allotment. Their increments will, therefore, fall due on 11th November, of every year. [G.I., M.H.A. F. No. 5/44/58-AIS(II), and letter No. 1/73/59 AIS(II), dated 1st February, 1960, read with letter No. 1/16/60-AIS(II), dated 18th February, 1960.]

9B. Pay of members of the Service appointed to hold more than one post :-

The grant of additional pay to a member of the Service appointed to hold more than one post simultaneously shall be regulated :

(a) in the case of a member of the service serving in connection with the affairs of the Union, by the rules, regulations and orders applicable to officers of the Central Services, Class I;

(b) in the case of a member of the Service serving in connection with the affairs of a State, by the rules, regulations and orders applicable to officers of State Civil Services, Class I.]

9C. Regulation of pay of members of Service appointed to hold posts under the Central Government carrying the scale of pay of Rs. 4500-150-5700 :-

Notwithstanding anything contained in rule 8 and Section 9 , a member of the Service appointed to hold a post under the Central Government, in the scale of pay of Rs. 4500-150-5700, shall draw his grade pay plus Central (Deputation on Tenure) Allowance at the rate of 15% of grade pay subject to a ceiling of Rs. 500 per mensem and subject also to the condition that pay plus Central (Deputation on Tenure) Allowance shall not exceed Rs. 6150. NOTE:-The Central (Deputation on Tenure) Allowance specified in this Rule shall be admissible to a member of the Service only during the normal tenure of deputation as prescribed by the Central Government from time to time.] The Indian Administrative Service (Pay) Rules, 1954 are being amended accordingly with effect from the 1st January, 1986. It is certified that no member of the Indian Administrative Service is likely to be adversely affected by the notification being given retrospective effect. ¹

1. Subs. by G.S.R. 615, dated 29th July, 1987.

10. Power to exempt :-

The Central Government may, with the concurrence of the State Government concerned, exempt any officer of a State Civil Service included in List II or List III prepared by the Special Recruitment Board under the Indian Administrative Service (Extension to States) Scheme and appointed to Indian Administrative Service, from all or any of the provisions of these rules.

10A. Fixation of pay and increment of officers appointed to the service under the Indian Administrative Service (Special Recruitment) Regulation, 1966 :-

Notwithstanding anything contained in these rules, the pay and increments of officers appointed to the Service in accordance with the regulations framed under sub-rule (3) of rule 4 of the Indian Administrative Service (Recruitment) Rules, 1954, will be governed by such regulations, as the Central Government may from time to time, make in consultation with the State Governments.]

10B. Fixation of pay and scales of pay of officers appointed to the Indian Administrative Service on its initial constitution in the State of Jammu and Kashmir :-

Notwithstanding anything contained in these rules, in relation to the State of Jammu and Kashmir, the pay of officers appointed to the Indian Administrative Service at the time of the initial constitution of the State Cadre, shall be fixed in the junior or senior scales of pay in accordance with such principles as the Central Government may, in consultation with the State Government, determine.]

10C. Fixation of pay and scales of pay of officers appointed to the Indian Administrative Service on initial constitution of Joint Cadre for Union Territories :-

Notwithstanding anything contained in these rules, in relation to the Union Territories, the pay of officers appointed to the Indian Administrative Service at the time of the initial constitution of the Joint Cadre shall be fixed in accordance with such principles as the Central Government may determine.]

10D. Fixation of pay and scales of pay of officers appointed to the Indian Administrative Service on its initial constitution in the State of Nagaland :-

Notwithstanding anything contained in these rules, in relation to

the State of Nagaland, the pay of officers appointed to the Indian Administrative Service at the time of the initial constitution of the State Cadre shall be fixed in the junior or senior scales of pay in accordance with such principles as the Central Government may, in consultation with the State Government determine.]

10E. Fixation of pay and scales of pay of officers appointed to the Service on the initial constitution in the State of Sikkim :-

Notwithstanding anything contained in these rules in relation to the State of Sikkim, the pay of officers appointed to the Service at the time of the initial constitution of the State shall be fixed in the Junior or senior scales of pay in accordance with such principles as the Central Government may, in consultation with the State Government determine.]

10F. Authority of exercise powers under rules 6, 7 and 9 in relation to a Joint Cadre :-

The powers under rule 6 and Section 7 , in the case of a member of the Service borne on a Joint Cadre, shall be exercised by the Joint Cadre Authority. The powers under rule 9 in relation to the members of the Service and in relation to posts, borne on a Joint Cadre shall be exercised by the Government of the Constituent State concerned.]

11. Amendment of Schedule :-

The Central Government may, after consultation with the State Government amend Schedule III.

12. Interpretation :-

If any question arises as to the interpretation of these rules, the Central Government shall decide that same.]

13. Repeal and saving :-

Any rules corresponding to these rules and inforce immediately before the commencement of these rules are hereby repealed: Provided that any order made or action taken under the rules so repealed shall be- deemed to have been made or taken under the corresponding provisions of these rules. Ad hoc increase is not increment.- The fixation of pay is based on any increment in the scale that may be paid by the State Government. The term "increment" is inherent to a time scale. In the present case the amount of Rs. 25 which has been claimed by the applicant relates to a grant of an ad hoc increase, in pay obviously such ad hoc

increment cannot be treated as a part of the time scale and hence it was held that this amount be counted for fixing his pay scale in IAS (Cadre). ¹

1. Ranjit Kishore v. U.O.I. (1980) 7 A.T.C. 357.

SCHEDULE 1

SCHEDULE

[SCHEDULE I x x x]

SCHEDULE 2

SCHEDULE TWO

(see rule 4 and Section 5) Principles of Pay Fixation of Promoted Officers on Appointment to the Indian Administrative Service and of Members of the State Civil Service Appointed to officiate in cadre posts In this Schedule unless the context otherwise requires the term- [(i) 'actual pay' means the pay whether in the lower scale or in the higher scale, to which a member of the State Civil Service is entitled by virtue of his substantive position in the cadre of that service, and if the State Government have not revised the scales of pay applicable to the State Civil Service as on the 1st day of January, 1973 or thereafter actual pay includes dearness allowance, dearness pay, interim or additional relief admissible on such pay at the rates in force as on the [first day of January, 1986;] (ii) 'assumed pay' means the pay which a member of the State Civil Service, officiating or confirmed in a higher scale would have drawn in the lower scale (which does not include higher scale) of his service had he not been officiating or confirmed in the higher scale and if the State Government have not revised scale of pay applicable to the State Civil Service as on the [first day of January, 1989] or thereafter assumed pay includes dearness allowance, dearness pay, interim or additional relief admissible on such pay at the rates in force as on the [first day of January, 1986.] (iii) 'higher scale' means any scale of pay higher than the lower scale' prescribed for the State Civil Service and in force on the [first day of January, 1986] or any date subsequent thereto, the subsequent date being the date on which the scales of pay applicable to the State Civil Service were revised for the first time after the provided that in the later case the dearness allowance, dearness pay, interim or additional relief sanctioned by the State Government after the [first day of January 1986] and merged in the revised pay scale shall be excluded. (iv) lower scale' means the ordinary or the lowest scale of pay prescribed for the State Civil Service and in force on the [first day of January, 1986] or any date subsequent thereto, the subsequent Note 1. :- The increments in the junior and senior time scales in respect of member of the Service whose pay is refixed in the revised scale of pay under sub-rule (3) of rule 3, shall be regulated in accordance with cause (8) of sub-rule (1) of rule 5. Note 2.:- A member of the Service who is promoted to the senior time scale after 1st January, 1973, shall draw pay in the senior-time scale at the stage corresponding to the stage of pay he would have drawn in the junior time-scale from time to time but for his appointment to the senior time-scale. date being the date on which the scales of pay applicable to the State Civil Service were revised for the [first time, after the first day of January, 1986] provided that in the latter case the dearness allowance, dearness pay, interim or additional relief sanctioned by the State Government after the [first day of January, 1986] and merged in the revised pay scale shall be excluded." SECTION I Fixation of Initial Pay of Promoted Officer Falling

Under Rule 4(3) (1) The initial pay of a promoted officer shall be fixed at the stage of the Senior time-scale of the Indian Administrative Service equal to his actual pay in the lower scale or his assumed pay in the lower scale, as the case may be, increased at the rate of one increment in the senior time-scale of the Indian Administrative Service for every three years of service in the State Civil Service. The resultant increase shall be subject to a minimum of Rs. 200 and maximum of Rs. 300 over his pay in the State Civil Service: Provided that- (i) where however, the amount arrived at after the addition of such minimum or maximum increase corresponds to a stage in the senior time scale of the Indian Administrative Service, the initial pay shall be fixed at that stage; and where it does not correspond to a stage in the senior time-scale of the Indian Administrative Service the initial pay shall be fixed at the next higher stage of that scale; and (ii) for the purpose of this clause, service in the State Civil Service shall include such service in a former State, now merged in the State concerned, as may be equated to service in the State Civil Service by the Central Government in consultation with the State Government concerned. Explanations:- (i) In the case of a promoted officer whose actual pay in the lower scale of the State Civil Service is less than the minimum of the senior time scale of the Indian Administrative Service, the rate of increment shall be taken as [Rs. 100 for each increment]; (ii) In the case of a promoted officer whose actual pay in the lower scale of the State Civil Service is equal to or above the minimum of the senior time scale of the Indian Administrative Service, the rates of increment shall be equal to the rates admissible in the senior time-scale of the Indian Administrative Service at the stage to which the actual pay corresponds or, if there is no such stage, the next lower stage. (2) The initial pay of a promoted officer who is substantive in the higher scale of the State Civil Service shall be fixed at the stage of the senior time-scale of the Indian Administrative Service next above his actual pay in the higher scale: Provided that in a case where the pay in the senior time-scale of the Indian Administrative Service calculated in accordance with Cl. (1) is higher than that admissible under this clause, the promoted officer shall be entitled to such higher pay. (3) A promoted officer, who, at the time of his appointment to the Indian Administrative Service was officiating in the higher scale of the State Civil Service and whose initial pay in the senior time-scale of the Indian Administrative Service is fixed in accordance with Cl. (1) shall, in case his officiating pay in the higher scale is higher than the initial pay so fixed in the senior time-scale of the Indian Administrative Service, be entitled to a personal pay equal to the difference provided that the State Government certifies that the promoted officer would have continued to officiate in the higher scale but for his appointment to the Indian Administrative Service. The personal pay shall be absorbed in future increments and increases in his pay, if any, including special pay, additional pay and any other form of pay. (4) In the case of a promoted officer appointed to the Indian Administrative Service on probation, on any enhancement of his actual pay in the State Civil Service in which he holds a lien, as a result of an increment in the lower scale or the higher scale of that service, or in the event of confirmation in the higher scale of the State Civil Service the officer shall, during the period of probation, be entitled to have his pay in the senior time-scale of the Indian Administrative Service recalculated in accordance with the principles laid down in this Section on the basis of his enhanced pay in the State Civil Service, as if he was promoted to the Indian Administrative Service with effect from the date of such enhancement. (5) If a promoted officer appointed to the Indian Administrative Service on probation is confirmed with effect from a date prior to the date of his promotion to the Indian Administrative Service in the

Higher scale of the State Civil Service in which he holds a lien during the period of probation and there is, thus, an enhancement of his actual pay in the State Civil Service, his pay in the senior time- scale of the Indian Administrative Service shall be recalculated in accordance with the Principles laid down in this Section on the basis of his enhanced pay in the State Civil Service, as if he was promoted to the Indian Administrative Service with effect from the date of such enhancement. (6) Where a promoted officer who on the date of his appointment to the Indian Administrative Service had held or is holding continuously a post other than a cadre post under the State Government or the Central Government or on foreign service and the post is : (a) in a time scale identical to the time-scale of a cadre post, or (b) equal in status and responsibilities to a cadre post, and the State Government concerned furnishes a certificate to the Central Government within three months of his appointment to a post other than a cadre post or within three months of the date on which the next junior Select List Officer is appointed to a cadre post, whichever is later, that he would have so officiated in a cadre post under rule 9 of the Indian Administrative Service (Cadre) Rules, 1954, but for his appointment to a post other than a cadre post: (i) as relating to a post under Cl. (a) for a period not exceeding one year and, with the approval of the Central Government, for a further period not exceeding two years, or (ii) as relating to a post in Cl. (b), for a period not exceeding three years, his initial pay in the senior time scale of the Indian Administrative Service fixed in accordance with Cl. (1) shall not be at a stage lower than the pay he drew or draws in the said non-cadre post : Provided that the number of officers in respect of whom the certificate shall be current at one time shall not exceed one-half of the maximum size of the Select List permissible under sub-regulation (1) of regulation 5 of the Indian Administrative Service (Appointment by Promotion) Regulations, 1955 and follow the order in which the names of such officers appear in the Select List: Provided further that such certificate shall be given only if, for every of senior officer in the Select List appointed to a non-cadre post in respect of which the certificate is given, there is one junior Select List officer officiating in a senior post under rule 9 of the Indian Administrative Service (Cadre) Rules, 1954 : Provided also that the number of officers in respect of whom the certificate is given, shall not exceed the number of posts by which the number of cadre officers holding non-cadre posts under the control of the State Government falls short of the deputation reserve sanctioned under the Schedule to the Indian Administrative Service (Fixation of Cadre Strength) Regulations, 1955. (7) The basic pay of a promoted officer shall not, in any case, be fixed below the minimum of the senior time-scale. (8) Notwithstanding anything contained in any clause in this Section, the basic pay of a promoted officer on the Indian Administrative Service time-scale shall not at any time exceed the basic pay he would have drawn on the Indian Administrative Service time-scale as a direct recruit on that date if he had been appointed to the Indian Administrative Service on the date of he was appointed to the State Civil Service. (9) Notwithstanding anything contained in any clause in this Section, the pay of a promoted officer, whose pay has been fixed in the senior scale of the Indian Administrative Service prior to the date of publication in the Official Gazette of the Indian Administrative Service (Pay) Eleventh Amendment Rules, 1976, in accordance with the existing provisions of the Indian Administrative Service (Pay) Rules, 1954, shall not be fixed in the revised senior scale of the Indian Administrative Service under the Section at a stage lower than the pay fixed earlier.

[ILLUSTRATIONS The method to be followed in fixing the pay of a promoted officer under Cl. (1) of this Section is indicated below: The following data in

respect of the promoted officers to be noted down : (a) Actual pay of the officer in the State Civil Service or, as the case may be, the assumed pay in the service; (b) Completed years of Service in the State Civil Service; and (c) Number of increments in the senior time-scale of the Indian Administrative Service calculated at the rate of one increment for every three years of service in the State Civil Service. II. Tabulate the information as follows to arrive at the initial pay to be fixed in the senior time-scale of Indian Administrative Service :

(a) Pay in State Civil Service	2650	3500	3900	3250	3700
(b) Completed years of Service in State Civil Service	7	6	17	3	3
(c) Number of increments	2	2	6	5	1
(d) Amount of increments	200	200	600	500	100
(e) Pay arrived at by addition of (a) and (d)	2850	3700	4500	3750	3800
(f) Stage at which pay should be fixed	3200	3700	4575	3875	3800
(g) Resultant increase	550	200	675	625	100
(h) Actual amount of increase subject to the minimum and maximum specified	200	200	300	300	200
(i) Pay arrived at by addition of (a) and (h)	2850	3700	4200	3550	3900
(j) Stage at which pay should be fixed in the senior time-scale of Indian Administrative Service	3200	3700	4200	3600	3900

(a) is a case where the resultant increase exceeds the maximum increase of Rs. 300 and the pay in the State Civil Service plus Rs. 300 results in a figure below Rs. 3200. Hence pay is fixed as the minimum of the senior scale. (b) is a case where the resultant increase is Rs. 200 and the pay fixed corresponds with the stage in the senior time-scale of the IAS and such pay is to be fixed at that stage and not at the higher stage. (c) is a case where the resultant increase exceeds the maximum increase of Rs. 300, pay is to be fixed at the stage in the senior scale equal to the pay in the State Civil Service plus Rs. 300. (d) is a case where the resultant increase exceeds the maximum increase of Rs. 300 and pay in this case is to be fixed at the stage of the senior time-scale next above the pay in the State Civil Service plus Rs. 300. (e) is a case where the resultant increase is less than the minimum increase of Rs. 200. In such case pay is to be fixed in that senior time-scale at the stage equal to the pay in the State Civil Service plus Rs. 200.] and hence it was held that this amount cannot be counted for fixing his pay scale in the IAS (cadre).

SECTION II Fixation of initial pay of promoted officers falling under rule 4(4)

(1) In the case of a promoted officer who has already officiated in a cadre post and such an officiation has been held by the Central Government and wherever necessary in consultation with the Union Public Service Commission, to be in accordance with rule 9 of the Indian Administrative Service (Cadre) Rules, 1954, prior to his appointment to the Service, his pay shall be fixed at a stage not lower than the pay he drew in the Senior time-scale of the Indian Administrative Service while last officiating in a cadre post. (2) In the case of a promoted officer appointed to the Indian Administrative Service on probation, on any enhancement of his actual pay in the State Civil Service in which he holds a lien, is a result of an increment in the lower scale or the higher scale of that service, or in the event of confirmation in the higher scale the officer shall, during the period of probation, be entitled to have his pay in the senior time scale of the Indian Administrative Service recalculated in accordance with the principles laid down in the Section I on the basis of his enhanced pay in the State Civil Service, as if he was promoted to the Indian Administrative Service with effect from the date of such enhancement. (3) If a promoted officer appointed to the Indian Administrative Service on probation is confirmed in the higher scale of the State Civil Service in which he holds a lien during the period of probation and there is, thus, an enhancement of his actual pay in the State Civil Service, his pay in the senior time-scale of the Indian Administrative Service shall be recalculated in accordance with the principles laid down in Sec. I on the basis of his enhanced pay in the State

Civil Service, as if he was promoted to the Indian Administrative Service with effect from the date of such enhancement. SECTION III Fixation of initial pay of a member of the State Civil Service falling under rule 4(5) (1) The initial pay of member of the State Civil Service appointed to officiate in a cadre post shall be fixed in accordance with the principles enunciated in Sec. I : Provided that if such a member of the State Civil Service had already officiated in a cadre post with the approval of the Central Government and in consultation with the Union Public Service Commission, as the case may be, his pay under this section shall be fixed at a stage not lower than the pay he drew in the senior time- scale of the Indian Administrative Service while last officiating in such a postsubject to the condition that the period of earlier officiation in a cadre post is in accordance with the provisions of rule 9 of the Indian Administrative Service (Cadre) Rules, 1954. Note-In the case of a member of the State Civil Service who has been officiating in a cadre post from a date prior to the first day of January, 1973, his pay in the senior time-scale of the Indian Administrative Service shall be recalculated in accordance with principles enunciated in Sec. I, as if he was appointed to officiate in the cadre post with effect from the first day of January, 1973. (2) On any enhancement of his substantive pay in the State Civil Service as a result of an increment in the lower or the higher scale of that service a member of the State Civil Service officiating in a cadre post shall be entitled to have his pay in the senior time scale of the Indian Administrative Service recalculated in accordance with the principles laid down in Sec. I on the basis of his enhanced pay in the State Civil Service as if he was appointed to officiate in the cadre post with effect from the date of such enhancement. (3) If a member of the State Civil Service officiating in a cadre post is promoted substantively to the higher scale of pay of the State Civil Service his pay in the senior time-scale of the Indian Administrative Service shall be recalculated in accordance with the principles enunciated in Sec. I, as if he was appointed to officiate in the cadre post with effect from the date of such enhancement. (4) Increments of pay in the senior time scale of the Indian Administrative Service shall be granted to a member of the State Civil Service officiating in a cadre post on completion of one full years, service on any stage of that scale : Provided that for the purposes of calculating one year's service under this clause,- (i) Broken periods of officiating service on a particular rate of pay which is in accordance with the provision of rule 9 of the Indian Administrative Service (Cadre) Rules, 1954, shall be taken into account ; (ii) Leave except extraordinary leave otherwise than on medical certificate, taken during officiation in cadre posts shall count for increment, if on the expiry of the leave, the officer returns to the same post on the same rate of pay and the State Government certifies that, but for proceeding on leave, the officer would have continued to officiate in the same or any other cadre post. The Central Government may, in any case in which it is satisfied that the extraordinary leave, taken otherwise than on medical certificate, was taken for any cause beyond the control of the officer concerned or for prosecuting higher scientific and technical studies, direct that extraordinary leave, taken otherwise than on medical certificate, shall count for increment; (iii) Any period of service on a particular rate of pay covered under Cl. (6) of Sec. I, shall be taken into account : Provided further that a member of the State Civil Service officiating in a cadre post shall not be granted an increment in the Senior time-scale of the Indian Administrative Service unless he completes an aggregate period of eight years' service in the State Civil Service. (5) The pay of a member of the State Civil Service officiating in a cadre post and such an officiation has been held by the Central Government in consultation with the Union Public Service Commission, wherever

(Irrigation) Rs. 7300-100-7600 21 State Particulars of posts Pay/Scale of pay Commissioner and Secretary (Industrial Rs. 7300-100-7600 Development) Commissioner and Secretary (Revenue and Rs. 7300-100-7600 Land Reforms) Vigilance Commissioner Rs. 7300-100-7600 Director Gen., Training and Director, Rs. 7300-100-7600 Administrative Institute (Ranchi) Rs. 7300-100-7600 Relief and Rehabilitation Commissioner Rs. 5900-200-7600 Commissioner of Commercial Taxes Rs. 5900-200-7600 Commissioner of Departmental Enquiries Rs. 5900-200-7600 Addl. Member, Board of Revenue Rs. 5900-200-7600 Secretary to Government Rs. 5900-200-7600 Secretary to Chief Minister Rs. 5900-200-7600 Commissioner of Division Rs. 5900-200-7600 Chief Electoral Officer-cum-Secretary to Rs. 5900-200-7600 Government Cabinet Secretariat and D/Co- ordination State Designation of posts Pay/Scale of Pay 'GUJARAT Chief Secretary to Government Rs. 8000 Principal Secretary Rs. 8000 to Government Rs. 7300-7600 Secretary to Government Rs. 5900-6700 Development Commissioner Rs. 5900-6700 Industries Commissioner Rs. 5900-6700 Commissioner of Sales Tax Rs. 5900-6700 Commissioner of Departmental Inquiries Rs. 5900-6700 Settlement Commissioner and Director of Rs. 5900-6700 Land records Rs. 5900-6700 Commissioner of Land Reforms Rs. 5900-6700 Commandar of Training-cum-Director, Sardar Rs. 5900-6700 Patel Institute of Public Administration Rs. 5900-6700 Member Urban Land Tribunal Rs. 5900-6700 221[Name of Cadre Designation of posts Pay/Scale of Pay 2HARYANA Chief Secretary to the Government Rs. 8000(fixed) Financial Commissioner Rs. 7300-100-7600 Commissioner of Division Rs. 5900-200-6700 Secretary to Government in Commissioner's rank Rs. 5900-200-6700 Administrator, Command Area Development Rs. 5900-200-6700 Authority Rs. 5900-200-6700 Director Training Rs. 5900-200-6700 Transport Commissioner Rs. 5900-200-6700 Excise and Taxation Commissioner Rs. 5900-200-6700 Special Representative-clim-Commissioner, Haryana Bhavan, New Delhi Rs. 5900-200-6700 Registrar Cooperative Societies Rs. 5900-200-6700 Principal Secretary to Chief Minisster Rs. 5900-200-6700 3HIMACHAL PRADESH Chief Secretary to the Govt. Rs. 8000(fixed) Financial Commissioner- Rs. 7300-7600 Financial Commissioner (Appeals) Rs. 7300-7600 Financial Commissioner- (Development-cum-Agricultural Production Commissioner Divisional Commissioner Rs. 5900-200-6700 Commissioner and Secretary Rs. 5900-200-6700 Commissioner for Scheduled Rs. 5900-200-6700 Castes, Scheduled Tribes and Secretary to Government. JAMMU and KASHMIR Chief Secretary to the Government Rs. 8000 Additional Chief Secretary Rs. 7300-100-7600 Financial Commissioner Rs. 5900-200-6700 Commissioner for Planning and Development Rs. 5900-200-6700 and Secretary to Government Commissioner and Secretary to Government. Rs. 5900-200-6700 Divisional Commissioners Rs. 5900-200-6700 23 State Designation of posts Pay/Scale of Pay 1KARNATAKA Chief Secretary to Government 2 [Rs. 8000 Addl. Chief Secretary to Government Rs. 8000 Development Commissioner-cum-Agricultural Production Commissioner Rs. 7300-100-7600 Commissioner and Secretary to Government Rs. 7300-100-7600 Revenue / Finance Education Scheme / Com- merce and Industry Secretary to Chief Minister Rs. 5900-200-6700 Chairman, Karnataka Appellates Rs. 5900-200-6700 Tribunal Rs. 5900-200-6700 Secretary to Government Rs. 5900-200-6700 Chief Electoral Officer and Secretary to Rs. 5900-200-6700 Government Divisional Commissioner Rs. 5900-200-6700 Commissioner for Commercial Taxes Rs. 5900-200-6700 Commissioner for Excise Rs. 5900-200-6700 Director of Industries and Commerce Rs. 5900-200-6700 Commissioner for Industrial Development Rs. 5900-200-6700 Director, Administrative Training Institute Rs. 5900-200-6700 bbbbaKERALA Chief Secretary to Government Rs. 26,000/- Additional Chief Secretary Rs. 26.000/- Principal Secretary to

Government Rs. 22400-525-24500 Agricultural Production Commissioner - do- Commissioners Rs. 18400-500-22400 Resident Commissioner, New Delhi -do- Secretary to Chief Minister -do- Director of Agriculture -do- Secretary to Government Rs. 18400-500-2240 Secretary to Governor -do- Director of Industries and Commerce -do- Registrar of Cooperative Societies -do- 3MADHYA PRADESH Chief Secretary to Government Rs. 8000 President, Board of Revenue Rs. 8000 Principal Secretary to Government Rs. 7300-100-7600 24 State Designation of the posts Pay/Scale of Pay Agricultural Production Commissioner Rs. 7300-100-7600 Additional Chief Secretary Rs. 7300-100-7600 Development Commissioner Rs. 7300-100-7600 Member, Board of Revenue Rs. 5900-200-6700 Secretary to Government Rs. 5900-200-6700 Commissioner of Division Rs. 5900-200-6700 Sales Tax Commissioner Rs. 5900-200-6700 Lands Records and Settlement Commissioner Rs. 5900-200-6700 Commissioner, Chambal Division Rs. 5900-200-6700 Commissioner, Tribal Development Rs. 5900-200-6700 Commissioner, Tawa Ayacut Rs. 5900-200-6700 Chief Electoral Officer Rs. 5900-200-6700 Director, Academy of Administration Rs. 5900-200-6700 Excise Commissioner Rs. 5900-200-6700 Registrar, Cooperative Societies Rs. 5900-200-6700 Director of Mandis Rs. 5900-200-6700 Commissioner of Industries Rs. 5900-200-6700 1MAHARASHTRA Chief Secretary to Government and Develop- Rs. 8000 ment Commissioner Addl. Chief Secretary to Government do Principal Secretary to Government Rs. 7300-100-7600 Secretary to Government Rs. 5900-200-6700 Commisssioner of Division Rs. 5900-200-6700 Commissioner of Sales Tax Rs. 5900-200-6700 Settlement Commisssioner and Directors of Rs. 5900-200-6700 Land Records Commissioner for Cooperation and Registrar of Rs. 5900-200-6700 Cooperative Societies Development Commissioner, Industries Rs. 5900-200-6700 Commissioner of Prohibition and Excise Rs. 5900-200-6700 25 State Designation of the posts Pay/Scale of Pay Secretary to Chief Minister \ \ \ \ \Rs. 5900-200-6700 Special Commissioner, New Delhi \ \ \ Rs. 5900-200-6700 Transport Commissioners Rs. 5900-200-6700 Dairy Development Commissioner Rs. 5900-200-6700 Director, Maharashtra Institute of Develop- Rs. 5900-200-6700 ment Administration 1MANIPUR and TRIPURA Chief Secretary to Government Rs. 7300-100-7600 Commissioner Rs. 5900-200-6700 Chief Secretary Government Rs. 7300-100-7600 Commissioner Rs. 5900-200-6700 TRIPURA Chief Secretary to Government Rs. 7300-100-7600 Additional Chief Secretary and Development Rs. 5900-200-6700 Commissioner Commissioner-ciwi-Secretary -do- Commissioner for Revenue, Land Reforms and -do- Taxes 2NAGALAND Chief Secretary to Government Rs. 7300-100-7600 Commissioner and Secretary to Government Rs. 5900-200-6700 Commissioner Rs. 5900-200-6700 Development Commissioner-ciwi-Secretary, Rs. 5900-200-6700 Planning Financial Commissioner and Secretary to Rs. 5900-200-6700 Government 3ORISSA Chief Secretary to Government Rs. 8000 Member, Board of Revenue Rs. 8000 Additional Chief Secretary to Government Rs. 7300-100-7600 26 State Designation of the posts Pay/Scale of Pay Commissioner, Agriculture and Rural Development Rs. 7300-100-7600 Additional Development Commissioner and -do- Secretary to Government, Planning amd Co-ordi- nation Department Member, Administrative Tribunal Rs. 5900-200-6700 Additional Member, Administrative Tribunal Rs. 5900-200-6700 Revenue Divisional Commissioner Rs. 5900-200-6700 Chief Electoral Officer Rs. 5900-200-6700 Commissioner, Land Reforms Rs. 5900-200-6700 Commissioner, Commercial Taxes Rs. 5900-200-6700 Commissioner, Land Reforms and Settlement Rs. 5900-200-6700 Transport Commissioner Rs. 5900-200-6700 Commissioner, Command Area Development Rs. 5900-200-6700 Commissioner, Tribal and HariJan Welfare and ex- Rs. 5900-200-6700

officio Secretary to Government Commissioner, Training and Coordination and ex- Rs. 5900-200-6700 officio Director, Gopabandhu Academy of Administration Rs. 5900-200-6700 Commissioner-CTWi-Secretary to Government Rs. 5900-200-6700 Special Secretary to Government (G.A.D.). Rs. 5900-200-6700 1PUNJAB Chief Secretary to Government Rs. 8000 Financial Commissioner Rs. 7300-100-7600 Financial Commissioner (Development) Rs. 7300-100-7600 Commissioner of Divisions Rs. 5900-200-6700 Excise and Taxation Commissioner Rs. 5900-200-6700 Secretary to Government Rs. 5900-200-6700 Commissioner (Appeals) Rs. 5900-200-6700 Director/Executive Director, Punjab State Institute of Public Administration Rs. 5900-200-6700 Registrar, Cooperative Societies Rs. 5900-200-6700 Director, Food and Civil Supplies Rs. 5900-200-6700 27 State Designation of the posts Pay/Scale of pay (1) (3) Director, Institutional Finance and Banking and Bureau of Public Entertainment Rs. 5900-200-6700 RAJASTHAN Chief Secretary to Government Rs. 8000 Chairman, Board of Revenue Rs. 8000 Commissioner and Secretary to Government Rs. 7300-100-7600 Secretary to Government Rs. 5900-200-6700 Secretary to Govt-cuwi-officio-ex-Chief Electoral Rs. 5900-200-6700 Officer Financial Commissioners Rs. 5900-200-6700 Commissioner for Department Enquiries Rs. 5900-200-6700 Commissioner Commercial Taxes Rs. 5900-200-6700 Member Board of Revenue Rs. 5900-200-6700 Commissioner, Area Development Rs. 5900-200-6700 Chairman, Rajasthan Civil Services Appellate Rs. 5900-200-6700 Tribunal Rs. 5900-200-6700 Transport Commissioner Rs. 5900-200-6700 Director, H.C.M. State Institute of Public Ad- Rs. 5900-200-6700 ministrations SIKKIM Chief Secretary to Government Rs. 7300-100-7600 Development Commissioner-cum-Secretary to Rs. 5900-200-6700 Government, Planning Commissioner-cum-Secretary to Rs. 5900-200-6700 Government 1TAMIL NADU Chief Secretary to the Government Rs. 8000(fixed) Vigilance Commissioner Rs. 8000(fixed) Special Commissioner Rs. 7300-100-7600 Second Secretary to Government Rs. 7300-100-7600 Commissioner Rs. 5900-200-6700 Resident Commissioner, Rs. 5900-200-6700 Tamil Nadu House, New Delhi Rs. 5900-200-6700 Commissioners and Secretaries to Government Rs. 5900-200-6700 Commissioners of Prohibition and Excise Rs. 5900-200-6700 Chief Electoral Officer and Commissioner and Rs. 5900-200-6700 Secretary to Government 28 State Designation of the posts Pay/Scale of pay Industries Commissioner and Director of Industries and Commerce. \ -do- Commissioner for Civil Supplies \-do- Commissioner for Milk Production and ex-offido Managing Director, Dairy Development Corporation \-do- Commissioner of Rural Development \-do- 1UTTAR PRADESH \ Chief Secretary to Government Rs.8000 Chairman, Board of Revenue and Adviser, Land Reforms Rs.8000 Member, Board of Revenue Rs.7300-100-7600 Agriculture Production Commissioner Rs.7300-100-7600 Chairman, Administrative Tribunal and Chairman, Vigilance Commission Rs.7300-100-7600 Principal Secretary to Government Rs.7300-100-7600 Chairman, Public Services Tribunal 4 and 5 Rs.5900-200-6700 Chairman, Administrative Tribunal Rs.5900-200-6700 Commissioner of Division \ \ Rs.5900-200-6700 Secretary to Government Rs.5900-200-6700 Commissioner for Consolidation Rs.5900-200-6700 Secretary to Chief Minister Rs.5900-200-6700 Secretary to Governor Rs.5900-200-6700 Sales Tax Commissioner Rs.5900-200-6700 Transport Commissioner Rs.5900-200-6700 Registrar Cooperative Societies Rs.5900-200-6700 Director, Administrative Training Institute Rs.5900-200-6700 Director, of Industries Rs.5900-200-6700 Commissioner and Project Administrator, Area Development Rs.5900-200-6700 Excise Commissioner Rs.5900-200-6700 Cane Commissioner Rs.5900-200-6700 29 WEST BENGAL State Designation of the posts Pay/Scale of pay

1. Senior posts under the State Government Rs. 8000 Chief Secretary to the Government Rs. 8000 Member, Board of Revenue Rs. 7300-7600 Secretary to Government Rs. 5900-200-6700 Commissioner of Division Rs. 5900-200-6700 Secretary/Special Secretary to Government Rs. 5900-200-6700 Additional Member, Board of Revenue Rs. 5900-200-6700 Director, Administrative Training Institute Rs. 5900-200-6700 Secretary to Governor Rs. 5900-200-6700 Secretary to Chief Minister Rs. 5900-200-6700 Commissioner for Commercial Taxes Rs. 5900-200-6700 Special Secretary, (Home) Jail-cwn-I.G. Prisons Rs. 5900-200-6700 B-Posts carrying pay in the senior time-scale of the Indian Administrative Service under the State Governments including posts carrying ["seprial allowance"] in addition to pay in the time-scale [(1) The number of posts in the Selection Grade in a State cadre shall be equal to 20 per cent of the total number of senior posts in the State reduced by the number of posts carrying pay above the senior time-scale in the State Subject to a minimum of 15 per cent of the senior posts in the State. Explanation.-(i) The expression "senior posts in the State" shall mean senior posts under a State Government as specified in item I of the Schedule to the Indian Administrative Service (Fixation of Cadre Strength) Regulation, 1955. (ii) The number of Selection Grade posts shall be worked out under this clause on the basis of the authorised strength and no changes need be made consequent on a temporary addition to a cadre/temporary holding in abeyance of a cadre post; (2) The State Government concerned shall be competent to grant a special pay for any of the posts specified in this part of the Schedule either individually or with reference to a group of class of such posts ; [xx] ["(3) The amount of any special allowance which may be sanctioned by the State Governments under clause (2), shall be Rs 400, Rs. 600, Rs 800, Rs 900 or Rs 1000, as may, from time to time, be determined by the State Government concerned."] [(4) Posts in the junior time-scale of the service have not been specified in the Schedule but it shall be within the competence of the State Government concerned to sanction any special pay to be attached to such posts. ANDHRA PRADESH Director of Industries. Registrar of Co-operative Societies. Commissioner of Labour. AddL/Joint/Deputy Secretaries to Government Secretary to Revenue Commissioner. Addl. Joint Secretary to Revenue Commissioner. Collectors and District Magistrates. Special Collectors. Director of Tribal Welfare. Secretary to Commissioner of Survey, Settlement and Land Records Joint Collector. Deputy Commissioner (Excise). Secretary to Commissioner (Excise). Director fo Civil Supplies. Director of Employment and Training. Secretary to Governor. Sub-CoUector/Gr.I/Project Officer, Integrated Tribal Development Agencies/ Project Director, District Rural Development Agency/District Development Officer. Transport Commissioner. Director of Settlement Survey and Land Records. Director of Social Welfare. Joint Commissioner (Commercial Taxes). Deputy Commissioner (Commercial Taxes). Secretary to Commissioner (Commercial Taxes). Commissioner, Hindu Religious and Charitable Edowments. Project Administrator, Command Area Development Authority. Director of Distiuaries and Breveries and Addl. Secretary to Commissioner of Excise.] ARUNACHAL PRADESH Secretary Secretary to Governor Secretary to Chief Minister Director of Supply and Transport Director of Industries Registrar of Cooperative Societies Joint Secretary Deputy Commissioner Additional Deputy Commissioner Director of Civil Supplies GOA Secretary Secretary to Governor Secretary to Chief Minister Collector and District Magistrates Director of Industries and Mines Commissioner Sales Tax Entertainment Tax and Excise MIZORAM Secretary Secretary to Governor Deputy Commissioner Secretary to Chief Minister Director of Supply and Transport DELHI ADMINISTRATION UNION TERRITORIES Deputy Commissioner Secretary

Secretary to Lt. Governor Director of Vigilance Director of Training and Technical Education Labour Commissioner Director of Transport Registrar of Cooperative Societies Commissioner of Excise and Director of Prohibition Director of Training Joint Secretary Additional District Magistrate Additional Commissioner of Sales Tax PONDICHERRY ADMINISTRATION Secretary Secretary to Lt. Governor Liaison Commissioner at Delhi ANDAMAN and NICOBAR ADMINISTRATION Secretary Secretary to Lt. Governor Deputy Commissioner CHANDIGARH ADMINISTRATION Secretary Deputy Commissioner LAKSHADWEEP ADMINISTRATION Co-ordinator-cum-Development Commissioner DADRA AND NAGAR HAVELI ADMINISTRATION Collector. [ASSAM-MEGHALAYA ASSAM Member, Board of Revenue Secretary to Government Deputy Commissioner Additional Secretary/Joint Secretary/Deputy Secretary to Government Secretary to Chief Minister Commissioner of Transport Secretary to Governor Director of Industries Registrar of Co-operative Societies Director of Land Records Commissioner of Excise Commissioner of Taxes Director of Rural Development Director of Training and Principal Assam Administrative Staff College State Enquiry Officer for Departmental Proceedings. Project Director, IRDA/HDP/Additional Deputy Commissioner (Development) Additional Deputy Commissioner Settlement Officer Labour Commissioner MEGHALAYA Secretary/Additional Secretary/Joint Secretary/Deputy Secretary to Government Special Secretary to Governor Director of Supply and Trade Deputy Commissioner Registrar of Co-operative Societies District Planning Officer/Additional Deputy Commissioner.] BIHAR Special/Additional/Joint/Deputy Secretary Deputy/Joint Co-Development Commissioner Secretary to Governor Secretary to Chief Minister Secretary, Board of Revenue District Magistrates and Collectors/Additional Collectors/Additional District Magistrates Registrar of Co-operative Societies Director of Consolidation Settlement Officer/Charge Officer/Deputy Director of Consolidation, Survey and Settlement/Dy. Development Commissioner-cum-Chief Executive Officer, Zila Parishad Joint/Additional Registrar, Co-operative Societies Commissioner, Excise and Prohibition Director of Land Records and Survey Inspector General of Prisons Labour Commissioner Director, Panchayati Raj Director of Industries Director of Training and Employment Additional Director of Industries Tribal Welfare Commissioner Director of Revenue Administration in Irrigation Department GUJARAT Secretary of Governor Secretary to Chief Minister Joint/Deputy Secretary to Government Collector District Development Officer Director of Municipalities- Registrar of Co-operative Societies Additional Registrar of Co-operative Societies Commissioner of Labour Commissioner, Entertainment Tax Director of Cottage Industries Director of Transport ' Director of Prohibition and Excise Director of Employment and Training Director of Civil Supplies Director of Social Welfare Director of Higher Education Director of Food Additional Commissioner of Industries Additional Development Commissioner Additional Commissioner of Sales Tax HARYANA Joint/Deputy Secretary to Government Joint/Deputy Secretary, Finance-cum-Director Small Savings Secretary to Governor Additional Excise and Taxation Commissioner Director of Food and Supplies Director of Industries Director, Town and Country Planning-cum-Urban Estates and Colonization Director of Public Relations, Grievances, Cultural Affairs and Hospitality Director of Consolidation, Land Records and Special Collector Director, Social Welfare and Welfare of Scheduled Castes and Backward Classes Director of Industrial Training and Employment Director of School Education Director, Development and Panchayats Director of Higher Education Director of Supplies and Disposal Labour Commissioner Director of Tourism Director of Local Bodies Inquiry Officer, Vigilance - Deputy Commissioner Additional Director of Industries Additional Director

of Urban Estates Additional Director, Consolidation Additional Transport Commissioner Additional Registrar, Cooperative Societies Additional Deputy Commissioner-cum-Chief Executive Officer, District Rural Development Agency/Additional Collectors HIMACHAL PRADESH [Secretary/Special Secretary to the Government Secretary to Governor Secretary, Public Service Commission Additional/Joint/Deputy Secretary to Govt. Director, Himachal Pradesh, Institute of Public Administration. Excise and Taxation Commissioner Registrar of Cooperative Societies Director of Civil Supplies Director of Panchayati-Raj-cum-Director of Rural Integrated Development Director of Industries Labour Commissioner and Director of Employment and Training. Commissioner of Transport and Tourism-cum-Joint/Deputy Secretary to Government Director of Vigilance Director of Social and Women's Welfare Settlement Officers. Deputy Commissioners Commissioner for Department Enquiry. Additional Deputy Commissioner Additional Registrar of Co-operative Societies. Additional Director of Industries Director of Land Reforms Director Youth Services and Sports Sub-Divisional Officer (Civil)] JAMMU AND KASHMIR [Joint Financial Commissioner (Agrarian Reforms) Sales Tax Commissioner Excise Commissioner Registrar Cooperative Societies Director of Tourism Director of Industries and Commerce Deputy Commissioners Director of Employment Director of Information Director of Food and Supplies Secretaries/Special Secretaries/Additional Secretaries to Government Secretary to Chief Minister Secretary to Governor Labour Commissioner Chief Electoral Officer Additional Deputy Commissioners] KARNATAKA Additional/Joint/Deputy Secretary to Government Directors of [Women and Children's Welfare] Director of Backward Classes and Minorities Secretary to Governor Registrar of Cooperative Societies Director of Food and Civil Supplies Commissioner for Labour Director of Stores Purchase Department Commissioner for Transport Director of Social Welfare Director of Employment and Training Secretary, Karnataka Public Service Commission Member, Karnataka Appellate Tribunal Director, Settlement and Land Records Director of Sugar Director, Karnataka State Bureau of Public Enterprises and ex-officio Deputy Secretary to Government, Department of Personnel and Administrative Reforms. Director of Special Economic Programmes and ex-officio Deputy Secretary/Joint Secretary to Government, Rural Development and Panchayati Raj Department. Director Area Development Programmes Director of Sericulture Director, Watershed Development Director, Municipal Administration Joint Director of Industries and Commerce AddL/Joint Director, Food and Civil Supplies Deputy Commissioner of Excise Deputy Commissioner of Commercial Taxes Deputy Development Commissioner (Administration) and ex-efficio Deputy Secretary/Joint Secretary to Government Rural Development and Panchayati Raj Department Director of Agricultural Marketing Deputy Commissioner/Senior Assistant Commissioner/Special Deputy Commissioner/Gazetted Assistant to Divisional Commissioner/Chief Secretary, ZiUa Parishad/Deputy Secretary, Zilla Parishad Commissioner for Religious and Charitable Endowments Joint/Additional Registrar of Co-operative Societies.] KERALA Special Secretary/Additional/Joint/Deputy Secretary to Government Joint and Deputy Commissioners Secretary, Land Board Director, Kerala Institute of Local Administration Inspector General of Registrations Director of Fisheries Director of Panchayats Director of Municipalities Director of Public Relations Director of Tourism Director of Sports and Youth Affairs Director of Social Welfare Director, Scheduled Castes Devt. Deptt. Labour Commissioner Director of Employment and Training Director of Civil Supplies District Collectors Additional Director of Industries and Commerce Director of Survey and Land Records Director Scheduled Tribes Development

Department District Planning Officer/General Manager District Industries Centre/Project Officer DRDA/Cardamom Settlement Officer/Sub-Collectors Grade-1 [No. 11031/1/98-AIS (11)-B] MADHUMITA D. MITRA, Desk Officer Note (1) :-The Principal Rules were published vide Gazette No. 158 dated 14th September, 1954. Schedule III of the Principal Rules in respect of the Kerala have been subsequently amended vide GSR Nos. : SI. GSRNos. Date 1. 272 16-3-74 2. 345E 25-6-75 3. 437 2-4-77 4. 597E 30-10-79 5. 63 IE 29-10-82 6. 510 16-7-83 7. 884 18-10-86 8. 507 18-8-90 9. 29 15-1-94" [MADHYA PRADESH Additional Commissioner Additional Joint Secretaries to Government Secretary to Lok Ayukta Labour Commissioner Director of Women and Child Welfare Project Administrator, CADA Director, Industries Director of Social Welfare and Panchayats Director, Harijan Welfare Director, Backward Classes Welfare Transport Commissioner Director of Training and Employment Additional Employment Commissioner-ciwi-Director Manpower. Director, Institutional Financing Director of Food Secretary Madhya Pradesh Public Service Commission Secretary to Chief Minister Additional Registrar, Cooperative Societies Director, Public Instructions Director, Small Scale Industries Additional Commissioner of Land Records and Settlement Additional Sales Tax Commissioner Additional Commissioner, Tribal Development Regional Additional Commissioner, Tribal Development Director, Small Savings and State Lotteries Collectors Inspector General Registration and Superintendent of Stamps Director, Local Bodies Secretary, Board of Revenue Settlement Officers Additional Collectors Project Officer (Tribal Welfare) Project Officer (DRDA)] MAHARASHTRA Deputy/Joint Secretary Secretary to Governor Collector Additional Collector Chief Executive Officer, Zilla Parishad Joint Director of Industries Director of Civil Supplies (Storage and Movement) Deputy Director of Land Records Inspector General of Registrations Additional Commissioner of Sales Tax Additional Commissioner of Industries Deputy Commissioner of Sales Tax Director of Social Welfare Additional Commissioner Director of Sugar Director of Handlooms, Powerlooms and Cooperative Textiles. Director of Employment. Director of Tribal Development Controller of Rationing. Addl. Commissioner for Tribal Sub-Plan Director of Small Savings MANIPUR Secretary to Government Secretary to Governor Secretary to Chief Minister Secretary to Public Service Commission Special/Additional/Jouit/Deputy Secretary Deputy Commissioner Additional Deputy Commissioner Additional District Magistrate Commissioner for Departmental Enquiries Commissioner for Excise and Taxes Director of Vigilance Director of Food and Civil Supplies Registrar of Cooperative Societies Director of Land Records and Settlement Director of Publicity and Tourism Director of Industries Director of Transport Director, Department for Development of Tribal and Backward Classes Director of Local Self Government and Urban Development Director of Youth Affairs and Sports TRIPURA Secretary to Government Secretary to Governor Secretary to Chief Minister Secretary to Public Service Commission Joint/Deputy Secretary District Magistrate and Collector Additional District Magistrate and Collector Director of Vigilance Director of Food and Civil Supplies Director of Land Records and Settlement Director of Public Relations and Tourism Registrar of Cooperative Societies Director of Welfare for Scheduled Tribes Director of Welfare for Scheduled Castes Labour Commissioner Commissioner of Taxes and Excise Commissioner for Departmental Enquiries Director of State Training Institute Deputy Chief Executive Officer Tripura Tribal Area Autonomous District Council Director of Industries] [NAGALAND Commissioner of Taxes and Excise Secretary to Government Additional/Joint/Deputy Secretary to Government Director of State Transport/ Transport Commissioner Director/Joint Director, Supply Deputy Commissioner Additional Deputy Commissioner.) [ORISSA

Secretary/Additional Secretary to Government Joint/Deputy Secretary to Government Secretary to Governor Secretary to Chief Minister Secretary, Board of Revenue Magistrate and Collector Additional District Magistrate/Sub-Collector, Grade-I/Settlement Officer/ Deputy Director Cosolidation. General Manager, DIG/Project Administrator, I.T.D.A Project Officer, DRDA. Registrar, Cooperative Societies Additional Registrar, Cooperative Societies Director of Harijan Welfare Director, Tribal Welfare Director, Community Development and Gram Panchayat Director of Land Records and Surveys Director of Industries Additional Director of Industries Director of Employment Inspector General of Registration and Excise Commissioner Labour Commissioner Director of Tourism and Cultural Affairs Director of Consolidation Director, Export Promotion and Marketing Director Social Welfare Director, Information and Public Relations.] PUNJAB Principal Secretary to the Chief Minister. Additional/Joint/Deputy Secretary to Government. Secretary to Governor. Director of Information and Public Relations. Director of Consolidation, Colonisation and Land Acquisition. State Transport Commissioner. Director of State Transport. Director of Industries and Industrial Training. Director of Rural Development and Panchayats. Inquiry Officer, Vigilance-cum-Director, Removal of Grievances. Director of Land Records and Settlement. Director of Local Government. Labour Commissioner and Director of Employment. Director of Social Welfare (including Welfare of Scheduled Castes and Backward Classes). Additional Director of Industries. Additional Registrar, Cooperative Societies. Joint Excise and Taxation Commissioner. Deputy Commissioner. Additional Deputy Commissioner/Joint Development Commissioner, Integrated Rural Development/Chief Executive Officer or Addl. Deputy Commissioner (Dev.). RAJASTHAN Special Secretary to Government Deputy Secretary to Government Settlement Commissioner and Ex-Officio Director of Consolidation Director, Rural Development and Panchayati Raj Registrar, Cooperative Societies Secretary to Governor Secretary to Chief Minister Collectors Director of Industries Director, Primary and Secondary Education Directors, Small Savings and State Lotteries Directors, Wtinen, Children and Nutrition Labour Commissioner Commissioner, Excise ^ Commissioner Colonisation, Rajasthan Canal Project Additional Collector (Development) Additional Commissioner, (Commercial Taxes) Addl. Registrar, Cooperative Societies Registrar, Board of Revenue Revenue, Appellate Authority Addl. Commissioner, Food and Civil Supplies Settlement Officer Addl. Area Development Commissioner Director of Tourism Inspector General of Registration and Stamps Secretary, Public Service Commission Director, Social Welfare.] SIKKIM Secretary to Government Secretary to Governor Secretary to Chief Minister Joint/Deputy Secretaries District Magistrate and Collector TAMIL NADU Secretary/Additional Secretaries to Government Joint Deputy Secretaries to Government Director of Addl. Drevidar and Tribal Welfare Joint Commissioner/Additional, Joint Commissioner Joint Commissioner of Civil Supplies (Head Quarters) Registrar of Cooperative Societies Commissioner of Labour Inspector General of Registration Director of Municipal Administration Director of Agriculture Director of Survey and Settlements Director of Employment and Training Director of Rehabilitation Director of Handlooms and Textiles Director of Fisheries Director of Small Savings and Social Security Director of Stationery and Printing Director of Backward Classes Deputy Commissioners for Commercial Taxes Addl. Director of Industries and Commerce Collectors Settlement Officer Sub-Collectors/Assistant Settlement Officers Commissioner of Agricultural Income-tax Director of Sugar Director of Land Reforms Addl. Director of Agriculture Addl. Registrar of Co-operative Societies Assistant Commissioner of Agricultural Income-tax Assistant Commissioner (Land Reforms)

Additional Collectors Director of Social Welfare Additional Collectors (Developments) Secretary Tamil Nadu Public Service Commissioner Commissioner, Hindu, Religious and Charitable Endowments Secretary, State Planning Commission Secretary to Chief Minister Commissioner of Disciplinary Proceedings Additional Collector, Land Tribunal Additional Director of Social Welfare Security to Governor Director of Tourism Controller of Examinations Tamil Nadu Public Service Commission Commissioner of Transport Deputy Secretary, Mid-day Meal Programme Director for Sports and Youth Services Project Officer, District Rural Develop- ment Agency Director of Urban Land Ceiling] UTTAR PRADESH Commissioner Sales Tax, Entertainment Tax and Excise [Special Secretary to Government Special Officer to Agricultural Production Commissioner and ex-officio Special/Joint Secretary to Government Secretary, Board of Revenue Joint Deputy Secretary Additional/Joint Director, National Savings-cum-Special/Joint Secretary to Government Additional/Joint Director of Industries Labour Commissioner Additional/Joint Labour Commissioner Inspector General of Police Prisons Addl. Registrar, Co-operative Societies Addl./Joint Sales Tax Commissioner Director of Panchayats Director of Information and Special/Joint Secretary to Government Director of Training and Employment Director of Harijan and Social Welfare Secretary, Public Service Commissioner Collector and District Magistrate Inspector General of Registration-cum-Chief Inspector of Savings-cum-Addl. Secretary, Board of Revenue Addl./Deputy Commissioner, Food and Civil Supplies-cum-Joint/Special Secretary to Government Deputy Land Reforms Commissioner Director of Local Bodies Additional/Joint Director of Consolidation Director, Bureau of Public Enterprises-cum-Joint/Special Secretary to Government Director Schedules Castes and Scheduled Tribes-cum-Additional Director, Harijan and Social Welfare Director of Tourism Relief Commissioner-cum-Special/Joint Secretary to Government Director, Urban Land Ceiling Regional Food Controller Joint Deputy Development Commissioner/Additional/Joint Deputy Project Administrator, Area Development/Project Director-cum-Chief Development Officer Director of Rehabilitation-cum-Additional/Jomt Project Administrator Tehri Dam Project Staff Officer to Chief Secretary-cum-Special/Joint Secretary to Government and Director, Revenue Intelligence Entertainment Tax Commissioner Director Handloom Direct (Administration) Medical, Health and Family Welfares.] WEST BENGAL Secretary, Board of Revenue Director of Land Records and Surveys Director of Public Vehicles Department Director of Panchayats Joint Secretary to Government Special Secretary, Board of Revenue Director of Cottage and Small Scale Industries Director of Evaluation, Development and Planning Department Director of Scheduled Castes and Tribes Welfare Chief Executive Officer, Asansol Durgapur Development Authority Director of Rationing Director of District Distribution Procurement and Supply Labour Commissioner Director, Local Bodies and ex-officio Dy. Secretary, Local Government and Urban Development Department Secretary, Vigilance Commission Registrar of Co-operative Societies District Magistrate and Collector Addl. District Magistrate settlement officer Addl. Executive Officer, Jila Parishad Land Acquisition Collector, Calcutta Special Officer, Hill Affairs Branch Secretariat and ex-officio Additional District Magistrate (Development) Darjeeling. Director of Employment Director of School Education Director of Social Welfare Director of Consumer goods Director of Fisheries Chief Executive Officer, Haldia Development Authority Chief Executive Officer, Siliguri Jalpaiguri Development Authority Director, ESI C-Posts carrying pay above the time scale or special pay in addition to pay in the time scale under the Central Government when held by members of the Service Ministry or Particulars of

Delhi and \ \Mizoram. [Director of Census Operations Junior scale/ 150 State] \ \in other Union Territories Senior scale \ \[Deputy Director of Census Junior scale/ 200subject to \ \operations in States. senior scale the condition that pay plus state \ \ \ \ \ \ \ \ \ \ \ \ does not exceed Rs.1,700] \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ Labour Director-General Resettlement 5900-200-6700 and Employment (Ex-Officio Joint Secretary) [***] Transport Chairman of the Commissio- 6700 \ \ners for the Port of Calcutta. \ \Chairman, Bombay Port Trust. 6700 \ \Director-General of Shipping 5900-200-6700 \ \Joint/Senior Deputy Director \ \General of Shipping. \ \Junior Deputy Director-General senior scale \ \of Shipping. Works, Hous-Director-General of Supply and 5900-200-6700 ing and sup-Disposals. ply Director of Administration, senior scale Directorate General, Supply and Disposals. [Housing Commissioner 5900-200-6700 Chief Controller of Printing 5900-200-6700 and Stationery.]