

## **SUPREME COURT OF INDIA**

No. F.6/2016-SCA(I)  
New Delhi, dated September 24, 2016

### **OFFICE ORDER**

**Subject : Implementation of the recommendations of the 7<sup>th</sup> Central Pay Commission – fixation of pay and payment of arrears-instructions-regarding.**

Consequent upon the Sanction of the President conveyed vide letter dated 22.09.2016 of Department of Justice, Ministry of Law & Justice to the admissibility of revised pay structure to the Officers and Employees of the Supreme Court of India on the recommendations of the 7<sup>th</sup> Central Pay Commission and decision of Hon'ble the Chief Justice of India thereon and publication of Resolution No.302 dated 23.09.2016 in the Gazette of India Extraordinary, Part I Section 1 containing the decision of Hon'ble the Chief Justice of India, the pay of the Officers and Employees in the revised pay structure effective from 01.01.2016 shall be revised and fixed in the manner provided in the Resolution No. 302 dated 23.09.2016 read with the CCS(Revised Pay) Rules, 2016 and instructions issued by the Government on the subject.

**2.** As notified by Office Memorandum dated 29.07.2016 issued by Ministry of Finance (Department of Expenditure), the revised pay structure effective from 01.01.2016 includes the Dearness Allowance of 125% sanctioned from 01.01.2016 in the pre-revised pay structure. Thus, Dearness Allowance in the revised pay structure shall be zero from 01.01.2016. The rate and the date of effect of the first installment of D.A. in the revised pay structure shall be as per the orders to be issued in this behalf in future by the Government of India.

**3.** The decision of the Competent Authority, in brief, regarding various benefits admissible to the Officers and Employees and related matters are as follows :-

(i) The Pay Matrix, in replacement of the Pay Bands and Grade Pays as in force immediately prior to the notification of Resolution No.302 dated 23.09.2016, shall be as specified in **Annexure I** in respect of Officers and Employees of the Supreme Court.

(ii) With regard to fixation of pay of the Officers and Employees of the Supreme Court in the new Pay Matrix as on 01.01.2016, the existing pay (Pay in Pay Band plus Grade Pay) in the pre-revised structure as on 31.12.2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Level corresponding to employee's Pay Band and Grade Pay or Pay Scale in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Level, that Cell shall be the revised pay; otherwise the next higher cell in that Level shall be the revised pay of the employee.

(iii) After fixation of pay in the appropriate Level as specified in sub-paragraph (ii) above, the subsequent increments in the Level shall be at the immediate next Cell in the Level.

(iv) There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July; provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial upgradation.

(v) MACP will continue to be administered at 10, 20 and 30 years as before. In the new Pay Matrix, the employee will move to immediate next Level in hierarchy. Fixation of pay will follow the same principle as that for a regular promotion in the Pay Matrix. MACPS will continue to be applicable to all employees up to Higher Administrative Grade (HAG) level

**4.** Till a final decision on the revised rates and the date of effect of all Allowances (other than Dearness Allowance), based on the recommendations of the 7<sup>th</sup> Central Pay Commission is taken by the Government and notified, all such Allowances shall continue to be reckoned and paid at the existing rates under the terms and conditions prevailing in the pre-revised pay structure as if the pay has not been revised with effect from 01.01.2016.

**5.** The fixation of pay in the revised pay structure, grant of increments, exercise of option etc. shall be in accordance with the relevant provisions of CCS(Revised Pay) Rules, 2016. The cases will be examined separately for extending the benefit of bunching of stages in the revised pay structure in terms of instructions contained in Office Memorandum dated 7-9-2016 of Department of Expenditure, Ministry of Finance.

**6.** The monthly contributions towards Central Government Employees Group Insurance Scheme (CGEGIS) shall continue to be applicable under the existing rates until further orders.

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

**8.** The arrears as accruing on account of revised pay consequent upon fixation of pay under CCS(RP) Rules, 2016 with effect from 01.01.2016 shall be paid in cash in one installment after the payment of salary for the month of September, 2016, during the current financial year after making necessary adjustment on account of GPF and NPS, as applicable, in view of the revised pay. DDO/PAO shall ensure that action is taken simultaneously in regard to Government's contribution towards enhanced subscription.

**9.** The Drawing & Disbursing Officer should make it clear to the Officers and Employees while disbursing the arrears; that the payments are being made subject to adjustment from amounts that may be due to them if any discrepancies are noticed later resulting in over-payments which shall be recovered subsequently. For this purpose, an undertaking as prescribed as per a "Form of Option" under Rule 6(2) of the CCS(RP) Rules, 2016 shall be obtained in writing from every Officer and Employee at the time of exercising option under Rule 6(1) thereof.

**10.** In authorizing the arrears, Income Tax as due may also be deducted and credited to Government in accordance with the instructions on the subject.

**11.** On receipt of the necessary options and payment of salary for the month of September, 2016, action for drawal and disbursement of arrears should be completed expeditiously.

**12.** The Gazette Resolution No.302 dated 23.09.2016 is available on Supreme Court website [www.sci.nic.in](http://www.sci.nic.in) for information of all concerned.



24/9/16.

**[M.V. Ramesh]**  
**Registrar[Admn.I]**

Copy to :-  
All concerned.

## PAY MATRIX

Pay Band	5200-20200					9300-34800				15600-39100			37400-67000			67000-79000	75500-80000	80000	90000
	1800	1900	2000	2400	2800	4200	4600	4800	5400	5400	6600	7600	8700	8900	10000				
Grade Pay	1	2	3	4	5	6	7	8	9	10	11	12	13	13A	14	15	16	17	18
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	13A	14	15	16	17	18
1	18000	19900	21700	25500	29200	35400	44900	47600	53100	56100	67700	78800	118500	131100	144200	182200	205400	225000	250000
2	18500	20500	22400	26300	30100	36500	46200	49000	54700	57800	69700	81200	122100	135000	148500	187700	211600		
3	19100	21100	23100	27100	31000	37600	47600	50500	56300	59500	71800	83600	125800	139100	153000	193300	217900		
4	19700	21700	23800	27900	31900	38700	49000	52000	58000	61300	74000	86100	129600	143300	157600	199100	224400		
5	20300	22400	24500	28700	32900	39900	50500	53600	59700	63100	76200	88700	133500	147600	162300	205100			
6	20900	23100	25200	29600	33900	41100	52000	55200	61500	65000	78500	91400	137500	152000	167200	211300			
7	21500	23800	26000	30500	34900	42300	53600	56900	63300	67000	80900	94100	141600	156600	172200	217600			
8	22100	24500	26800	31400	35900	43600	55200	58600	65200	69000	83300	96900	145800	161300	177400	224100			
9	22800	25200	27600	32300	37000	44900	56900	60400	67200	71100	85800	99800	150200	166100	182700				
10	23500	26000	28400	33300	38100	46200	58600	62200	69200	73200	88400	102800	154700	171100	188200				
11	24200	26800	29300	34300	39200	47600	60400	64100	71300	75400	91100	105900	159300	176200	193800				
12	24900	27600	30200	35300	40400	49000	62200	66000	73400	77700	93800	109100	164100	181500	199600				
13	25600	28400	31100	36400	41600	50500	64100	68000	75600	80000	96600	112400	169000	186900	205600				
14	26400	29300	32000	37500	42800	52000	66000	70000	77900	82400	99500	115800	174100	192500	211800				
15	27200	30200	33000	38600	44100	53600	68000	72100	80200	84900	102500	119300	179300	198300	218200				
16	28000	31100	34000	39800	45400	55200	70000	74300	82600	87400	105600	122900	184700	204200					
17	28800	32000	35000	41000	46800	56900	72100	76500	85100	90000	108800	126600	190200	210300					
18	29700	33000	36100	42200	48200	58600	74300	78800	87700	92700	112100	130400	195900	216600					
19	30600	34000	37200	43500	49600	60400	76500	81200	90300	95500	115500	134300	201800						
20	31500	35000	38300	44800	51100	62200	78800	83600	93000	98400	119000	138300	207900						

