

[TO BE PUBLISHED IN THE GAZETTE OF INDIA, PART-II, SECTION 4]

EXTRAORDINARY
MINISTRY OF DEFENCE
(Department of Defence)
NOTIFICATION

New Delhi, the 3rd May, 2017

SRO_____. In exercise of the powers conferred by Section 184 of the Navy Act, 1957 (62 of 1957), the Central Government hereby makes the following regulations, namely:-

1. **Short title and commencement:-**

- (1) These regulations may be called Navy Officers Pay Regulations, 2017.
- (2) They shall be deemed to have come into force on the 1st day of January, 2016.

2. **Application:-** Save as otherwise provided by or under this regulation, these regulations shall apply to Naval Officers including Special Duties List who were on the effective strength of the Navy as on 1st day of January, 2016; and to Cadets or Midshipmen who were undergoing pre-Commission training on the 1st day of January, 2016, and to those trainee Officers who join the service after that date:

Provided that these regulations shall not apply to Officers of National Cadet Corps (NCC) and re-employed Officers.

3. **Definitions.** In these regulations, unless the context otherwise requires:

- (a) **“existing basic pay”** means pay drawn in the prescribed existing Pay Band and Grade Pay or pay in the existing scale, but it does not include any other types of pay like Special Pay, MSP, etc;
- (b) **“existing Pay Band and Grade Pay”** in relation to an Officer means the Pay Band and the Grade Pay applicable to the rank held by the Officer as on the date immediately before the notification of these regulations, in a substantive capacity.
- (c) **“existing scale”** in relation to an Officer means the pay scale applicable to the rank held by the Officer as on the date immediately before the notification

of these regulations including in the Higher Administrative Grade, Higher Administrative Grade+, Apex Scale and that applicable to the Chief of the Naval Staff in a substantive capacity.

Explanation.- For the purposes of this clause, the expressions “existing Basic Pay”, “existing Pay Band and Grade Pay” and “existing scale”, in respect of an Officer who, on the 1st day of January, 2016, was on deputation out of Indian Navy or on leave or on foreign service, or who would have on that date officiated in one or more lower posts but for his officiating in the higher post, shall mean such Basic Pay, Pay Band and Grade Pay or scale in relation to the rank which he would have held but for his being on deputation out of Indian Navy or on leave or foreign service or as the case may be, but for his officiating in that post.

(d) **“existing pay structure”** in relation to an Officer means the present system of Pay Band and Grade Pay or the Pay Scale as per the Sixth Central Pay Commission applicable to the rank held by the Officer as on the date immediately before the coming into force of these regulations, in a substantive capacity.

(e) **“existing Military Service Pay”** in relation to an Officer means the amount of Military Service Pay applicable to the rank held by him as on date immediately before coming into force of these regulations.

(f) **“existing emoluments”** mean the sum of (i) existing basic pay; (ii) existing Military Service Pay ; and (iii) existing dearness allowance at the index average as on 1st day of January, 2016.

(g) **“Pay Matrix”** means the Matrix specified in Part A of the Schedule, with Levels of pay arranged in vertical Cells as assigned to corresponding Pay Band and Grade Pay or scale;

(h) **“Level”** in the Pay Matrix, means the Level corresponding to the existing Pay Band and Grade Pay or scale specified in the Part A of the Schedule;

- (i) **“Pay in the Level”** means the pay drawn in the appropriate Cell of the Level as specified in Part A of the Schedule;
- (j) **“Military Service Pay”** “in relation to an Officer means the MSP applicable to the rank held by him admissible on drawal of pay in the prescribed Level in the Pay Matrix;
- (k) **“revised pay structure”** in relation to a rank means the Pay Matrix and the Levels specified therein corresponding to the existing Pay Band and Grade Pay or scale of the rank;
- (l) **“basic pay”** in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix;
- (m) **“revised emoluments”** means the sum of (i) basic pay; and (ii) MSP;
- (n) **“Schedule”** means a Schedule appended to these regulations.

- 4. Level of ranks.** – The Level of ranks shall be determined in accordance with the various Levels as assigned to the corresponding existing Pay Band and Grade Pay or scale as specified in the Pay Matrix and the Level in Pay Matrix corresponding to the rank of an Officer is specified in Part B of the Schedule.
- 5. Drawal of pay.-** (i) Save as otherwise provided in these regulations, an Officer shall draw pay in the Level in the revised pay structure applicable to the rank to which he is appointed in substantive capacity:

Provided that an Officer may elect to continue to draw pay in the existing pay structure, until the date on which he earns his next or any subsequent increment in the existing pay structure, or until he ceases to hold his rank or ceases to draw pay in the existing pay structure.

Provided further that in case an Officer has been placed in a higher grade pay or scale between 1st day of January 2016 and the date of notification of these regulations on account of promotion or upgradation, the Officer may elect to switch over to the revised pay structure from the date of such promotion or upgradation, as the case may be.

Explanation (i) For the purposes of this clause the option to retain the existing pay structure under the provisos of this regulation shall be admissible only in respect of one existing Pay Band and Grade Pay or Pay Scale.

Explanation (ii) The aforesaid option will not be admissible to any Officer commissioned on or after the 1st day of January, 2016, and he shall be allowed pay only in the revised pay structure.

- (ii) Vice Admirals who are fit for promotion Commander in Chief/Vice Chief of Naval Staff but overlooked due to lack of requisite residual service shall be granted pay in Level 17 on non-functional basis and this non-functional upgradation shall count for all the financial benefits associated with Level 17, but shall not count for other privileges associated with office of Commander in Chief/Vice Chief of Naval Staff.

(2) (i) Military Service Pay is compensation for the various intangible aspects linked to the special conditions of service in Navy, extended to Officers in the Navy upto and including the rank of Captain with more than three years seniority.

(ii) Military Service Pay shall be admissible to Officers on drawal of pay in the prescribed Level in the Pay Matrix, at the rate of Rs 15,500 per month.

(iii) Military Service Pay shall be counted as pay for the purpose of computation of dearness allowance and pension only.

6. Exercise of option.-

(1) The option under the provisos to regulation 5 shall be exercised in writing in the form appended to these regulations so as to reach the Naval Pay Office Mumbai within one hundred and eighty days of the date of notification of these regulations, or where revision in the existing pay structure is made by any order subsequent to the date of notification of these regulations, within one hundred and eighty days of the date of such order.

Provided that:

- (i) in the case of an Officer who is, on the date of such notification or, as the case may be, date of such order, out of India on leave or

deputation or foreign service or active service, the said option shall be exercised in writing so as to reach the Naval Pay Office Mumbai within one hundred and eighty days of the date of his taking charge of his post in India; and,

(ii) where an Officer is under suspension on the 1st day of January, 2016, the option may be exercised within one hundred and eighty days of the date of his return to his duty, if that date is later than the date prescribed in this sub-regulation.

(2) The option, along with an undertaking in the form appended to these regulations, shall be intimated by the Officer to the Naval Pay Office Mumbai.

(3) If the intimation regarding option is not received by the Naval Pay Office Mumbai within one hundred and eighty days of the date of notification of these regulations, the Officer shall be deemed to have elected to be governed by the revised pay structure with effect from the 1st day of January, 2016.

(4) The option once exercised shall be final.

Note.- 1 Officers whose services were terminated on or after the 1st day of January, 2016 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned strength, release, resignation, dismissal or discharge on disciplinary grounds, are entitled to exercise option under Sub-regulation (1).

Note.- 2 Officers who have died on or after the 1st day of January, 2016 and could not exercise the option within the prescribed time limit, are deemed to have opted for the revised pay structure on and from the 1st day of January, 2016 or such later date which is beneficial to their dependents, if the revised pay structure is more favourable and in such cases, necessary action for payment of arrears shall be taken by the Naval Pay Office Mumbai.

Note.- 3 Officer who were on Annual Leave or any other leave on the 1st day of January, 2016, which entitled them to leave salary, shall be entitled to exercise option under Sub-regulation(1).

7. Fixation of Pay in the revised Pay Structure.-

(1) The pay of an Officer who elects, or is deemed to have elected under regulation 6 to be governed by the revised pay structure on and from the 1st day of January, 2016, shall, unless in case the President by special order otherwise directs, be fixed in the following manner namely:-

(i) the pay in the applicable Level in the Pay Matrix shall be the pay obtained by multiplying the existing basic pay by a **factor of 2.57**, rounded off to the nearest rupee, and the figure so arrived at shall be located in that Level in the Pay Matrix, and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix.

(ii) if the minimum pay or the first Cell in the applicable Level is more than the amount arrived at as per clause (i), the pay shall be fixed at the minimum pay or the first Cell of that applicable Level.

Illustration:

1.	Existing Pay Band : PB-3	Pay Band	15600 – 39100		
2.	Existing Grade Pay : 5400	Grade Pay	5400	6100	6600
3.	Existing Pay : 16880	Levels	10	10B	11
4.	Existing Basic Pay : [(2)+(3)]: 5400 + 16880 =22280	1	56100	61300	69400
5.	Pay after multiplication by a fitment factor of 2.57 [(4) x 2.57] : 22280 x 2.57 = 57259.6 (rounded off to 57260)	2	57800	63100	71500
6.	Level corresponding to	3	59500	65000	73600
		4	61300	67000	75800

	Grade Pay 5400 (PB-3) : Level 10	5	63100	69000	78100
7.	Revised Pay in Pay Matrix (either equal to or next higher to 57260 in Level 10) : 57800	6	65000	71100	80400
		7	67000	73200	82800
		8	69000	75400	85300
8.	Revised Pay: 57800				

(2) In case of Officers in the Medical and Dental Branches in Navy in respect of whom Non-Practicing Allowance (NPA) is admissible, the pay in the revised pay structure shall be fixed in the following manner:

(i) the existing basic pay shall be multiplied by a factor of 2.57 and the figure so arrived at shall be added to by an amount equivalent to Dearness Allowance on the pre-revised Non-Practicing Allowance admissible as on 1st day of January, 2016 and the figure so arrived at shall be located in that Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix.

(ii) the pay so fixed under clause (i) shall be added by the pre-revised Non Practicing Allowance admissible on the existing basic pay until further decision on the revised rates of Non Practicing Allowance.

Illustration:

1.	Existing Pay Band : PB-4	Pay Band	37400 – 67000		
2.	Existing Grade Pay : 8000	Grade Pay	8000	8700	8900
3.	Existing Pay : 49500	Levels	12A	13	13A
4.	Existing Basic Pay : [(2) + (3)] : 8000 + 49500= 57500	1	116700	125700	139600
		2	120200	129500	143800
5.	25% NPA on (Existing Basic Pay + MSP @ Rs. 6000) : 15875	3	123800	133400	148100
6.	DA on NPA @ 125% : 19844	4	127500	137400	152500

7.	Pay after multiplication by a fitment factor of 2.57 [(4) x 2.57] : 57500 x 2.57 = 147775	5	131300	141500	157100
8.	Sum of serial number 6 and 7 : 167620	6	135200	145700	161800
9.	Level corresponding to Grade Pay 8000 (PB-4) : Level 12 A	7	139300	150100	166700
		8	143500	154600	171700
		9	147800	159200	176900
		10	152200	164000	182200
		11	156800	168900	187700
10.	Revised Pay in Pay Matrix (either equal to or next higher to 167619 in Level 12A) : 171300	12	161500	174000	193300
		13	166300	179200	199100
11.	Revised Pay + pre-revised Non Practicing Allowance(Sr. No. 5 + 10) : 187175	14	171300	184600	205100
		15	176400	190100	211300
		16	181700	195800	217600

(3) An Officer who is on leave on the 1st day of January, 2016 and is entitled to leave salary shall become entitled to pay in the revised pay structure from the 1st day of January, 2016, or the date of option for the revised pay structure.

(4) An Officer who is on Study Leave on the 1st day of January, 2016 shall be entitled to the pay in the revised pay structure from 1st day of January, 2016, or the date of option.

(5) An Officer under suspension shall continue to draw subsistence allowance based on existing pay structure, and his pay in the revised pay structure shall be subject to the final order on the pending disciplinary proceedings.

(6) Where the existing emoluments exceed the revised emoluments in the case of any Officer, the difference shall be allowed as Personal Pay to be absorbed in future increases in pay.

(7) Where in the fixation of pay in the Pay Matrix under regulation 7, the pay in the Pay Matrix of an Officer, who, in the existing pay structure was drawing immediately before the 1st day of January, 2016 more pay in the Pay Band than another Officer in

the same arm or service, gets fixed in the revised pay structure at a stage lower than that of such junior, his pay in the Pay Matrix shall be stepped up to the same Cell in the revised pay structure as that of the junior.

(8) Where an Officer is in receipt of personal pay immediately before the date of notification of these regulations, which together with his existing emoluments exceed the revised emoluments, then the difference representing such excess shall be allowed to such an Officer as personal pay, to be absorbed in future increase in pay.

(9) (i) in cases where a senior Officer promoted to a higher rank before the 01st day of January, 2016 draws less pay in the Pay Matrix in the revised pay structure than his junior who is promoted to the higher rank on or after the 01st day of January, 2016, the pay in the Pay Matrix of the senior Officer in the revised pay structure shall be stepped up to an amount equal to the pay in the Pay Matrix as fixed for his junior in that higher rank, and such stepping up shall be done with effect from the date of promotion of the junior Officer, subject to fulfilment of the following conditions, namely:

- (a) both the junior and senior Officers belong to the same branch and the rank to which they have been promoted are identical in the same branch;
- (b) the existing grade pay and the revised Level in the Pay Matrix of the lower and higher ranks in which they are entitled to draw pay are identical;
- (c) the senior Officer at the time of promotion is drawing equal or more pay than the junior;
- (d) the anomaly is directly as a result of the application of the provisions of these regulations or any other regulation or order regulating pay fixation on such promotion in the revised pay structure;

Provided that if the junior Officer was drawing more pay in the existing pay structure than the senior Officer by virtue of any advance increments granted to him, the provisions of this regulation shall not be invoked to step up the pay in the Pay Matrix of the senior Officer.

- (ii) the senior Officer shall be entitled to the next increment on completion of his required qualifying service with effect from the date of re-fixation of pay.

8. Regulation of stipend of Naval Cadets or Midshipmen and pay of Sailors during pre-commissioning training, and fixation of their pay on successful commissioning.

(1) (i) Cadets or Midshipmen at Indian Naval Academy shall receive a fixed stipend of ***Rs 56,100/- per month*** (starting pay in Level 10) for the period of training..

(ii) On successful commissioning, the pay in the Pay Matrix of the Officer commissioned shall be fixed in first Cell of Level 10 and the period of training shall not be treated as commissioned service and the arrears on account of admissible allowances, as applicable, for the training period shall be paid to cadets.

(3) The “arrears of stipend” shall be paid.

Explanation.-For the purpose of this sub-regulation, “arrears of stipend” shall mean the difference between:

- (i) the stipend to which he is entitled on account of the revision of his stipend under these regulations for the period effective from the 1st day of January, 2016; and

- (ii) the stipend to which he would have been entitled (whether such stipend had been received or not) for that period had his stipend not been so revised.

(3) (i) A trainee from the ranks of Sailor undergoing pre-commission training shall, during the training period, continue to receive pay and allowances as applicable to the rank held at the time of commencement of training.

- (ii) On successful commissioning, the difference between the amount of stipend plus dearness allowance thereon minus pay and allowances received during the period of training shall be payable in lump-sum.

- (iii) In case an Officer is commissioned between the 1st day of January, 2016 and the date of notification of these regulations, where the existing emoluments exceed the sum of the pay fixed in the revised pay structure and the applicable dearness allowance thereon, the difference shall be allowed as Personal Pay, to be absorbed in future increments in pay.

(4) The pay of Officers Commissioned in Navy in Medical and Dental Branches shall be fixed and regulated as in Army for the Officers of the Army Medical Corps and Army Dental Corps.

9. Regulation of increments in the Pay Matrix._ The increment shall be as specified in the vertical Cells of the applicable Level in the Pay Matrix.

Illustration:

A Lieutenant in the Basic Pay of Rs. 71,100/- in Level 10B shall move vertically down the Cells in the same Level and on grant of increment, his Basic Pay shall be Rs. 73,200/-.	Pay Band	15600 – 39100		
	Grade Pay	5400	6100	6600
	Levels	10	10B	11
	1	56100	61300	69400
	2	57800	63100	71500
	3	59500	65000	73600
	4	61300	67000	75800
	5	63100	69000	78100
	6	65000	71100 ↓	80400
	7	67000	73200	82800
	8	69000	75400	85300

10. Date of increment in revised pay structure.-

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

(2) The increment in respect of an Officer appointed or promoted or upgraded during the period between the 2nd day of January and 1st day of July (both inclusive) shall be granted on the 1st day of January and the increment in respect of an Officer appointed or promoted or upgraded during the period between the 2nd day of July and 1st day of January (both inclusive) shall be granted on 1st day of July.

Illustration:

(a) In case of an officer appointed or promoted or upgraded in the normal hierarchy during the period between the 2nd day of July, 2016 and the 1st day of January, 2017, the first increment will accrue on the 1st day of July, 2017 and thereafter it shall accrue after one year on annual basis.

(b) In case of an officer appointed or promoted or upgraded in the normal hierarchy during the period between the 2nd day of January 2016 and the 1st day of July, 2016, who did not draw any increment on 1st day of July, 2016, the next increment shall accrue on the 1st day of January, 2017 and thereafter it shall accrue after one year on annual basis:

Provided that in case of Officers whose pay in the revised pay structure has been fixed as on 1st day of January, the next increment in the Level in which the pay was so fixed as on 1st day of January, 2016 shall accrue on 1st day of July, 2016.

Provided further that the next increment after drawal of increment on 1st day of July 2016 shall accrue on the 1st day of July 2017.

11. Revision of pay from a date subsequent to the 1st day of January 2016.-

Where an Officer who continues to draw his pay in the existing pay structure is brought over to the revised pay structure from a date later than the 1st day of January, 2016, his pay from the later date in the revised pay structure shall be fixed in the manner prescribed in accordance with regulation 7.

12. Fixation of Pay on Promotion or Upgradation on or after 1st day of January, 2016. The fixation of pay in case of promotion or upgradation from one Level to another in the revised pay structure shall be made in the following manner, namely:-

(i) One increment shall be given in the Level from which an Officer is promoted or upgraded and he shall be placed at a Cell equal to the figure so arrived at in the Level of the rank to which promoted or upgraded, and if no such Cell is available in the Level to which promoted or upgraded, he shall be placed at the next higher Cell in that Level.

Illustration:

1.	Level in the revised pay structure: Level 10B	Pay Band	15600 – 39100		
2.	Basic Pay in the revised pay structure: 67000	Grade Pay	5400	6100	6600
3.	Granted promotion or upgraded to : Level 11	Levels	10	10B	11
		1	56100	61300	69400
		2	57800	63100	71500
4.	Pay after giving one increment in Level 10B : 69000	3	59500	65000	73600
		4	61300	67000	75800
		5	63100	69000	78100
5.	Pay in the upgraded Level i.e. Level 11 (either equal to or next higher to 69000 in Level 10B) : 69400	6	65000	71100	80400
		7	67000	73200	82800
		8	69000	75400	85300
		9	71100	77700	87900

(ii) In case of Officers receiving Non-Practicing Allowance, their basic pay plus Non Practicing Allowance shall not exceed the average of basic pay of the revised scale applicable to the Level 17 and 18 i.e., Rs. 237500/-

(iii) In case of promotion of an Officer from Level 13A to Level 14, increment for promotion shall be calculated on the pay in the Level 13A being drawn immediately prior to promotion and the sum of the pay in the level 13A plus the amount of increment for promotion plus MSP shall determine the pay in the Level 14 and the figure so arrived at will be located in the next higher Level 14, and if such an identical figure corresponds to any Cell in Level 14, the same shall be the pay in the revised pay structure and If the identical figure is not available in Level 14, the pay in the Pay Matrix shall be fixed at the immediate next higher Cell in Level 14 of the Pay Matrix.

Illustration:

1.	Level in the revised pay structure: Level 13A	Levels	13	13A	14
2.	Basic Pay in the revised pay structure: 171700	1	125700	139600	144200
3.	Promoted to Major General in : Level 14	2	129500	143800	148500
4.	Pay in Level 13A after promotion increment : 176900	3	133400	148100	153000
5.	MSP : 15500	4	137400	152500	157600

6.	Adding Sr. No. 4 and 5 : 192400				
7.	Pay fixed in level 14 : 193800	5	141500	157100	162300
		6	145700	161800	167200
		7	150100	166700	172200
		8	154600	171700	177400
		9	159200	176900	182700
		10	164000	182200	188200
		11	168900	187700	193800
		12	174000	193300	199600

13. Pay of officers commissioned with Ante Date for Pay on or after 1st day of January, 2016: Pay of Officers Commissioned with ante date for pay on or after 1st day of January, 2016 will be fixed notionally from the date of ante date in the relevant revised Level or pre-revised scale as applicable and the pay shall then be arrived at as on date of commission after adding increment(s) at the applicable rates for the period of antedate.

14. Mode of Payment of Arrears of Pay The arrears, computed after deduction of subscription at enhanced rate of DSOP Fund with reference to the revised pay, shall be paid after deduction of ad-hoc arrears paid as per Government of India Ministry of Defence letter No 1(11)/2016/D(Pay/Services) dated 10th October, 2016.

Explanation.- for the purpose of this regulation, “arrears of pay” in relation to an Officer, means the difference between:

- (i) The aggregate of the pay and dearness allowance, and Military Service Pay to which he is entitled on account of the revision of his pay under these regulations for the period effective from the 1st day of January, 2016; and,
- (ii) The aggregate of the pay and dearness allowance, and Military Service Pay to which he would have been entitled (whether such pay and Dearness Allowance had been received or not) for that period had his pay and dearness allowance not been so revised.

15. Overriding effect of regulations.- The provisions of the Pay and Allowances Regulations for Navy 1966, as the case may be, and existing instructions and regulations shall not save as otherwise provided under these regulations, apply to

cases where pay is regulated under these regulations, to the extent they are inconsistent with these regulations and these regulations shall supersede Special Navy Instructions 2/S/2008 except as respects things done or omitted to be done before such supersession.

16. Power to relax.- Where the President is satisfied that the operation of all or any of the provisions of these regulations shall cause undue hardship in any particular case, he may, by order, dispense with or relax the requirements of that provision to such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner.

17. Interpretation.- If any question arises relating to the interpretation of any of the provisions of these regulations, it shall be referred to the Central Government for decision.

SCHEDULE
[See regulations 3(g) and 4]
PART A
Pay Matrix

Pay Band	15600 – 39100			37400 – 67000				67000-79000	75500-80000	80000	90000
Grade Pay	5400	6100	6600	8000	8700	8900	10000	HAG	HAG⁺	Apex	CAS
Level	10	10B	11	12A	13	13A	14	15	16	17	18
1	56100	61300	69400	116700	125700	139600	144200	182200	205400	225000	250000
2	57800	63100	71500	120200	129500	143800	148500	187700	211600		
3	59500	65000	73600	123800	133400	148100	153000	193300	217900		
4	61300	67000	75800	127500	137400	152500	157600	199100	224400		
5	63100	69000	78100	131300	141500	157100	162300	205100			
6	65000	71100	80400	135200	145700	161800	167200	211300			
7	67000	73200	82800	139300	150100	166700	172200	217600			
8	69000	75400	85300	143500	154600	171700	177400	224100			
9	71100	77700	87900	147800	159200	176900	182700				
10	73200	80000	90500	152200	164000	182200	188200				
11	75400	82400	93200	156800	168900	187700	193800				
12	77700	84900	96000	161500	174000	193300	199600				
13	80000	87400	98900	166300	179200	199100	205600				
14	82400	90000	101900	171300	184600	205100	211800				
15	84900	92700	105000	176400	190100	211300	218200				
16	87400	95500	108200	181700	195800	217600					
17	90000	98400	111400	187200	201700						
18	92700	101400	114700	192800	207800						
19	95500	104400	118100	198600	214000						
20	98400	107500	121600	204600							
21	101400	110700	125200	210700							
22	104400	114000	129000								
23	107500	117400	132900								
24	110700	120900	136900								

PART B**Level of Ranks of the Officers in the Navy:**

S. No.	Rank	Pay Level in Pay Matrix
(i)	Sub Lieutenant	10
(ii)	Lieutenant	10B
(iii)	Lieutenant Commander	11
(iv)	Commander	12A
(v)	Capt with less than three years seniority	13
(vi)	Capt with more than three years seniority	13A
(vii)	Rear Admiral	14
(viii)	Vice Admiral (HAG)	15
(ix)	Vice Admiral (HAG+)	16
(x)	Vice Admiral (Apex Scale)	17
(xi)	Admiral	18

FORM OF OPTION
[See regulation 6(2)]

*1. Rank _____ Name _____ Service No _____
 _____ Branch _____ hereby elect the revised pay structure with effect
 from 1st January, 2016.

*2. Rank _____ Name _____ Service No _____
 _____ Branch _____ hereby elect to continue in Pay Band and Grade Pay
 of my substantive rank mentioned below until:

the date of my next increment/ the date of my subsequent increment raising my pay to
 Rs _____ / I vacate or cease to draw pay in the existing pay structure/ The date of
 my promotion to _____ Existing Pay Band and Grade Pay / Existing
 Scale _____.

Signature _____
 Name _____
 Rank _____
 Service No _____
 Unit _____

Date: _____

Station: _____

*To be scored out, if not applicable.

UNDERTAKING

I hereby undertake that any excess payment that may be found to have been made as
 a result of incorrect fixation of pay or any excess payment detected in the light of
 discrepancies noticed subsequently will be refunded by me to the Government either by
 adjustment against future payments due to me or otherwise.

Signature _____
 Name _____
 Rank _____
 Service No _____
 Unit _____

Date: _____

Station: _____

[F. No. 1(8)/2016/ D (P/S)]



V. ANANDARAMAN, Jt. Secy.

Explanatory Memorandum.- The Seventh Central Pay Commission has been implemented
 with effect from the 1st day of January, 2016. Likewise, the Defence Personnel of the Union of
 India are eligible for Seventh Central Pay revision with effect from the 1st day of January,
 2016. Accordingly, these Rules have been given retrospective effect with effect from the 1st
 day of January, 2016. It is hereby, certified that by giving retrospective to these rules no one
 will be adversely affected.