Item No 5

Removal of Anomaly in Pay Matrix

The Pay of officials drawing different Grade Pay is fixed in the same stage in different pay level of 7th CPC Pay Matrix.

Example

SI.	Pay	Grade Pay	Total	X 2.57	Level	Pay (in the Pay Matrix)
1	22900	5400	28300	72731	9	73400
2	22860	5400	28260	72628	9	73400
3	23660	4600	28260	72628	7	74300
4	23670	4800	28470	73168	8	74300
5	25010	6600	31600	81238	11	83300
6	24000	7600	31600	81212	12	83600
7	26800	4800	31600	81212	8	83600
8	27000	4600	31600	81212	7	83600
9	27400	4200	31600	81212	6	83600

The above table is depicting the pay fixation as per the Pay Matrix. The following anomalies may be noted.

a) Revised Pay of an employee who has drawn 28300 (SL-I) higher basic pay in the pre-revised scale is fixed at the same stage (74300) than the employees who have drawn lower basic pay in the pre-revised scale (see SL-2, SL-3).

b) Revised basic pay of an employee who had drawn 28470 (SL-4) higher basic pay in the pre-revised scale is fixed at the same stage 74300 thanthe employees who have drawn basic pay in the pre-revised scale (see SL-1, SI-2, SL-3)

c) Revised basic pay of an employee whose revised basic comes to 81238 (SL-5) in the revised scale is fixed at a stage (83300) equal to the employees who revised basic pay comes to 81212 (see SL-7,8,9)

d) Revised basic pay of employees drawing GP of 4200, 4600, 4800, 7600 (SL-6,7,8,9) are fixed at the same stages from index Serial 9 to 20 (44900 to 62200) of level -6 (4200 GP), stages from index serial 1 to 12 (44900 to 62200) in Level -7 (4600 GP) and stages from index-2 to 10 (49000 to 62200) of Level – 8 (GP-4800) are one and the same in the feeder cadre and promoted level. As a result officials who are promoted from Level 6 to 7 and from Level 7 to 8 are the losers as their pay on promotion will be fixed in the cell which would be equal to the amount in the lower level after addition of one increment.