

**Annex-II**

No.4-9/2016-IC/E.IIIA  
Government of India  
Ministry of Finance  
Department of Expenditure

North Block, New Delhi-110001  
Dated the 10<sup>th</sup> July, 2019

OFFICE MEMORANDUM

Subject :- Representations received from various HAG level officers of Indian Railways Regarding inconsistency in pay due to 7<sup>th</sup> CPC recommendations - reg.

The undersigned is directed to refer to D.O. No. PC/VII/2017/R-U/1 dated 14.02.2019 from Chairman, Railway Board and Ex-officio Principal Secretary, Ministry of Railways addressed to then Finance Secretary on the above subject, in continuation of Ministry of Railways earlier O.M.s dated 23.03.2017 and 19.12.2017 suggesting to modified Ministry of Finance O.M. No. 1-6/2016-IC dated 07.09.2016 to permit one stagnation increment for all HAG and HAG+ officers who had reached the maximum of the scale of ₹ 79,000/- and ₹ 80,000 respectively, one year prior to 01.01.2016, for each completed year of stagnation instead of two years prescribed in the Ministry of Finance's above referred O.M.

2. In their earlier references Railway Board has made inter-service and intra-service comparisons and pointed out that the issues relating to inter-service anomalies in pay fixation due to 7<sup>th</sup> CPC implementation. With illustrations, Railways Board has highlighted that senior officer who was drawing more pay all along than his junior, but post 7<sup>th</sup> CPC, begin to draw same pay as an officer of the same service junior to him by several years.

3. Railway Board has also mentioned that the situation has arisen due to relative stagnation of senior HAG/HAG+ officers at the maximum of the pre-revised pay structure as on 01.01.2016 since the pay scales of HAG (67,000- 79,000) and HAG+ (75,500-80,000) were extremely narrow and in order to address this situation, Railway Board has proposed that the above modifications.

4. The pay disparity of different officers cited by the Railways have been examined and the following is observed:

(i) Shri Anil Handa, IRSME vrs Shri C.L.Bharti, IRPS – It is seen that both the officers belong to two different services. Shri Anil Handa got NF (HAG) on 07.08.2012 & regular HAG on 04.01.2013 i.e before 7<sup>th</sup> CPC and Shri C.L.Bharti got NF (HAG) on 01.11.2016 after 7<sup>th</sup> CPC. The pay of Shri C.L.Bharti has exceeded that of Shri Anil Handa after the former got NF (HAG) on 01.11.2016. Inter cadre pay disparity is not an anomaly.

(ii) Shri Anil Handa, IRSME (SCRA 75 Batch) vrs Shri Sunil Bajpai, IRSME (SCRA 80 Batch)- Both the officers belong to the same service. Shri Anil Handa got NF (HAG) on 07.08.2012 and regular HAG on 04.01.2013 before 7<sup>th</sup> CPC. Shri Sunil Bajpai, got NF(HAG) on 14.07.2016 after 7<sup>th</sup> CPC. As on 14.07.2016 both of them are at same stage i.e Rs. 2,11,300/- (Level 15). Both the senior and the junior are in the same stage. Therefore, there is no anomaly.

(iii) Shri P.V.Vidialingam, IRAS (1981) vrs Smt. Manjula Rangarajan, IRAS(1984)- Both of them belong to the same service. Shri P.V Vidialingam got HAG on 01.07.2013 and Smt. Manjula Rangarajan got HAG on 01.07.2015 both before 7<sup>th</sup> CPC. On 01.01.2016 (on pay fixation under 7<sup>th</sup> CPC) both of them have been placed at Rs. 2,05,100. Since the pay of the junior officer Smt. Rangarajan has not exceeded the pay of the senior officer, there is no anomaly.

(iv) Shri A.K Harit, IRSE (1977) vrs Shri M.K Gupta, IRSE(1979)- Both the officers belong to the same service. Both of them were in HAG grade (79000) on 30.12.2014. Shri A.K Harit got GM grade ( 80,000) on 31.12.2014 and Shri M.K Gupta continued to be on HAG grade. On 01.01.2016 the pay of Shri A.K Harit was fixed at Rs.2,11,600(Level 16) and the pay of Shri M.K.Gupta was fixed at Rs, 2,11,300 (Level 15) after grant of an increment. On 01.07.2016 the pay of Shri A.K. Harit was fixed at Rs.2,17,900(Level 16) and pay of Shri M.K.Gupta fixed at Rs.2,17,600 (Level 15) after grant of annual increment. Shri A.K.Harit retired on 31.08.2016 from Level 16 (Rs.2,17,900). Whereas Shri M.K.Gupta got promoted to GM grade on 25.07.2016 and his pay was fixed at Rs.2,24,400 (Level 16). The pay of Shri Gupta has exceeded that of Shri Harit on 25.07.2016. Since there is intra cadre disparity, the case of Shri Harit for stepping up pay with that of Shri M.K Gupta may be examined under relevant provisions by the Administrative Department in consultation with DOPT.

5. As may be seen from para 4 above, the examples at para 4(i), (ii) and (iii) above are not pay anomaly. The example cited at para 4 (iv) seems to be an anomaly which may be examined under the relevant provisions of stepping up of pay in consultation with DOPT. In view of the above, the proposal of Railway to permit one stagnation increment for all such HAG and HAG+ grade officers who

had reached the maximum of the scale of Rs.79,000 and 80,000 respectively one year prior to 01.01.2016, instead of two years prescribed at present, is also not possible. Further this may have wide ramifications across all the cadres. Therefore, the proposal of Railway is not agreed to.



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To

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