

**GOVERNMENT OF ODISHA
FINANCE DEPARTMENT**

No. 26342 /F., Dated the **7th September 2017**
FIN-PCC-PAY-0003-2017

RESOLUTION

Subject: - Revised Scales of Pay, 2017.

On the basis of the recommendation of 7th Central Pay Commission, Government of India, in the Ministry of Finance (Departmental of Expenditure) vide Notification No. G.S.R.-721(E), dated the 25th July, 2016 have revised the pay scales of Central Government employees with effect from the 1st January, 2016. Consequent upon revision of the pay scales of the Central Government employees, the State Government constituted a Fitment Committee in Finance Department Resolution No. FIN-PCC-PAY-0005-2016-29086/F., dated 28th October, 2016 to recommend revision in the pay scales of the State Government employees, to suggest modalities and procedure of fitment of the existing grades in the revised scale of pay, to examine anomalies in the existing pay scales and to review the scale of other allowances and relatable pay. The report of the Committee was received by the Government in Finance Department on 19.06.2017.

2. Having regard to the recommendation of the Fitment Committee, and after careful consideration of all aspects of related issues including the Pay Matrix prevalent in the Central Government, the State Government have been pleased to revise the pay structure of the State Government employees as indicated in **Annexure-I**.

These revised pay structure shall apply to all persons in whole time employment in Government except the following :-

- (a) persons engaged by Government on contract basis except when the contract provides otherwise,
- (b) persons re-employed in Government service after retirement,
- (c) persons paid out of contingency,
- (d) persons paid otherwise than on a monthly basis including those paid only on piece rate basis,
- (e) persons not drawing pay in regular scale of pay for whom no revised scales of pay are prescribed,
- (f) employees borne under Work-charged establishment as defined in resolution of Government in the erstwhile P & S Department No.9488 Dtd.18.06.1974,
- (g) Judicial Officers of the Subordinate Judiciary Service in the State of Odisha who are availing the revised scale of pay as per Finance Department Resolution No.23598-F., dated the 3rd June, 2003 and Law Department Resolution No.8318-VI-12/2010-L., dated the 2nd August, 2010 on the basis of the recommendation of Justice Shetty Commission and Justice Padmanavan Commission, respectively,
- (h) employees governed by the Orissa Revised Scales of Pay (for College Teachers) Rules, 1978, 1989, 2001 & 2010/ the Orissa Revised Scales of Pay (for Medical college Teachers) Rules, 1982, 1989, 2001 & 2010/ the Orissa Revised Scales of Pay (for Engineering College Teachers) Rules, 2001 & 2010/ the Orissa Superior Judicial Service (Senior Branch) Rules, 1963 / the Orissa Judicial Service Rules, 1994,
- (i) persons not in whole time employment under Government of Odisha,

(j) persons engaged as per G.A Department Resolution No.32010/Gen, dtd.12.11.2013 and Resolution No.1147/Gen, dtd.17.01.2014 till regularisation,

(k) any other class or category of persons whom the Governor may, by order, specifically exclude from the operation of all or any of the provisions of these revised pay rules.

3. Introduction of Pay Matrix and date of its effect.

The Pay Matrix, in replacement of the Pay Bands and Grade Pays as in force immediately prior to the issue of this Resolution, shall be as specified in Annexure-I. The revised pay structure shall be effective from the 1st January, 2016.

4. Fitment Principle

(i) The pay in the applicable Level in the Pay Matrix shall be the pay obtained by multiplying the existing basic pay (pay in Pay Band + Grade Pay) as on 01.01.2016 by a factor of 2.57 rounded off to the nearest rupee and the figure so arrived at will be located in that Level in the Pay Matrix. If 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 in the Pay Matrix.

(ii) If the first Cell in the applicable Level is more than the amount arrived at as per sub-para (i) above, the pay shall be fixed at the first Cell of that applicable Level.

(iii) In case of person who has availed RACP Scheme, the Level for fixation of pay under Odisha Revised Scale of Pay Rules, 2017 (to be issued) will be reworked in the line with the Modified Assured Career Progression Scheme

(MACPS). However, the pay drawn by him as on 01.01.2016 will be revised for fixation of his pay in the Level as arrived under MACP Scheme as per formula mentioned in (i) above. The applicable Level after fixation shall be the Level of the post one holds or his entitlement arrived at under the MACP Scheme whichever is higher.

5. Exercise of option.

All employees shall be deemed to have come over to the revised scales of pay with effect from the 1st January, 2016 except where the Government servants have opted for a date after the 1st January, 2016 under the provisions of Revised Scales of Pay Rules. A Government servant 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 vacates his post or ceases to draw pay in the existing pay structure. Such option shall be submitted within three month from the date of publication of the notification of revised pay rules. No option shall however be exercised in case of direct recruits appointed on or after the date of implementation of the Revised Scale of Pay Rules. Option once exercised shall be final.

6. Rate of Increment.

After fixation of pay in the appropriate Level in the Pay Matrix as specified in Paragraph-4 above, the subsequent increment (s) in the Level shall be at the immediate next higher Cell in that Level.

7. Date of Increment.

The date of next increment in the revised pay structure shall be 12 months after the sanction of last increment. Where the pay is fixed at the first Cell of the Level, the date of next increment shall be the anniversary of the date of coming over to the revised pay in the Level.

