

**GOVERNMENT OF CHHATTISGARH
FINANCE DEPARTMENT
MANTRALAYA, MAHANADI BHAVAN, NAYA RAIPUR**

NOTIFICATION

Naya Raipur, Dated 19 May, 2017

No. F 2016-04-03303/Finance/Rule/IV: In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Chhattisgarh, hereby, makes the following rules, namely:-

RULES

1. Short title and commencement.— (1) These rules may be called the Chhattisgarh Revision of Pay Rules, 2017.

(2) These rules shall be deemed to have come into force on the 1st day of January, 2016.

2. Categories of Government servants to whom the rules apply.— Save as otherwise provided by or under these rules, these rules shall apply to all Government servants under the rule making control of the State Government:

Provided that these rules shall not be applicable to the Government servants of following categories,-

- (i) persons appointed on contract;
- (ii) part time and daily rated employees;
- (iii) re-employed pensioners;
- (iv) persons paid from contingencies and work-charged employees;
- (v) persons paid on pay scales of the University Grant Commission and All India Council for Technical Education;
- (vi) persons drawing pay in the All India Service scales;
- (vii) judicial service personnel paid on pay scales recommended by the Shetty Commission; and
- (viii) any other class or category of persons as the Governor may, by order, specially specify in this behalf.

Explanation.- For the purpose of clause (iii), the term re-employed pensioners shall not include the re-employed pensioners who were in receipt of compensation or invalid pension and the military pensioners, who were in receipt of compensation or invalid pension and re-employed under the rule making control of the State Government and drawing pay in the existing scale.

3. Definitions.- In these rules, unless the context otherwise requires,-

(a) **“basic pay”** in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix but does not include any other type of pay like special pay, etc.;

(b) **“existing basic pay”** means pay drawn in the prescribed existing Pay Band and Grade Pay, but does not include any other type of pay like ‘special pay’, etc.;

(c) **“existing Pay Band and Grade Pay”** in relation to a Government Servant means the Pay Band and the Grade Pay applicable to the post held by the Government Servant (or, as the case may be, personal scale applicable to him) as on the date immediately before the notification of these rules, whether in a substantive capacity or in officiating capacity;

(d) **“existing pay structure”** in relation to a Government servant means the present system of Pay Band and Grade Pay applicable to the post held by the Government servant as on the date immediately before coming into force of these rules, whether in a substantive or officiating capacity;

Explanation.- In the case of a Government servant, who was on the 1st day of January, 2016 on leave or on deputation out of India or on foreign service, or who would have on that date officiated in one or more lower posts but for his officiating on a higher post, “existing basic pay” and “existing Pay Band and Grade Pay” includes the “existing basic pay” and “existing Pay Band and Grade Pay” applicable to the posts which he would have held but

for his being on leave or on deputation out of India or on foreign service or, as the case may be, but for his officiating on a higher post.

(e) **“existing emoluments”** mean the sum of (i) existing basic pay and (ii) existing dearness allowance at index average as on 1st day of January 2016;

(f) **“level”** in the Pay Matrix shall mean the Level corresponding to the existing Pay Band and Grade Pay specified in the Schedule-I;

(g) **“pay matrix”** means Matrix specified in the Schedule-I, with levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay;

(h) **“pay in the Level”** means the pay drawn in appropriate Cell of the Level as specified in the Schedule-I;

(i) **“revised emoluments”** means the pay in the Level of a Government servant in the revised pay structure;

(j) **“revised pay structure”** in relation to a post means the Pay Matrix and the Level specified therein corresponding to the existing Pay Band and Grade Pay of the post unless a different Level is notified separately for the post; and

(k) **“schedule”** means a schedule annexed to these rules.

4. Level of posts.- The Level of posts shall be determined in accordance with the various Levels as assigned to the corresponding existing Pay Band and Grade Pay as specified in the Pay Matrix.

5. Drawal of pay in the revised pay structure.- A Government servant shall draw pay in the Level in the revised pay structure applicable to the post to which he is appointed:

Provided that 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:

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

Explanation.-

(1) The option to retain the existing pay structure under the provisos to this rule shall be admissible only in respect of one existing Pay Band and Grade Pay.

(2) The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January, 2016, whether for the first time in Government service or by transfer from another post, he shall be allowed pay only in the revised pay structure.

(3) Where a Government servant exercises the option under the provisos to this rule to retain the existing pay structure in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that pay structure under Fundamental Rule 22 or under any other rule or order applicable to that post, his substantive pay shall be substantive pay which he would have drawn had he retained the existing pay structure in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

6. Exercise of Option.- (1) The option under the provisos to rule 5 shall be exercised in writing in the form appended to in the Schedule-II so as to reach the authority mentioned in sub-rule (2) within three months of date of publication of these rules or where any revision in the existing pay structure is made by any order subsequent to that date, within three months of the date of such order:

Provided that,-

- (i) in the case of a Government servant, who is on the date of such publication, or as the case may be, on the date of such order on leave or deputation out of state, the said option shall be exercised in writing so as to reach the said authority within three months of his taking charge of his post under the State Government;
- (ii) where a Government servant is under suspension on the 1st day of January, 2016, the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this sub-rule; and
- (iii) those Government servants who have retired after 1st January, 2016, and before publication of these rules, shall be entitled to exercise their options under this rule.

(2) The option shall be intimated by the Government servant to the head of his office. The head of office shall submit his own option to his controlling officer.

(3) If the intimation regarding option is not received within the time mentioned in sub-rule (1), the Government servant 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. Cutting or overwriting in the option shall not be accepted.

Note 1- Persons 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 posts, resignation, dismissal or discharge on disciplinary grounds, are entitled to the benefits of this rule.

Note 2- Persons who have died on or after the 1st day of January, 2016 and could not exercise the option within 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 as is found most beneficial by



the concerning authority, if the revised pay structure is more favorable and his pay may be fixed accordingly.

7. Fixation of pay in the revised pay structure. – (1) The initial pay of a Government servant who elects, or is deemed to have elected under sub-rule (3) of rule 6 to be governed by the revised pay structure on and from the 1st day of January, 2016, shall, unless in any case the State Government by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect of his pay in the officiating post held by him, 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 will 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.

Illustration:

1	Existing Pay Band : PB-1	Pay Band	5200-20200				
2	Existing Grade Pay : 2400	Grade Pay	1800	1900	2200	2400	2800
3	Existing Pay in Pay Band : 10190	Levels	3	4	5	6	7
		1	18000	19500	22400	25300	28700
4	Existing Basic Bay : 12590 (10190 + 2400)	2	18500	20100	23100	26100	29600
		3	19100	20700	23800	26900	30500
5	Pay after multiplication by a fitment factor of 2.57 : $12590 \times 2.57 = 32356.30$ (rounded off to 32356)	4	19700	21300	24500	27700	31400
		5	20300	21900	25200	28500	32300
		6	20900	22600	26000	29400	33300
		7	21500	23300	26800	30300	34300
6	Level corresponding to GP 2400 : Level 6	8	22100	24000	27600	31200	35300
		9	22800	24700	28400	32100	36400
7	Revised Pay in Pay Matrix	10	23500	25400	29300	33100	37500

(either equal to or next higher to 32356 in Level 6) : 33100.	11	24200	26200	30200	34100	38600
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(ii) if the minimum pay or the first Cell in the applicable Level is more than the amount arrived at as per sub clause (i) above, the pay shall be fixed at minimum pay or the first Cell of that applicable Level.

(2) A Government servant 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 1.1.2016 or the date of option for the revised pay structure. Similarly when a Government servant is on study leave on the 1st day of January, 2016 he will be entitled to the benefits under these rules from 1.1.2016 or the date of option.

(3) A Government servant under suspension shall continue to draw subsistence allowance based on the existing scale of pay or pay structure and his pay in the revised pay structure shall be subject to the final order on the pending disciplinary proceedings.

(4) Where the existing emoluments exceed the revised emoluments in the case of any Government servant, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

(5) Where in the fixation of pay under sub-rule (1), the pay of a Government servant, who, in the existing pay structure, was drawing immediately before the 1st day of January, 2016 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised pay structure in a Cell lower than that of such junior, his pay shall be stepped up to the same Cell in the revised pay structure as that of the junior.

(6) Where a Government servant is in receipt of personal pay immediately before the date of notification of these rules, which together with his existing emoluments exceeds the revised emoluments, then, difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increases in pay.

(7) In cases where a senior Government servant promoted to a higher post before the 1st day of January, 2016 draws less pay in the revised pay structure

than his junior who is promoted to the higher post on or after the 1st day of January, 2016, the pay of senior Government servant in the revised pay structure shall be stepped up to an amount equal to the pay as fixed for his junior in that higher post. The stepping up shall be done with effect from the date of promotion of the junior Government servant subject to the fulfillment of the following conditions, namely:-

- (a) both the junior and the senior Government servants belong to the same cadre and the posts in which they have been promoted are identical in the same cadre.
- (b) the existing pay structure and revised pay structure of the lower and higher posts in which they are entitled to draw pay are identical.
- (c) the senior Government servant at the time of promotion was drawing equal or more pay than the junior.
- (d) the anomaly is directly as a result of the application of the provisions of the Fundamental Rule 22 or any other rule 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 by virtue of any advance increments granted to him, the provision of this note shall not be invoked to step up the pay of the senior officer.

(8) Subject to the provisions of rule 5, if the pay as fixed in the officiating post under sub-rule (1) is lower than the pay fixed in the substantive post, the former shall be fixed at the same stage as the substantive pay.

8. Fixation of pay in the revised pay structure of employees appointed as fresh recruits on or after 1st day of January, 2016.— The pay of employees appointed by direct recruitment on or after 1st day of January, 2016 shall be fixed at the minimum pay or the first Cell in the Level, applicable to the post to which such employees are appointed:

Provided that where the existing pay of such employee appointed on or after 1st day of January, 2016 and before the date of notification of these rules, has already been fixed in existing pay structure and if his existing

emoluments happen to exceed the minimum pay or the first Cell in the Level, as applicable to the post to which he is appointed on or after 1st day of January, 2016, such difference shall be paid as personal pay to be absorbed in future increments in pay.

9. Increment in Pay Matrix.- The increment shall be as specified in the vertical Cells of the applicable Level in the Pay Matrix.

Illustration:

All employee in the Basic Pay of 33100 in Level 6 will move vertically down the same Level in the cells and on grant of increment, his basic pay will be 34100.	Pay Band	5200-20200				
	Grade Pay	1800	1900	2200	2400	2800
	Levels	3	4	5	6	7
	1	18000	19500	22400	25300	28700
	2	18500	20100	23100	26100	29600
	3	19100	20700	23800	26900	30500
	4	19700	21300	24500	27700	31400
	5	20300	21900	25200	28500	32300
	6	20900	22600	26000	29400	33300
	7	21500	23300	26800	30300	34300
	8	22100	24000	27600	31200	35300
	9	22800	24700	28400	32100	36400
	10	23500	25400	29300	33100	37500
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11	24200	26200	30200	34100	38600	

10. Date of next increment in revised pay structure.- (1) 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 either on 1st January or 1st July depending on the date of his appointment, promotion or upgradation.

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

upgradation during the period between 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 employee appointed or promoted in the normal hierarchy or granted financial upgradation during the period between the 2nd day of July, 2016 and the 1st day of January, 2017, the first increment shall accrue on the 1st day of July, 2017 and thereafter it shall accrue after one year on annual basis.

(b) In case of an employee appointed or promoted in the normal hierarchy or granted financial upgradation 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 employees 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 1st day of July, 2017.

11. Fixation of pay in the revised pay structure subsequent to the 1st day of January 2016.- Where a Government servant continues to draw his pay in the existing pay structure and 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 clause (i) of sub-rule (1) of rule 7 of these rules.

12. Fixation of pay on re-appointment after the 1st day of January, 2016 to a post held prior to that date.- A Government servant who had officiated in a post prior to the 1st day of January, 2016 but was not holding that post on that date and who on subsequent appointment to that post draws pay in the

revised pay structure shall be allowed the benefit of the proviso to the Fundamental Rule 22, to the extent it would have been admissible had he been holding that post on the 1st day of January, 2016, and had elected the revised pay structure on and from that date.

13. Fixation of pay on promotion on or after 1.1.2016.— For the fixation of pay in case of promotion from one Level to another in the revised pay structure one increment shall be given in the Level from which the employee is promoted and he shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the level to which promoted, he shall be placed at the next higher Cell in that Level.

Illustration:-

1	Level in the revised pay structure : Level 6	Pay Band	5200-20200				
2	Basic Pay in the revised pay structure 31200	Grade Pay	1800	1900	2200	2400	2800
3	Granted Promotion in Level 7	Levels	3	4	5	6	7
		1	18000	19500	22400	25300	28700
4	Pay after giving one increment in Level 6: 32100	2	18500	20100	23100	26100	29600
		3	19100	20700	23800	26900	30500
5	Pay in the upgraded Level 7: 32300 (either equal to or next higher to 32100 in Level 6)	4	19700	21300	24500	27700	31400
		5	20300	21900	25200	28500	32300
		6	20900	22600	26000	29400	33300
		7	21500	23300	26800	30300	34300
		8	22100	24000	27600	31200	35300
		9	22800	24700	28400	32100	36400
		10	23500	25400	29300	33100	37500
		11	24200	26200	30200	34100	38600

14. Mode of payment of arrears of pay- The arrears shall be paid after the Government decision in this regard and orders will be issued separately.

Explanation.- For the purpose of this rule, “arrears of pay” in relation to a Government servant, means the difference between:

(i) the aggregate of the pay and dearness allowance to which he is entitled on account of revision of his pay under these rules, for the period effective from the 1st day of January, 2016; and


(ii) the aggregate of the pay and dearness allowances to which he would have been entitled (whether such pay and dearness allowances have been received or not) for that period had his pay and allowances not been so revised.

15. Overriding effect of rules- In cases where the pay is regulated by these rules, the provisions of Fundamental Rules and any other rule shall not apply to the extent they are inconsistent with these rules.

16. Power to relax- The State Government may relax or suspend the operation of any of the provisions of these rules in the case of Government servant or category of Government servants in such a manner and to such extent as may appear to it, to be just and equitable or necessary or expedient in public interest.

17. Interpretation- If any question arises relating to interpretation of these rules, it shall be referred to Government in Finance Department, whose decision thereon shall be final.

By order and in the name of the
Governor of Chhattisgarh,


(S.K. Chakraborty) 19/07/2017
Joint Secretary

Schedule-I

Pay Matrix											
Pay Band	4750-7440		5200-20200					9300-34800			
Grade Pay	1300	1400	1800	1900	2200	2400	2800	4200	4300	4400	4800
Level	1	2	3	4	5	6	7	8	9	10	11
1	15600	16100	18000	19500	22400	25300	28700	35400	38100	43200	49100
2	16100	16600	18500	20100	23100	26100	29600	36500	39200	44500	50600
3	16600	17100	19100	20700	23800	26900	30500	37600	40400	45800	52100
4	17100	17600	19700	21300	24500	27700	31400	38700	41600	47200	53700
5	17600	18100	20300	21900	25200	28500	32300	39900	42800	48600	55300
6	18100	18600	20900	22600	26000	29400	33300	41100	44100	50100	57000
7	18600	19200	21500	23300	26800	30300	34300	42300	45400	51600	58700
8	19200	19800	22100	24000	27600	31200	35300	43600	46800	53100	60500
9	19800	20400	22800	24700	28400	32100	36400	44900	48200	54700	62300
10	20400	21000	23500	25400	29300	33100	37500	46200	49600	56300	64200
11	21000	21600	24200	26200	30200	34100	38600	47600	51100	58000	66100
12	21600	22200	24900	27000	31100	35100	39800	49000	52600	59700	68100
13	22200	22900	25600	27800	32000	36200	41000	50500	54200	61500	70100
14	22900	23600	26400	28600	33000	37300	42200	52000	55800	63300	72200
15	23600	24300	27200	29500	34000	38400	43500	53600	57500	65200	74400
16	24300	25000	28000	30400	35000	39600	44800	55200	59200	67200	76600
17	25000	25800	28800	31300	36100	40800	46100	56900	61000	69200	78900
18	25800	26600	29700	32200	37200	42000	47500	58600	62800	71300	81300
19	26600	27400	30600	33200	38300	43300	48900	60400	64700	73400	83700
20	27400	28200	31500	34200	39400	44600	50400	62200	66600	75600	86200
21	28200	29000	32400	35200	40600	45900	51900	64100	68600	77900	88800
22	29000	29900	33400	36300	41800	47300	53500	66000	70700	80200	91500
23	29900	30800	34400	37400	43100	48700	55100	68000	72800	82600	94200
24	30800	31700	35400	38500	44400	50200	56800	70000	75000	85100	97000
25	31700	32700	36500	39700	45700	51700	58500	72100	77300	87700	99900
26	32700	33700	37600	40900	47100	53300	60300	74300	79600	90300	102900
27	33700	34700	38700	42100	48500	54900	62100	76500	82000	93000	106000
28	34700	35700	39900	43400	50000	56500	64000	78800	84500	95800	109200
29	35700	36800	41100	44700	51500	58200	65900	81200	87000	98700	112500
30	36800	37900	42300	46000	53000	59900	67900	83600	89600	101700	115900
31	37900	39000	43600	47400	54600	61700	69900	86100	92300	104800	119400
32	39000	40200	44900	48800	56200	63600	72000	88700	95100	107900	123000
33	40200	41400	46200	50300	57900	65500	74200	91400	98000	111100	126700
34	41400	42600	47600	51800	59600	67500	76400	94100	100900	114400	130500
35	42600	43900	49000	53400	61400	69500	78700	96900	103900	117800	134400
36	43900	45200	50500	55000	63200	71600	81100	99800	107000	121300	138400
37	45200	46600	52000	56700	65100	73700	83500	102800	110200	124900	142600
38	46600	48000	53600	58400	67100	75900	86000	105900	113500	128600	146900
39	48000	49400	55200	60200	69100	78200	88600	109100	116900	132500	151300
40	49400	50900	56900	62000	71200	80500	91300	112400	120400	136500	155800

Pay Matrix

Pay Band	15600-39100			37400-67000		
Grade Pay	5400	6600	7600	8700	8900	10000
Level	12	13	14	15	16	17
1	56100	67300	79900	118500	129700	141800
2	57800	69300	82300	122100	133600	146100
3	59500	71400	84800	125800	137600	150500
4	61300	73500	87300	129600	141700	155000
5	63100	75700	89900	133500	146000	159700
6	65000	78000	92600	137500	150400	164500
7	67000	80300	95400	141600	154900	169400
8	69000	82700	98300	145800	159500	174500
9	71100	85200	101200	150200	164300	179700
10	73200	87800	104200	154700	169200	185100
11	75400	90400	107300	159300	174300	190700
12	77700	93100	110500	164100	179500	196400
13	80000	95900	113800	169000	184900	202300
14	82400	98800	117200	174100	190400	208400
15	84900	101800	120700	179300	196100	214700
16	87400	104900	124300	184700	202000	0
17	90000	108000	128000	190200	208100	0
18	92700	111200	131800	195900	214300	0
19	95500	114500	135800	201800	0	0
20	98400	117900	139900	207900	0	0
21	101400	121400	144100	214100	0	0
22	104400	125000	148400	0	0	0
23	107500	128800	152900	0	0	0
24	110700	132700	157500	0	0	0
25	114000	136700	162200	0	0	0
26	117400	140800	167100	0	0	0
27	120900	145000	172100	0	0	0
28	124500	149400	177300	0	0	0
29	128200	153900	182600	0	0	0
30	132000	158500	188100	0	0	0
31	136000	163300	193700	0	0	0
32	140100	168200	199500	0	0	0
33	144300	173200	205500	0	0	0
34	148600	178400	211700	0	0	0
35	153100	183800	0	0	0	0
36	157700	189300	0	0	0	0
37	162400	195000	0	0	0	0
38	167300	200900	0	0	0	0
39	172300	206900	0	0	0	0
40	177500	213100	0	0	0	0



Schedule-II
Form of Option

(See Rule-6)

I----- hereby elect to draw my pay in the Revised pay structure with effect from 1st January, 2016.

or

I ----- hereby elect to continue on the existing pay band and grade pay of ----- of my substantive/officiating Post of ----- until

* (a) The date of my next increment

or *(b) The date of subsequent increment raising my band pay to Rs

or *(c) I vacate the post or cease to draw pay in the existing pay band and grade pay of -----

Station -----

Date -----

Signature -----

Name -----

Designation -----

Office in which employed -----

* (strike off if inapplicable)

FOR OFFICE USE ONLY

Certified that the option submitted by Shri/Smt./Ku. -----

----- (name) is received in the office on -----

Signature -----

Designation -----