

IN THE SUPREME COURT OF INDIA
CIVIL ORIGINAL JURISDICTION

I.A. No..... of 2022

IN

WRIT PETITION (CIVIL) NO. 419 OF 2016

IN THE MATTER OF: -

INDIAN EX SERVICEMEN MOVEMENT

(An All-India Federation of Military

Organization Represented)

...Petitioners

-Versus-

UNION OF INDIA & Ors.

...Respondents
/ Applicant

**APPLICATION SEEKING PERMISSION TO PLACE ADDITIONAL AFFIDAVIT
AS DIRECTED BY THIS HON'BLE COURT**

PAPER BOOK

FOR INDEX PLEASE SEE INSIDSE

ADVOCATE FOR RESPONDENT: ARVIND KUMAR SHARMA

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MOST RESPECTFULLY SHOWETH: -

1. That this Hon'ble Court after hearing both sides on 15.02.2022 and 16.02.2022 directed the Union of India to place on record an additional affidavit comprising of details and data in response to the queries raised by this Hon'ble Court.
2. The Respondent now proceeds to address following important questions as raised by this Hon'ble Court during the proceedings.

I. UNION CABINET APPROVAL

A. Whether the statement made by the Hon'ble Finance Minister on 17.02.2014 was based on any decision or recommendation by the Union Cabinet?

a) Respondent respectfully submits that this statement is not based on any decision or recommendation by the then Union Cabinet. On the other hand, the Cabinet Secretariat conveyed the approval of the Hon'ble Prime Minister in terms of Rule 12 of the GoI (Transaction of Business Rules) 1961 on 07.11.2015. Following this, GoI, MoD, Department of Ex-servicemen Welfare vide communication NO. 12 (01)/2014-D(PEN)/POL) dated 07.11.2015 conveyed the policy of OROP for the defense forces personnel. A post facto approval of the Union Cabinet dated 06.04.2016 was also conveyed by the Cabinet Secretariat on 07.04.2016.

B. This Hon'ble Court also directed the Respondent to place on record the proposals before the Union Cabinet for its approval.

a) Respondents place on record the communication dated 07.04.2016 issued by the Cabinet Secretariat conveying the ex-post facto approval as **Annexure-A-1** to this affidavit and Para 9 of the proposals placed before the Union Cabinet is extracted below:

9. APPROVAL SOUGHT:

9.1 Ex-post facto approval of the Cabinet is solicited for implementation of One Rank One Pension as under.

9.1.1 The benefit will be given with effect from 1st July, 2014.

9.1.2 Pension will be re-fixed for pre 01.07.2014 pensioners retiring in the same rank and with the same length of service as the average of minimum and maximum pension drawn by the retirees in the year 2013. Those drawing pensions above the average will be protected.

9.1.3 The benefit would also be extended to family pensioners including war widows and disabled pensioners.

9.1.4 Personnel who opt to get discharged henceforth on their own request under Rule 13(3) 1(i)(b), Rule 13(3) 1(iv) or Rule 16B of the Army Rule 1954 or equivalent Navy or Air Force Rules will not be entitled to the benefits of OROP. It will be effective prospectively. (A short explanation is required here. This relates to premature retirement (PMR). The original draft of OROP did not envisage extension of the scheme to PMR. However, this was modified by extending the benefit even to PMR for past cases. The above clause did not extend the entitlement prospectively. Para 7 in the earlier proposal was modified through this Para 9, to make it more benevolent.)

9.1.5 Arrears will be paid in four half-yearly instalments. However, all the family pensioners including those in receipt of Special/Liberalized family pension and Gallantry award winners shall be paid arrears in one instalment.

9.1.6 In future, the pension would be re-fixed every 5 years.

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9.1.7 Constitution of Judicial Committee headed by Justice L Narasimha Reddy, Retd. Chief Justice of Patna High Court on 14.12.2015 which will give its report in six months on the references made by the Government of India.

II. SAME RANK SAME LENGTH OF SERVICE VIS-À-VIS MACP

A. As per the direction of this Hon'ble Court, the Respondent proceeds to place on record the status of grant of MACP benefits to defense personnel across the three services.

a) Sample Data for one year (2013) which was the base year for calculation is placed on record:

The status of grant of MACP benefits to Defence personnel in the sample data of 2013 across three services, are as follows-

Rank in Army & corresponding ranks in Navy & Air Force	Total retirees in rank	Retired with pay of substantive rank (Without financial upgradations)	Retired with financial upgradation under MACP scheme	% of retirees getting MACP benefits
Sepoy	8,806	319	8,487	96.4%
Naik	8,147	2,256	5,891	72.3%
Havildar	21,481	10,965	10,516	48.9%
Art III-I (Navy only)	11	1	10	90.9%
Naib Subedar	3,158	3,107	51	1.6%
Subedar	7,982	7,806	176	2.2%
Subedar Major	986	984	2	0.2%
Total	50,571	25,438	25,133	49.7%

b) The following clarifications are also placed on record to enable this Hon'ble Court to appreciate the data extracted above.

i) MACP is majorly relevant only in cases of, Sepoy, Naik, Havildar (and equivalent ranks in Air Force and Navy) and

Art-III-I (Navy Only), and would not create much impact in the case of Naib Subedar, Subedar and Subedar Major since they would have reached the ranks by regular promotions.

ii) It is made clear that MACP is more or less automatic unless otherwise a person gets disqualified for specific reasons such as disciplinary proceedings etc. In other words, a Sepoy who completes 8 years would be grouped with the rank of Naik for the purposes of both pay and pension. Likewise, a sepoy who completes 16 years and 24 years would be grouped with Havildar and Naib Subedar respectively for both pay and pension.

iii) It is made clear that other financial benefits attached to the next higher ranks such as LTC, TADA, Transport Allowances etc., would accrue automatically to an MACP beneficiary.

iv) It is relevant to point out that if a Sepoy gets promoted to the rank of a Naik in its natural turn before the end of 8 years, such a person would not qualify for MACP and the same would apply for the other two upgradations in the MACP scheme.

v) Likewise, a Sepoy who gets promoted at the first instance as Naik in its natural course but does not get promoted for the subsequent ranks (which may happen due to non-availability of vacancies or stagnation) would be entitled to the MACP upgradations of those ranks.

vi) It is also respectfully submitted that the threshold condition to qualify for MACP is the **completion of the required length of service**. Consequently, one who completes the required length of service would qualify for MACP automatically unless otherwise barred due to disciplinary proceedings or performance.

vii) It is therefore self-evident that **a Sepoy who does not complete the required length of service of 8 years and one who completes it, cannot be benchmarked together under any circumstances.**

viii) A Sepoy of 3 years and a Sepoy who had crossed 8 years qualifying for MACP is not equated even for OROP purpose since they do not qualify the criteria of **"same length of service"**.

ix) It is also relevant to submit that MACP has very little bearing from the post of Naib Subedar since by then, the

personnel would have secured the relevant MACP on account of stagnation or lack of vacancies or if he had secured the promotions in due course making MACP not applicable. The whole scheme of MACP in all the three grades covers a period of 25 years which is a sufficient period and therefore, the percentage of retirees getting MACP benefit from Naib Subedar will be very less and would cause no impact.

x) The Respondents wish to draw attention to a very vital aspect of the matter. The above chart has to be understood in a holistic perspective. The percentage of retirees getting MACP benefits as indicated in the charts should not result in drawing any adverse inference that the rest have not secured MACP and therefore a consequential distinction or discrimination. Such a presumption or understanding will not be correct. A person would either qualify for promotion in natural course failing which due to stagnation or lack of vacancies, would qualify for MACP. Therefore, the balance percentage out of the percentage referred to in the chart would only cover such persons who are otherwise promoted in the natural course without having to go through the process of MACP, with an exception of such cases who get

disqualified or ineligible for specified reasons, which percentage is marginal.

xi) It is therefore respectfully prayed that the percentage in the charts reflect persons who had secured the relevant promotions going through the MACP route whereas the balance would have obtained it in the natural course, except for those who are ineligible or disqualified, which is marginal.

xii) It is also self-evident that as the rank keeps progressing, there is a steady decline in the percentage of retirees who have gone through the MACP process which is indicative of the fact that the stagnation or lack of vacancies arises only at the lower level and keeps diminishing as one progresses steadily to the higher levels.

c) The Policy document dated 07.11.2015 conveys the OROP scheme in the following terms:

Implies that uniform pension be paid to the defense forces personnel

- a) retiring in the same rank*
- b) with the same length of service*
- c) regardless of their date of retirement*

d) bridging the gap between the rates of pension of current and past pensioners

e) at periodic intervals

d) Therefore, one of the qualifying conditions for the OROP benefit is benchmarking defense personnel having the **"same length of service"**. Consequently, one who had not put the same length of service and therefore not eligible for an MACP cannot be benchmarked with personnel who has qualified for MACP.

e) It is important to highlight, this condition **"in the same rank with the same length of service"** had remained constant throughout.

Therefore, it is not left to the Petitioners to contend that one should go only by the same rank and not same length of service and still grant or extend OROP benefits. Such a plea is unsustainable both on facts and in law.

f) It was therefore the consistent plea of the Union that the comparison sought to made by the Petitioners is between comparables and non-comparables and between apples and oranges. Therefore, this plea of the Petitioners should not be allowed to succeed.

g) In any view, since this Hon'ble Court has sought for a financial data of the outflow that is likely to be incurred by the Union should

non-MACP be grouped with MACP personnel for payment of OROP, the total financial outflow from 2014 would be in the range of **INR 42,776.38 Crores.**

h) The Union respectfully submits that this data is placed on record only for the convenience of the Court and should not be treated as a concession or an agreement by the Union to the contentions of the Petitioners. The contention of the Petitioners defeats one of the core values of the OROP, which is not only same rank but with the same length of service. This pair cannot be impaired. One cannot take only the same rank and ignore the length of service and similarly one cannot merely take the length of service and ignore the rank. The core parameter is same rank and same length of service. It is important to highlight the expression "same" appears twice as "same rank" and "same length of service". By any stretch of imagination, it cannot be read as same rank different length of service or same length of service different ranks.

i) It precisely meets with the Constitutional test under Article 14 which is "unequals should not be treated equally" and "equals should not be treated to be unequally". Neither the Constitution nor the jurisprudence evolved by this Hon'ble Court over 70 years had mandated that everyone should be treated equally every

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time under all circumstances since that would be a realistic impossibility.

j) Lastly, it is made clear that Union of India while framing the OROP regime has not brought out any discrimination between defense personnel who are in the same rank with the same length of service. Whereas the Petitioners are seeking an OROP on merely same rank overlooking the same length of service.

III. ACP/MACP REGIME VIS-À-VIS OROP

A. The Union seeks to submit the following:

a) The Assured Career Progression (ACP) regime, put into place in 2003 allowed a timeline of 10, 20 and 30 years of service for a Sepoy to be grouped with a Naik, Havildar and Naib Subedar respectively for the purpose of pay, pension and other financial benefits.

b) Even though this scheme was put in place in 2003, the benefit was extended retrospectively applying the standard norms of 10, 20 and 30 years respectively. In other words, a sepoy in service in 2003 with 30 years of length of service was grouped with a Naib Subedar for pay, pension and other financial years. Therefore, the scheme technically covered any defense personnel tracing back in time from 1973.

c) Vide special army instruction No 1/S/2008 dated 11.10.2008, a Modified Assured Career Progression (MACP) was put into place where the original timelines of 10, 20 and 30 years were modified as 8, 16 and 24 years for the purpose of grouping and conferring the attendant pay, pension and other financial benefits. This special army instruction is annexed to this affidavit as **Annexure- A-2.**

d) Consequent to the judgment of this Hon'ble Court in *Union of India v. Balbir Singh Turn & Anr* (Dy No 3744 of 2016) dated 08.12.2017 (2018 11 SCC 99), through a Presidential order, the MACP scheme was made operational w.e.f 01.01.2006.

e) Even though this scheme came into place on 01.01.2006, this was again given retrospective benefit by 24 years and whoever qualified the threshold requirements of 8, 16 and 24 years was grouped with the corresponding rank upgradations for the purpose of pay, pension and other financial benefits.

f) The Respondent now proceeds to make an important assertion that for the purpose of computation of OROP benefit, the Union has taken MACP as the base and has applied it across the board for all the retirees having same length of service. It is clarified that it is not as though OROP was calculated in two parts as ACP regime

and MACP regime. Such a difference does not exist in the OROP computation.

g) Respondent is duty bound to address this issue since the issue was raised before this Hon'ble Court. The table which works out the OROP calculations contains a note. Note 6 reads as under:

Pension of JCO/ORS granted upgradation under ACP/MACP scheme shall be revised with reference to the rank for which ACP/MACP was granted.

A sample sheet of the table containing the notes is placed on record as **Annexure -A-3**. The entire table is appended to the Comprehensive Affidavit filed by the Respondent on 24.09.2020 as Annexure R-2 (Pages 58-261 dated 03.02.2016)

h) Consequently, the Respondent submits that there is no disparity on account of this aspect. To reiterate, the core value of "uniform pension for a person retiring in the same rank with the same length of service" is maintained without any disparity. Consequently, any objections raised in this regard should be rejected.

IV. CALCULATIONS AND FINANCIAL IMPLICATIONS

Non MACP to MACP

- A. The Respondent submits that at the time of implementation of the OROP, the annual financial implication was in the order of **INR 7123.38 Crores**. The arrears which need to be computed for the period 01.07.2014 to 31.12.2015 was **INR 10,392.35 Crores**. If non MACP persons had to be matched with MACP (which the Respondents submit would defeat the core value of same rank and same length of service and also the Constitutional test under Article 14 of unequals being treated equally), the figure would come to **INR 9,411.71 Crores**. The arrears for the period 01.07.2014 to 31.12.2015 would become **INR 13,731.03 Crores**.
- B. If this benefit is given, then current financial implication per annum and additional arrear up to date will be calculated as stated above. For stipulation of this financial implication on current year 2021 in 7th CPC, the conversion of 2.57 multiplication factor and 31% current DR will be applicable.
- C. For further financial implication on arrears, the financial implication already paid based on the average pension INR 7123.38 Crores per annum has to be deducted from the financial implication on considering the ACP/MACP with the substantive

rank on the basis of average pension of INR. 9,411.71 Crores which is as under:

Difference of financial implication per annum	9,411.71 Crores - 7123.38 Crores	2288.33 Crores
Further arrears from 01.07.2014 to 31.12.2015	2288.33 Cr x 1.5 years	3432.49 Crores
Conversion in 7 th CPC	2288.33 Cr x 2.57 times	5881.00 Crores
Further arrears from 01.01.2016	5881.00 Cr x 6 years	35,286.00 Crores
DR arrears from 01.01.2016 to 31.12.2021	5881 Cr/12 x 8.28	4057.89 Crores
Total Additional arrears	<u>3432.49 + 35286.00 + 4057.89</u>	42,776.38 Crores

In short, matching non-MACP with MACP would result in a financial implication of **INR 42,776.38 Crores.**

Average to Maximum

A. The CGDA working committee had considered four options for OROP in the year 2013 where the 4th option was on the basis of

maximum pension of current retirees which was the proposal of the Services. The committee assessed the financial implication at that time in each option and their assessment of financial implication (with 107% DR) on the 4th option (i.e on maximum pension of current retirees) was **INR 14898.34 Crore per annum.**

B. In computing the financial implication on arrears, the financial implication already paid based on the average pension INR 7123.38 Cr per annum has to be deducted from the financial implication of the maximum pension INR 14898.34 Cr which is as under:

Difference of financial implication per annum:	14898.34 Cr - 7123.38 Cr	7774.96 Cr
Further arrears from 01.07.2014 to 31.12.2015:	7774.96 Cr X 1.5 years	11662.44 Cr
Conversion in 7 th CPC:	7774.96 Cr X 2.57 times	19981.60 Cr
Further arrears from 01.01.2016 to 31.12.2021	19981.60 Cr X 6 years	119889.60 Cr
DR arrears from 01.01.2016 to 31.12.2021:	19981.60 Cr/12 X 8.28	13787.30 Cr

Thus total additional arrears:	<u>11662.44</u>	INR 145339.34 Cr
	<u>Cr+119889.60</u> Cr+	
	<u>13787.30</u>	

V. FIVE YEARS PERIODICITY V. AUTOMATIC REVISION

- A. The Petitioners laid repeated emphasis on the expression "automatically" to convey that the revision of OROP should be automatic then and there which the Respondents had failed to do and has instead made the OROP revision as once in five years.
- B. This submission of the Petitioners should be rejected for the following reasons:
- a) The dynamic calculations as contended by the Petitioners is unheard of in practice whether it is pay scale or pension or any other financial emoluments given to a Government servant.
 - b) This is not in vogue for the simple reason that it is impossible to put it as a scheme of implementation.
 - c) Petitioners have not produced any instance of dynamic calculation of this scale having been done by the Union of India or even globally.

d) Therefore, it is incorrect to assume that something which is impossible of implementation was promised and not delivered. Such an assumption defies the basic notions of law "Lex non Cogit ad impossibilia" (Law does not expect the performance of the impossible). Such a current dynamic calculation is impossible to achieve and to extend it to apply for lacs and lacs of pensioners is not conceivable. Therefore, the assumption made by the Petitioner is incorrect.

C. Even the documents sought to be relied do not support such a construction. The Petitioners rely on the following documents in support of the assumption:

a) Koshiyari Committee report (Pages 73-100 of the Amended Writ Petition paperbook)

b) The minutes of the meeting chaired by the Hon'ble Defense Minister dated 26.02.2014 (Pages 103-104)

c) Executive order dated 26.02.2014 to the Controller General of Defence Accounts (Pages 105-106)

D. The expressions referred to are one and the same in all the above documents and for the sake of convenience is captured below:

One Rank One Pension implies that uniform pension be paid to the armed forces personnel retiring in the same rank with the same length of service irrespective of the date of retirement and any future enhancement in the rates of pension to be automatically passed on to the past pensioners.

E. The Respondent seeks to point out that the above statement nowhere indicates or identifies any period of calculation. It is surprising the expression "automatically" is perceived and contended as something which is with reference to time or period. The expression "automatically" follows the expression "in the rates of pension to be automatically passed on to the past pensioners".

The expression "automatically" should be read contextually meaning *the rates of pension will be passed on to the past pensioners without any difficulties or impediments* in terms of sanctions and other procedural interventions.

F. It is surprising that the Petitioners read it as period and time. The above statement does not convey even remotely any committed manner of computation including periods and time. Therefore, this out of context reference needs to be rejected. More importantly, the policy document states that OROP is to bridge the gap between the rates of pension of current and past pensioners, which objective has been duly complied with.

PRAYER

In the premises, it is most respectfully prayed before this Hon'ble Court to: -

- a. Direct that the additional affidavit may be taken on records;
and/ or
- b. to pass such other order/s as this Hon'ble Court may deem fit
and proper in the facts and circumstances of the case.



(Arvind Kumar Sharma)

(Advocate for the Union of India)

New Delhi

Date: 21/02/2022

Drawn By: Ms. Priyanka Das, Adv

Settled By: N. Venkataraman, Ld. ASG

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AFFIDAVIT

I, Mukesh Kumar, S/o Ganesh Rai, aged about 40 years, R/o 13/472.
Lodi Colony, New Delhi, present at New Delhi, do solemnly state and
declare as hereunder: -

1. That I am the Respondents /Applicant herein and am acquainted with the facts giving rise to the above Petition.
2. That I have perused the Application seeking permission to place additional documents/facts on record - which is being filed in this Hon'ble Court on behalf of the Respondent /Applicant.
3. I say that the statements of fact contained in the said Application are true to my knowledge. I further say that the documents/ annexures annexed to the application are true and correct to my knowledge.

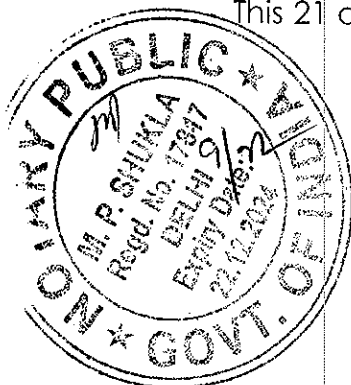
Solemnly affirmed at _____

This 21 day of Feb, 2022

21 FEB 2022

Mukesh Kumar

Deponent



(मुकेश कुमार)
(MUKESH KUMAR)
अवर सचिव/Under Secretary
रक्षा मंत्रालय/Ministry of Defence
नई दिल्ली/New Delhi

VERIFICATION

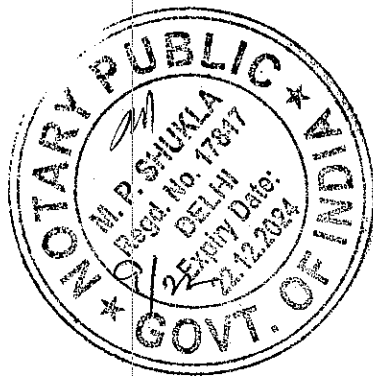
I, the deponent above named, do hereby verify that the statement of facts contained in the affidavit are true and correct to my knowledge and the legal submissions are believed by me to be true and correct.

21 FEB 2022

Mukesh Kumar

Verified at 21, this ____ day of Feb, 2022 Deponent

Identified by



(मुकेश कुमार)
(MUKESH KUMAR)
अवर सचिव/Under Secretary
रक्षा मंत्रालय/Ministry of Defence
नई दिल्ली/New Delhi

CERTIFIED THAT THE DEPONENT
has solemnly affirmed before me
that the contents of the above which
have been read & explained to him are
true and correct to his knowledge

M. P. Shukla
Notary Public, Delhi

21 FEB 2022

EXTRACTS FROM MINUTES OF THE MEETING OF THE
CABINET HELD AT 1115 HOURS, ON WEDNESDAY, 6TH
APRIL, 2016, IN THE ROOM NO. 155, SOUTH BLOCK, NEW
DELHI.

Case No.103/16/2016

Item 7

Implementation of One Rank One Pension.

The Cabinet considered the note dated 17.03.2016 (CD-170/2016) from the Ministry of Defence (Raksha Mantralaya), Department of Ex-Servicemen Welfare (Poorva Senani Kalyan Vibhag) and approved the proposals contained in paragraph 9 thereof.

4 Copies

In accordance with the rules of Procedure in Regard to Proceedings of the Cabinet (Rule 10), progress of the action to implement the decision may be included in the Ministry's Monthly Summary for the information of the Members of the council of Ministers.

Action taken to implement the decision may be communicated to the Cabinet Secretariat with reference to the Implementation Schedule attached to the agenda note.

No.16/CM/2016(I)
GOVERNMENT OF INDIA (BHARAT SARKAR)
CABINET SECRETARIAT (MANTRIMANDAL SACHIVALAYA)

New Delhi, the 7th April, 2016

The undersigned is directed to circulate herewith the minutes of the meeting of the Cabinet held on 6th April, 2016 (Case Nos.97/16/2016 to 106/16/2016).

US (Gen) / O.P. P. G. as per memorandum dated 08/04

To
Principal Secretary to the Prime Minister.
Additional Principal Secretary to the Prime Minister.

S.G.P. Verghese
(S.G.P. Verghese)

Director

Tele No. : 2301 1791

Fax No. : 2379 3504

Email: verghese.sgp@nic.in

Copy, with a copy of the relevant minutes, forwarded to the following, in respect of the case(s) mentioned against each:-

	Case No.(s)
Secretary, Ministry of Petroleum and Natural Gas.	} 97
Secretary, Department of Public Enterprises.	} 97
Secretary, Department of Commerce.	} 97, 100 & 106
Foreign Secretary.	} 97, 98, 100, 101 & 106
Secretary, Department of Economic Affairs.	} 97, 98, 100, 102, 104 & 106
Secretary, Department of Expenditure.	} 97, 98, 102 & 103
Secretary, Ministry of Water Resources, River Development and Ganga Rejuvenation.	} 98
Secretary, Department of Science and Technology.	} 98
Secretary, Department of Space.	} 98
Secretary, Department of Land Resources.	} 98
Secretary, Ministry of Drinking Water and Sanitation.	} 98
Secretary, Department of Agriculture, Cooperation and Farmers Welfare.	} 98
CEO, NITI Aayog.	} 98 & 106
Secretary, Ministry of Earth Sciences.	} 98 & 106
Chairman, Railway Board.	} 99
Secretary, Department of Financial Services.	} 100
Secretary, Ministry of Shipping.	} 100 & 106
Secretary, Department of Revenue.	} 101
Secretary, Department of Legal Affairs.	} 101, 105 & 106
Secretary, Department of Ex-Servicemen Welfare.	} 103
Secretary, Department of Pensions and Pensioners Welfare.	} 103
Secretary, Department of Telecommunications.	} 104
Secretary, Department of Industrial Policy and Promotion.	} 104
Secretary, Legislative Department.	} 105
Secretary, Department of Health and Family Welfare.	} 105
Secretary, Ministry of Home Affairs.	} 105 & 106
Secretary, Ministry of Environment, Forest and Climate Change.	} 106

S.G.P. Verghese
(S.G.P. Verghese)

Director

SECRET

(1) Copies

No. 1/S/2008 New Delhi, 11th October, 2008

1/S/2008 - REVISION OF PAY STRUCTURE OF JUNIOR COMMISSIONED OFFICERS (INCLUDING HONORARY COMMISSIONED OFFICERS), NON-COMMISSIONED OFFICERS AND OTHER RANKS AND FIXATION OF PAY IN RUNNING BAND HEREIN WITH EFFECT FROM 01st JANUARY 2006, CONSEQUENT UPON THE IMPLEMENTATION OF THE DECISION OF THE GOVERNMENT WITH RESPECT TO THE RECOMMENDATIONS OF THE SIXTH CENTRAL PAY COMMISSION FOR ARMY

SECTION I : GENERAL

1. In pursuance of recommendations of Sixth Central Pay Commission and the Government decisions thereon, the existing scales of pay of Junior Commissioned Officers (JCOs), including Honorary Commissioned Officers, Non-Commissioned Officers (NCOs), Other Ranks (OR) of the Army, Defence Security Corps (DSC), Army Postal Service (APS) and Territorial Army (TA) when embodied, will be revised and pay fixed in the revised pay structure in accordance with the provisions of this instruction with effect from 01 January 2006.

2. The provisions of this Special Army Instruction (SAI) will apply to all the above categories of personnel who were on the effective strength of the Army, DSC, APS and TA, if embodied, as on 1st day of January 2006 or who join the service thereafter. The provisions of Pay and Allowances Regulations for JCOs and OR, 1979 as amended from time to time and Government orders which are not affected by the provisions of this SAI will remain unchanged.

3. Definitions. In this instruction, unless the context otherwise requires:-

(a) "Personnel Below Officer Rank (PBOR)" include Hony. Commissioned Officers, Subedar Majors, Subedars, Naib Subedars, Havildars, Naiks, and Sepoys subject to Army Act 1950.

(b) "Existing Basic Pay" means pay drawn in the prescribed existing scale of pay of the rank and pay group, including stagnation increment(s), but does not include any other type of pay like 'Special Pay', etc.

- (c) "Existing Scale" in relation to a PBOR means the present scale of pay applicable to the rank and group held by a PBOR as on 1st day of January 2006, whether in a substantive or acting capacity.

Explanation - In the case of a PBOR, who was on the 1st day of January, 2006 on deputation out of the Indian Army 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 a higher rank, "existing scale" includes the scale applicable to the rank and group which he would have held but for his being on deputation out of the Army or on leave or on foreign service or, as the case may be, but for his officiating in a higher rank.

- (d) "Existing Emoluments" means the sum of (i) existing Basic Pay (ii) Dearness Pay appropriate to the Basic Pay and (iii) Dearness Allowance appropriate to the Basic Pay + Dearness Pay at index average 536 (1982 = 100).

- (e) "Present Scale" in relation to any rank / grade specified in column 2 of table at Appendix 'A' means the scale of pay specified against that rank in column 3 thereof.

- (f) "Pay in the Pay Band" means the pay drawn in the running pay bands specified in column 5 of table at Appendix 'A'.

- (g) "Grade Pay" is the fixed amount corresponding to a pre-revised pay scale / rank.

- (h) "Military Service Pay (MSP)" is as defined in the Entry at S.No. 2 in Annexure-2 Part-A of the Government of India Resolution No. 1(30)/2008/D(Pay/Services) dated 30.08.2008 published in the Gazette of India Extraordinary Part I Section III vide SRO 1(E) dated 30.08.2008 (hereinafter called Resolution). MSP will be treated as pay for all purposes except for computation of increments and determination of status. MSP will not be considered for pay fixation on promotion to higher ranks.

only, to protect the existing edge of PBOR in 'X' Group vis-à-vis those in Group 'Y'. It will be counted as Basic Pay for all purposes.

(j) "Classification Allowance" at prescribed rates for the relevant professional competence / skill shall be admissible to Havildar and below as per the rates at Appendix 'B'.

(k) "Revised Pay Structure" in relation to any rank specified in column 2 of table at Appendix 'A' means the pay in Pay Band, Grade Pay, MSP and the Group 'X' Pay (if applicable) specified against that rank specified in columns 5, 6, 7 and 8 of the said table, unless a different revised Pay Band and Grade Pay is notified separately for that rank / post.

(l) "Basic Pay" in the revised pay structure means the sum of pay drawn in the Pay Band, Group 'X' pay (where applicable) and Grade Pay corresponding to the rank, but does not include any other type of pay like 'Special Pay'.

(m) "Revised Emoluments" means the pay in the relevant Pay Band plus the Grade Pay, Group 'X' Pay (if any) and MSP of a PBOR in the revised pay structure.

4. Scale of Pay of Rank. The Pay Band, Grade Pay, MSP and Group 'X' Pay (if applicable), as applicable, of every rank / grades specified in column 2 of the table at Appendix 'A' shall be as specified against it in column 5, 6, 7 and 8 thereof.

5. Revised Structure of Pay.

(a) The revised structure of pay of JCOs (including Honorary Commissioned Officers), NCOs, ORs and stipend in respect of recruits of the regular Army, Defence Security Corps (DSC), Army Postal Service (APS) and Territorial Army (TA) are given at Appendix A to this instruction. *DSC personnel belonging to the clerical cadre and general duties cadre shall be paid on the basis of Group 'Y' pay scales of the Army.*

(b) Only two trade groups shall be retained for PBOR with the earlier trade Groups 'Y' and 'Z' being merged. The personnel in the present trade Group 'Z' shall be placed in the same rank in trade Group 'Y'.

(c) The Pay Bands and Grades Pay for same ranks in both the trade groups will be same. The personnel in Group 'X' will have a separate 'X' Group Pay.

(d) "Military Service Pay" shall be extended to all PBOR in the Army at the rate of Rs 2000 pm. It being a new element will be admissible from 1st September 2008. It will count as pay for all purposes, except for calculation of annual increment(s).

(e) Consequent to merger of Group 'Z' with 'Y', vide Ministry of Defence letter No. 1/(31)/2008 /D(Pay/Services) dated 30 August 2008, PBOR who were in service as on 1st January 2006 are required to be placed in the new pay Group 'Y'. Units / Formations / Record Offices will publish D.O. Part-II orders, as per format at Appendix 'C' to this SAI.

(f) In addition to pay in the revised pay structure, PBOR will be entitled to Classification Allowance, Good Conduct Badge Pay and Extra Duty Allowance where admissible, at the revised rates given at Appendix 'B' to this instruction.

(g) In respect of PBOR, whose pay accounts have already been finalised on account of discharge / release / death etc., the D.O. Part-II order would be forwarded to Pay Accounts Office (PAO) separately for action. However, in respect of PBOR, whose accounts are in the process of finalisation, the Depot Battalion / Record Office would forward necessary D. O. Part II orders along with other documents at the time of final settlement of accounts for necessary action to the PAO (OR).

6. Pay of Recruits During Training. All recruits shall receive a stipend during their training period at the rate of Rs 5700 per month. On successful completion of training, they shall be paid an amount equal to the minimum of the pay scale including Grade Pay, Group 'X' pay (if applicable), Dearness Allowance and allowances of the trade to which they stand allotted less the stipend already paid. The rates of stipend will be increased by 50% every time the DA payable on revised pay band goes up by 50%.

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Save as otherwise provided in this instruction, a PBOR shall draw pay in the revised pay structure applicable to the rank which he is holding or to the post to which he is appointed, provided that:

(a) PBOR may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale.

(b) In cases where a PBOR has been placed in a higher pay scale between 1st day of January, 2006 and the date of notification of this instruction on account of promotion, upgradation of pay scale etc., the individual may elect to switch over to the revised pay structure from the date of such promotion, upgradation, etc.

Explanation 1 - The option to retain the existing scale under the provisos to this rule shall be admissible only in respect of one existing scale.

Explanation 2 - The aforesaid option shall not be admissible to any PBOR appointed to a post on or after the 1st day of January, 2006, whether for the first time in Government service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

8. Exercise of Option.

(a) The option under the provisos to para 7 above shall be exercised in writing in the form given at Appendix 'D' to this SAI, so as to reach the concerned Pay Accounts Office, within three months of the date of publication of this instruction or where an existing scale has been revised by any order made subsequent to that date, within three months of the date of such order. Provided that:

(i) In the case of a PBOR who is, on the date of such publication 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 PAO(OR) within three months of the date of resuming his duties in India; and

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(ii) Where a PBOR is under suspension on the 1st day of January, 2006, 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.

(b) The option shall be intimated by the PBOR to the concerned PAO, through his unit.

(c) If the intimation regarding option is not received within the time mentioned in this SAI, the PBOR shall be deemed to have elected to be governed by the revised pay structure with effect from 1st day of January 2006.

(d) The option once exercised shall be final.

Note 1 -

Persons whose services were terminated on or after the 1st day of January, 2006 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of sanction posts, resignation, dismissal or discharge from service on disciplinary grounds, are entitled to the benefits of this rule.

Note 2 -

Persons who have died on or after 1st day of January, 2006 and could not exercise the option within the prescribed time limit are deemed to have opted for the revised pay structure on and from 01 January 2006 or such later date as is most beneficial to their dependents. If the revised pay structure is more favorable, and in such cases, necessary action for payment of arrears shall be taken by concerned Pay Accounts Office / Depot Battalion / Record Office.

Note 3 -

Persons who were on annual leave or any other leave on 1st day of January 2006 which entitled them to leave salary will be allowed the benefits of this rule.

9. Fixation of Initial Pay in the Revised Pay Structure.

(a) The initial pay of a PBOR who elects or is deemed to have elected under para 8 to be governed by the revised pay structure on and from the 1st day of January, 2006, shall be fixed in the following manner:-

(i) The pay in the pay band / pay scale will be determined by multiplying the existing basic pay as on 1st day of January 2006 by a factor of 1.86.

(ii) If the minimum of the revised pay band / pay scale is more than the amount arrived at (i) above, the pay shall be fixed at the minimum of the revised pay band / pay scale. Provided further that :-

(aa) Where, in the fixation of pay, the pay of PBOR drawing pay at two or more consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised pay structure at the same stage in the pay band, then, for every two stages so bunched, benefit of one increment shall be given so as to avoid bunching of more than two stages in the revised running pay bands. For this purpose, the increment will be calculated on the pay in the pay band. Grade Pay would not be taken into account for the purpose of granting increments to alleviate bunching.

(ab) If by stepping up of the pay as above, the pay of a PBOR gets fixed at a stage in the revised pay band / pay scale which is higher than the stage in the revised pay band at which the pay of a PBOR who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former.

(iii) The pay in the pay band will be determined in the above manner. In addition to the pay in the Pay Band, Grade Pay corresponding to the existing scale, Group 'X' Pay (if any) and MSP as applicable, will be payable however,

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table for each stage. In each of the pre-revised scales are enclosed as Appendix 'E' to this instruction. This will be used for the purpose of fixation in the revised pay structure as on 1st January 2006.

(b) In the case of PBOR who are in receipt of Special Pay / allowance in addition to pay in the existing scale which has been recommended for replacement by a Pay Band and Grade Pay without any special pay / allowance, pay shall be fixed in the revised pay structure in accordance with the provisions of para (a) above.

(c) In the case of PBOR who are in receipt of Special Pay component with any other nomenclature in addition to pay in the existing scales, such as Personal Pay for promoting small family norms, etc., and in whose case the same has been replaced in the revised pay structure with corresponding allowance / pay at the same rate or at a different rate, the pay in the revised pay structure shall be fixed in accordance with provisions of (i) and (ii) above. In such cases, the allowance at the new rate as recommended shall be drawn in addition to pay in the revised pay structure from the date specified in the individual notifications related to these allowances.

Note 1 - Where a rank / pay group has been upgraded as a result of the recommendations of the Sixth CPC as given in Government Resolution for Defence (PBOR), the fixation of pay in the applicable pay band will be done in the manner prescribed in accordance with Para 9 (a) (i) and (ii) by multiplying the existing basic pay as on 1st day of January 2006 by a factor of 1.86 and rounding the resultant figure to the next multiple of ten. The Grade Pay corresponding to the upgraded scale will be payable in addition. Illustration No1 in this regard is as given at Appendix 'E'.

Note 2 - PBOR who is on any type of leave on the 1st day of January, 2006 and is entitled to leave salary shall become entitled to pay in the revised pay structure from 1st day of January, 2006 or the date of option for the revised pay structure.

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subistence allowance based on existing scale of pay and his pay in the revised pay structure will be subject to the final order on the pending disciplinary proceedings.

Note 4 -

Where the existing emoluments exceed the revised emoluments in the case of any PBOR, the difference shall be allowed as personal pay to be absorbed in future increases of pay.

Note 5 -

Where in the fixation of pay under para 9 (a), the pay of a PBOR who, in the existing scale was drawing immediately before the 1st day of January, 2006 more pay than another PBOR junior to him in the same cadre, gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the revised pay band as that of the junior.

Note 6 -

Where a PBOR is in receipt of Personal Pay on the 1st day of January, 2006, which together with his existing emoluments exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such PBOR as Personal Pay to be absorbed in future increases in pay.

Note 7 -

In the case of PBOR who are in receipt of Personal Pay for passing Hindi Pragya and such other examinations under the "Hindi Teaching Scheme", prior to the 1st day of January, 2006, while the Personal Pay shall not be taken into account for purposes of fixation of initial pay in the revised pay structure, they would continue to draw Personal Pay after fixation of their pay in the revised pay structure on and from the 1st day of January, 2006 or subsequently for the period for which they would have drawn it but for the fixation of their pay in the revised pay structure. The quantum of such Personal Pay would be paid at the appropriate rate of increment in the revised pay structure from the date of fixation of pay for the period for which the PBOR would have continued to draw it.

Explanation - For the purpose of this Note, "appropriate rate of increment in the revised pay structure" means 3% of the sum of the pay in the Pay Band, Grade Pay and Group 'X' Pay (where applicable), at the stage at which the pay of the PBOR is fixed in the revised pay structure.

Note 8 -

Stepping Up of Pay of a Senior If a Junior Promoted After 01st January 2006 Draws More Pay. In cases where a senior promoted to a higher rank before the 1st day of January, 2006 draws less pay in the revised pay structure than his junior who is promoted to the higher rank on or after the 1st day of January, 2006, the pay in the pay band of the senior should be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher rank. The stepping up should be done with effect from the date of promotion of the junior subject to the fulfillment of the following conditions:-

(i) Both the junior and senior should belong to the same group and trade and the ranks to which they are promoted should be identical.

(ii) The pre-revised scales of pay and the revised grade pay of the lower and higher ranks in which they are entitled to draw pay should be identical.

(iii) The senior PBOR at the time of promotion should have been drawing equal or more pay than his junior.

(iv) The anomaly should be directly as a result of the application of the provisions of Fundamental Rule 22 or any other rule or order regulating pay fixation on such promotion in the revised pay structure. If even in the lower rank, the junior PBOR was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him, provision of this Note need not be invoked to step up the pay of the senior PBOR.

whose date of increment falls on 1st January, 2006 shall get an increment in the pre-revised pay scale as on 1st January, 2006 and then fixing their pay in the revised scale and get their next increment on 1st July, 2006.

10. Rate of Increment in the Revised Pay Structure. The rate of increment in the revised pay structure will be 3% of the sum of the pay in the pay band, Grade Pay applicable and 'X' Group Pay, (if any), which will be rounded off to the next multiple of 10. The amount of increment will be added to the existing pay in the pay band. In this regard, Illustration 2 and 3 given at Appendix 'D' refers:

11. Date of Next Increment in the Revised Pay Structure. There will be a uniform date of annual increment, viz. 1st July of every year. Personnel completing 6 months and above in the revised pay structure as on 1st day of July, will be eligible to be granted the increment. The first increment after fixation of pay on 1st day of January 2006 in the revised pay structure will be granted on 1st July, 2006 for those PBOR for whom the date of next increment was between 1st day of July 2006 to 1st day of January 2007. Further, all PBOR who earned their last increment between 2nd day of January, 2005 and 1st day of January, 2006 would get their next increment on 1st July, 2006, provided that:

(a) In the case of persons who had been drawing maximum of the existing scale for more than a year as on the 1st day of January, 2006, the next increment in the revised pay structure shall be allowed on the 1st day of January, 2006. Thereafter, the provision given above would apply.

(b) In cases where the PBOR reaches the maximum of his pay band, shall be placed in the next higher pay band after one year of reaching such a maximum. At the time of placement in the higher pay band, benefit of one increment will be provided. Thereafter, the provision given above would apply.

12. Fixation of Pay in the Revised Pay Structure Subsequent to 1st day of January 2006. Where a PBOR continues to draw his pay in the existing scale and is brought over to the revised pay structure from a date later than the 1st day of January, 2006, his pay from the later date in the revised pay structure shall be fixed in the following manner:-

(a) Pay in the pay band will be fixed by adding the basic pay applicable on the later date, the dearness pay applicable on that date and the pre-revised

Dearness Allowance based on rates applicable as on 2006. This figure will be rounded off to the next multiple of 10 and will then become the pay in the applicable pay band. In addition to this, the Grade Pay corresponding to the pre-revised pay scale and the Group 'X' pay (if any) will be payable.

(b) Where a PBOR is in receipt of Special Pay, the methodology followed will be as prescribed in para 9, except that the Basic Pay and Dearness Pay to be taken into account will be the Basic Pay and Dearness Pay applicable as on that date but Dearness Allowance will be calculated as per rates applicable on 1st day of January 2006.

SECTION III - REGULATION OF PAY OF PBOR
RECRUITED / PROMOTED / RE-MUSTERED / REDUCED TO RANKS
ON OR AFTER 01ST JANUARY 2006

13. Fixation of Pay in the Revised Pay Structure of PBOR Recruited On or After 01st January 2006.

(a) - The entry level pay of direct recruits to a particular rank carrying a specific Grade Pay will be fixed on or after 1st January, 2006 as per table given below:

ENTRY PAY IN THE REVISED PAY STRUCTURE FOR DIRECT RECRUITS
APPOINTED ON OR AFTER 1.1.2006

PB-1 (Rs.5200-20200)

Grade pay	Pay in the Pay Band	Total
2,000	6,460	8,460
2,400	7,510	9,910
2,800	8,560	11,360

PB-2 (Rs.9300-34800)

Grade pay	Pay in the Pay Band	Total
4,200	9,300	13,500
4,600	12,540	17,140
4,800	13,350	18,150

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January 2006 and the date of issue of this Instruction. In such cases, where the emoluments in the pre-revised pay scale(s) [i.e. Basic Pay in the pre-revised pay scale(s) plus Dearness Pay plus Dearness Allowance applicable on the date of joining] exceeds 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.

(c) Grade pay, Group 'X' pay, MSP, Classification Allowance and GCB pay where applicable, will be payable additionally.

14. Fixation of Pay On Promotion on or After 01st January 2006. In the case of promotion of a PBOR from one grade pay to another in the revised pay structure, the fixation of pay in the running pay band will be done as follows:-

(a) One increment equal to 3% of the sum of the pay in the pay band, existing grade pay and Group 'X' pay (if any) will be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The grade pay corresponding to the promoted rank, will thereafter be granted in addition to this pay in the pay band. In cases where promotion involves change in the pay band also, the same methodology will be followed.

However, if the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped up to such minimum.

(b) On promotion from one rank to another / financial upgradation under ACP, PBOR has an option to get his pay fixed in the higher post either from the date of his promotion, or from the date of his next increment, viz. 01 Jul of the year. The pay will be fixed in the following manner in the revised pay structure:-

(i) In case PBOR opts to get his pay fixed from his date of next increment, then, on the date of promotion, pay in the pay band shall continue unchanged, but the grade pay of the higher rank will be granted. Further re-fixation will be done on the date of his next increment i.e. 01 Jul. On that day, he will be granted two increments; one annual increment and the second on

account of promotion. While computing these two increments, Basic Pay prior to the date of promotion shall be taken into account. To illustrate, if the Basic Pay prior to the date of promotion was Rs 100, first increment would be computed on Rs 100 and the second on Rs 103.

(ii) In case a PBOR opts to get his pay fixed in the higher grade from the date of his promotion, he shall get his first increment in the higher grade on the next 01 Jul, if he was promoted between 02 Jul and 01 Jan. However, if he was promoted between 02 Jan and 30 Jun of a particular year, he shall get his next increment on 01 Jul of next year.

(iii) PBOR will have the option to be exercised within one month from the date of promotion to have his pay fixed from the date of such promotion or to have the pay fixed from the date of his next increment. Option once exercised shall be final. Form of option is given at Appendix 'D' to this SA.

(iv) If no option is exercised by the individual, PAO(OR) will regulate fixation on promotion ensuring that the more beneficial of the two options mentioned above is allowed to the PBOR. Pay on promotion may be fixed in the following manner if it is more beneficial:-

(aa) In case promoted between 02 Jan and 30 Jun, the fixation on promotion will be done from the date of his next increment i.e. 01 Jul.

(ab) In case promoted between 02 Jul and 01 Jan the fixation on promotion will be done on the date of the promotion of the PBOR.

(v) As a one time measure, PBOR promoted on or after 01 Jan 2006 and before publication of this instruction, may exercise their option afresh within three months of the issue of this instruction. Form of option is given at Appendix 'D' to this SA.

(c) In case of promotion to Hon'y Captain / Lieutenant rank on or after 1st January 2006, one additional increment will be given as in all other cases unless this amount is less than Rs 16600 i.e. minimum of PB-3 then the pay will be stepped up to Rs

will be admissible. 3

15. Assured Career Progression. In pursuance with the Government Resolution of Assured Career Progression (ACP), a directly recruited PBOR as a Sepoy, Havildar or JCO will be entitled to minimum three financial upgradations after 8, 16 and 24 years of service. At the time of each financial upgradation under ACP, the PBOR would get an additional increment and next higher Grade Pay in hierarchy. The following ACPs would be entitled to PBOR recruited under direct entry:-

(a) Sepoy Recruit. A Sepoy would be entitled to first financial upgradation of pay of the rank of Naik on completion of 8 yrs of service, second financial upgradation of pay of the rank of Havildar on completion of

16 yrs of service and third financial upgradation of pay of the rank of Naib Subedar on completion of 24 yrs of service. In case a PBOR gets promoted to next higher rank prior to applicability of first ACP he would only be entitled to the second / third ACP at the specified period, provided he does not get any further promotion. In case a PBOR gets two promotions before 16 years, he will be entitled to only the third ACP on completion of 24 years, provided he does not get any further promotion.

(b) Direct Entry Havildar / JCO. A direct entry Havildar recruited would be entitled to first financial upgradation of pay of the rank of Naib Subedar on completion of 8 yrs of service, second financial upgradation of pay of the rank of Subedar on completion of 16 yrs of service and third financial upgradation of pay of the rank of Subedar Major on completion of 24 yrs of service. In case he gets promoted to next higher rank prior to grant of first financial upgradation, he would only be entitled to second / third financial upgradation at the specified period, provided he does not get any further promotion. In case, he gets two promotions before 16 years, he will be entitled to only third financial upgradation on completion of 24 years, provided he does not get any further promotion. A direct entry JCO will be entitled to only first and second financial upgradation on completion of 8 and 16 years of service for the rank of Subedar and Subedar Major respectively.

(c) This SAI supersedes all previous orders / instructions on applicability of Assured Career Progression to a PBOR, Issued from time to time.

16. Fixation of Pay on Re-mustering. In the case of re-mustering of a PBOR from Group 'Y' to Group 'X', he will be fixed with his existing band pay and the Grade Pay of the rank to which he is remustered. In addition he will be entitled to Group 'X' pay and MSP as applicable.

17. Fixation of Pay on Being Reduced in Rank. In the case of reduction in the rank, the pay of a PBOR will be fixed in the pay band with grade pay of the reduced pay band similarly with his existing pay in the Pay Band along with Grade Pay of the reduced rank. In addition he will be entitled to Group 'X' Pay and MSP as applicable.

18. Mode of Payment of Arrears of Pay: The aggregate of arrears, computed after deduction of subscription at enhanced rate to AFPPF with reference to the revised pay may be paid in two installments, the first installment being restricted to 40% of the aggregate arrears. The ad-hoc arrears paid as per Govt. of India, Ministry of Defence letter No. 1/41/2008/D(Pay/Services) dated 27.09.2008 shall be adjusted against the first installment. Orders in regard to the second installment of arrears will be issued separately. In authorizing the arrears, Income Tax due may be deducted and credited to Government in accordance with the instructions on the subject. In case a PBOR wishes to deposit his arrears in his AFPPF account, this may be permitted.

19. On fixation of pay in the revised pay bands, Grade Pay, X Group Pay (if admissible) and MSP, as the case may be, and allowances for the month of September 2008 may be drawn and paid on the basis of revised pay structure and applicable allowances thereon after deduction of enhanced subscription to the AFPPF which will be calculated with reference to the revised basic pay.

20. To expedite the authorisation and disbursement of arrears claims for serving PBOR, arrears may be paid without pre-audit of the fixation of pay in the revised scales of pay. Action on drawal and disbursement of arrears should be completed immediately on receipt of necessary instructions. All PBOR have to give an undertaking at the time of disbursement of arrears as per Appendix 'G' to the effect that excess payment that may be found to have been made as a result of incorrect fixation of pay in the revised scales will be refunded by him to the government either by adjustment against future payments or otherwise.

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(i) The aggregate of the pay and allowance to which he is entitled on account of the revision of his pay and allowances under these rules, for the relevant period. Revised allowances (except for Dearness Allowance) will be payable only with effect from 01st September 2008; and

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

(b) "Relevant period" means the period commencing on the 1st day of January, 2006 and ending with the 31st August, 2008.

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

Amendments to Regulations

22. Pay and Allowances Regulations for JCOs, and OR for the Army, 1979, will be amended in due course. This Special Army Instruction supersedes Special Army Instruction 1/S/97 (as amended) in so far as the contents herein are concerned.

File No. 1(42)/2008/D(Pay/Services)

Defence Finance I.D. No. 5935/AS(M)/08 dated 7.10.08

Ministry of Finance, Deptt. Of Expenditure

U.O. No. 2674/ JS(Pers) dated 11.10.2008


(Ajay Tirkey)

Joint Secretary to the Govt. of India

**REVISED PAY STRUCTURE - JUNIOR COMMISSIONED OFFICERS (INCLUDING
HONORARY COMMISSIONED OFFICERS), NON-COMMISSIONED OFFICERS AND
OTHER RANKS OF REGULAR ARMY, DSC AND TA****(i). Revised Pay Structure.**

Ser No	Present Scale		Revised Pay Structure				
	Rank	Present Scale	Pay Band	Corresponding Pay Band /	Grade Pay	Military Service Pay *	X Group Pay
1	2	3	4	5	6	7	8
'X' Gp							
(a)	Sepoy	3800-70-4650	PB-1	5200-20200	2000	2000	1400
(b)	Naik	3700-85-4975	PB-1	5200-20200	2400	2000	1400
(c)	Havildar	4150-100-5650	PB-1	5200-20200	2800	2000	1400
(d)	Nb Sub	5770-140-8290	PB-2	9300-34800	4200	2000	1400
(e)	Subedar	6750-190-9790	PB-2	9300-34800	4600	2000	1400
(f)	Sub Maj	7250-200-10050	PB-2	9300-34800	4800	2000	1400
'Y' Gp							
(a)	Sepoy	3250-70-4300	PB-1	5200-20200	2000	2000	NA
(b)	Naik	3425-85-4700	PB-1	5200-20200	2400	2000	NA
(c)	Havildar	3600-100-5100	PB-1	5200-20200	2800	2000	NA
(d)	Nb Sub	5620-140-8140	PB-2	9300-34800	4200	2000	NA
(e)	Subedar	6600-170-9320	PB-2	9300-34800	4600	2000	NA
(f)	Sub Maj	6750-200-9550	PB-2	9300-34800	4800	2000	NA
'Z' Gp							
(a)	Sepoy	3050-65-3875	PB-1	5200-20200	2000	2000	NA
(b)	Naik	3150-70-4200	PB-1	5200-20200	2400	2000	NA
(c)	Havildar	3250-85-4525	PB-1	5200-20200	2800	2000	NA
(d)	Nb Sub	5200-125-7450	PB-2	9300-34800	4200	2000	NA
(e)	Subedar	6170-155-8650	PB-2	9300-34800	4600	2000	NA
(f)	Sub Maj	6600-200-9400	PB-2	9300-34800	4800	2000	NA
Hony Commissioned Officers							
(a)	Hony Lt	10500	PB-3	15600-39100	5400	6000	NA
(b)	Hony Capt	10850	PB-3	15600-39100	6100	6000	NA

*MSP is to be paid w.e.f. 01.09.2008 and no arrears for MSP shall be drawn.

Recruits During Training. - Rs 6700/- pm

Note:- All recruits shall receive stipend during training, but on completion of training, they shall be paid with retrospective effect an amount equal to the minimum of the pay scale including Grade Pay, Group "X" Pay (if applicable), Dearness Allowance and allowances of the trade to which they stand allotted less stipend already paid.

- (iii). Pay Scales of DSC Personnel. DSC personnel belonging to the clerical cadre and General Duties cadre shall be paid on the basis of Group "Y" pay scales of the Army.

(Refers to Para 3(k) of SAI
2/S/2008.)**CLASSIFICATION ALLOWANCE, EXTRA DUTY ALLOWANCE AND GCB PAY - JUNIOR COMMISSIONED OFFICERS (INCLUDING HONORARY COMMISSIONED OFFICERS), NON-COMMISSIONED OFFICERS AND OTHER RANKS OF REGULAR ARMY****A. Classification Allowance.**

Group	Class 4 to 3	Class 3 to 2	Class 2 to 1
	Rs. pm	Rs. pm	Rs. pm
X		120.00	120.00
Y	100.00	100.00	100.00

Note: . Classification Allowance shall be taken into account for all purposes for calculation of Dearness Allowance, Composite Transfer Grant and shall count 100% for the purpose of pension.

B. Extra Duty Allowance.

Appointment	Extra Duty Allowance
Lance Naik, Lance Havildar, Coy Havildar Major, Coy Quarter Master Havildar and Equivalent	Rs 100/-
Regiment QM/Battalion QM Havildar and Equivalent	Rs 150/-
Battalion Havildar Major and Equivalent	Rs 180/-

C. Good Conduct Badge(GCB) Pay.**RATES OF GCB PAY:**

<u>GCB</u>	<u>Rate (Rs p.m)</u>
First	64/-
Second	128/-
Third	192/-

SPECIMEN DO PART II ORDER

Group : 1A SUS No. : UNIT :		LAST PART II ORDER : PART II ORDER NUMBER : TOTAL NUMBER OF SHEETS :					DATE : DATE : SHEET No. :			
Sl No	Army Number Rank & Name	Description	From Date To Date	Amt/ Rate	Period SRA NRA	Other Allowances details (a) (b) (c)			Reference Part II Order Number	Remark
1	2	3	4	5	6	7			8	9
Placement in Revised Pay Group (Y) on Merger of Trade/Pay Group vide Min of Def letter No. 1(31)/2008/D(Pay/Services) dated 30.08.2008.										
	02888219Z SEP RANJIT SINGH	MRGDG P	01012006			GP-Y	CL-2	INF SOL		Placed in Pay Gp-Y w.e.f. 01.01.2006

- Note : 1 Revised GP in which the individual is placed based on the merger will be shown in column 7 (a) as Gp-Y.
2. Abbreviation of category/trade to which the individual belong should be given in column 7(c).
3. The Class in which the individual is placed will be given in column 7(b).

FORM OF OPTION

1. * Service No. _____ Rank _____ Name _____

Branch _____ hereby elect the revised pay structure with effect from 1st January, 2006.

OR

2. * 1. Service No. _____ Rank _____ Name _____

Branch _____ hereby elect to continue in the existing scale of pay of my substantive rank/post 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 scale.

The date of my promotion to _____

Existing Scale _____

Signature _____
Name _____
Rank _____
Service No. _____
Branch _____
Unit _____

Date : _____
Station : _____

* To be scored out, if not applicable.

Illustration 1 - () Merger of Group 'Z' Sepoy with Group 'Y' in PB- 1.

1.	Existing Scale of Pay	Rs. 3050 - 55 - 3875
2.	Pay Band applicable	PB - 1(Rs. 5200-20200)
3.	/ Merged Scale of Pay	Rs 3250 - 70 - 4300 (Corresponding Grade Pay of Rs 2000)
4.	Existing Basic pay as on 1.1.2008	Rs. 3105
5.	Pay after multiplication by a factor of 1.86	Rs. 5775 (Rounded off to Rs. 5780)
6.	Pay in the Pay Band after Including Benefit of bunching in the pre - revised Scale of Rs 3050 - 4300, if admissible	Rs. 5060
7.	Grade Pay attached to the scale	Rs. 2000
8.	Revised basic pay - total of pay in the pay band plus grade pay	Rs. 8060

ILLUSTRATION DEPICTING PAY FIXATION ON GRANT OF INCREMENT IN THE REVISED PAY STRUCTURE

Illustration No 2 () - Group 'Y'

1.	Pay in PB-2	Rs. 9300
2.	Grade Pay	Rs. 4200
3.	Total of Pay + Grade Pay	Rs. 13500
4.	Rate of Increment	3% of 3 Above
5.	Amount of Increment	Rs. 405 rounded off to Rs 410
6.	Pay in the Pay Band after Increment	Rs 9300+Rs410
7.	Pay in the Pay Band after Increment	Rs 9710
8.	Grade Pay Applicable	Rs. 2000

Illustration 3 - Group 'X'

1.	Pay in PB-2	Rs. 6460
2.	Grade Pay	Rs. 2000
3.	Group Pay	Rs 1400
4.	Total of Pay + Grade Pay	Rs. 9860
5.	Rate of Increment	5% of 4 Above
6.	Amount of Increment	Rs. 296 rounded off to Rs 300
7.	Pay in the Pay Band after Increment	Rs 6460 + Rs 300
8.	Pay in the Pay Band after Increment	Rs 6760
9.	Grade Pay Applicable	Rs. 2000
10.	Group Pay Applicable	Rs 1400

INITIAL PAY FIXATION AS ON 01 JAN 2008, PBOR

Rank-Sepoy

Pre-revised scale

Rs.3600-70-4650

Revised Pay band

Rs. 5200-20200+Rs 2000+Rs 1400

PB-1 +Grade Pay+MSP+X Gr Pay

Pre-revised Pay		Revised Pay			
Pay in the scale	Pay in the Pay Band	Grade Pay	Military Service Pay	X Group Pay	Total Revised pay
3600	6840	2000	2000	1400	12240
3670	7050	2000	2000	1400	12450
3740	7050	2000	2000	1400	12450
3810	7270	2000	2000	1400	12670
3880	7490	2000	2000	1400	12890
3950	7490	2000	2000	1400	12890
4020	7610	2000	2000	1400	13010
4090	7610	2000	2000	1400	13010
4160	7740	2000	2000	1400	13140
4230	7870	2000	2000	1400	13270
4300	8000	2000	2000	1400	13400
4370	8130	2000	2000	1400	13530
4440	8260	2000	2000	1400	13660
4510	8390	2000	2000	1400	13790
4580	8620	2000	2000	1400	13920
4650	8650	2000	2000	1400	14050

Military Service Pay is to be paid w.e.f. 01.09.2008 and no arrears for MSP shall be drawn.

Appendix 'F'

Rank-NAIK (X-Group)

Pre-revised scale
Rs. 3700-85-4975Revised Pay
Rs. 5200-20200+Rs 2400+Rs 2000+Rs 1400
PB-1 +Grade Pay+MSP+X Gr Pay

Pre-revised Pay	Revised Pay				
Pay in the scale	Pay in the Pay Band	Grade Pay	Military Service Pay	X Group Pay	Total Revised Pay
3700	7050	2400	2000	1400	12850
3785	7270	2400	2000	1400	13070
3870	7270	2400	2000	1400	13070
3955	7490	2400	2000	1400	13290
4040	7610	2400	2000	1400	13410
4125	7680	2400	2000	1400	13480
4210	7840	2400	2000	1400	13640
4295	7990	2400	2000	1400	13790
4380	8150	2400	2000	1400	13950
4465	8310	2400	2000	1400	14110
4550	8470	2400	2000	1400	14270
4635	8630	2400	2000	1400	14430
4720	8780	2400	2000	1400	14580
4805	8940	2400	2000	1400	14740
4890	9100	2400	2000	1400	14900
4975	9260	2400	2000	1400	15060

Military Service Pay is to be paid w.e.f. 01.08.2008 and no arrears for MSP shall be drawn.

Appendix 'F'

Rank-HAVALDAR ('X' Group)

Pre-revised scale
Rs. 4150-100-5650

Revised Pay band
Rs. 5200-20200+2800+2000+1400
PB-1 +Grade Pay+MSP+X Gr Pay

Pre-revised Pay		Revised Pay			Total Revised Pay
Pay in the scale	Pay in the Pay Band	Grade Pay	Military Service Pay	X Group Pay	
4150	7720	2800	2000	1400	13920
4250	7910	2800	2000	1400	14110
4350	8100	2800	2000	1400	14300
4450	8280	2800	2000	1400	14480
4550	8470	2800	2000	1400	14670
4650	8650	2800	2000	1400	14850
4750	8840	2800	2000	1400	15040
4850	9030	2800	2000	1400	15230
4950	9210	2800	2000	1400	15410
5050	9400	2800	2000	1400	15600
5150	9580	2800	2000	1400	15780
5250	9770	2800	2000	1400	15970
5350	9960	2800	2000	1400	16160
5450	10140	2800	2000	1400	16340
5550	10330	2800	2000	1400	16530
5650	10510	2800	2000	1400	16710

Military Service Pay is to be paid w.e.f. 01.09.2008 and no arrears for MSP shall be drawn.

Appendix 'F'

Rank-Nb SUB (X' Group)

Pre-revised scale

Revised Pay band

Rs. 5770 - 140 - 8290

Rs. 9300-34800+200+2000+1400

PB-2 +Grade Pay+MSP+X Gr Pay

Pre-revised Pay	Revised Pay				
Pay in the scale	Pay in the Pay Band	Grade Pay	Military Service Pay	X Group Pay	Total Revised Pay
5770	10740	4200	2000	1400	18340
5910	11000	4200	2000	1400	18600
6050	11260	4200	2000	1400	18860
6190	11520	4200	2000	1400	19120
6330	11780	4200	2000	1400	19380
6470	12040	4200	2000	1400	19640
6610	12300	4200	2000	1400	19900
6750	12560	4200	2000	1400	20160
6890	12820	4200	2000	1400	20420
7030	13080	4200	2000	1400	20680
7170	13340	4200	2000	1400	20940
7310	13600	4200	2000	1400	21200
7450	13860	4200	2000	1400	21460
7590	14120	4200	2000	1400	21720
7730	14380	4200	2000	1400	21980
7870	14640	4200	2000	1400	22240
8010	14900	4200	2000	1400	22500
8150	15160	4200	2000	1400	22760
8290	15420	4200	2000	1400	23020

Military Service Pay is to be paid w.e.f. 01.09.2008 and no arrears for MSP shall be drawn.

Appendix 'F'

53

Rank-SUBEDAR ('X' Group)

Pre-revised scale

Revised Pay band

Rs. 6750-190-9790

Rs. 9300-34800+4600+2000+1400

PB-2 +Grade Pay+MSP+X Gr Pay

Pre-revised Pay	Revised Pay				Total Revised Pay
Pay in the scale	Pay in the Pay Band	Grade Pay	Military Service Pay	X Group Pay	
6750	12560	4600	2000	1400	20560
6940	12910	4600	2000	1400	20910
7130	13270	4600	2000	1400	21270
7320	13620	4600	2000	1400	21620
7510	13970	4600	2000	1400	21970
7700	14330	4600	2000	1400	22330
7890	14680	4600	2000	1400	22680
8080	15030	4600	2000	1400	23030
8270	15390	4600	2000	1400	23390
8460	15740	4600	2000	1400	23740
8650	16090	4600	2000	1400	24090
8840	16450	4600	2000	1400	24450
9030	16800	4600	2000	1400	24800
9220	17150	4600	2000	1400	25150
9410	17510	4600	2000	1400	25510
9600	17860	4600	2000	1400	25860
9790	18210	4600	2000	1400	26210

Military Service Pay is to be paid w.e.f. 01.09.2008 and no arrears for MSP shall be drawn.

Rank-SUBEDAR MAJOR ('X' Group)**Pre-revised scale****Revised Pay band**

Rs. 7250-200-10050

Rs. 9300-34800+4800+2000+1400

PB-2 +Grade Pay+MSP+X Gr Pay

Pre-revised Pay		Revised Pay			
Pay in the scale	Pay in the Pay Band	Grade Pay	Military Service Pay	X Group Pay	Total Revised Pay
7250	13490	4800	2000	1400	21690
7450	13880	4800	2000	1400	22060
7650	14230	4800	2000	1400	22430
7850	14610	4800	2000	1400	22810
8050	14980	4800	2000	1400	23180
8250	15350	4800	2000	1400	23550
8450	15720	4800	2000	1400	23920
8650	16090	4800	2000	1400	24290
8850	16470	4800	2000	1400	24670
9050	16840	4800	2000	1400	25040
9250	17210	4800	2000	1400	25410
9450	17580	4800	2000	1400	25780
9650	17950	4800	2000	1400	26150
9850	18330	4800	2000	1400	26530
10050	18700	4800	2000	1400	26900

Military Service Pay is to be paid w.e.f. 01.09.2008 and no arrears for MSP shall be drawn.

Appendix 'F' Group

Rank-Sepoy

Pre-revised scale
Rs.3250-70-4300

Revised Pay band
5200-20200+2000+2000
PB-1 +Grade Pay+MSP

Pre-revised Pay		Revised Pay			
Pay in the scale	Pay in the Pay Band	Grade Pay	Military Service Pay	Total Revised pay	
3250	6250	2000	2000	10250	
3320	6250	2000	2000	10250	
3390	6440	2000	2000	10440	
3460	6640	2000	2000	10640	
3530	6840	2000	2000	10840	
3600	6840	2000	2000	10840	
3670	7050	2000	2000	11050	
3740	7050	2000	2000	11050	
3810	7270	2000	2000	11270	
3880	7490	2000	2000	11490	
3950	7490	2000	2000	11490	
4020	7610	2000	2000	11610	
4090	7610	2000	2000	11610	
4160	7740	2000	2000	11740	
4230	7870	2000	2000	11870	
4300	8000	2000	2000	12000	

Military Service Pay is to be paid w.e.f. 01.09.2008 and no arrears for MSP shall be drawn.

Appendix 'F'

Rank-NAIK 'Y' Group.

Pre-revised scale
Rs.3425-85-4700

Revised Pay Band
Rs 5200-20200+2400+2000
PB-1 +Grade Pay+MSP

Pre-revised Pay	Revised Pay			
Pay in the scale	Pay in the Pay Band	Grade Pay	Military Service Pay	Total Revised pay
3425	6640	2400	2000	11040
3510	6840	2400	2000	11240
3595	6840	2400	2000	11240
3680	7050	2400	2000	11450
3765	7270	2400	2000	11670
3850	7270	2400	2000	11670
3935	7490	2400	2000	11890
4020	7610	2400	2000	12010
4105	7640	2400	2000	12040
4190	7800	2400	2000	12200
4275	7960	2400	2000	12360
4360	8110	2400	2000	12510
4445	8270	2400	2000	12670
4530	8430	2400	2000	12830
4615	8590	2400	2000	12890
4700	8750	2400	2000	13150

Military Service Pay is to be paid w.e.f. 01.09.2008 and no arrears for MSP shall be drawn.

Appendix 'F'

Rank-HAVALDAR ('Y' Group)

Pre-revised scale
Rs. 3600-100-5100Revised Pay Band
Rs. 5200-20200+2800+2000
PB-1 +Grade Pay+MSP

Pre-revised Pay	Revised Pay			
	Pay in the Pay Band	Grade Pay	Military Service Pay	Total Revised Pay
3600	6840	2800	2000	11640
3700	7050	2800	2000	11850
3800	7270	2800	2000	12070
3900	7490	2800	2000	12290
4000	7490	2800	2000	12290
4100	7630	2800	2000	12430
4200	7820	2800	2000	12620
4300	8000	2800	2000	12800
4400	8190	2800	2000	12990
4500	8370	2800	2000	13170
4600	8560	2800	2000	13360
4700	8750	2800	2000	13550
4800	8930	2800	2000	13730
4900	9120	2800	2000	13920
5000	9300	2800	2000	14100
5100	9490	2800	2000	14290

Military Service Pay is to be paid w.e.f. 01.09.2008 and no arrears for MSP shall be drawn.

Appendix 'F'

Rank-NAIK ('Z' Group)

Pre-revised scale
Rs.3150-70-4200

Revised Pay Band
Rs. 5200-20200+2400+2000
PB-1 +Grade Pay+MSP

Pre-revised Pay	Revised Pay			
Pay in the scale	Pay in the Pay Band	Grade Pay	Military Service Pay	Total Revised Pay
3150	6080	2400	2000	10480
3220	6250	2400	2000	10650
3290	6250	2400	2000	10650
3360	6440	2400	2000	10840
3430	6640	2400	2000	11040
3500	6640	2400	2000	11040
3570	6840	2400	2000	11240
3640	6840	2400	2000	11240
3710	7050	2400	2000	11450
3780	7270	2400	2000	11670
3850	7270	2400	2000	11670
3920	7490	2400	2000	11890
3990	7490	2400	2000	11890
4060	7610	2400	2000	12010
4130	7690	2400	2000	12090
4200	7820	2400	2000	12220

Military Service Pay is to be paid w.e.f. 01.09.2008 and no arrears for MSP shall be drawn.

RAJIV HAVILDAR ('Z' Group)

Pre-revised scale
Rs. 3250-85-4525

Revised Pay Band
Rs. 5200-20200+2800+2000
PB-1 +Grade Pay+MSP

Pre-revised Pay	Revised Pay			
	Pay in the Pay Band	Grade Pay	Military Service Pay	Total Revised Pay
3250	6250	2800	2000	11050
3335	6440	2800	2000	11240
3420	6440	2800	2000	11240
3505	6840	2800	2000	11640
3590	6840	2800	2000	11640
3675	7050	2800	2000	11850
3760	7050	2800	2000	11850
3845	7270	2800	2000	12070
3930	7490	2800	2000	12290
4015	7490	2800	2000	12290
4100	7630	2800	2000	12430
4185	7790	2800	2000	12690
4270	7950	2800	2000	12750
4355	8110	2800	2000	12910
4440	8260	2800	2000	13060
4525	8420	2800	2000	13220

Military Service Pay is to be paid w.e.f. 01.09.2008 and no arrears for MSP shall be drawn.

Rank-Nb SUB ('Z' Group)

Pre-revised scale

Revised Pay Band

Rs. 5200-125-7450

Rs. 9300-34800+4200+2000

PB-2 +Grade Pay+MSP

Pre-revised Pay	Revised Pay			
Pay In the scale	Pay In the Pay Band	Grade Pay	Military Service Pay	Total Revised Pay
5200	9680	4200	2000	16880
5325	9910	4200	2000	16110
5450	10140	4200	2000	16340
5575	10370	4200	2000	16570
5700	10610	4200	2000	16810
5825	10840	4200	2000	17040
5950	11070	4200	2000	17270
6075	11300	4200	2000	17500
6200	11540	4200	2000	17740
6325	11770	4200	2000	17970
6450	12000	4200	2000	18200
6575	12230	4200	2000	18430
6700	12470	4200	2000	18670
6825	12700	4200	2000	18900
6950	12930	4200	2000	19130
7075	13160	4200	2000	19360
7200	13400	4200	2000	19600
7325	13630	4200	2000	19830
7450	13860	4200	2000	20060

Military Service Pay is to be paid w.e.f. 01.09.2008 and no arrears for MSP shall be drawn.

Pre-revised scale

Rs. 6170-155-8650

Revised Pay Band

Rs. 9300-34800+4600+2000

PB-2 +Grade Pay+MSP

Pre-revised Pay	Revised Pay			
Pay in the scale	Pay in the Pay Band	Grade Pay	Military Service Pay	Total Revised Pay
6170	11480	4600	2000	18080
6325	11770	4600	2000	18370
6480	12060	4600	2000	18660
6635	12350	4600	2000	18950
6790	12630	4600	2000	19230
6945	12920	4600	2000	19520
7100	13210	4600	2000	19810
7255	13500	4600	2000	20100
7410	13790	4600	2000	20390
7565	14080	4600	2000	20680
7720	14360	4600	2000	20960
7875	14650	4600	2000	21250
8030	14940	4600	2000	21540
8185	15230	4600	2000	21830
8340	15520	4600	2000	22120
8495	15810	4600	2000	22410
8650	16090	4600	2000	22690

Military Service Pay is to be paid w.e.f. 01.09.2008 and no arrears for MSP shall be drawn.

Appendix 'F'

Rank-SUBEDAR MAJOR ('Z' Group)

Pre-revised scale

Rs. 6600-200-9400

Revised Pay Band

Rs. 9300-34800+4800+2000

PB-2 +Grade Pay+MSP

Pre-revised Pay	Revised Pay			
Pay in the scale	Pay in the Pay Band	Grade Pay	Military Service Pay	Total Revised Pay
6600	12280	4800	2000	19080
6800	12650	4800	2000	19450
7000	13020	4800	2000	19820
7200	13400	4800	2000	20200
7400	13770	4800	2000	20570
7600	14140	4800	2000	20940
7800	14510	4800	2000	21310
8000	14880	4800	2000	21680
8200	15260	4800	2000	22060
8400	15630	4800	2000	22430
8600	16000	4800	2000	22800
8800	16370	4800	2000	23170
9000	16740	4800	2000	23540
9200	17120	4800	2000	23920
9400	17490	4800	2000	24290

Military Service Pay is to be paid w.e.f. 01.09.2008 and no arrears for MSP shall be drawn.

26.02.14-

Table No. 1

RATE OF SERVICE PENSION UNDER OROP SCHEME FOR JCO AND OTHER RANKS INCLUDING HONORARY COMMISSIONED OFFICERS OF ARMY (INCLUDING DSC) AND EQUIVLENT RANKS OF NAVY & AIR FORCE																					
RANK																					
Rank Group Held	Sepoy and equivalent		Hony Naik and equivalent		Naik / Naik (TS) and equivalent		Hony Havildar and equivalent		Havildar and equivalent		Hony Naib Sub. and equivalent		Artificer (Navy only)	Naib Subedar and equivalent		Subedar and equivalent		Subedar Major and equivalent		Hony Lieutenant	Hony Captain
PRE-1973	"A"	B TO H	"A"	B TO H	"A"	B TO H	"A"	B TO H	"A"	B TO H	"A"	B TO H	"A"	"A"	B TO H	"A"	B TO H	"A"	B TO H		
POST 1.1.1973	"A"	B TO E	"A"	B TO E	"A"	B TO E	"A"	B TO E	"A"	B TO E	"A"	B TO E	"A"	"A"	B TO E	"A"	B TO E	"A"	B TO E		
POST 10.10.97	"X"	Y, Z	"X"	Y, Z	"X"	Y, Z	"X"	Y, Z	"X"	Y, Z	"X"	Y, Z	"X"	"X"	Y, Z	"X"	Y, Z	"X"	Y, Z		
POST 1.1.2006	X	Y	X	Y	X	Y	X	Y	X	Y	X	Y	X	X	Y	X	Y	X	Y		
O.S.	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
19	7145	6783	7483	6783	8375	7170	8375	7170	9055	7693	9567	8425	9750	10480	8740	11615	11150	12895	12385	12895	14655
19.5	7145	6875	7575	6875	8375	7170	8375	7170	9055	7693	9715	8425	9750	10480	8740	11615	11150	12895	12385	12921	14862
20	7145	6875	7575	6875	8375	7170	8375	7170	9055	7795	9862	8425	10335	10480	8755	11615	11150	12895	12385	13117	15108
20.5	7145	6875	7575	6875	8375	7170	8375	7170	9055	7795	10014	8425	10335	10480	8755	11615	11150	12895	12385	13320	15342
21	7145	6875	7575	6875	8375	7170	8375	7170	9055	7795	10166	8425	10335	10480	8853	11615	11150	12960	12385	13522	15575
21.5	7145	6875	7575	6875	8375	7170	8375	7170	9055	7795	10323	8425	10335	10480	8934	11615	11150	12960	12385	13731	15575
22	7145	6875	7575	6875	8375	7170	8375	7200	9055	7795	10480	8425	10335	10527	9005	11615	11150	12960	12385	13940	15575
22.5	7145	6875	7575	6875	8375	7170	8375	7200	9280	7795	10642	8425	10335	10642	9338	11615	11150	12960	12385	14156	15575
23	7145	6875	7575	6875	8375	7170	8375	7200	9280	7795	10804	8425	10335	10804	9338	11615	11150	12960	12385	14371	15575
23.5	7145	6875	7575	6875	8375	7170	8375	7200	9793	7795	10971	8425	10335	10971	9338	11615	11150	12960	12565	14593	15946
24	7145	6875	7575	6875	8525	7170	8525	7374	9793	7808	11138	8425	10335	11138	9429	11615	11150	12960	12565	14815	15945
24.5	7145	6875	7575	6875	8525	7170	8525	7374	9793	7808	11138	8535	10335	11138	9652	11716	11150	12960	12565	15044	15945
25	7145	6875	7575	6875	8525	7170	8525	7374	9793	7808	11138	8605	10335	11138	9733	12820	11150	13068	12565	15273	15945
25.5	7145	7070	7770	7070	8525	7170	8525	7374	9793	7808	11205	8783	10335	11205	9946	12820	11150	13068	12565	15273	15945
26	7145	7070	7770	7070	8525	7170	8525	7374	9793	7995	11205	8783	10335	11205	10405	12820	11427	13068	12565	15273	15945
26.5	7145	7070	7770	7070	8525	7170	8525	7374	9793	7995	11205	8783	10335	11261	10415	12820	11476	13068	12565	15273	15945
27	7145	7070	7770	7070	8525	7170	8525	7374	9793	7995	11205	8783	10335	11261	10415	13095	11558	13557	12565	15336	16201
27.5	7145	7070	7770	7070	8525	7170	8525	7374	9793	7995	11205	8783	10335	11418	10577	13095	11859	13557	12757	15821	16201
28	7145	7070	7770	7070	8525	7170	8525	7374	9793	7995	11205	8783	10335	11958	10742	13215	12268	13590	12767	16090	17010
28.5																13215	12268	13785	12757	16090	17010
29																13415	12268	13990	13045	16090	17010
29.5																13415	12460	13990	13045	16090	17010
30																13643	12690	14140	13045	16090	17010
30.5																		14348	13045	16090	17010
31																		14348	13045	16090	17010
31.5																		14348	13045	16090	17010
32																		14348	13045	16090	17010
32.5																		14348	13045	16090	17010
33 & above																		14348	13045	16160	17010

- NOTE:
- For revision of pension, the qualifying service mentioned in first column shall be taken as actual qualifying service rendered for which pension had been sanctioned.
 - The rates of pension above the term of engagements are only in respect of those who were retained in the service beyond their term of engagement during emergency periods.
 - To cover invalid out cases, rates of pension has been indicated from 1/2 years of service for all ranks though such cases may not occur in reality in higher ranks.
 - The Service Element of Disability/Liberalized Disability/War Injury Pension and Invalid pension shall also be revised by the rates mentioned in the table.
 - Pension of DSC personnel drawing their first pension from DSC irrespective of Clerical/Other duty group, shall also be revised from this table by allowing the rates of Group "Y" in relevant ranks.
 - Pension of JCO/ORs granted upgradation under ACP/MACP scheme, shall be revised with reference to the rank for which ACP/MACP had been granted.

