

No.7(51)/E.III/86
Government of India/Bharat Sarkar
Ministry of Finance/Vitta Mantralaya
Department of Expenditure/Vyaya Vibhag

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New Delhi, the 14th May, 1987

OFFICE MEMORANDUM

Sub:- Recommendations of the Fourth Central Pay Commission to discontinue Selection Grade for posts in Group 'C' and 'D'.

The undersigned is directed to say that the Fourth Pay Commission in paragraph 23.10 of part I of its report has recommended inter-alia, that the Selection Grade should not be continued for the posts in Group C and D where they are applicable at present and the existing incumbents in the Selection Grade may be allowed to continue in the appropriate scales recommended by them as personal to them. With the promulgation of Central Civil Services (Revised Pay) Rules, 1986 which has been notified on 13.9.86 and made effective from 1.1.86, the above recommendations of the Fourth Pay Commission stands implemented. A reference in this connection is also invited to the provisions contained in the note below part A of the first schedule of the Central Civil Services (Revised Pay) Rules, 1986.

2. In regard to the appointments made in the Selection Grade in the pre-revised scales in Group 'C' and 'D' between 1.1.86 and 12.9.86 and fixation of pay in the revised scale, the President is pleased to decide as follows:-

(A) Employees holding Selection Grade post as on 1.1.86 in terms of this Ministry's O.M. No.7(21)/E.III(A)/74 dated 10.1.77:

- (i) In cases where a separate replacement scale corresponding to pre-revised scale of Selection Grade post has been prescribed in the Central Civil Services (Revised Pay) Rules, 1986 and the incumbents of the Selection Grade posts have opted for revised scales with effect from 1.1.86 itself, such incumbents of the Selection Grade posts may be allowed appropriate replacement scales as personal to them. In case, the incumbents of the Selection Grade post do not opt for revised scales with effect from 1.1.86, they may also be allowed to carry the pre-revised scales of pay of the Selection Grade posts as personal to them beyond 1.1.86.
- (ii) In cases where pre-revised scales applicable to Ordinary Grade and Selection Grade posts have been

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merged into one replacement scale and the incumbents of the Selection Grade posts have opted for revised scales with effect from 1.1.86, the initial pay of such Government servants may be fixed under Rule 7 of Central Civil Services (Revised Pay) Rules, 1986. In cases where the incumbents of Selection Grade post do not opt for revised scales with effect from 1.1.86, such incumbents may be allowed to carry the pre-revised scales of pay of the Selection Grade posts as personal to them beyond 1.1.86.

(B) Employees appointed to Selection Grade in pre-revised scales between 1.1.86 and 12.9.86 in terms of this Ministry's O.M. No.7(21) E.III(A)/74 dated 10.1.77:-

(i) In cases where a separate replacement scale corresponding to Selection Grade post has been prescribed under Central Civil Services (Revised Pay) Rules, 1986 and where Selection Grade has been allowed in terms of this Ministry's O.M. No.7(21)-E.III(A)/74 dated 10.1.77 on or after 1.1.86 and before 13.9.86 and if a Government servant holding such Selection Grade post as on 12.9.86 has opted for revised scale of pay with effect from 1.1.86 with reference to post he was holding on 1.1.86, the initial pay of such an employee may first be fixed in the revised scale as on 1.1.86 under Central Civil Services (Revised Pay) Rules, 1986, and thereafter with effect from the date on which he was appointed to the Selection Grade post his pay in the revised replacement scale corresponding to pre-revised Selection Grade scale may be fixed in accordance with the provisions of this Ministry's O.M. NO.7(21)-E.III(A)/74 dated 10.1.77 and such incumbents of Selection Grade posts will carry the revised replacement scale as personal to them. In cases where such incumbents of Selection Grade posts do not exercise their option for switching over to the revised scale with effect from 1.1.86, such employees may be allowed to carry the pre-revised Selection Grade scales of pay as personal to them from the date of their appointment to such Selection Grade made not later than 12.9.86.

(ii) In cases where pre-revised scales applicable to Ordinary Grade and Selection Grade have been merged in one replacement scale under Central Civil Services (Revised Pay) Rules, 1986, the initial pay of such employees may be fixed as per the provisions contained in Central Civil Services (Revised Pay) Rules, 1986, and their appointment to Selection Grade after 1.1.86 in the pre-revised scale would become non-effective.

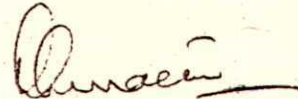
3. If there are any clear vacancies available prior to 13.9.86 in the non-functional Selection Grade posts

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and staff were eligible on the relevant crucial date, there is no objection to allow non-functional Selection Grade to those staff and regulate their cases in accordance with the present orders. However, such appointments should be finalised expeditiously where due. Pay fixation of such staff may be regulated under the relevant provisions of this O.M..

4. With effect from 13.9.86, all the Selection Grade posts created in terms of this Ministry's O.M. No.7(21)E.III/74 dated 10.1.77 may be reverted to Ordinary Grade scale wherever Selection Grade's have not been converted as promotional grades and no appointments to Selection Grade posts made on or after 13.9.86 would be valid, having regard to the provisions contained in Central Civil Services (Revised Pay) Rules, 1986.

5. In so far as the persons working in the Indian Audit and Accounts Department are concerned, this issues with the approval of Comptroller and Auditor General of India.



(M.S. MATHUR)
Director (Co-ordination.)

To

All Ministries/Departments of the Government of India.
as per standered mailing list.