

**F.No.1/1/2008-IC**  
**Government of India**  
**Ministry of Finance**  
**Department of Expenditure**  
**Implementation Cell**

New Delhi, dated the 28<sup>th</sup> August, 2009.

## OFFICE MEMORANDUM

**Subject:** Fixation of pay on deputation after the replacement of the pre-revised S-30 scale by the new HAG scale - clarifications regarding.

Attention is drawn towards this Department's O.M. of even number dated 13<sup>th</sup> September, 2008 on the subject 'Clarifications on CCS (Revised Pay) Rule, 2008'. Vide the said O.M. clarifications were issued, inter-alia, regarding fixation of pay of Government servants on deputation consequent upon the implementation of the revised pay structure recommended by the Sixth Central Pay Commission. The Government has since notified a new HAG scale (Rs.67000-79000) in replacement of the pre-revised S-30 scale of Rs.22400-24500. Consequently, the following clarifications regarding fixation of pay on deputation on account of the replacement of the pre-revised S-30 scale by the new HAG scale are issued:-

**1. CASES WHERE GOVERNMENT SERVANTS WERE ON DEPUTATION AS ON 01.01.2006**

- (A) In case a Government servant was on deputation to a post in PB-4 with grade pay of Rs.10000 on 1.1.2006 and got promoted to the HAG scale in his cadre after 01.01.2006 while still on deputation and was also granted proforma promotion under the 'Next Below Rule', his pay will be fixed in the manner indicated below: -

As on 1.1.2006, the pay of the Government servant will be fixed with reference to the fitment table of the pre-revised scale of Rs.18400-22400. Subsequently, when he gets promoted to HAG scale in his cadre and is allowed proforma promotion under the 'Next Below Rule', his basic pay will be fixed with reference to the basic pay of the officer immediately below him in his parent cadre (who is working in the cadre), though he will continue to be in the pay band PB-4. From such basic pay, Rs.10,000 will be treated as grade pay and the rest as pay in the pay band. The Government servant will continue to earn his annual increments during the remaining period of deputation subject to a maximum pay in the pay band of Rs.67000 (the maximum of the pay band PB-4).

(B) In case a Government servant was on deputation to a post in PB-4 with grade pay of Rs.10000 on 1.1.2006, but had already been promoted to the HAG scale in his cadre prior to 1.1.2006, his pay will be fixed in the manner indicated below: -

- i) As on 1.1.2006, the pay of the Government servant will be fixed with reference to the fitment table of the pre-revised scale of Rs.18400-22400. Immediately thereafter (on the same day), his basic pay will be stepped up with reference to the revised basic pay of the officer immediately below him in his parent cadre (who is working in the cadre). From such stepped up basic pay, Rs.10,000 will be treated as grade pay and the rest as pay in the pay band PB-4. The Government servant will continue to earn his annual increments during the remaining period of deputation subject to a maximum pay in the pay band of Rs.67000 (the maximum of the pay band PB-4).
- ii) Subsequently, in case the Government servant got laterally appointed on deputation basis to a post in the HAG scale, his pay in the pay band and grade pay will be consolidated and will become his basic pay in the HAG scale, subject to a maximum of Rs.79000.

## 2. CASES WHERE GOVERNMENT SERVANTS PROCEED ON DEPUTATION AFTER 01.01.2006

(A) In case a Government servant comes on deputation to a post in PB-4 with grade pay of Rs.10000 after 1.1.2006 and later gets promoted to the HAG scale in his cadre and is also granted proforma promotion under the 'Next Below Rule', his pay will be fixed in the manner indicated below: -

On his appointment on deputation basis, the pay of the Government servant will be fixed as per the terms of deputation/extant rules. Subsequently, when he gets promoted to HAG scale in his cadre and is allowed proforma promotion under the 'Next Below Rule', his basic pay will be fixed with reference to the basic pay of the officer immediately below him in his parent cadre (who is working in the cadre) but will continue to be in PB-4. From such basic pay, Rs.10,000 will be treated as grade pay and the rest as pay in the pay band. The Government servant will continue to earn his annual increments during the period of deputation subject to a maximum pay in the pay band of Rs.67000 (the maximum of the pay band PB-4).

- (B) Fixation of pay of Government servants who are in the grade pay of Rs.10000 in the pay band PB-4 in their parent cadre and who go on deputation, other than under the Central Staffing Scheme (i) directly to a post in HAG scale; and (ii) to a post in the same grade pay and thereafter get laterally appointed on deputation basis to a higher post in the HAG scale will be done in the manner indicated below: -

In such cases, as per extant instructions, on his appointment on deputation basis, the Government servant has the option to have his pay fixed either with reference to his pay in his parent cadre (in which case he will also be eligible for deputation (duty) allowance), or to opt for the pay of the post. If the Government servant opts to have his pay fixed in the pay of the post, his pay will be fixed in the HAG scale by granting an increment to his basic pay @ 3% and adding Rs.2000 thereto, subject to a minimum of Rs.67000 and maximum of Rs.79000.

**3. PAY FIXATION OF GOVERNMENT SERVANTS WHO PROCEED ON DEPUTATION UNDER THE CENTRAL STAFFING SCHEME AFTER 01.01.2006**

- (A) Fixation of pay of Government servants who are in the HAG scale in their parent cadre and go on deputation to a post in the grade pay of Rs.10000 in the pay band PB-4 under the Central Staffing Scheme will be done in the manner indicated below: -

Under the extant rules, Government servants are not permitted to go on deputation to a lower level post. The same is, however, permitted under the Central Staffing Scheme. Accordingly, in case a Government Servant in HAG scale goes on a deputation (under the Central Staffing Scheme) to a lower post in PB-4 with grade pay of Rs.10000, his basic pay in the deputation post will be fixed at a stage equal to his basic pay in his parent cadre. However, since the basic pay of Joint Secretaries/equivalent posts has two components, viz., grade pay (Rs.10000) and pay in the pay band, in such cases, the pay on deputation will be fixed by treating Rs.10000 from the basic pay as grade pay and the remaining amount as pay in the pay band. *To illustrate*, if a Government servant's basic pay in the cadre in HAG grade was Rs.73220, on his appointment on deputation basis as a Joint Secretary under the Central Staffing Scheme, his basic pay will continue to be Rs.73220, of which Rs.10000 will be treated as grade pay and the remaining Rs.63220 as pay in the pay band. Thereafter, he will continue to earn his annual increments, subject to his pay in the pay band not exceeding Rs.67000.


- (B) Fixation of pay of Government servants who are in the HAG scale in their parent cadre and go on deputation to a post in the grade pay of Rs.10000 in the pay band PB-4 under the Central Staffing Scheme and thereafter get appointed on deputation basis to posts in the HAG scale will be done in the manner indicated below: -

In such cases, on initial appointment to a post in the grade pay of Rs.10000 in PB-4, the pay of a Government servant will be fixed in the manner indicated in 3. (A) above. Subsequently, when the Government servant is appointed on deputation basis to a post in HAG scale under the Central Staffing Scheme, his pay in the pay band and grade pay will be consolidated and will become his basic pay in the HAG scale subject to a maximum of Rs.79000.

2. The term 'basic pay' in the revised pay structure is defined under Rule 3 (8) of CCS (RP) Rules, 2008.

3. The clarifications issued vide this Department's OM of even number dated 13<sup>th</sup> September, 2008 stand modified to the extent that they were applicable in the case of deputations relating to the revised pay structure of grade pay of Rs.12000 in the pay band PB-4 which has now been substituted by new HAG scale. In respect of all other grade pays/pay scales, the earlier clarifications continue to be valid.

4. Hindi version will follow.

  
( ALOK SAXENA )  
DIRECTOR

To

All Ministries/Departments of Government of India and others (as per standard list).