

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

IAS – Indian Administrative Service (Pay) Rules, 2016 – Notification of the Government of India – Republished.

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GENERAL ADMINISTRATION (SC.A) DEPARTMENT

G.O.Rt.No.2017

Dated:23.09.2016

Read:-

From the Government of India, Department of Personnel and Training, Ministry of Personnel, PG & Pensions, New Delhi Notification F.No.14021/1/2016-AIS-II, Dated:08.09.2016.

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ORDER:

The following order of Government of India shall be republished in the extraordinary issue of the Andhra Pradesh Gazette:-

GOVERNMENT OF INDIA

Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel and Training)

Notification

New Delhi, the 8th, September, 2016

G.S.R. 870(E).—In exercise of the powers conferred by sub-section (1) of section 3 of the All India Services Act, 1951 (61 of 1951) and in supersession of the Indian Administrative Service (Pay) Rules, 2007, except as respects things done or omitted to be done before such supersession, the Central Government after consultation with the Governments of the States concerned, hereby makes the following rules, namely: -

1.Short title and commencement.-(1) These rules may be called the Indian Administrative Service (Pay) Rules, 2016.

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

2. Definitions.—In these rules, unless the context otherwise requires:—

(i) "basic pay" in the revised pay structure means the pay drawn in the specified Level in the Pay Matrix;

(ii) "benchmark score" shall mean the minimum numerical weighted mean score arrived at for overall grading above which an officer shall be regarded as fit for promotion or empanelment, as the case may be, to the next higher grade;

(iii) "cadre" and "cadre posts" shall have the meanings respectively assigned to them in the Indian Administrative Service (Cadre) Rules, 1954;

(iv) "departmental examination" means such examination as may be prescribed by the State Government from time to time for members of the Service allotted to the cadre of the State or posted to that State for training;

(v) "direct recruit" means a person appointed to the Indian Administrative Service in accordance with rule 7 of the Indian Administrative Service (Recruitment) Rules, 1954;

(vi) "existing basic pay" means the pay drawn in the existing Pay Band and Grade Pay or pay in the existing scale;

(vii) "existing emoluments" means the sum of (i) existing basic pay and (ii) existing dearness allowance at index average as on the 1st day of January, 2016;

(viii) "existing Pay Band and Grade Pay" in relation to a member of Service means the pay in the Pay Band and the Grade Pay applicable to the post held by a member of Service as on the date immediately before the notification of these rules whether in a substantive capacity or in officiating capacity;

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(ix) "existing pay structure" in relation to a member of service means the present system of Pay Band and Grade Pay of the Pay Scale applicable to the post held by a member of Service as on the date immediately before the coming into force of these rules whether in a substantive or officiating capacity;

(x) "Existing scale" in relation to a member of Service means the pay scale applicable to the post held by the member of Service as on the date immediately before the publication of these rules in the Higher Administrative Grade, Apex Scale and that applicable to Cabinet Secretary whether in a substantive or officiating capacity;

(xi) "Level in the Pay Matrix" shall mean the Level corresponding to the existing Pay Band and Grade Pay or scale specified in the Pay Matrix in Schedule III;

(xii) "Lien" means the title of a member of the Service to hold on regular basis, either immediately or on the termination of a period or periods of absence, a post, including a tenure post, to which he has been appointed on regular basis and on which he is not on probation;

(xiii) "Member of the Service" means a member of the Indian Administrative Service;

(xiv) "Non-State Civil Service" shall have the meaning as assigned to it in sub-rule (2) of rule 8 of the Indian Administrative Service (Recruitment) Rules, 1954;

(xv) "Officer appointed by selection" means an officer appointed to the Indian Administrative Service in accordance with sub-rule (2) of rule 8 of the Indian Administrative Service (Recruitment) Rules, 1954;

(xvi) 'Officiation' means an officer performing the duties of a post on which another member of the Service holds a lien and it includes an officer appointed by the Government in officiating capacity in a vacant post in which no other member of the Service holds the lien;

(xvii) "Pay in the Level" means pay drawn in the appropriate Cell of the Level as specified in the Pay Matrix;

(xviii) "Pay Matrix" means the Matrix specified in the Schedule III with Levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay or scale;

(xix) "Personal pay" means additional pay granted to a member of the Service-

(a) to save him from a loss in his substantive pay in respect of a permanent post other than a tenure post due to a revision of pay or due to any reduction of such substantive pay otherwise than as a disciplinary measure; or

(b) in exceptional circumstances, on other personal considerations;

(xx) "promoted officer" means an officer appointed to the Indian Administrative Service by promotion from a State Civil Service in accordance with sub-rule (1) of rule 8 of the Indian Administrative Service (Recruitment) Rules, 1954;

(xxi) "promotion" means appointment of a member of the Service to the next higher grade over the one in which he is serving at the relevant time;

(xxii) "revised pay structure" in relation to any post specified in Schedule II means the Pay Matrix and the Levels specified therein corresponding to the existing Pay Band and Grade Pay or scale of the post unless a different revised Level is notified separately for that post;

(xxiii) "revised emoluments" means the pay in the Level of a pay of a member of the Service in the revised pay structure or the basic pay in the Apex scale and the Cabinet Secretary's scale;

(xxiv) "Schedule" means the Schedule appended to these rules;

(xxv) "Service" means the Indian Administrative Service;

(xxvi) "State" means a State specified in the First Schedule to the Constitution and includes an Union territory;

(xxvii) "State Cadre" and "Joint Cadre" have the meanings respectively assigned to them in the Indian Administrative Service (Cadre) Rules, 1954;

(xxviii) "State Civil Service" shall have the meaning assigned to it in the Indian Administrative Service (Recruitment) Rules, 1954; and

(xxix) "State Government concerned" in relation to a Joint Cadre means the Joint Cadre Authority.

Note 1.—The benchmark score shall be notified by the State Government for promotion within the cadre and by the Central Government for the purpose of empanelment and any revision of benchmarks by the Government shall have prospective effect;

Note 2.—The junior-most person(s) in the grade will, however, be liable to be reverted to the lower grade if the number of members of the Service entitled to hold the regular posts is more than the number of posts available in that grade.

2. Levels in the Pay Matrix and appointment In these Levels.— (1) Pay Matrix- The Level of pay in the Pay Matrix admissible to a member of Service which shall be deemed to have come into force from the 1st day of January, 2016 shall be as follows:-

(A) Junior Scale-

Level 10 in the Pay Matrix

(B) Senior Scales-

(i) **Senior Time Scale- Level 11** in the Pay Matrix

(Two additional increments shall be granted at the time of pay fixation on promotion)

(ii) **Junior Administrative Grade: Level 12** in the Pay Matrix

(Two additional increments shall be granted at the time of pay fixation on promotion)

(iii) **Selection Grade: Level 13** in the Pay Matrix

(Two additional increments shall be granted at the time of pay fixation on promotion)

(C) Super Time Scale: Level 14 in the Pay Matrix

(D) Above Super Time Scale:

(i) HAG Scale: **Level 15** in the Pay Matrix

(ii) Apex Scale: **Level 17** in the Pay Matrix/-

(iii) Cabinet Secretary Grade (for the post of Cabinet Secretary in the Government of India) : **Level 18** in the Pay Matrix

Note 1.—Appointment of a member of the Service to the Time Scale and above shall be regulated as per the provisions in the Guidelines regarding promotion to various grades in the Indian Administrative Service and any member of the Service shall become eligible for being appointed to the senior time scale on his completion of four years of service, subject to the provisions of sub-rule (2) of rule 6A of the Indian Administrative Service (Recruitment) Rules, 1954 and to the Junior Administrative Grade on completion of nine years of service, to the Selection Grade on completion of thirteen years of service and to the Super Time Scale on completion of sixteen years of service.

Note 2.—The four years, nine years, thirteen years and sixteen year of service in this rule shall be calculated from the year of allotment assigned to him under rule 3 of the Indian Administrative Service (Regulation of Seniority) Rules, 1987,

Note 3.—The extraordinary leave taken otherwise than on medical certificate or for any cause beyond the control of the member of the Service or for pursuing higher studies

for which study leave under the All India Services (Study Leave) Regulations, 1960 is admissible shall be excluded for the purpose of calculating the eligibility period of Service required for appointment in these grades.

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

Explanation 2. - The aforesaid option shall not be admissible to any person appointed to the Service on or after the 1st day of January, 2016 and he shall be allowed pay only in the revised pay structure.

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

(2) (i) Appointment to the Selection Grade and to posts carrying pay above Selection Grade in the Indian Administrative Service shall be made by selection on merit, as per criteria that may be prescribed by the Central Government, with due regard to seniority.

(ii) Appointment of a member of the Service in the Level of Selection Grade and above shall be subject to availability of vacancies in these grades and for this purpose, it shall be mandatory upon the State Cadres or the Joint Cadre Authorities, as the case may be, to seek prior concurrence of the Central Government on the number of available vacancies in each grade and any appointments made without obtaining the prior concurrence of Government of India shall be liable for cancellation.

(iii) The Central Government shall accord such concurrence within a period of thirty days from the date of receipt of such references and if the Central Government does not accord concurrence within a period of said thirty days, the concurrence on availability of vacancies shall be deemed to have been accorded and the position emanating as referred to this clause shall be placed before the Screening Committee at the time it meets to consider promotion in these grades:

Provided that a member of the service shall be appointed to the Junior Administrative Grade only after he has completed phase III mandatory Mid Career Training Programme with effect from the date on which he would have been eligible for appointment in the Junior Administrative Grade if not for completion of the mandatory Mid Career Training Programme:

Provided further that a member of the Service shall be appointed to the Super Time Scale only after he has completed phase IV mandatory Mid Career Training as prescribed with effect from the date on which he would have been eligible for appointment in the Super Time Scale if not for completion of the mandatory Mid Career Training Programme:

Provided also that a member of Service, who has less than three years of service after the year in which he has been slotted to undergo Phase III, Phase IV or Phase V of Mid-Career Training, would not be sent for mandatory midcareer training programme.

4. Fixation of pay in the revised pay structure. - The initial pay of a member of the Service who opts or deemed to have opted in accordance with these rules, to be governed by the revised pay structure on and from the 1st day of January, 2016 or from a later date, which shall be re-fixed as from that date separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely:-