

**FINANCE DEPARTMENT  
GOVERNMENT OF MAHARASHTRA**

**वित्त विभाग  
महाराष्ट्र शासन**

**COMPENDIUM ON PAY FIXATION**

**वेतननिश्चितीसंबंधी सारांश-पुस्तिका**

**FIRST EDITION**

**प्रथमावृत्ती**

## PREFACE

This Compendium on pay fixation is not intended to be a publication in replacement of the Maharashtra Civil Services (Pay) Rules, 1981 or the earlier Bombay Civil Services Rules. It only attempts to bring together the various changes that have taken place in the rules regarding fixation of pay and other allied matters. While doing so, executive orders issued from time to time have also been quoted and printed at the relevant places. For the sake of convenience of reference, chapters have been arranged subjectwise.

2. The compilation does not include the Maharashtra Civil Services (Revised Pay) Rules, 1988 under which the revised pay scales have been brought into force with effect from 1st January 1986. A separate booklet on this set of rules regarding Revised Pay Scales, including all Orders issued in this regard will be prepared after sometime.

3. It is not claimed that each and every Order, Resolution, Circular or Memorandum finds a place in this publication and for that reason this publication should neither be quoted as an authority for any purpose nor would it be accepted as such. The publication is only intended to be of help as a reference to a particular Resolution, Order, etc.

4. It will be appreciated, if any omissions or errors in this publication are brought to the notice of Finance Department.

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Dated, 1st April 1992.

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## CHAPTER I

### *Bombay Civil Services (Revision of Pay) Rules, 1948.*

This Chapter contains orders regarding revision of pay scales under Bombay Civil Services (Revision of Pay) Rules, 1948 effective from the 1st January 1947.

Pay schedules showing revised pay scales are not printed in this Chapter, Pay and Cadre schedules printed in the Financial Publication, No. XI should be referred to, if required.

#### प्रकरण — एक

#### मुंबई नागरी सेवा (वेतन पुनर्रचना) नियम, १९४८.

मुंबई नागरी सेवा (वेतन पुनर्रचना) नियम, १९४८ अनुसार १ जानेवारी १९४७ पासून वेतनमानात जी पुनर्रचना करण्यात आली होती, त्या संबंधीचे आदेश या प्रकरणामध्ये अंतर्भूत करण्यात आले आहेत.

सुधारित वेतनमान दर्शविणाऱ्या वेतनाच्या अनुसूची या प्रकरणामध्ये दिलेल्या नाहीत. याबाबत आवश्यकता वाटल्यास, वित्त विभागाचे वित्तीय प्रकाशन, क्रमांक अकरा मध्ये प्रकाशित केलेली वेतन व संवर्ग यांची अनुसूची संदर्भासाठी पहावी.

*Bombay Civil Services (Revision of Pay) Rules, 1948.*

G. R., F. D., No. 6567/33-J dated 15th January 1948.

In exercise of the powers conferred by sub-section (2) of section 241 of the Government of India Act, 1935, as modified by the Indian Independence Act, 1947, and the India (Provisional Constitution) Order, 1947, the Governor of Bombay is hereby pleased to make the following rules, namely:—

1. These rules may be called the Bombay Civil Services (Revision of Pay) Rules, 1948.

2. In these rules, unless there is anything repugnant in the subject or context—

(a) "basic pay" means the amount drawn monthly by a Government servant as pay as defined in Bombay Civil Services Rule 9 (39) (a) (i);

(b) "completed years of service" means completed years of service, both officiating and substantive in the particular post or cadre or class within the cadre concerned, and includes—

(i) the period of deputation during which the Government servant concerned would otherwise have officiated or continued to officiate therein;

(ii) the period of leave, including extraordinary leave, provided that in the case of a person whose officiating tenure of a post is interrupted by leave the period shall be allowed to count towards completed years of service only on the appointing authority certifying that the individual concerned would have continued to officiate in the post but for his proceeding on leave;

(iii) the officiating period during which a person appointed to the post was allowed a rate of pay fixed, under Bombay Civil Services Rule 66, at an amount less than that admissible under the ordinary rules; and

(iv) broken periods of such service.

*Note.*—Services vitiated by resignation or disciplinary action such as removal from service or dismissal should not be taken into account for computing the "completed years of service".

(c) "corresponding scale" means the scales or all the scales of pay heretofore attached to a post or cadre or the class within the cadre which are being replaced by the prescribed scale;

(d) "existing scale" means the scale of pay applicable to a Government servant in respect of his substantive or officiating post, as the case may be, on the date from which his pay has been re-fixed in the prescribed scale;

*Note.*—In cases where the scales of pay attached to both the substantive and officiating posts have been merged into a single prescribed scale, the "existing scale" of an individual should be determined with reference to his position in the cadre as reorganised as a result of the introduction of the new scales and his substantive or officiating pay fixed accordingly.

(e) "Government service" means service under the Government of Bombay and comprises prior service under Local Funds administered by the Government of Bombay;

(f) "non-permanent post" means a post other than—

(i) a post made permanent prior to the 3rd September 1939;

- (ii) a post which carries the same time scale as a permanent post of the same class specified in the Schedules A and C to the New Rates of Pay Rules (Financial Publication No. XI);
- (iii) a post or class of posts which the Governor of Bombay may by special order declare not to be a non-permanent post;

(g) "post-1931 entrant" means a Government servant other than a pre-1931 entrant;

(h) "pre-1931 entrant" means a person who is in the employ of the Government of Bombay on the 1st January 1948 and whose existing scale is an old scale of pay as specified in Schedules A and C to the New Rates of Pay Rules, or as prescribed by special orders;

(i) "prescribed scale" means a scale of pay prescribed in the Schedule;

(j) "present pay" means the basic pay of a Government servant in the existing scale at the time of fixation of his pay in the prescribed scale;

(k) "Schedule" means the schedule annexed to these rules.

3. The rates of pay shown in the Schedule shall apply to—

(a) pre-1931 entrants who may elect these rates of pay; and

(b) all post-1931 entrants, provided that a post-1931 entrant other than the holder of a non-permanent post may, if the maximum of his existing scale exceeds the maximum of the prescribed scale, elect to continue in his existing scale until he vacates the post or ceases to draw pay in that scale.

*Note.*—For purposes of the proviso, a Government servant shall not be deemed to have vacated the post or ceased to draw pay in the scale attached thereto if his tenure of the post is interrupted by leave, officiating promotion to another post or transfer to another post of the same class.

4. A pre-1931 entrant appointed to an isolated post, or to a class of posts which was not in existence prior to the 4th August 1931, or to a class of posts which was in existence prior to that date but which was abolished or resuscitated after that date, shall draw pay prescribed in the Schedule.

5. A pre-1931 entrant, who does not elect under Rule 3 (a) the scale of pay prescribed in the Schedule, shall, on transfer—

(i) from one subordinate post to another in the same promotion group as shown in Schedule C to the New Rates of Pay Rules,

(ii) from one gazetted post to another in the same gazetted group of posts as specified in Schedule B to the New Rates of Pay Rules; or

(iii) from one gazetted post to another connected by a regular flow of promotion; be given the rates of pay that would have been applicable to him had these rules not been issued. When the transfer is between posts not connected in the manner indicated in clauses (i) to (iii) above the rates of pay shown in the Schedule shall apply.

6. A pre-1931 entrant who elects or draws under Rule 4 the scales of pay prescribed in the Schedule as well as a post-1931 entrant other than a Government servant who retains his existing scale in exercise of the option contained in the proviso to rule 3 (b) shall, subject to such conditions as may be prescribed by the Governor of Bombay become subject to these rules from the 1st January 1948, (or, in the case of those who have entered service after that date, from the date of such entry) provided that, if he was in service on the 1st January 1948, he shall become subject to these rules from the 1st January 1947 or the date of entering service, whichever is later.

*Note.*—For Purposes of the proviso, persons on duty on deputation, on leave, on joining time, in foreign service or under suspension on the 1st January 1948 shall be in service on that date.

\* 7. (1) The option under rule 3 (a) shall be exercised in writing within six months of the date of issue of these rules, provided that in the case of a Government servant who is on that date on leave or deputation or on foreign service out of India the said option shall be exercised in writing within six months of the date of his taking over charge of his post in India.

(2) The option shall be intimated by the Government servant—

(a) if he is a gazetted Government servant, to his Accounts Officer;

(b) if he is a non-gazetted Government servant, to the Head of his Office.

(3) A Government servant who exercises option under rule 3 (b) to continue in his existing scale, shall do so, subject to the proviso in sub-rule (1), within six months of the date of issue of these rules and in the manner indicated in clause (a) or clause (b) of sub-rule (2), as the case may be.

(4) The option once exercised is final.

(5) The Governor of Bombay may by special order extend in any case or class of cases, the period of six months prescribed in sub-rules (1) and (3).

\* The period of six months prescribed for exercise of option in rule 7 was extended upto 31st December 1948 F. D., C. M., No. 6567/33IV, dated 10th July 1948. As revised scales of pay for certain posts were sanctioned to his period was further extended till the expiry of six months from the date of issue of orders sanctioning the revised pay scales (F. D., C. M., No. 6567/33, dated 4th January 1949).

8. (1) Unless in any case the Governor of Bombay by special order otherwise directs, the initial Pay of a post-1931 entrant shall be refixed in the prescribed scale with effect from the date from which he becomes subject to these rules, 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 his pay in the officiating post held by him, at the lowest pay admissible under the following three clauses :—

(a) The pay in the prescribed scale at the stage next above the present pay, increased by increments on the following scale :—

|                                                                                     |                                                   |
|-------------------------------------------------------------------------------------|---------------------------------------------------|
| For the first three completed years of service in the corresponding scale, or less. | One increment for each completed year of service. |
| For every three completed years of service after the first three completed years.   | One increment.                                    |

(b) The pay that would be admissible if the following amounts are added to the present pay and the next higher stage in the prescribed scale is taken :—

| <i>Present pay</i>                          | <i>Amount to be added</i> |
|---------------------------------------------|---------------------------|
|                                             | Rs.                       |
| Not exceeding Rs. 100                       | 15                        |
| Exceeding Rs. 100 but not exceeding Rs. 250 | 20                        |
| Exceeding Rs. 250 but not exceeding Rs. 400 | 30                        |
| Exceeding Rs. 400 but not exceeding Rs. 500 | 40                        |
| Exceeding Rs. 500                           | 50                        |

(c) The pay that would have been admissible had the completed years of service in the corresponding scale been rendered in the prescribed scale, or if he is not a holder of a non-permanent post, the pay in the prescribed scale at the stage next above the present pay whichever is higher.

*Note.*—Where the pay as fixed under this rule is less than the sum of the Government servant's present pay and the monthly interim relief sanctioned in Government Resolution No. 6261/33, dated 16th September 1946, the difference will be treated as personal pay to be absorbed in future increments.

(2) In the case of a pre-1931 entrant, the initial pay in the prescribed scale shall be so fixed under sub-rule (1) as not to exceed the pay which would be admissible in that scale under that sub-rule to a post-1931 entrant on the New Rates of Pay, with the same number of completed years of service :—

Provided that, if the pay of a pre-1931 entrant fixed in accordance with sub-rule (2) is less than the next but one stage (i. e., one stage above the next higher stage) above present pay, his in the prescribed scale shall be fixed at the next but one stage above present pay and provided further that, if the pay so fixed is less than the sum of his present pay and monthly interim relief (sanctioned in Government Resolution, No. 6261/33, dated 16th September 1946), the difference shall be treated as personal pay to be absorbed in future increments, if any.

*Note.*—The provisos above are not applicable to pre-1931 entrants who are holders of non-permanents posts.

9. The next increment of a Government servant whose pay has been refixed in accordance with rule 8, shall be granted in the prescribed scale on the date he would have drawn his increment had he continued in the existing scale or on the date on which an increment is earned in the prescribed scale, whichever date is earlier :—

Provided that in cases in which, solely as a result of the operation of this rule, a junior Government servant draws his next increment on a date earlier than his senior or seniors who belong to the same cadre, the date of next increment of the senior or seniors shall be advanced to the date of which the junior Government servant draws his next increment.

*Explanation.*—The concession in the proviso above will not be admissible to a senior in respect of any period for which his increment in the prescrible scale is postponed due to causes unconnected with this rule, e. g. withholding of increments, overstyle of leave, grant of extraordinary leave not specially allowed to count for increment, or, in the case of a Government servant who is officiating in a post, grant of any kind of leave. In other words, the period by which the next increment is to be accelerated should exclude periods which do not qualify for increment under the Bombay Civil Services Rules or other rules and orders made by competent authorities. Subsequent increment will, of course, be regulated in the usual manner.

10. (1) These rules shall not apply to—

- (a) Government servants engaged on contract;
- (b) Government servants not in whole-time employment; and
- (c) Government servants paid out of contingencies.

(2) Except as provided in sub-rule (1), these rules shall apply to all persons who are under the rules making control of the Governor of Bombay.

*General (post-war) revision of pay scales and allowances.*

G. C. M., F. D., No. 6567/33-III, dated 15th January 1948.

*Starting pays for Clerks and Secretariat stenographers.*—(1) In supersession of all existing orders on the subject Government has decided to grant the following starting pays to clerks in the prescribed scales shown below :—

| Scale                                                                  | Starting pays.          | Rs. |
|------------------------------------------------------------------------|-------------------------|-----|
| 1. Mofussil scale of Rs. 46-3-85-EB-4-125-5-130 or part of this scale. | Non-qualified men .. .. | 46  |
|                                                                        | Matriculates .. ..      | 55  |
|                                                                        | Graduates .. ..         | 64  |
|                                                                        | Honours Graduates .. .. | 70  |
| 2. Bombay City scale of Rs. 75-5-140-EB-6-200 or part of this scale.   | Matriculates .. ..      | 75  |
|                                                                        | Graduates .. ..         | 85  |
|                                                                        | Honours Graduates .. .. | 95  |

(2) All stenographers and steno-typists other than those to whom shorthand allowance is admissible as also Personal Assistants to the Ministers and Chief Reporter and Reporters (including Regional Language Reporters) in the Bombay Legislature Department should, if they are graduates, be granted two advance increments as detailed below :—

(i) Those who were in service on 1st January 1948 and who graduated before that date should be granted two advance increments over and above the pays admissible to them in the prescribed scales under the Bombay Civil Services (Revision of Pay) Rules, 1948, with effect from the date these Rules are applicable to them or the date of graduation, whichever is later.

(ii) Those who entered service after 1st January 1948, and those who will be recruited hereafter should be given two advance increments over the minimum of the prescribed scale, provided they have graduated before recruitment.

(iii) Those who have graduated after 1st January 1948, while in service and those who graduate hereafter while in service should be given the starting pay admissible to new recruits under paragraph (ii) above from the date of graduation and, if they are already drawing that pay or more, they should be given one advance increment from the later date, the normal date of increment remaining unchanged in either case (F. D., G. R., No. 6567/33, dated 26th November 1948).

4. *Special pays.*—Pending a general scrutiny of special pays, the special pays at present granted to Government servants, whether as a fixed sum or as a percentage of pay, will continue to be paid at the existing fixed rates or percentages, the later being calculated on the pays admissible under the Bombay Civil Services (Revision of Pay) 1948.

*General (post-war) revision of pay:*

Government servants (whole-time and part-time) paid from "Contingencies" and part-time Government servants paid from grant under "Pay of Establishment."

G. R., F. D., No. 6567/33 dated, 3rd February 1948

Government is pleased to prescribe revised rates of pay for whole-time and part-time Government servants paid from "Contingencies" and for part-time Government servants paid from grants under "Pay of Establishment", belonging to Class III or Class IV Service, as shown in the accompanying Statements A, B and C are not printed. So for the statements F. P., No. XI is to be referred

The revised scales of pay will have effect from 1st January 1948. In the case of persons who, on this date, have been in service continuously without a break, the revised rates of pay will be applicable from the beginning of such continuous service or the 1st January 1947, whichever is later. The initial pay of whole-time servants for whom time-scales of pay have been prescribed will be fixed at the stage in the prescribed scale next above the present pay.

2. The whole-time Government servants mentioned in statement A are eligible for the revised rates of dearness allowance sanctioned in Government Resolution, No. 6567/33-II, dated 15th January 1948. The pay, dearness allowance, monthly interim relief (sanctioned in Government Resolution, No. 6261/33, dated 16th September 1946) and the amount of the second bonus (sanctioned in Government Resolution No. 6261/33, dated 15th July 1947) already drawn will be adjusted against the revised rates of pay and dearness allowance for the period for which the revised rates of pay are admissible retrospectively under these orders and any excess drawn will be waived. If the sum of present pay and interim relief exceeds the pay admissible under these orders, the difference will be treated as personal pay to be absorbed in future increments, if any.

3. The revised rates of part-time pay prescribed in statements B and C are admissible subject to the proviso that a part-time servant who works in more than one Government office does not draw an aggregate of part-time pays exceeding the pay of a whole time servant of his class.

4. The pay, interim relief and temporary increase in pay already drawn by part-time workers in the Labour Welfare Department mentioned in statement C should be adjusted against the revised rates of pay prescribed in that statement, for the period for which the revised rates of pay are admissible retrospectively under these orders.

*The Bombay Civil Services (Revision of Pay) Rules, 1948,  
and connected Orders.*

**Decisions of Government regarding.—**

G. C. M., F. D., No. 6567/33, dated 29th May 1948.

The Government of Bombay has passed the following orders on matters arising out of the Bombay Civil Services (Revision of Pay) Rules, 1948, and connected orders.

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**3. Payment of arrears of pay and allowances to persons whose services terminated in 1947.—**

(1) Persons whose services terminated during the period 1st January 1947 to 31st December 1947, on account of retirement, death or discharge on termination of sanctioned posts, should be allowed the benefits of the Bombay Civil Services (Revision of Pay) Rules, 1948, and dearness allowance sanctioned in Government Resolution No. 6567/33-II, dated 15th January 1948. In such cases the pay in the prescribed scales will be fixed as if the Bombay Civil Services (Revision of Pay) Rules, 1948, applied to them and the arrears of pay and dearness allowance will be paid in accordance with Government Resolution, No. 6567/33-II, dated 15th January 1948.

(2) The provisions of Government Resolution, No. 6567/33-IV, dated 15th January 1948, should also be extended to persons whose services terminated during the period 1st January 1947 to 31st December 1947, due to the causes mentioned above.

(3) Persons who were in service on 1st January 1948 should not be allowed the concession in clause (1) of this paragraph in respect of any broken period prior to that date.

(4) The arrears admissible under these orders are to be paid only if the persons concerned (or in the case of a claim pertaining to a person who has died, his legal heir) applies for it in writing within six months from the date of issue of these orders.

4. **Admissibility of prescribed scales of pay to reemployed pensioners.**—(1) Re-employed pensioners drawing pay in a time-scale of pay are entitled to have their pay re-fixed in the corresponding prescribed scale shown in the Schedule to the Bombay Civil Services (Revision of Pay) Rules, 1948. Their initial pay in the prescribed scale should, however, be fixed at the stage which is equal to the present pay as defined in the Bombay Civil Services (Revision of Pay) Rules, 1948, or, if there is no such stage, the stage next below that pay plus personal pay equal to the difference, the personal pay being absorbable in subsequent increments. The date of increments should be regulated according to Rule 9. If the pay so fixed is less than present pay plus interim relief, the difference should be granted as personal pay to be absorbed in subsequent increments. Where the present pay plus interim relief, if any, is less than the minimum of the prescribed scale, the minimum should be given.

(2) Re-employed pensioners on fixed pay should continue to draw such fixed pay, and the amount of interim relief drawn by them, if any, should be granted as personal pay. No re-employed pensioner

should be allowed to draw interim relief as such after 1st January 1948, unless the scale in which he draws pay is under revision and the remark "under consideration" has been made against his post in the column of prescribed scales in the Schedule to the Bombay Civil Service (Revision of Pay Rules, 1948.

5. *Grant of personal pay to cover loss in basic pay plus interim relief actually drawn for any period from 1st January 1947 to 31st December 1947.*—If the sum of basic pay in the existing scale and monthly interim relief (sanctioned in Government Resolution, No. 6261/33, dated 16th September 1946 actually drawn by a Government servant for any period from 1st January 1947 to 31st December 1947, exceeds the basic pay in the prescribed scale plus personal pay, if any, admissible under the Note below Rule 8(1) or under the orders in paragraph 2 (1) above, the excess should be treated as personal pay to be absorbed in future increments.

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#### Prescribed Scales of Pay.

Drawal of claims arising from  
refixation of pay in—

G. C. F. D. No. 6567/33 dated 2nd August 1948.

With a view to ensuring uniformity of procedure in refixation of pay in the prescribed scales and to serve as a safeguard against double claims, the Government of Bombay is pleased to direct that the pay of a Government servant who was transferred from one office to another during the calendar year 1947 or before refixation of pay in 1948, should be refixed in accordance with the procedure laid down in rule 8 of the Bombay Civil Services (Revision of Pay) Rules, 1948, by the officer on whose establishment the particular Government servant was serving at the time of refixation of pay. In the case of a Government servant who ceases to be in service from a date before 1st January 1948 pay in the prescribed scale should be fixed (wherever necessary) by the office under which the Government servant concerned was serving at the time of his discharge. The supplementary claims due as a result refixation should be drawn in that office where the Government servant concerned is actually working at the time of the drawal of these claims. The drawing office will collect necessary details in respect of the previous service in other offices where the particular Government servant had worked from time to time and consolidate such information, but the latter offices will have to supply necessary information regarding the amounts drawn in original bills and make suitable entries therein in respect of the arrear claims intimated to the drawing office for drawal.

#### Bombay Civil Services (Revision of Pay) Rules, 1948.

Regulation of (a) the date of increment and (b) seniority of graduate and non—graduate clerks under—

G.R.F.D. No. 6567/33, dated 13th October 1948.

It had been represented to Government that, as a result of the operation of Rule 9 of the Bombay Civil Services (Revision of Pay) Rules, 1948, which allows the next increment in the prescribed scale to be drawn on the date on which an increment would have been drawn in the existing scale (if this date is earlier than the date on which an increment is earned in the prescribed scale), some Government servants receive less pay than their juniors in the same cadre. For example, the pay in the prescribed scale of Secretariat clerks whose pay was Rs. 50, 53, 56 or 59 in the "existing scale" of Rs. 50-3-95 5-160 on 1st January 1947 has been fixed at Rs. 75 in the scale of Rs. 75-5-140-E.B.-8-220. The date of the next increment being that on which an increment would have been drawn in the existing scale, a clerk whose pay was Rs. 59, but whose date of increment fell due in December 1947, is in an unfavourable position as compared with his junior whose pay was Rs. 53 and whose date of increment in the "existing scale" fell due earlier, say, in January 1947. In order to remove this anomaly, Government is pleased to pass the following orders.

2. In cases in which, solely as a result of the operation of Rule 9 of the Bombay Civil Services (Revision of Pay) Rules, 1948, a junior Government servant draws his next increment on a date earlier than his senior or seniors *who belong to the same cadre*, the date of the next increment of the senior or seniors shall be advanced to the date on which the junior Government servant draws his next increment. This concession will not be admissible to a senior in respect of any period for which his increment in the prescribed scale is postponed due to causes unconnected with Rule 9, e.g., withholding of increments, overstay of leave, grant of extra ordinary leave not specially allowed to count for increment, or, in the case of a Government servant who is officiating in a post, grant of any kind of leave. In other words, the period by which the next increment is to be accelerated should exclude periods which do not qualify

for increment under the Bombay Civil Services Rules or other rules and orders made by competent authorities. Subsequent increments, will, of course, be regulated in the usual manner. The necessary amendment to Rule 9 (effective from the same date as the Rule) will be issued in due course.

3. Government is also pleased to direct that the seniority of graduate and non-graduate clerks as it actually existed on 31st December 1947 should be regarded as unaffected by refixation of pay in the prescribed scales under the Revision of Pay Rules. The seniority of clerks recruited thereafter should be regulated according to the standing orders on the subject (*vide* Government Resolution Finance Department, No. 5708, dated 26th August 1942).

*General (Post-war) Revision of Pay:*

Government servants (whole-time and part-time) paid from "Contingencies" and part-time Government servants paid from grants under "Pay of Establishment"

G.R.F.D.No. 6567/33, dated, 29th October 1948

In continuation of the orders issued in Government Resolution, No. 6568/33, dated 3rd February 1948 Government is pleased to prescribe, in the accompanying statements, revised rates of pay for the Government servants referred to in paragraph 5 of the Resolution. These statements should be regarded as supplements to statements A, Statement B and C are not printed. So far the Statements, F. P. No. XI is to be referred. The rates of pay prescribed herein are applicable from the date and in the manner indicated in paragraphs 1 to 4 of the Resolution.

2. The following modifications are also made in the orders contained in the Resolution mentioned above, with effect from the date those orders are applicable:

(1) In the case of whole-time Government servants those existing as well as prescribed rates of pay are time-scales (as distinguished from fixed pays), the next increment shall be granted in the prescribed scale on the date they would have drawn an increment had they continued in the existing scale or on the date on which an increment is earned in the prescribed scale, whichever is earlier.

(2) Whole-time water bearers and water servers in the Revenue Department mentioned in Statement A are not eligible for dearness allowance as they are on consolidated rates of pay (*vide* Government Letter, Revenue Department, No. 5942/45-24262 E, dated 28th May 1948, addressed to the Commissioner, Central Division, and endorsed to the Commissioners, Northern Division and Southern Division).

3. Whole-time Government servants paid from contingencies, who were made permanent by Government Resolution, No. 1787/33, dated 1st September 1948, are not included in the accompanying Statement A.

G.C.M.F.D. No. 6567/33 dated 10th November 1948.

Bombay Castle, 10th November 1948.

2. *Fixation of pay of persons officiating in higher posts on reversion to lower post.*—(1) The pay to a Government servant officiating in a higher post on 1st January 1947 should, on reversion to a lower post in which he would have officiated on that date but for his officiating appointment in the higher post, be refixed under the Bombay Civil Services (Revision of Pay) Rules, 1948, with effect from 1st January 1947. For this purpose, his present pay will be that which he would have drawn in the lower post but for his appointment to the higher post. The service rendered in the higher post will count towards fixation of pay in the lower post to the extent the appointing authority certifies that he would have continued to officiate in the lower post but for his officiating appointment in the higher post.

(2) The procedure indicated above will apply *mutatis mutandis* to persons holding temporary posts in a substantive capacity.

In all these cases the normal date of increment should remain unchanged (F.D.G.R.No. 6567/33 dated 22nd June 1949).

Grant of higher starting pays to graduate stenographers and reporters.

G.R.No. 6567/33, dated 26th November 1948.

In supersession of the orders issued in paragraph 3 (2) of Government Circular Memorandum, No. 6567/33-III, dated 15th January 1948, and of amendment No. 55 (relating to reporters in the Bombay Legislature Department) in Government Resolution, No. 6567/33, dated 13th September 1948 Government is pleased to direct that all stenographers and steno-typist other than those to whom shorthand allowance is admissible, as also Personal Assistants to the Ministers and Chief Reporter and Reporters (including Regional Language Reporters) in the Bombay Legislature Department should, if they are graduates, be granted two advance increments as detailed below:—

(i) Those who were in service on 1st January 1948 and who graduated before that date should be granted two advance increments over and above the pays admissible to them in the prescribed scale under the Bombay Civil Services (Revision of Pay) Rules, 1948, with effect from the date these Rules are applicable to them or the date of graduation, whichever is later.

(ii) Those who entered service after 1st January 1948 and those who will be recruited hereafter should be given two advance increments over the minimum of the prescribed scale, provided they have graduated before recruitment.

(iii) Those who have graduated after 1st January 1948 while in service and those who graduate hereafter while in service should be given the starting pay admissible to new recruited under paragraph (ii) above from the date of graduation and, if they are already drawing that pay or more, they should be given one advance increment from the later date, the normal date of increment remaining unchanged in either case.

*Starting pay of graduates recruited to clerical establishments.*

G.R.F.D. No. 6567/33, dated 15th December 1948.

In partial modification of the orders issued in paragraph 3 (1) of Government Circular Memorandum, No. 6567/33-III, dated 15th January 1948, Government is pleased to direct that graduates in courses other than Arts passing in a class higher than that required for mere passing should, when recruited to clerical establishments, be given the same starting pay as honours graduates in Arts.

*Extension of the period for exercising the option under the Bombay Civil Services (Revision of Pay) Rules, 1948.*

G. C. M., F. D., No. 6567/33, dated 4th January 1949.

In continuation of the orders issued in Government Circular Memorandum No. 6567/33-IV-dated, 6th July 1948, Government has directed that, as revised scales of pay for certain posts have not yet been sanctioned or have been sanctioned only recently, the period for selection prescribed under rule 7 of the Bombay Civil Services (Revision of Pay) Rules, 1948, should, in the case of holders of these posts, be extended till the expiry of six months from the date of issue of the orders sanctioning the revised pay scales.

*Fixation of pay under the Bombay Civil Services (Revision of Pay) Rules, 1948, of persons who were on leave on 1st January 1947.*

G. C. M., F. D., No. 6567/33, dated 9th March 1949.

A question has been raised as to how the pay of a Government servant who was on leave on 1st January 1947 should be fixed in a post in which he would have officiated on that date but for his proceeding on leave. Government is pleased to direct that in such cases, subject to the appointing authority certifying that the Government servant would have continued to officiate in the post but for his proceeding on leave, he should be allowed on return from leave the officiating pay he would have been entitled to if he were on duty on 1st January 1947.

*Grant of higher starting pays to steno typists and stenographers who draw pay in the clerical scale and shorthand allowance.*

G. R., F. D., No. 6567/33, dated 20th April 1949.

Government is pleased to direct that steno-typists and stenographers who draw pay in the clerical scales specified in paragraph 3 (1) of Government Circular Memorandum, No. 6567/33-III, dated 15th January 1948, plus shorthand allowance, should be granted the same higher starting pay as are sanctioned therein for clerks. The conditions prescribed in Government Resolution, No. 559/33, dated 16th June 1947, will also be applicable to them.

G. C. M., F. D., No. 6567/33, dated 11th July 1949.

2. The pay of a Government servant who is, on account of misconduct or inefficiency, temporarily reduced to a lower stage in his existing scale, should be fixed under the Bombay Civil Services (Revision of Pay) Rules, 1948, in the prescribed scale on the basis of the reduced pay with effect from the date from which the election is made and on the date from which the Government servant would have been restored to the unreduced pay in the existing scale, he should be allowed the pay he would have drawn in the prescribed scale but for his reduction.

3. The above procedure should also apply in the case of Government servants who were temporarily reduced to a lower grade or post on account of misconduct or inefficiency and the reduction was operative on the dates from which they elected the prescribed scales.

4. Further, the above procedure should also apply in the case of Government servants who were held up at the efficiency bar or at any stage of existing scale for not passing the requisite departmental examination without affecting their future increments and the withholding of increments was operative on the dates from which they elected the prescribed scales.

5. The pay of Government servants concerned should be re-fixed under paragraphs 2-4 above. If any over payments have been made under the existing orders, the recovery of the amounts overdrawn before the issue of this Circular Memorandum should be waived.

*Starting pay for clerks.  
Recognition of the Secondary School  
Certificate examination for purposes of—*

G. C. M., F. D., No. 6567/33, dated 13th October 1949.

The Secondary School Certificate examination having been instituted in place of the Matriculation examination in accordance with the orders issued in Government Circular, Political and Services Department, No. 1586/34, dated 29th November 1948, Government is pleased to direct that the starting pays of Rs. 55 in the Mofussil scale of Rs. 46-3-85-E.B.-4-125-5-130 or part thereof and Rs. 75 in the Bombay City scale of Rs. 75-5-140-E.B.-6-200 or part thereof sanctioned to Matriculate clerks in paragraph 3 (1) of Government Circular Memorandum, Finance Department, No. 6567/33-III, dated 15th January 1948, should be granted to persons holding the Secondary School Certificate and should continue to be granted to those who matriculated before the institution of the Secondary School Certificate examination.

*Starting pay of Graduates, Law graduates  
and Grihitagamas (G. As.) recruited to  
clerical establishments.*

G. R., F. D., No. 6567/33, 27th April 1950.

In amplification of the orders issued in Government Resolution, Finance Department, No. 6567/33, dated 15th December 1948, Government is pleased to direct that all graduates, whether they have taken Arts or course other than Arts, and Grihitagamas (G. As. of the Shrimati Nathibai Damodar Thackersey Indian Women's University) who pass in a class higher than that required for mere passing should, when recruited to clerical establishments, be given the starting pay prescribed for 'Honours Graduates' in paragraph 3 (1) of Government Circular Memorandum No. 6567/33-III, dated 15th January 1948. These orders should take effect from 16th June 1949.

G. C. M., F. D., No. 6567/33, dated 24th July 1950.

2. *Regulation of the personal pays during transfer or promotion to another post.*—(1) The personal pay of a Government Servant granted under the provisions of rule 8 (1) of the Bombay Civil Services (Revision of Pay) Rules, 1948, can be drawn, in the event of his transfer or promotion to another post, only during the tenancy of the particular post, held by the Government servant concerned, on the 1st January 1947. The personal pay cannot be retained or taken in to account for purposes of fixation of pay in the event of transfer or promotion to another post, in the same of another station (including promotion in the same office). The personal pay may, however, be retained if the Government servant concerned is transferred to another office in the same town along with his post on account of re-organisation.

(2) A Government Servant drawing a personal pay under the rule referred to above, who is temporarily transferred to another post or is promoted to a higher post, should, on his reversion to the original post, be allowed to draw the personal pay which would have been admissible, but for his transfer or promotion, provided that in each individual case the appointing authority certifies that the person concerned would have continued to officiate in the original post but for his transfer or promotion.

G. R., F. D., No. 6567/33, dated 11th September 1950.

In continuation of the orders issued in Government Resolution, Finance Department, No. 6567/33 dated 27th April 1950, Government is pleased to amplify further that Law Graduates who pass their final examination "in Groups" should be treated as Graduates and those who pass in the normal course (*i. e.* by appearing for all the papers at one and the same time) as "Honours Graduates" for the purpose of giving higher starting pay, when recruited to clerical establishment. These orders should take effect from 16th June 1949.

*Fixation of pay under the Bombay Civil Services (Revision of Pay) Rule, 1948 of persons who were on deputation on 1st January 1947.*

G. C. M., F. D., No. 6567/33, dated 7th November 1950.

A question has been raised as to how the pay of a Government servant who was on deputation to another Government on 1st January 1947, should be fixed in a post in which he would have officiated on that date but for his proceeding on deputation. Government is pleased to direct that in such cases, subject to the appointing authority certifying that the Government servant would have continued to officiate in the post but for his deputation, he should be allowed on return from deputation, the officiating pay he would have been entitled to if he were on duty on 1st January 1947.

*Bombay Civil Services (Revision of Pay) Rules, 1948.*

Counting of service under—

G. R., F. D., No. 6567/33, dated 10th April 1951.

Government is pleased to direct that service rendered in different posts or cadres which carried different scales of pay before identical scales were prescribed under the Bombay Civil Services (Revision of Pay) Rules, 1948, should be taken in to account in computing the service in the corresponding scales for the purposes of fixation of pay in the prescribed scale.

G. C., F. D., No. 6567/33, dated 19th October 1951.

*Recovery of overpayments made as a result of incorrect fixation of pay under the Bombay Civil Services (Revision of Pay) Rules, 1948 and the Rules for Fixation of Pay and Seniority of State Servants.*

In his General Letter No. 47 (T. M.) 1858, dated 27th January 1948, published in the *Bombay Government Gazette*, Part I, dated 29th January 1948, the Accountant General, Bombay, had made it clear that the pay of non-gazetted Government servants which Heads of Offices were allowed to fix provisionally in accordance with the Bombay Civil Services (Revision of Pay) Rules, 1948, was subject to such revision as might be found necessary in the light of subsequent audit scrutiny. In connection with the fixation of pay of merged States servants also, a similar warning was given, by the Accountant General in his General Letter No. 10 (T.M. 28-A/1519), dated 28th September 1949, published in the *Bombay Government Gazette*, Part I of 6th October 1949. It is noticed that the provisional fixation of pay by Heads of Offices under the Bombay Civil Services (Revision of Pay) Rules,

G. C. M., F. D., No. 6567/33, dated 24th July 1950.

2. *Regulation of the personal pays during transfer or promotion to another post.*—(1) The personal pay of a Government Servant granted under the provisions of rule 8 (1) of the Bombay Civil Services (Revision of Pay) Rules, 1948, can be drawn, in the event of his transfer or promotion to another post, only during the tenancy of the particular post, held by the Government servant concerned, on the 1st January 1947. The personal pay cannot be retained or taken in to account for purposes of fixation of pay in the event of transfer or promotion to another post, in the same of another station (including promotion in the same office). The personal pay may, however, be retained if the Government servant concerned is transferred to another office in the same town along with his post on account of re-organisation.

(2) A Government Servant drawing a personal pay under the rule referred to above, who is temporarily transferred to another post or is promoted to a higher post, should, on his reversion to the original post, be allowed to draw the personal pay which would have been admissible, but for his transfer or promotion, provided that in each individual case the appointing authority certifies that the person concerned would have continued to officiate in the original post but for his transfer or promotion.

G. R., F. D., No. 6567/33, dated 11th September 1950.

In continuation of the orders issued in Government Resolution, Finance Department, No. 6567/33 dated 27th April 1950, Government is pleased to amplify further that Law Graduates who pass their final examination "in Groups" should be treated as Graduates and those who pass in the normal course (i. e. by appearing for all the papers at one and the same time) as "Honours Graduates" for the purpose of giving higher starting pay, when recruited to clerical establishment. These orders should take effect from 16th June 1949.

*Fixation of pay under the Bombay Civil Services (Revision of Pay) Rule, 1948 of persons who were on deputation on 1st January 1947.*

G. C. M., F. D., No. 6567/33, dated 7th November 1950.

A question has been raised as to how the pay of a Government servant who was on deputation to another Government on 1st January 1947, should be fixed in a post in which he would have officiated on that date but for his proceeding on deputation. Government is pleased to direct that in such cases, subject to the appointing authority certifying that the Government servant would have continued to officiate in the post but for his deputation, he should be allowed on return from deputation, the officiating pay he would have been entitled to if he were on duty on 1st January 1947.

*Bombay Civil Services (Revision of Pay) Rules, 1948.*

Counting of service under—

G. R., F. D., No. 6567/33, dated 10th April 1951.

Government is pleased to direct that service rendered in different posts or cadres which carried different scales of pay before identical scales were prescribed under the Bombay Civil Services (Revision of Pay) Rules, 1948, should be taken in to account in computing the service in the corresponding scales for the purposes of fixation of pay in the prescribed scale.

G. C., F. D., No. 6567/33, dated 19th October 1951.

*Recovery of overpayments made as a result of incorrect fixation of pay under the Bombay Civil Services (Revision of Pay) Rules, 1948 and the Rules for Fixation of Pay and Seniority of State Servants.*

In his General Letter No. 47 (T. M.) 1858, dated 27th January 1948, published in the *Bombay Government Gazette*, Part I, dated 29th January 1948, the Accountant General, Bombay, had made it clear that the pay of non-gazetted Government servants which Heads of Offices were allowed to fix provisionally in accordance with the Bombay Civil Services (Revision of Pay) Rules, 1948, was subject to such revision as might be found necessary in the light of subsequent audit scrutiny. In connection with the fixation of pay of merged States servants also, a similar warning was given, by the Accountant General in his General Letter No. 10 (T.M. 28-A/1519), dated 28th September 1949, published in the *Bombay Government Gazette*, Part I of 6th October 1949. It is noticed that the provisional fixation of pay by Heads of Offices under the Bombay Civil Services (Revision of Pay) Rules,

1948, has proved incorrect in number of cases and recoveries of overpayments, have, therefore, had to be effected. Similar recoveries may have to be made from State servants absorbed in Bombay Government Service if any errors in the fixation of pay are detected by the Accountant General in the course of audit. In order to alleviate the hardship that may be caused to *non-gazetted Government servants* by such recoveries, which have ordinarily to be effected in the shortest possible time, Government is pleased to prescribe the following procedure for the recovery of the overpayments in question :—

(1) Where the overpayment does not exceed two months' emolument (exclusive of dearness allowance of the Government Servant, recovery should be effected in monthly instalments equal to 1/48th of the monthly emoluments exclusive of dearness allowance) without interest provided that fraction of a rupee is rounded off to the next higher rupee.

(2) Where the overpayment exceeds two months' emoluments of the Government servant, recovery should be effected as directed in the preceding sub-paragraph but each such case should be reported to Government with full details as to the circumstances in which the overpayment was made and with the explanations of the individual officers responsible for wrong fixation of pay, so that modified orders, if considered necessary, may be passed by Government on the merits of each case.

*Note.*—"Emoluments" should be interpreted as defined in Bombay Civil Services Rule 9 (17) but dearness allowance should be excluded.

2. The above procedure should be followed with effect from the date of these orders, i.e. the amount to be recovered from the emoluments payable on 1st November 1951 (in respect of October 1951) should be regulated in accordance with these orders, but the recoveries effected before that date will not be affected in any manner and no claims for refund should be entertained. These orders will govern the recovery of overpayments made only in connection with the Bombay Civil Services (Revision of Pay) Rules, 1948, and the Rules for the fixation of pay and seniority of State servants, laid down in Government Resolution, Political and Services Department, No. 2735/46-II, dated 20th May 1949, both as modified from time to time and will not be applicable to cases of over-payments made under any other circumstances.

3. The above orders shall not apply to persons who have retired since, and draw pension. Recoveries in such cases will be governed by the orders issued, if any when sanctioning pension.

4. In order that Government may have an estimate of the overpayments made, the Heads of Offices should report to this Department *through the Accountant General, Bombay* (who will check the reports as far as possible), details of all overpayments which in any office exceed Rs. 1,000 in the aggregate, with the reasons for the overpayment.

G. C., F. D., No. 6567/33, dated, 10th June 1953.

Recovery of over-payments made as result of incorrect fixation of pay under the B. C. S. (Revision of Pay) Rules, 1948, and the Rules for the fixation of pay and seniority of State servants.

In amplification of the orders issued in Government Circular, Finance Department, No. 6567/33, dated 18th October 1951, Government has directed that a written undertaking should be taken from all Government servants in whose cases recovery of over-payments is governed by these orders to the effect that in case the entire amount due from them is not recovered before they retire or, leave service for any other reason, the balance may be recovered from their pension, including death-cum-retirement gratuity, if due.

G. C., F. D., No. 6567/33, dated 26th August 1953.

Recovery of overpayments made as a result of incorrect fixation of pay under the Bombay Civil Services (Revision of Pay) Rules, 1948, and the Rules for the fixation of pay and seniority of State Servants.

The procedure regarding recovery of the overpayments made to Government servants as a result of incorrect fixation of pay under the Bombay Civil Services (Revision of Pay) Rules, 1948, and the Rules for the Fixation of pay and Seniority of ex-State servants has been laid down in Government Circular, Finance Department, No. 6567/33, dated 18th October 1951. It may happen that a person from whom the recovery or a part of it is due, is discharged from one office and takes up appointment in another office. In order to ensure that recovery of the amount due is effected in such cases also Government has directed that where a Department or office employs a person discharged from another Department or office, it should ascertain whether any recovery is due from him. If so, steps should be taken to recover the amount from him in accordance with the orders issued in the above Circular.

G. C., F. D., No. 1153, dated 5th October 1953.

Recovery of overpayments made as a result of incorrect fixation of pay under the Bombay Civil Services (Revision of pay) Rules, 1948, and the Rules for the fixation of pay and seniority of State Servants.

Government Circular, Finance Department, No. 6567/33, dated 18th October 1951, prescribes how the instalments for the recovery of overpayments should be fixed. According to these orders the instalment remains a constant proportion of the Government servant's emoluments from time to time. This proportion is normally  $\frac{1}{48}$ ths, but in special cases Government may fix a higher proportion. After further consideration, Government has decided that these orders should be modified and the instalment should be adjusted automatically each month in the manner explained below. In the explanations, the word "Emoluments" wherever it occurs means emoluments exclusive of dearness allowance.

2. If a Government servant's emoluments in any month exceed his emoluments for the month in which the first instalment was recovered,  $\frac{1}{3}$ rd of the excess should be rounded off to the next higher rupee and added to the instalment recovered in the first month. The sum will be the instalment to be recovered in that month. If the Government servant's emoluments in any month do not exceed the emoluments in the first month, the instalment for the month will be the prescribed proportion of the emoluments.

*Illustration.*—First instalment recovered in January 1953, prescribed proportion  $\frac{1}{48}$ ths; emoluments in January Rs. 94 : emoluments in April Rs. 104 : emoluments in July Rs. 84.

|                        |                                                                                                                                                     |
|------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| Instalment for January | .. $\frac{1}{48}$ th of Rs. 94 rounded off to the next higher rupee = Rs. 2.                                                                        |
| Instalment for April   | .. Increase in emoluments Rs. 10; $\frac{1}{3}$ rd of increase rounded off to the next higher rupee = Rs. 2 instalment for January + Rs. 4 = Rs. 6. |
| Instalment for July    | .. $\frac{1}{48}$ ths of Rs. 84 rounded off the next higher rupee = Rs. 2.                                                                          |

G. R., F. D., No. ROP- 1154, dated 5th November 1954.

*Recovery of overpayment made as a result of incorrect fixation of pay under Bombay Civil Services (Revision of Pay) Rules, 1948, and Rules for the fixation of Pay and Seniority of State servants.*

It is directed that the benefit of orders in Circular, Finance Department, No. 6567/33, dated 18th October 1951 as amplified from time to time, should be given only to those persons who have given an undertaking as directed in Circular, Finance Department, No. 6567/33, dated 10th June 1953. In cases where the Government servants have not given such an undertaking, they should be asked to refund the amount in lump sum or recovery should be effected from them in accordance with Note 2 below rule 338 in Financial Publication, No. I, so that Government is not put to any loss by way of unrecovered excess payment. Government desires that all Heads of Departments and Head of Offices should comply with these orders scrupulously.

## CHAPTER II

*Maharashtra Civil Services (Revised Pay) Rules, 1963*

This Chapter contains orders regarding fixation of pay in the revised pay scale effective from 1st July 1962 under Maharashtra Civil Services (Revised Pay) Rules, 1963. In this revision, the pay scales of the posts carrying the revised mofussil scales commencing from Rs. 100 or any lower figure or revised Bombay City Scales commencing from Rs. 120 or any lower figure were rationalised and revised. The pay scales of higher categories of posts were revised on D. A. merger basis. Relevant rules in the matter of pay fixation and subsequent clarifications issued are also printed herewith.

Schedules of revised pay scales are not printed. Mention to schedule in this Chapter refers schedule appended to G. R., F. D., No. RPR/3063/XXVI, dated the 15th February 1963 and amendments thereto issued from time to time.

Some illustrative examples showing pay fixation under rules 8 (1), 8 (2), 8 (3) or rule 10 of the Maharashtra Civil Services (Revised Pay) Rules, 1963 are given in Annexures II to VIII at the end of this Chapter.

## प्रकरण दोन

## महाराष्ट्र नागरी सेवा (सुधारित वेतन) नियम, १९६३

महाराष्ट्र नागरी सेवा (सुधारित वेतन) नियम, १९६३ अनुसार १ जुलै १९६२ पासून जे सुधारित वेतनमान अंमलात आले त्यासंबंधी वेतन निश्चितीचे आदेश या प्रकरणामध्ये अंतर्भूत करण्यात आले आहेत. या सुधारणेमध्ये, ज्या पदांच्या मुक्तसल सुधारित वेतनमानाचा प्रारंभ रुपये १०० किंवा यापेक्षा कमी, किंवा मुंबई शहर सुधारित वेतनमानाचा प्रारंभ रुपये १२० किंवा यापेक्षा कमी असणाऱ्या पदांच्या वेतनमानांचे सुसूत्रीकरण करून त्या सुधारित करण्यात आल्या. परंतु उच्च प्रवर्गातील पदांचे वेतनमान हे, महागाई भत्ता विलीनीकरणाच्या तत्वावर सुधारित करण्यात आले. या प्रकरणामध्ये, वेतन निश्चितीचे संबंधित आदेश व नंतर काढण्यात आलेली स्पष्टीकरणेसुद्धा देण्यात आली आहेत.

सुधारित वेतनमान दाखविणाऱ्या अनुसूची या प्रकरणामध्ये दिलेल्या नाहीत. या प्रकरणातील "अनुसूची" संबंधी केलेला उल्लेख हा, शा. नि., वि. वि., क्रमांक आरपी-आर-आरपीआर-३०६३/२६, दिनांक १५ फेब्रुवारी १९६३ व त्यास वेळोवेळी काढलेल्या सुधारणा घेऊन त्या शासन निर्णयास जोडलेल्या अनुसूचीबाबतचा आहे.

या प्रकरणाच्या शेवटी, महाराष्ट्र नागरी सेवा (सुधारित वेतन) नियम, १९६३ मधील नियम ८ (१), ८ (२), ८ (३) किंवा नियम १० अनुसार वेतन निश्चिती कशी होते हे विषय करणारी काही उदाहरणे जोडपत्र दोन ते आठ मध्ये दिलेली आहेत.

*Maharashtra Civil Services (Revised Pay) Rules, 1963.*

G. R., F. D., No. RPR-32063/XXVI, dated 15th February 1963.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Maharashtra is pleased to make the following rules, namely :—

1. *Short title and Commencements.*—(i) These rules may be called the Maharashtra Civil Service (Revised Pay) Rules, 1963.

(ii) They shall be deemed to have come into force on the 1st July 1962.

2. *Categories of Government servants to whom these rules apply.*—(i) Save as otherwise provide by or under these rules, these rules shall apply to all persons who are under the rule-making control of the Governor of Maharashtra.

(ii) These rules shall not apply to.—

- (a) Government servants not in whole time employment ;
- (b) Government servants on consolidated rates of pay;
- (c) Government servants employed on contract except when the contract provides other wise;
- (d) Government servants paid out of contingencies.
- (e) Government servants who retired on superannuation or retiring pension before 1st July 1962 and who were on re-employment on that date including those whose period of re-employment is extended after that date.
- (f) Government servants specifically excluded wholly or in part by the Governor from the operation of these rules.

3. *Relaxation of rules.*—Where the Governor of Maharashtra is satisfied that the operation of any 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.

4. *Power of interpretation.*—If any question arises relating to the interpretation of these rules other than rules 3, it shall be referred to the Government of Maharashtra whose decision thereon shall be final.

5. *Definitions.*—In these rules unless there is anything repugnant in the subject or context—

(1) "Basic pay" in relation to any post means pay as defined in Bombay Civil Services Rules 9 (39) (a) (i) provided that, where special pay is permanently attached to the post and is merged in the revised scale, basic pay includes special pay.

*Note.*—For the purpose of this rule, the special pay granted to the Police Constabulary staff and Police Officers under Government Resolution, Home Department No. PAA/7862/43586-V, dated the 6th August 1962 and No. PAA/7662-II/C/6221-V, dated the 27th December 1962, respectively and which is merged in the revised scales shall be deemed to have been permanently attached to the respective posts.

(2) "Present emoluments" means the basic pay of a Government servant in the present scale and dearness allowance including dearness pay, if any, appropriate to the basic pay on the 1st July 1962. The dearness allowance admissible on 1st July 1962 will include the increase of Rs. 18 sanctioned for those drawing basic pay between Rs. 321 and 500 under Government Resolution, Finance Department, No. COS-1463/262/XXVI, dated 9th January 1963.

*Explanation 1.*—Dearness allowance in respect of an unmarried officer will mean the dearness allowance to which he would have been entitled had he been a married officer on the 1st July 1962.

*Explanation 2.*—In respect of a Government servant who is entitled to the concession of a free boarding and lodging or messing allowance as a condition of service and consequently draws dearness allowance at reduced rates, dearness allowance shall be deemed to be the dearness allowance which would have been admissible on the pay drawn by him on 1st July 1962, had he not been entitled to the concession of free boarding ect.

(3) "Present pay" means "present emoluments" reduced by the following amounts :—

| <i>Present Emoluments</i>             | <i>Amount to be reduced from the Present Emoluments</i>                                                                           |
|---------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| Below Rs. 165                         | Rs. 15                                                                                                                            |
| Rs. 165 and above but below Rs. 180   | Amount sufficient to bring the present emoluments down to Rs. 150.                                                                |
| Rs. 180 and above but below Rs. 581.  | Rs. 30                                                                                                                            |
| Rs. 581 and above but below Rs. 1,100 | Rs. 20                                                                                                                            |
| Rs. 1100.                             | Rs. 20 or the amount of dearness allowance at the old rate appropriate to the basic pay drawn on 1st July 1962 whichever is less. |
| Above Rs. 1,100                       | Nil.                                                                                                                              |

(4) "Present scale" in relation to any post means the scale of pay admissible to a Government servant in respect of such post, immediately before 1st July 1962.

*Note.*—(i) In respect of Government servants allocated from the former States of Madhya Pradesh, Hyderabad, etc. who have retained the pay scales of the former States as personal to them in terms of the option exercised under the Allocated Government Servant's (A. S. P. and A) Rules, 1957, such personal scales shall also be treated as "Present Scales" for the purpose of these rules.

(ii) The provisions of clause (i) of this Note will not apply in the case of the allocated Government servants who were not allowed to draw pay in the Old Bombay Scales because of deficiency in educational qualifications or on any other ground. The cases of such persons should be referred to Government for orders.

(5) "Revised scale" means the scale of pay specified in the appropriate column in Parts I, II, III or IV of the Schedule.

*Explanation.*—The revised scales prescribed for certain common categories of posts are shown in Part I of the Schedule and those prescribed for some special categories of posts are indicated in Parts II and III of the Schedule. In the case of posts which are not included in Parts I, II or III of the Schedule, the revised scales shall be those shown in column 3 against the appropriate present scales in Part IV of the Schedule irrespective of the designation of the posts.

(6) "Schedule" means the schedule of pay scales annexed to these rules.

6. *Drawal of pay in the revised scales and option to elect revised scales.*—Save as otherwise provided in these rules, a Government servant shall draw pay in the revised scale prescribed for the post held by him in Parts I, II or III of the Schedule as the case may be or if the post is not included in Parts I, II or III of the Schedule in the revised scale corresponding to the present scale shown in Part IV of the Schedule provided that he may elect to continue to draw pay in the present scale until the date on which he earns his next or any subsequent increment in the present scale or until he vacates his post or ceases to draw pay in that time scale of pay.

*Note 1.*—Where a Government servant exercises the option to retain the present scale in respect of a post held by him in an officiating capacity, his substantive pay for the purpose of Bombay Civil Services Rule 57 shall be the substantive pay which he would have drawn had he retained the present scale in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended.

*Note 2.*—Where a Government servant allocated from the former State of Madhya Pradesh Hyderabad etc. who has elected to retain the pay scales of the former State in respect of any post as well as the post of next higher promotion under the provisions of rules 10 and 13 of the Allocated Government Servants' (A. S. P. and A) Rules, 1957, elects or is deemed to have elected the revised scale of pay in respect of the post held on the 1st July 1962, his election of the former State scale in respect of the post of next higher promotion shall cease to operate as from the date on which he moves on to the revised scale of the post held on the 1st July 1962.

7. *Exercise of option.*—(1) The option under rule 6 shall be exercised in writing so as to reach the authority mentioned in sub-rule (2) within\* 4 months of the date of issue of these rules or of the orders revising the present scale, whichever is later, provided that—

(i) in the case of a Government servant who is on that date out of India on leave or deputation for foreign service, the said option shall be exercised in writing so as to reach the prescribed authority within four months of the date of his taking over charge of his post in India; and

(ii) Where a Government servant is under suspension on the 1st July 1962 the option may be exercised within 4 months of the date of his return to duty if the date is later than the date prescribed in the sub-rule.

(2) The option shall be intimated by the Government servant in the appropriate form annexed to these rules—

- (a) If he is a gazetted Government servant, to his Accounts Officer;
- (b) If he is a non-gazetted Government servant, to the Head of his Office.

(3) If the declaration regarding the option is not received within the time mentioned in sub-rule (1), the Government servant shall be deemed to have elected the revised scales of pay with effect from the 1st July 1962.

(4) The option once exercised shall be final.

8. *Fixation of initial pay in the revised scales.*—The initial pay of a Government servant who elects or is deemed to have elected under rule 7 (3) the revised scale, from the 1st July 1962, shall unless in any case the Governor of Maharashtra by special orders otherwise directs be fixed in the revised scale 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, if any, held by him, in the following manner :—

(1) If the Government servant is the holder of a post the revised mofussil scale of which commences from Rs. 100 or any lower figure or of a post the revised Bombay City Scale of which commences from Rs. 128 or any lower figure, his initial pay in the revised scale shall be fixed at the stage next above his present pay.

*Explanation.*—The "Bombay City Scales" are marked by the letter 'C' in the Schedule.

(2) If he is the holder of a post which is on a fixed rate of pay and the Government servant elects the revised time-scale prescribed for the post in Part I or Part II of the Schedule, his initial pay in such revised time scale shall be fixed at the lower of the following stages, viz :—

(a) The stage next above the present pay;

(b) The stage at which he would have drawn pay had the entire service rendered on the fixed pay (excluding the portion of service, if any, which does not count for increments in a time scale) been rendered in the revised time scale.

\* [Provided that in cases where the initial pay fixed under clause (b) of this sub-rule is lower than the present pay of the Government servant, the difference shall be treated as personal pay to be absorbed in future increments.]

(3) In all other cases the initial pay shall be fixed at the stage equal to the present pay and, if there is no such stage in the revised scale, at the stage next below that pay, the excess being treated as personal pay to be absorbed in future increments.

\* [Provided that if the present pay of the Government servant is less than the minimum of revised scale, his initial pay in the revised scale shall be fixed at the minimum of the revised scale.]

*Note.*—Where a Government servant is holding a permanent post and is officiating in a higher post and the scales applicable to these two posts are merged into one scale the pay shall be fixed under this rule with reference to the officiating pay only provided he has continuously officiated in that post for not less than 1 year and the pay so fixed shall be treated as substantive pay. Where such a Government servant has not completed one year continuous service in the higher officiating post on 1st July 1962, his pay in the revised scale shall be fixed separately with reference to his substantive pay and officiating pay in the present scales and his pay in the revised scale fixed with reference to the officiating pay shall be treated as substantive pay in that scale after he has rendered service for the period by which it fell short of 1 year on the 1st July 1962, provided it is certified by the appointing authority that he would have continued to officiate in the higher officiating post during this period had the revised scale not been introduced. If however, the appointing authority certifies that he would have reverted to the lower post during this period his pay in the revised scale shall, from the date on which he would have reverted, be regulated on the basis of the pay fixed on the 1st July 1962 with reference to his substantive pay in the lower post.

The provisions of this rule shall apply, *mutatis mutandis*, to Government servants holding in an officiating capacity posts on different present scales which have been replaced by a single revised scale.

9. *Date of next Increment in the Revised Scales.*—[In cases in which the initial pay of a Government servant is fixed under the proviso to clause (3) of rule, 8 he will draw his next increment on the date on which it falls due in the revised scale.] In all other cases, the next increment of a Government servant shall be granted on the date on which he would have drawn his increment in the present scale or on the date on which an increment falls due in the revised scale, whichever is earlier provided that in cases in which, solely as a result of the operation of this rule, a junior Government servant draws his next increment on a date earlier than his senior or seniors who belongs to the same cadre and thereby draws more pay than the latter the date of next increment of the latter shall be advanced to the date on which the former draws his next increment.

*Explanation.*—The concession in the proviso above will not be admissible to a senior in respect of any period for which his increment in the prescribed scale is postponed due to causes unconnected with this rule, e. g. withholding of increments overstayal of leave, grant of leave not specially allowed to count for increment. In other words, the period by which the next increment is to be accelerated should exclude periods which do not qualify for increment under the Bombay Civil Services Rules or other rules and orders made by competent authorities. Subsequent increments will be regulated in the usual manner.

10. *Fixation of pay in the Revised Scales subsequent to the 1st July 1962.*—Where a Government servant continues to draw his pay in the present scale and is brought over to a revised scale from a date later than the 1st July 1962, his pay in the revised scale shall be fixed under the Bombay Civil Services Rule 44 and for this purpose his pay in the present scale on such date shall be deemed to be present pay admissible on the date in terms of rule 5 (3).

11. *Over-riding effect of the Rules.*—In cases where the pay is regulated under these rules, the provision of Bombay Civil Services Rule shall not apply to the extent they are inconsistent with these rules.

\* [Figure Rs. 581 is substituted as per G. R., F. D., No. RPR-3063(3)/XXVI, dated 15 October 1963.]

\* Date for exercising option is extended upto 31st March 1964 as per G. C., F. D., No. RPR/3063/467/XXVI, dt. 16th December 1963

† Proviso added as per G. R., F. D., No. RPR/3063(1)/XXVI, dt. 1st June 1963.

† [Inserted as per G. R., F. D., No. RPR/3063(1)/XXVI, dt. 1st June 1973.]

No. RPR, 3063/XXVI, dated 15th February 1963

## ANNEXURE I

Form for Exercising option under the Maharashtra Civil Services (Revised Pay) Rules, 1963  
(Rule 7)

I, ..... holding the post of\* ..... in the scale of ..... in the Office of ..... do hereby elect to come under the revised scale of pay with effect from 1st ..... 19 to retain the existing scale of pay until ‡

2. The option hereby exercised is final and will not be modified at any subsequent date.

Date

19

Signature.

Signed before me.

Signature  
(with date)

Head of the Office (in the case of non-gazetted Government Servants)

Signature  
(with date)

Another Gazetted Officer (in the case of Gazetted Officer).

Received the above Declaration.

Date

Signature.

Assistant Accountant General  
Pay and Accounts Officer.  
Head of Office.

Dearness Allowance Grant of.....

G. R., F. D., No. DRA/1063/XXVI, dated 15th February 1963.

Government is pleased to direct that, with effect from 1st July 1962, the revised rates of dearness allowance should be as shown below in the case of all Government Servants who are brought on to the revised scales of pay under the Maharashtra Civil Services (Revised Pay) Rules, 1963:—

| Revised Pay                                                  | Dearness Allowance                                    |
|--------------------------------------------------------------|-------------------------------------------------------|
| For employees drawing pay below Rs. 150 ..                   | Rs. 15                                                |
| For employees drawing pay between Rs. 150 and Rs. 558 ..     | Rs. 30                                                |
| For employees drawing pay between Rs. 551 and Rs. 559 ..     | The amount by which the pay falls short of Rs. 588.   |
| For employees drawing pay between Rs. 560 and Rs. 1,080 ..   | Rs. 20                                                |
| For employees drawing pay between Rs. 1,081 and Rs. 1,100 .. | The amount by which the pay falls short of Rs. 1,100. |

\*The option should be exercised separately in respect of substantive and officiating appointments.

†To be scored if not applicable.

‡ Here enter any one of the following alternatives :

“the date of next increment raising my pay to of Rs.

“I vacate or cease to draw pay in the existing scale.”

2. Government Servants who elect to retain the present scales of pay in the manner provided for by the Maharashtra Civil Services (Revised Pay) Rules, 1953, will continue to be eligible to draw dearness allowance at the existing rates in force on 1st July 1962 including additional dearness allowance sanctioned in Government Resolution, Finance Department No. CDS 1062/V, dated the 24th July 1962 and Government Resolution, Finance Department, No. CDS-1463/262/XXVI, dated the 9th January 1963, or such other rates in replacement thereof as may be prescribed by Government, so long as they continue to draw pay in the present scales.

3. The grant of dearness allowance, whether it is drawn at the new rates mentioned in paragraph 1 above or at the old rates, will continue to be regulated by the orders issued in Government Resolution, Finance Department, No. 174, dated the 21st October 1959 as amended clarified from time to time subject to the modifications mentioned below :—

(i) Government Servants, who are entitled to the concession of free board and lodging or messing allowance as a condition of service and who come on to the revised scales of Pay introduced from 1st July 1962, shall be eligible for dearness allowance at the full rates mentioned in paragraph 1 above. But a sum equal to the amount of dearness allowance at the old rates which was being withheld on the 1st July 1962 will be deducted monthly from the emoluments actually disbursed every month. In such cases as and when changes in emoluments occur and in all cases of Government Servants who entered or enter service on or after 1st July 1962, a sum as shown below should be deducted monthly from the emoluments :—

| Revised Pay        | Deduction |
|--------------------|-----------|
| Upto Rs. 99        | 35        |
| Rs. 100 to Rs. 149 | 40        |
| Rs. 150 to Rs. 199 | 45        |
| Rs. 200 onwards    | 50        |

(ii) Dearness allowance will continue to be computed during leave on the basis of leave salary at the old rates or the new rates according as the leave salary is based on the old rates or revised rates of pay. In cases where a Government servant has drawn pay and dearness allowance partly at the old rates and partly at the new rates during the 12 or 36 months preceding the leave, the leave salary shall be the average of pay at the unrevised rate plus dearness pay as admissible under Government Resolution, Finance Department, No. DRP/3036/XXVI, dated the 15th February 1963 and pay drawn at the revised rate during the 12 or 36 months preceding the leave. The dearness allowance shall then be calculated at the rates mentioned in paragraph 1 above on the basis of the leave salary as arrived at.

Dearness Pay :  
Treatment of a portion of dearness allowance as—

G. R., F. D., No. DRP-3063/XXVI, dated 15th February 1963.

In the case of Government servants who elect to retain the present scales of pay under Rule 6 of the Maharashtra Civil Services (Revised Pay) Rules, 1963, the portion mentioned in column 2 below of the dearness allowance admissible shall be treated as dearness pay in relation to pay in the different ranges specified in column 1 below, for the purposes mentioned in paragraph 2 of this Resolution :—

| Pay range (existing basis)   | Portion of dearness allowance admissible as dearness pay |
|------------------------------|----------------------------------------------------------|
| 1                            | 2                                                        |
| Rs. 50 and below             | .. Rs. 35                                                |
| Rs. 51 and upto Rs. 200      | .. Rs. 45                                                |
| Rs. 201 and upto Rs. 500     | .. Rs. 50                                                |
| Rs. 501 and upto Rs. 750     | .. Rs. 65                                                |
| Rs. 751 and upto Rs. 1,000   | .. Rs. 80                                                |
| Rs. 1,001 and upto Rs. 1,079 | .. Amount of dearness allowance admissible minus Rs. 20. |

*Exception 1.*—In the case of an unmarried gazetted officer, the amount of dearness allowance that shall be treated as dearness pay shall be reckoned with reference to the dearness allowance he would have drawn had he been a married officer.

**Exception II.**—In the case of a Government servant who is entitled to free board and lodging concessions as a condition of his service and is therefore entitled to draw dearness allowance at only 1/3rd of the normal rate which would otherwise have been admissible to him, the amount of dearness allowance that will be treated as pay will be reckoned with reference to the dearness allowance he would have drawn had the concession of free board and lodging not been enjoyed.

2. The dearness pay will count as part of the basic pay for computing the following:—

- (i) Pension.
- (ii) Compensatory Local Allowance and House Rent Allowance admissible under Government Resolution, Finance Department, No. LCA-3063/XXVI, dated the 15th February 1963.
- (iii) Leave salary under paragraph 3 (ii) of Government Resolution, Finance Department, No. DRA 1063/XXVI, dated the 15th February 1963.
- (iv) House Rent to be recovered for occupation of Government quarters under Government Resolution, Finance Department, No. LCA-3063/46/XXVI, dated the 15th February 1963.

3. These orders take effect from 1st July 1962. However, in the case of Government servants whose pensionable pay is calculable with reference to a period between 1st May 1960 and 30th June 1962, the pension payable from 1st July 1962 should be re-fixed after re-calculating pensionable pay, taking into account dearness pay—

(1) for the period from 1st May 1960 to the date of retirement in the case of those who retired on or before 30th June 1962, and

(2) upto the date from which revised pay is drawn under the Maharashtra Civil Services (Revised Pay) Rules, 1963, in the case of those retiring on or after 1st July 1962.

4. Persons who are eligible for the benefit of pension under these orders will not be entitled to any temporary increase in pension sanctioned under Government Resolution, Finance Department, No. 174, dated the 28th June 1945. If, however, the pension calculated under the normal rules without taking into account the dearness pay plus the temporary increase in pension is more favourable than the benefit under these orders the individual concerned may be granted the former.

*Maharashtra Civil Services (Revised Pay)  
Rules, 1963 :*

Instructions regarding—

G. C. M., F. D., No. RPS/1063/27/XXVI, dated 22nd April 1963.

Government [has issued the Maharashtra Civil Services (Revised Pay) Rules, 1963 which are applicable to all persons under the rule making control of the Governor of Maharashtra, except the following :—

- (a) Government servants not in whole time employment ;
- (b) Government servants on consolidated rates of pay ;
- (c) Government servants employed on contract except when the contract provides other wise
- (d) Government servants paid out of contingencies ;
- (e) Government servants who retired on superannuation or retiring pension before 1st July 1962 and who were on re-employment on that date including those whose period of re-employment is extended after that date.

2. The revised scales are also not applicable to :—

(i) Members of the staff of the Chitali Distillery who have been given the benefit of orders issued in Government Resolution, Industries and Labour Department, No. IDL-4161/32293-IND- dated the 21st June 1962.

(ii) Teaching staff in Government Secondary Schools and Training Colleges.

(iii) Square Meal Canteen establishment pending issue of orders by the administrative department concerned.

(iv) Staff of the Cottage Industries Department, whose existing scales of pay commence from Rs. 55 or any lower figure, except those holding common posts included in Part I of the Schedule accompanying the Maharashtra Civil Services (Revised Pay) Rules, 1963.

3. The benefit of revised scales should not be given to the technical staff of the Milk Transport Service whose existing pay scales are arrived at in settlement with the labour union of the employees of the Milk Transport Service and the technical staff of the Government Transport Service whose scales of pay have been recently revised so as to bring them on par with those of corresponding posts in the Milk Transport Service, pending issue of orders by the administrative departments concerned.

4. The immediate action which departmental authorities are required to take is to bring the rules to the notice of all Government servants whether on duty, leave, deputation or suspension and to advise them to declare their options as soon as possible so that the work of fixing initial pay in the revised time-scales will not be delayed. It may be made clear to them that the option once exercised is final and that, in the absence of any declaration received from them within 4 months of the date of issue of orders revising their scales, they will be deemed to have elected the revised scales of pay with effect from 1st July 1962. Care should be taken to see that the Government servants have no occasion later to complain that they were not aware of the introduction of the revised pay scales.

The declaration form in Annexure I to the rules provides for the declaration being signed by non-gazetted Government servants before the Head of Office. The Head of Office may, if he so considers necessary, nominate any other gazetted officer in whose presence the declaration form could be signed.

The Gazetted Officers are required to send their declaration, duly signed, to the Accounts Officer under whose audit they were on 1st July 1962.

5. Heads of Departments and Heads of Offices should see that prompt steps for fixing initial pay in the appended form are taken by all concerned as and when options from Government servants are received. Action in this respect should not be postponed until options from all Government servants under them are received. In the case of Government Servants whose declarations are not received within the period of 4 months from the date of issue of orders sanctioning the revised scales, necessary action for fixing their initial pay in the revised scales should be taken immediately thereafter. For the sake of a few cases requiring clarification or sanction of Government, the claims of majority of clear cases should not be delayed. Points requiring clarification should be referred to Government immediately.

The pay fixation statement in the form appended to these orders should be prepared in duplicate—one copy to be kept with the Service Book and the other copy to be sent to the Audit Office.

6. Arrears, if any, due should be paid without pre-audit to non-gazetted Government servants except those covered by paragraph 7, after making it clear to them that the revised pay is subject to such adjustments as may be found necessary in the light of subsequent audit scrutiny. But in the case of a Government servant who is likely to retire or leave service before the entire amount of overpayment is recovered, an undertaking should be taken from him to the effect that he agrees to the overpayment, if any, being recovered from his pension (including death-cum-retirement gratuity).

Overpayments should be recovered, except in cases covered by paragraph 8 from pay and allowances in suitable monthly instalments not exceeding 10, the balance, if any, being recovered from death-cum-retirement gratuity, if admissible, otherwise from monthly pension.

In the case of a non-gazetted Government Servant who has served under more than one Head of Office, the Head of Office under whom he is serving at the time of the drawal of arrears claim should obtain such information as is required by him for the preparation of such claim from the Head of Offices under whom the Government servant had served previously, and then prefer a consolidated arrears claim pertaining to such a Government servant. Submission of arrears claim piecemeal by the various Heads of Offices in respect of one and the same person should be avoided.

Suitable notes regarding fixation of pay and payment of arrears should be taken in the service book of the Government servant under the dated signature of the Head of Office.

7. Persons who were in Government service on 1st July 1962 but whose services were terminated thereafter on account of retirement, death discharged on termination of sanctioned posts, resignation, dismissal or discharge on disciplinary grounds should be deemed to have opted for the revised scales of pay if they are more favourable to them. Arrears due on this account should be paid after audit scrutiny.

8. All Government servants recruited on or after 1st July 1962 or appointed by transfer or promotion to other posts from that date should be allowed pay only in the revised scales as admissible under the Maharashtra Civil Services (Revised Pay) Rules, 1963, subject to provisions of Note 2 below Rule 6 in the case of employees of the former States of Madhya Pradesh, Hyderabad, etc. In all such cases, including those where two or more existing grades have been combined into one grade, if the present emoluments (pay plus dearness allowance) already drawn are more than those admissible on account of the application of the revised scale, no adjustment on account of overpayment, for the period from 1st July 1962 to the date of orders sanctioning the revised scale should be made. Also, the difference between the emoluments actually drawn and the emoluments admissible at the revised rates on the later date should be allowed as personal pay to be absorbed in future increases in pay.

9. In the case of persons who were on leave on preparatory to retirement on 1st July 1962 or on the date of issue of these orders, their pay in the revised scale will be fixed from the date the revised scales are elected, but, for the purpose of calculation of "pensionable pay", the increase in pay will be taken into account only to the extent admissible under Bombay Civil Services Rule 9 (41) or Bombay Civil Services Rule 9 (41-A) or Rule 46 of Appendix XIV-C to the Bombay Civil Services Rules.

10. In the case of a Government servant who was drawing maximum pay in the present scale of a post on the date on which he comes over to the revised scale of the post, his past service at the maximum stage in the present scale will count for increment in the revised scale to the extent admissible under the normal rules.

11. In the case of a Government servant who elect to retain the present scale of a post and is later appointed to another post, his initial pay in the revised scale of the second post shall be fixed under the normal rules, and, for this purpose, his pay in the present scale of the first post on the date of appointment to the second post shall be determined under Rule 5 (3).

12. In all cases where probationary period is prescribed at present, the drawal of probationary pay during the period, whether indicated in the scheduled or not, and drawal of increments will be regulated under existing orders on the subject.

13. Unless otherwise specifically directed, special pay drawn by a Government servant at present should be continued even after 1st July 1962.

Special pay sanctioned to a Government servant as percentage of pay should be re-calculated from the date he drawn pay in the revised scale.

14. The efficiency bar in a revised scale of a Government servant will become operative only with reference to such bar in that scale irrespective of whether he had crossed or not crossed or had been held up at the efficiency bar in the present scale.

If, however, a Government servant who is held up at the efficiency bar in the present scale elect or is deemed to have elected the revised scale his initial pay in the revised scale will be fixed under the Maharashtra Civil Services (Revised Pay) Rules. He should be granted the next increment on the date on which it is due in the revised scale provided that, if the authority competent to allow the Government servant to cross the bar certifies that the Government servant would have been allowed to draw the increment in the present scale on an earlier date, the next increment should be allowed on such earlier date.

15. The revised scales in column 4 of Part II of the schedules accompanying the rules will be admissible to those whose present scales are shown in column 3 of that part. If the present scale is not correctly mentioned, e.g. if a mofussil scale is wrongly mentioned as a city scale the pay in the revised scale should not be drawn without the specific sanction of Government.

The word "emoluments" in items (a), (b) and (c) in the column "Revised Pay" in paragraph 1 of the Government Resolution Finance Department No. LCA. 3063/46/XXVI, dated 15th February 1963, should be read as "pay".

Any omissions or corrections required to be made may be brought to the notice of the Finance Department as soon as possible.

16. As a result of merger of bulk of Dearness Allowance in pay, the revised pay of Government servants will increase with effect from 1st July 1962. The amount of General Provident Fund Contribution being recovered from them in the current year need not be increased on this account, pending issue of orders in the matter by the General Administration Department.

17. The recovery of rent from Government servant occupying Government quarters should be regulated under Government Resolution, Finance Department, No. LCA 3063/46/XXVI, dated 15th February 1963.

18. It is not necessary to appoint any additional staff in big offices for fixing initial pay immediately. Heads of Departments can, in exercise of the powers delegated to them, sanction additional staff when the need for it arises.

*Amendments the Maharashtra Civil Services (Revised Pay) Rules, 1963.*

G. R., F. D., No. RPR 3063 (1)/XXVI, dated 1st June 1963.

**RESOLUTION.**—In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Maharashtra is pleased to direct that the following amendments shall be made in the Maharashtra Civil Services (Revised Pay) Rules, 1963, issued under Government Resolution, Finance Department, No. RPR. 3063/XXVI, dated the 15th February 1963, namely :—

*Maharashtra Civil Services (Revised Pay) Rules, 1963.*—(i) In rule 6, for the words "next or subsequent increment" the words "next or any subsequent increment" should be read.

(ii) At the end of clause (3) of rule, 8, the following shall be added :—

"Provided that if the present pay of the Government servant is less than the minimum of the revised scale, his initial pay in the revised scale shall be fixed at the minimum of the revised scale."

(iii) In rule 9, for the words "The next increments" appearing in the first sentence the following shall be inserted :—

"In cases in which the initial pay of a Government servant is fixed under the proviso to clause (3) of rule 8, he will draw his next increment on the date on which it falls due in the revised scale. In all other cases, the next increment."

G. R., F. D., No. RPR/3063 (3)/XXVI, dated 15th October 1963.

**RESOLUTION.**—In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Maharashtra is pleased to direct that the following amendments shall be made in the Maharashtra Civil Services (Revised Pay) Rules, 1963, issued under Government Resolution Finance Department, No. RPR. 3063/XXVI, dated the 15th February 1963, read with Government Resolution, Finance Department, No. RPR/3063 (1)-XXVI, dated the 1st June 1963 :—

In the column "*present emoluments*" under clause (3) of rule 5, for the figure "580" occurring at two places, the figure "581" shall be substituted.

*Amendment to the Maharashtra Civil Services (Revised Pay) Rules, 1963.*

G. R., F. D., No. RPR-3063/(iv), dated 5th November 1963.

It has been decided that the following amendment should be made in the Maharashtra Civil Services (Revised Pay) Rules, 1963, issued under Government Resolution, Finance Department, No. RPR-3063/XXVI, dated the 15th February 1963.

**Part III**

On page 46, the following new entry shall be added :—

Secretariat.

| Serial No. | Designation       | Present scale     | Revised scale                |
|------------|-------------------|-------------------|------------------------------|
| 1          | 2                 | 3                 | 4                            |
|            |                   | Rs.               | Rs.                          |
| 2          | Deputy Secretary. | 1,000-50-1300 (C) | 1,100-50-1,200-60-1,500 (C). |

2. The Government servants concerned shall exercise the option under Rules 6 and 7 of the Maharashtra Civil Services (Revised Pay) Rules, 1963, within 4 months from the date of issue of these orders.

3. The pay of the Government servants shall be fixed under Rule 8 of the Maharashtra Civil Services (Revised Pay) Rules, 1963, as modified under Government Resolution, Finance Department No. RPR-3063 (i)/XXVI, dated the 1st June 1963, read with para. 8 of Government Circular Memorandum, Finance Department No. RPS-1063/27/XXVI, dated the 22nd April 1963.

4. The initial fixation of pay of the Under Secretary promoted as Deputy Secretary after 1st July 1962 will continue to be regulated as per Government Resolution, Political and Services Departments No. SRV-1056-D, dated the 7th November 1956.

5. The above orders shall come into effect from 1st July 1962.

*Maharashtra Civil Services (Revised Pay) Rules, 1963  
Clarification regarding*

G. C. M., F. D., No. RPR 3063/2318/XXVI, dated 5th November 1963.

In para 10 of Government Circular Memorandum, Finance Department, No. RPS. 1063/27/XXVI, dated the 22nd April, 1963, it is clarified that, in the case of a Government servant who was drawing maximum pay in the present scale of a post on the date on which he comes over to the revised scale of post, his past service at the maximum stage in the will count present scale for increment in the revised scale to the extent admissible under the normal rules. Certain points have been raised in regard to the application of this paragraph. These points and the classifications thereon are as under :—

**Points**

**Classifications**

(I) In the case of a Government servant to whom Rule 8(1) is applicable.

(a) Whether at the time of initial fixation of pay in the revised scale an increment is admissible for every year of stagnation.

(b) What will be the date of next increment?

(a) No. He will get only the next higher stage under Rule 8(1). No. additional increment is admissible for the period of stagnation.

(b) The next increment will be admissible on his rendering a full incremental period of service in the revised scale after the initial fixation.

## Points

## Clarifications

(II) In the case of a Government servant to whom Rule 8 (3) is applicable.

(a) Whether at the time of initial fixation of pay in the revised scale an increment is admissible for every year of stagnation.

(b) What will be the date of next increment?

(a) No. The Government servant is entitled to the next higher stage in the revised scale if he has stagnated on the maximum of the present scale for a period sufficient to earn an increment in the revised scale or for any longer period.

(b) The next increment after the initial fixation in such cases will accrue after the completion of the period prescribed for earning an increment in the revised scale. (When the period of stagnation in the present scale is less than the full incremental period the service so rendered will be taken into account in fixing the date of next increment after the initial fixation in the revised scale)

(III) Whether the benefit of counting service on the maximum of the present scale is admissible to an officiating holder.

The benefit may be allowed to substantive as well as officiating holders.

*Maharashtra Civil Services (Revised Pay) Rules, 1963*  
Revised scales corresponding to ex-Hyderabad Osmania Sicca currency scale.

G. M., F. D., No. RPS-3003/145944/XXVI, dated 8th November 1963.

It has been decided not to prescribe a revised scale under Maharashtra Civil Services (Revised Pay) Rules, 1963, corresponding to the Ex-Hyderabad Osmania Sicca Currency Scale. The allocated Government servants who had elected these scale (s) under the allocated Government servants (Absorption, Seniority, Pay and Allowance) Rules, 1957, will be eligible for the benefits of orders issued in Government Resolution, Finance Department, No. DRP-3063/XXVI, dated the 15th February 1963.

*Maharashtra Civil Services (Revised Pay) Rules, 1963*

G. M., F. D., No. RPS-3063/107345/XXVI, dated 19th November 1964.

According to the provisions of the Note in Part I of the Schedule annexed to Maharashtra Civil Services (Revised Pay) Rules, 1963 the revised City scale of Pay applicable to persons appointed to clerical or executive posts is Rs. 110-5-160-EB-5-185-6-203-EB-6-245 if they do not possess S. S. C. or any equivalent qualification. It is clarified that these provisions are not applicable to persons who were in service on 1st July 1962 and were drawing pay in the present city scale of Rs. 75-5-140-EB-8-220. Such persons shall be allowed an option to move on to the revised scale of Rs. 120-5-160-EB-5-180-8-212-EB-8-260-10-270 (C) even if they do not possess S. S. C. or any equivalent qualification. The option should be exercised within 4 months from the date of issue of these orders.

*Maharashtra Civil Services (Revised Pay) Rules, 1963*

G. C., F. D., No. RPR-3063/467/XXVI, dated 16th December 1963.

A Government servant could elect to continue to draw pay in the present scale of a post until the date on which he earned his next or any subsequent increment in the present scale or until he vacated the post or ceased to draw pay in that scale of pay. The options to retain the present scale in this manner or to come over to the revised scale were required to be exercised in the prescribed form and communicated to the authorities concerned (viz. the Accounts Officer in the case of gazetted Government servants and Heads of Offices in the case of non-gazetted Government servants) so as to reach them within the prescribed time limit. Otherwise Government servants were deemed to have opted for the revised scales from the date they were sanctioned.

2. Representations have been received from a number of Government servants to the effect that—
  - (i) the options, though exercised in time, did not reach the appropriate authorities in time
  - or
  - (ii) the options were exercised without understanding the full implications of the rules, resulting in avoidable financial loss to them.

For example, in cases falling under Rule 8 (3) of the Maharashtra Civil Services (Revised Pay) Rules, 1963, some Government servants whose present scale is not equal to a stage in the revised scale have come over to the revised scale, through miscalculations or other causes, from 1st July 1962, but they would like to come over to the revised scale after earning the next or subsequent increment in the present scale as that would be more advantageous to them. To remove hardships caused to Government servants on account of wrong options, Government is pleased to direct that Government servant who desire to modify options exercised or deemed to have been exercised should be allowed to exercise fresh options in the prescribed form which reach the authorities concerned on or before 31st March 1964. If any representations from Government servants in the matter are pending with Heads of Offices/Departments, the Government servants should be asked immediately to exercise fresh options by 31-3-1964. Fixation of initial pay in revised pay scales of various Government servants under the Maharashtra Civil Services (Revised Pay) Rules, 1963, need not be held up on this account.

*Maharashtra Civil Services (Revised Pay) Rules, 1963*  
Clarification regarding—

G. R., F. D., No. RPR-3013/1139/XXVI, dated 30th January 1964.

A question has been raised whether a Government servant who had officiated in a post prior to 1st July 1962 in the present scale of pay, but was not holding that post on that date, would count the previous broken periods of service for increment in the corresponding revised scale if he is appointed to a post carrying such revised scale after that date. Government is pleased to direct that all such cases should be regulated under normal rules, viz. Bombay Civil Services Rules, 41 and 57. For the purposes of Bombay Civil Services Rule 41, however, the pay drawn on the previous occasion shall be deemed to be the basic pay actually drawn by the Government servant in the present scale on such previous occasion increased by the amount of dearness allowance (and dearness pay, if any) admissible on such basic pay on 1st July 1962 in terms of Rules 5 (2) of the Maharashtra Civil Services (Revised Pay) Rules, 1963 and reduced by the amounts shown in Rule 5 (3) of the said rules.

*Maharashtra Civil Services (Revised Pay) Rules, 1963*  
Fixation of pay under B. C. S. R. 51.

G. R., F. D., No. RPS-3063/107785-(537)/XXVI, dated 31st January 1964.

(Below copy of (i) letter No. GAD-PAY-FIX/834, dated 28th May 1963 from the Accountant General, Maharashtra, Bombay, and (ii) G.M., F.D., No. RPS-3063/107785/(537)/XXVI, dated 31st January 1964)

(i) "A case of an officer, appointed to a higher post on promotion after 1st July 1962 and in whose case the pay in the higher post was fixed by Government by involving the provisions of B. C. S. R. 51 vide Government of Maharashtra, Finance Department Resolution, No. PAY-1860-V, dated 9th November 1960 has come up for fixation of his pay in the revised scale. The details of the case are as follows :—

The officer was holding the post of Senior Superintendent in the office of the Director of Public Health, Poona in an officiating capacity in the scale of Rs. 200-10-300 plus special pay of Rs. 40 p.m. attached to the post of Senior Superintendent. He had completed more than three years service as officiating Superintendent, his date of appointment as Superintendent being 13th August 1958. On 31st August 1962, he was drawing pay of Rs. 240 in the scale of Rs. 200-10-300 plus special pay of Rs. 40 as officiating Senior Superintendent. On his appointment as Personal Assistant to the post of Deputy Director of Public Health Services, Poona, his officiating pay was fixed at Rs. 250 p.m. in the pre-revised scale of Rs. 220-15-400-EB-20-500-EB-25-650 with effect from 1st September 1962 under Note 2 below Bombay Civil Services Rules 51.

It may please be clarified whether Government Department would fix the pay of all such officers a fresh under rule 51 of the Bombay Civil Services Rules in terms of the Finance Department, Government Resolution, No. PAY-1860-V, dated 9th November 1960 or the Pay in the revised scale may be regulated by this office with reference to the pay already fixed by Government in the pre-revised scale.

An early reply is requested."

(ii) "The undersigned presents compliments to the Accountant General, Bombay and with reference to his letter No. GAD-PAY-FIX/834, dated 28th May 1963, is directed to state that cases of Government servants appointed by transfer or promoted to other posts on or after 1st July 1962 are required to be regulated in the manner indicated in para. 8 of Government Circular Memorandum, Finance Department, No. RPS-1063/27/XXVI, dated 22nd April 1963. Accordingly, the pay of Government

Servants transferred or promoted on or after 1st July 1962 whose pay was fixed in "present scales" under the provisions of Government Resolution, Finance Department, No. PAY-1860-V, dated 9th November 1960 will have to be refixed in the revised scale under the Bombay Civil Services Rule 51 in terms of the provisions of the said Circular Memorandum".

*Maharashtra Civil Services (Revised Pay) Rules, 1963*  
Regulation of personal pays under.....

G. C., F. D., No. RPS-3063/1291/XXVI, dated 27th April 1964

Various points have been raised regarding the grant and regulation of personal pays in the context of the Maharashtra Civil Services (Revised Pay) Rules, 1963. The decisions of Government on these points are as under :—

| <i>Points</i>                                                                                                                                                                                                                                                                                                                                                          | <i>Decisions</i>                                                                                                                                                                           |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (i) Whether personal pay drawn in addition to the pay in the present scale should be taken as a part of basic pay for the purpose of fixation of initial pay under the Maharashtra Civil Services (Revised Pay) Rules.                                                                                                                                                 | Yes, when it is granted for loss of substantive pay personal pay granted on other grounds will not be taken into account unless otherwise specifically directed by Government in any case. |
| (ii) Whether personal pay drawn in addition to pay in the revised scale under Rule 8 (3) of the Maharashtra Civil Services (Revised Pay) Rules should be taken as part of basic pay for the purpose of fixation of initial pay under the normal rules when the pay scale of the post is further revised or when the Government servant is transferred to another post. | Yes.                                                                                                                                                                                       |
| (iii) Whether personal pay is admissible in cases in which present pay as worked out under Rule 5 (3) of the Maharashtra Civil Services (Revised Pay) Rules is more than the maximum pay of the revised scale.                                                                                                                                                         | The difference between the present pay and the maximum pay of the revised scale will be admissible as personal pay.                                                                        |
| (iv) Whether personal pay granted under the Maharashtra Civil Services (Revised Pay) Rules is not affected by the provisions of Bombay Civil Services Rule, 69.                                                                                                                                                                                                        | The personal pay is absorbed in future increments in pay, but not in special pay, additional pay etc.                                                                                      |
| (v) Whether personal pay granted under Rule 8 (3) of the Maharashtra Civil Services (Revised Pay) Rules should be allowed to a Government servant when he is appointed on return from leave, deputation etc., to the same post or to another post in the same time scale.                                                                                              | Yes.                                                                                                                                                                                       |

*Fixation of Pay of Non-Gazetted Government Servants*  
*under the Maharashtra Civil Services (Revised*  
*Pay) Rules, 1963*

Verification of—

G. C. M., F. D., No. PVU-1064/30495, dated 22nd February 1964

The question of taking special steps for verification of fixation of pay of non-gazetted Government servants done under the Maharashtra Civil Services (Revised Pay) Rules, 1963 by the departmental authorities was under consideration of Government. Government has now decided that the verification of this pay fixation should be done by a special organisation set up for the purpose in the Finance Department.

2. This special organisation, called "Pay Verification Unit" Finance Department would test check at least 50 per cent of cases of each office. A suitable entry regarding verification will be made in the Service Books of the Government servants under the signature of the Superintendent, Finance Department.

3. The Assistant Accounts Officer, Finance Department would check atleast 10 per cent of the cases certified by the Superintendents.

4. The cases, which are not checked by this Unit should be checked by the departmental officers and they should record a certificate in one of the following appropriate forms in the Service Book of the Government servant concerned :

"Certified that the pay fixation done by my office as per Office Order No. .... dated..... has been rechecked in the light of the observations offered by the Pay Verification Unit, Finance Department, Bombay and found correct."

OR

"Certified that the pay of Shri..... should have been correctly fixed at Rs..... as on..... with the date of next increment fixed as on..... and that an overpayment of Rs..... has been made to Shri..... as a result of wrong fixation and the same has been recovered from him in terms of para 6 of Government Circular Memorandum Finance Department, No. RPS-1063/27/XXVI, dated 22nd April 1963 (Treasury Voucher Nos. may please be quoted)."

5. After the pay fixed is certified by the Unit, the departmental authorities should take step to pay arrears on account of the revised pay scales and allowances to Government servants referred to in para 7 of Government Circular Memorandum, Finance Department, No. RPS-1063/27/XXVI, dated 22nd April 1963.

*Maharashtra Civil Services ( Revised Pay ) Rules, 1963,  
Clarification regarding—*

G. C., F. D., No. RPR-3063/476/XXVI, dated 18th June 1964.

In case in which two scales are combined into one, the initial pay of a Government servant who on 1st July 1962, was officiating in the post in the higher scale, is fixed on the basis of his present pay in the higher scale provided conditions laid down under Note below Rule 8 of the Maharashtra Civil Services ( Revised Pay ) Rules, 1963, are fulfilled. In cases where the conditions are not fulfilled the initial pay is fixed on the basis of his present pay in the post in the lower scale, and the difference if any between the emoluments admissible with reference to pay in the lower scale and the emoluments actually drawn in the higher scale is allowed as personal pay to be absorbed in future increase in pay under para 8 of Government Circular Memorandum, Finance Department, No. RPS-1063/27/XXVI, dated 22nd April 1963. Consequently, in cases in which the personal pay to be absorbed in future increases in pay is large, the Government servants stagnate for some years. It has been represented that these orders cause hardship to Government Servants.

2. Government has considered the matter and is now pleased to direct that, out of the personal pay as worked out under para 8 of Government Circular Memorandum, Finance Department, No. RPS-1063/27-XXVI, dated 22nd April 1963, the amount of personal pay equal to the difference between ;

( i ) the pay that would have been admissible in the revised scale on the date of issue of orders sanctioning the revised scale, had the Maharashtra Civil Services ( Revised Pay ) Rules, 1963 been given effect from that date ; and

( ii ) the pay admissible on the date of issue of orders sanctioning the revised scale, on the basis of pay on the 1st July 1962 [ fixed under Maharashtra Civil Services ( Revised Pay ) Rules, 1963 with reference to present pay in the lower scale ]

should not be absorbed in future increases in pay, subject to the condition that pay *plus* 'personal pay' does not exceed the maximum of the revised scale. The benefit will be admissible to a Government servant, who had not completed one year's continuous service in the higher scale on the date of issue of orders sanctioning the combined scale only if it is certified by the appointing authority that he would have officiated in the post in the higher scale for a continuous period one year, had the combined scale not been introduced. The appointing authority should determine with due regard to the circumstances of case whether the person concerned would have continued to officiate in the post in the higher scale for a continuous period of one year. The decision of the appointing authority in this respect should be accepted in audit as a final.

3. Government is also pleased to direct that the date of next increment of the Government servants concerned will be regulated with reference to the date of increment in the present scale of the lower post in accordance with Rule 9 of the Maharashtra Civil Services ( Revised Pay ) Rules.

*Maharashtra Civil Services (Revised Pay) Rules, 1963.*

Counting personal pay granted under for pension.

G. C., F. D., No. PEN-2164/2836/64-X, dated 20th May 1965.

A doubt has been felt as to how the personal pay granted to a Government servant to protest him partly from the loss of substantive pay and partly in lieu of some other emoluments viz., officiating pay/dearness pay etc., consequent on refixation of pay under Maharashtra Civil Services (Revised Pay) Rules, 1963, could be taken into account for the purpose of pension/gratuity.

It has been decided by Government that the personal pay shall count as follows :—

- |                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                       |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (i) Under Bombay Civil Services Rule 9 (41).                                                                                                                                                                                                                                                                              | In full.                                                                                                                                                              |
| (ii) Under Bombay Civil Services Rule 9 (41-A)...                                                                                                                                                                                                                                                                         | If it is in respect of pay fixation in substantive post or in an officiating post fulfilling conditions of sub-clause (f) <i>ibid.</i> in full.                       |
| (iii) Rule 46 of Revised Pension Rules, 1950 as amended by Government Resolution, Finance Department, No. PEN-1063/2639/X, dated the 22nd January 1964.                                                                                                                                                                   | If in respect of pay fixation in substantive post or officiating post fulfilling condition of para. 5 (A) (e) or 5 (B) (f), in full, otherwise to the extent of half. |
| (iv) In respect of these governed by the old or the Revised Pension Rules as they stood on 31st October 1956 of the former States of Madhya Pradesh and Hyderabad and in respect of Local Audit Department Staff governed by the Revised Pension Rules, 1950 of the Central Government as they stood on 30 th April 1958. | The personal pay will count along with substantive pay or officiating pay of the post to the extent the later is counted under the respective Rules.                  |

*Maharashtra Civil Services (Revised Pay) Rules, 1963.*

Regulation of personal pay under

G. C., F. D., No. RPR-3065/10830-A/V, dated the 27th December 1965.

Government has directed that the personal pay granted under Government Resolution, Finance Department No. PAY-1953/IX, dated the 26th July, 1954 should be taken as a part of basic for the purpose of fixation of initial pay under the Maharashtra Civil Services (Revised Pay) Rules, 1963 even in the cases of officiating holders of the posts and the same should be regulated in accordance with the orders issued in Government Circular, Finance Department No. RPS-3063/1291/XXVI, dated the 27th April 1964.

*Maharashtra Civil Services (Revised Pay) Rules, 1963.*

Fixation of pay under

G. C. M., F. D., No. RPS 1066/2361/-V, dated 2nd March 1967.

A point has been raised as to what will be the next date of increment in the revised scale of Government servant who held up at the efficiency bar in the present scale from a date subsequent to 1st July 1962 but before issue of the orders revising the scale. The date of next increment of a Government servant in the revised scale is regulated in accordance with the Rule 9 of the Maharashtra Civil Services (Revised Pay) Rules, 1963. In the case of Government servant whose increment is held up at the efficiency bar stage, there cannot be any date of next increment in the present scale unless the competent authority issues orders prescribing the date on which the Government servant is to be allowed to cross the efficiency bar, Government is, therefore, pleased to direct that the date of next increment in the revised scale in all such cases will be 1st July 1963 or the date on which the Government servant is allowed to cross the efficiency bar, whichever is earlier.

2. The date of next increment fixed otherwise than in accordance with the above clarification in the cases which have arisen on or after 1st July 1962, should be regulated accordingly and over-payment if any, recovered.

*Maharashtra Civil Services (Revision of Pay) Rules  
Fixation of pay under*

G. C., F. D., No. RPR- 3066/4222/V, dated 10th March 1967.

A question has been raised as to whether in cases where the probationary pay has been fixed below the minimum of the time-scale, for the purpose of initial pay fixation in the revised scale under the Maharashtra Civil Services (Revised Pay) Rules 1963, "such probationary pay", in view of note 7 below Bombay Civil Services Rules 41 or the minimum of the revised scale proper should be taken as the "minimum" for the purpose of Rule 8 (3) of the Maharashtra Civil Services (Revision of Pay) Rules, 1963. Government is pleased to clarify that in such cases instead of the probationary pay below the minimum of the time-scale, the minimum of the time scale itself should be taken as the minimum for the purpose of Rule 8 (3) of Maharashtra Civil Services (Revision of Pay) Rules, 1963.

*Fixation of Pay of non-Gazetted Government Servants under the Maharashtra Civil Service (Revised Pay) Rules, 1963*

*Verification of by the pay Verification Unit*

G. C., F. D., No. PVU- 1067/439/79/V, dated 11th December 1967.

The Special organisation, called "Pay Verification Unit", Finance Department has completed the test check of pay fixation cases of the non-gazetted staff of all the Heads of Departments/Heads of offices etc. in the State. The Pay Verification Cell set-up in the office of the Accountant General, Maharashtra has also conducted the test check of the pay fixation cases both in respect of those cases which were verified or were not verified by the Pay Verification Unit. All the Heads of Departments/Heads of Offices were asked to review the cases remaining unverified either by the Pay verification Unit of Finance Department or Pay Verification Cell of Accountant General, Maharashtra. The Pay Verification Unit has been disbanded with effect from 30th November 1967 and now no special arrangements are available in Finance Department for verifying such cases. Therefore hereafter no cases should be forwarded for verification Finance Department. If in any particular case clarification or orders of Government are required such cases should be referred to the Administrative Departments of the Secretariat concerned through Proper channel.

*Statement of fixation of pay under the Maharashtra Civil Services (Revised Pay) Rules, 1963.*

- |                                                                                                                                                    |                            |
|----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| 1. Name of the Government servant ..                                                                                                               | A                          |
| 2. Designation of the post in which pay is to be fixed as on 1-7-62 (Please quote the date from which the revised scale is elected)                | Peon                       |
| 3. Whether substantive or officiating ..                                                                                                           | Substantive                |
| 4. 'Present scale' of the post ..                                                                                                                  | Rs. 35-1/2-40 (c)          |
| 5. 'Revised scale' corresponding to the 'present scale'. (Please specify Part I, Part II, Part III or Part IV of the schedule).                    | Rs. 72-1-82 (c)            |
| 6. 'Basic pay' in the 'present scale' and the date of next increment. (The amount of special pay treated as basic pay should be shown separately). | Rs. 36/<br>1-9-62          |
| 7. 'Present emoluments' (Basic pay plus dearness allowance).                                                                                       | Rs. 36 + Rs. 50 = Rs. 86   |
| 8. Present pay i. e. present emoluments minus the amount shown in Rule 5 (3).                                                                      | Rs. 86 - Rs. 15 = Rs. 71   |
| 9. Initial pay fixed in the revised scale. [Quote the relevant rule, i. e. Rule 8 (1), 8 (2), 8 (3) or Rule 10, as the case may be].               | Rs. 72<br>Under Rule 8 (1) |
| 10. Date of next increment ..                                                                                                                      | 1-9-62                     |
| 11. Remarks                                                                                                                                        |                            |

Signature of the Head of Office.

Date

This illustrative example is in respect of a Government servant who was appointed as peon on 1-9-1959 and drawing pay at Rs. 36 p. m. w. e. f. 1-9-61 in the pay scale of Rs. 35-1/2-40 (c).

*Statement of fixation of pay under the Maharashtra Services (Revised Pay) Rules, 1963.*

- |                                                                                                                                                    |                            |
|----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| 1. Name of the Government servant ..                                                                                                               | B                          |
| 2. Designation of the post in which pay is to be fixed as on 1-7-62 (Please quote the date from which the revised scale is elected)                | Peon                       |
| 3. Whether substantive or officiating ..                                                                                                           | Officiating                |
| 4. 'Present scale' of the post ..                                                                                                                  | Rs. 30-1-35 (M)            |
| 5. 'Revised scale' corresponding to the 'present scale'. (Please specify Part I, Part II, Part III or Part IV of the schedule).                    | Rs. 65-1-75 (M)            |
| 6. 'Basic pay' in the 'present scale' and the date of next increment. (The amount of special pay treated as basic pay should be shown separately). | Rs. 30<br>1-10-62          |
| 7. 'Present emoluments' (Basic pay plus dearness allowance).                                                                                       | Rs. 30 + Rs. 50 = Rs. 80   |
| 8. Present pay, i. e. present emoluments minus the amount shown in Rule 5 (3).                                                                     | Rs. 80 - Rs. 15 = Rs. 65   |
| 9. Initial pay fixed in the revised scale, [Quote the relevant rule, i. e. Rule 8 (1), 8 (2), 8 (3) or Rule 10 as the case may be].                | Rs. 66<br>Under Rule 8 (1) |
| 10. Date of next increment ..                                                                                                                      | 1-10-62                    |
| 11. Remarks ..                                                                                                                                     |                            |

Signature of the Head of Office.

Date

This illustrative example is in respect of a Government Servant who was appointed as Peon w. e. f. 1-10-61 and drawing pay at Rs. 30/ w. e. f. 10-61 in the mofussil pay scale of Rs. 30-1-35.

*Statement of fixation of pay under the Maharashtra Civil Services (Revised Pay) Rules, 1963*

- |                                                                                                                                                    |                                 |
|----------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|
| 1. Name of the Government Servant ..                                                                                                               | C                               |
| 2. Designation of the post in which pay is to be fixed as on 1-7-62 (Please quote the date from which the revised scale is elected).               | Clerk                           |
| 3. Whether substantive or officiating ..                                                                                                           | Substantive                     |
| 4. 'Present scale' of the post ..                                                                                                                  | Rs. 55-3-85-EB-4-125-5-130 (M). |
| 5. 'Revised scale' corresponding to the 'present scale'. (Please specify Part I, Part II, Part III or Part IV of the schedule).                    | Rs. 100-3-130-EB-4-170 (M).     |
| 6. 'Basic pay' in the 'present scale' and the date of next increment. (The amount of special pay treated as basic pay should be shown separately). | Rs. 61<br>1-4-63                |
| 7. 'Present emoluments' (Basic pay plus dearness allowance).                                                                                       | Rs. 61 + Rs. 60 = Rs. 121       |
| 8. Present pay, i. e. present emoluments minus the amount shown in Rule 5 (3).                                                                     | Rs. 121 - Rs. 15 = Rs. 106      |
| 9. Initial pay fixed in the revised scale. (Quote the relevant rule, i. e. Rule 8 (1), 8 (2), 8 (3) or Rule 10, as the case may be).               | Rs. 109<br>Rule 8 (1)           |
| 10. Date of next increment ..                                                                                                                      | 1-4-63                          |
| 11. Remarks ..                                                                                                                                     |                                 |

Signature of the Head of Office.

Date

The illustrative example is in respect of a Government servant who was appointed as clerk w. e. f. 1-4-60 and was drawing pay at Rs. 61 p. m. w. e. f. 1-4-62 in the mofussil pay scale of Rs 55-3-85-EB-4-125-5-130.

*Statement of fixation of pay under the Maharashtra Civil Services (Revised Pay) Rules, 1963.*

- |                                                                                                                                                    |                                 |
|----------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|
| 1. Name of the Government Servant ..                                                                                                               | D                               |
| 2. Designation of the post in which pay is to be fixed as on 1-7-62 (Please quote the date from which the revised scale is elected).               | Senior Clerk                    |
| 3. Whether substantive or officiating. ..                                                                                                          | Officiating                     |
| 4. 'Present scale' of the post ..                                                                                                                  | Rs. 100-8-140                   |
| 5. 'Revised scale' corresponding to the 'present scale'. (Please specify Part I, Part II, Part III or Part IV of the schedule).                    | Rs. 145-8-185                   |
| 6. 'Basic pay' in the 'present scale' and the date of next increment. (The amount of Special Pay treated as basic pay should be shown separately). | Rs. 132<br>1-8-62               |
| 7. 'Present emoluments' (Basic pay plus dearness allowance).                                                                                       | Rs. 132+Rs. 70=Rs. 202          |
| 8. Present pay i. e. present emoluments minus the amount shown in Rule 5 (3).                                                                      | Rs. 202+Rs. 30=Rs. 172          |
| 9. Initial pay fixed in the revised scale. [Quote 8 (1), 8 (2), or Rule 10; as the case may be].                                                   | Rs. 169+Rs. 3pp.<br>Rule 8 (3). |
| 10. Date of next increment .. ..                                                                                                                   | 1-8-62                          |
| 11. Remarks .. ..                                                                                                                                  |                                 |

Signature of the Head of Office.

Date

This illustrative example is in respect of a Government Servant who was officiating as Sr. Clerk w. e. f. 1-8-57 and drawing pay at Rs. 132 w. e. f. 1-8-61 in the mofussil pay scale of Rs. 100-8-140.

*Statement of fixation of pay under the Maharashtra Civil Services (Revised Pay) Rules, 1963*

- |                                                                                                                                                    |                        |
|----------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| 1. Name of the Government Servant ...                                                                                                              | E                      |
| 2. Designation of the post in which pay is to be fixed as on 1-7-62 (Please quote the date from which the revised scale is elected).               | Noting Assistant       |
| 3. Whether substantive or officiating ..                                                                                                           | Officiating            |
| 4. 'Present scale' of the post ..                                                                                                                  | Rs. 140-10-200 (c)     |
| 5. 'Revised scale' corresponding to the 'present'. Scale (Please specify Part I, Part II, Part III or IV of the schedule).                         | Rs. 185-10-245 (c)     |
| 6. 'Basic pay' in the 'present scale' and the date of next increment. (The amount of Special Pay treated as basic pay should be shown separately). | Rs. 140<br>1-9-62      |
| 7. 'Present emoluments' (Basic pay plus dearness allowance).                                                                                       | Rs. 140+Rs. 70=Rs. 210 |
| 8. Present pay, i. e. present emoluments minus the amount shown in Rule 5 (3).                                                                     | Rs. 210-Rs. 30=Rs. 180 |
| 9. Initial pay fixed in the revised scale. [Quote the relevant rule i. e. Rule 8 (1), 8 (2), 8 (3) or Rule 10, as the case may be].                | Rs. 185<br>Rule 8 (3). |
| 10. Date of next increment .. ..                                                                                                                   | 1-7-63                 |
| 11. Remarks .. ..                                                                                                                                  |                        |

Signature of the Head of Office.

Date

This illustrative example is in respect of a Government servant who was officiating as Noting Assistant w. e. f. 1-9-61 and drawing pay at Rs. 140 p. m. w. e. f. 1-9-61 in the city pay scale of Rs. 140-10-200.

This illustrative example is in respect of a Government servant who was working as Milk Delivery Man on a fixed pay of Rs. 45 (c) w. e. f. 1-8-58 and to whom a revised pay scale of Rs. 72-1-82 (c) has been prescribed w. e. f. 1-7-62.

This pay fixation is to be regulated under rule 8 (2) of the Maharashtra Civil Services (Revised Pay) Rules 1963 as under :—

|              |                             |
|--------------|-----------------------------|
| Present pay— | Rs. 45                      |
| +            | Rs. 50                      |
|              | <u>Rs. 95</u>               |
|              | Rs. 15                      |
|              | <u>Rs. 80 (present pay)</u> |

- (a) The stage next above the present pay. Rs. 81  
 (b) The stage at which he would have drawn pay had the entire service rendered on the fixed pay (excluding the portion of service, if any, which does not count for increment in a time scale) been rendered in the revised time scale. Rs. 75

So as per proviso under rule 8 (2), the pay on 1-7-62 is to be fixed at Rs. 75+Rs. 5 p. p. to be absorbed in future increment with the date of next increment on 1-7-63.

*Statement of fixation of pay under the Maharashtra Civil Services (Revised Pay) Rules, 1963.*

- |                                                                                                                                                    |    |                                                                 |
|----------------------------------------------------------------------------------------------------------------------------------------------------|----|-----------------------------------------------------------------|
| 1. Name of the Government servant                                                                                                                  | .. | F                                                               |
| 2. Designation of the post in which pay is to be fixed as on 15-3-64 (Please quote the date from which the revised scale is elected).              | .. | Assistant                                                       |
| 3. Whether substantive or Officiating.                                                                                                             | .. | Officiating                                                     |
| 4. 'Present scale' of the post                                                                                                                     | .. | Rs. 210-15-300 (c)                                              |
| 5. 'Revised scale' corresponding to the 'present scale'. (Please specify Part I, Part II, Part III or Part IV of the schedule).                    | .. | Rs. 200-10-280-EB-10-300-15-360-EB-15-450 (c)                   |
| 6. 'Basic pay' in the 'present scale' and the date of next increment. (The amount of special pay treated as basic pay should be shown separately). | .. | Rs. 300<br>15-3-65                                              |
| 7. 'Present emoluments' (Basic pay plus dearness allowance).                                                                                       | .. | Rs. 300+80=Rs. 380                                              |
| 8. Present pay i. e. present emoluments minus the amount shown in Rule 5 (3)...                                                                    | .. | Rs. 380-30=Rs. 350                                              |
| 9. Initial pay fixed in the revised scale. [Quote the relevant rule, i. e. Rule 8 (1), 8 (2), 8 (3) or Rule 10, as the case may be].               | .. | Rs. 345+5pp.= (to be absorbed in future increment)<br>(Rule 10) |
| 10. Date of next increment                                                                                                                         | .. | 15-3-65                                                         |
| 11. Remarks                                                                                                                                        | .. | ..                                                              |

Signature of the Head of Office.

Date

This illustrative example is in respect of a Government servant who was officiating as Senior Assistant w. e. f. 15-3-58 in the pay scale of Rs. 200-15-300 (c) and who had opted to retain the existing scale of pay to until the date of his subsequent increment raising his pay to Rs. 300.

## CHAPTER III

## Maharashtra Civil Services (Revision of Pay) Rules, 1969

This chapter contains orders regarding fixation of pay in the revised pay scales effective from 1st April 1966 under Maharashtra Civil Services (Revision of Pay) Rules, 1969 and the clarificatory orders issued from time to time in connection there with. Under these orders uniform mofussil pay scales have been prescribed to all posts under Government abolishing City Scales of pay except Technical and operative posts (which were continued in city scales of pay) under Dairy Development Department covered by the Bilgrami Committee's Report.

Schedules of revised pay scales are not printed in this Chapter. Mention to the schedule in this Chapter refers to the Schedule appended to G. R., F. D., No. PCR-1269/PC, dated 15th January 1969 and amendments issued thereto from time to time.

Some illustrative examples showing pay fixation under the relevant rule of the Maharashtra Civil Services (Revision of Pay) Rules, 1969 are given in Annexures II to IX printed at the end of this Chapter.

## प्रकरण तीन

## महाराष्ट्र नागरी सेवा (वेतन पुनर्रचना) नियम, १९६९

महाराष्ट्र नागरी सेवा (वेतन पुनर्रचना) नियम, १९६९ अनुसार १ एप्रिल १९६६ पासून अमलात असलेल्या सुधारित वेतनमानामध्ये करावयाच्या वेतन निश्चिती चे आदेश तसेच त्या संबंधी वेळोवेळी काढण्यात आलेले स्पष्टीकरणात्मक आदेश या प्रकरणामध्ये अंतर्भूत करण्यात आले आहेत. या आदेशानुसार, शहरी वेतनमान काढून टाकून शासनामधील सर्व पदांना एकसूत्री असे सुफुल वेतनमान विहित करण्यात आले. याला फक्त दुग्ध विकास कार्यालयातील विलग्रामी समितीच्या शिफारशीनुसार १ एप्रिल १९६६ पासून सुधारण्यात आलेल्या तांत्रिक यंत्रचालकांच्या पदाचा अपवाद करून तीच फक्त शहरी वेतनमानामध्येच पुढे चालू ठेवण्यात आली.

सुधारित वेतनमान दाखविणाऱ्या अनुसूची या प्रकरणामध्ये दिलेल्या नाहीत. या प्रकरणातील "अनुसूची" संबंधी केलेला उल्लेख हा शा. नि., वि. वि., क्रमांक पीसीआर-१२६९/पीसी, दिनांक १५ जानेवारी १९६९ व त्यात वेळोवेळी काढलेल्या सुधारणा घेऊन त्या शासन निर्णयात जोडलेल्या अनुसूचीबाबतचा आहे.

या प्रकरणाच्या शेवटी महाराष्ट्र नागरी सेवा (वेतन पुनर्रचना) नियम, १९६९ मधील नियमाप्रमाणे वेतन निश्चिती कशी होते हे विवद करणारी काही उदाहरणे क्रमांक दोन ते नऊ या जोडपत्रामध्ये दिलेली आहेत.

Temporary Additional Pay  
Grant of.....

G. R., F. D., No. PAY-1065/3480/V, dated 1st April 1965.

Government is pleased to sanction a temporary additional pay of Rs. 5 per month to Government servants and employees under the Zilla Parishads drawing a basic salary upto :—

- (i) Rs. 715 per month (revised) in the case of those who have opted for the Revised scales of pay under the Maharashtra Civil Services (Revision of Pay) Rules, 1963;
  - (ii) Rs. 650 per month (unrevised) in the case of those who have retained the present scales of pay under the Maharashtra Civil Services (Revision of Pay) Rules, 1963.
2. The temporary additional pay will be admissible to the following categories of staff :—
- (a) Full time employees on the regular establishments;
  - (b) Employees on the work charged establishments and establishment paid from contingencies provided they draw the same rates of pay as their counter-parts on the regular establishments.
  - (c) Persons paid on piece work rates provided their total monthly pay excluding Dearness Allowance is less than Rs. 650.
3. The temporary additional pay will not be admissible to :—
- (a) Casual Labour and daily paid staff.
  - (b) Part-time employees.
  - (c) Village Kotwals.

4. The temporary additional pay shall be classed as "pay" for the purposes of leave and pension only.

5. It shall not be classed as "pay" for the purposes of calculating Dearness Allowance, House Rent Allowance and Compensatory Local Allowance or for charging House Rent.

6. The temporary additional pay should be kept separate and not merged in the basic pay. It will be drawn in addition to normal increments even if it raises the total pay beyond the maximum of the scale.

7. It will be absorbed in any increase in basic pay that may result from the recommendation of the Pay Commission or from any revision of pay scale that may take place after 1st April 1965.

8. These orders shall take effect from 1st April 1965.

*Maharashtra Civil Services (Revision of Pay) Rules, 1969.*

G. R., F. D., No. PCR-1269/PC, dated 15th January 1969.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Maharashtra is pleased to make the following Rules, namely:—

1. *Short Title.*—These rules may be called the Maharashtra Civil Services (Revision of Pay) Rules, 1969.

2. *Categories of Government servants to whom the rules apply.*—(i) Save as otherwise provided by or under these rules, these rules shall apply to all persons who are under the rule-making control of Governor of Maharashtra.

(ii) These rules shall not apply to:—

- (a) Government servants not in whole time employment.
- (b) Government servants on consolidated rates of pay;
- (c) Government servants employed on contract except when the contract provides otherwise;
- \* (d) Government servants paid out of contingencies including those borne on work charged establishments;
- (e) Government servants who retired on or before 1st April 1966 and who were on re-employment on that date including those whose period of re-employment is extended after that date;
- (f) Government servants specifically excluded wholly or in part by the Governor from the operation of these rules.

3. *Relaxation of Rules.*—Where the Governor of Maharashtra is satisfied that the operation of these rules causes undue hardship in any particular case, he may, by order, dispense with or relax the requirements of the rules to such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner.

4. *Power of Interpretation.*—If any question arises relating to interpretation of these rules, it shall be referred to the Government of Maharashtra in the Finance Department whose decision thereon will be final.

5. *Definitions.*—In these rules unless there is anything repugnant in the subject or context, (1) "Basic Pay" means pay as defined in Bombay Civil Services Rules 9 (39) (a) (1), provided that where pay is drawn in a pre 1962 scale, basic pay means pay drawn in such scale, plus dearness pay as admissible under Government Resolution, Finance Department, No. DRP-3663/XXVI, dated the 15th February 1963, viz:—

*Pay range in the pre 1962 scale*

Rs. 50 and below  
Rs. 51 and above upto Rs. 200  
Rs. 201 and above upto Rs. 500  
Rs. 501 and above upto Rs. 750  
Rs. 751 and above upto Rs. 1,000  
Rs. 1,001 and above upto Rs. 1,079

*Dearness pay*

.. Rs. 35  
.. Rs. 45  
.. Rs. 50  
.. Rs. 65  
.. Rs. 80  
.. Amount of dearness allowance admissible on the 1st July 1962 on the pre-1962 scale minus Rs. 20.

Provided further that where special pay is shown in the schedule as merged in the revised scale, basic pay includes special pay.

(2) "City scale" means a scale marked by the letter (C) in column 3 of the Schedule.

(3) "Completed years of service" means completed years of service, both officiating and substantive in the particular post or cadre or class "within the cadre concerned and includes—

(i) the period of deputation, including deputation to foreign service, during which the Government servant concerned would otherwise have officiated or continued to officiate therein ;

(ii) the period of leave including extra-ordinary leave, provided that the Government servant returned to the same or a higher post after such leave ;

(iii) the officiating period during which a person appointed to the post was allowed a rate of pay fixed under Bombay Civil Services Rule 66, at an amount less than that admissible under the rules ;

(iv) broken period of such service excluding the periods of service rendered prior to resignation, removal from service or dismissal.

*Note 1.*—In the case of employees allocated from the former States of Madhya Pradesh, Hyderabad, Saurashtra and Kutch, the service, if any, rendered in such former State in the posts which were declared as equivalent to the posts held on 1st April 1966 should be taken into account for the purpose of computing the "completed years of services".

*Note 2.*—In cases where two or more previously existing scales were amalgamated into one revised scale in any earlier pay revision or where two or more existing scales in the same line of promotion are now replaced by a single revised scale, the service rendered in all such previously existing/existing scales should be taken into account for computing the "completed years of service".

(4) "Existing scale" means the scale of pay, other than a pre-1962 scale of pay, applicable to a Government servant in respect of the post held by him in a substantive or officiating capacity on the 1st April 1966.

(5) "Pre-1962 scale" means the scale of pay which has remained in force from a date prior to 1st July 1962.

*Explanation 1.*—The scales which are pre-1962 scales are shown in column 3 of the Schedule by the words 'pre-1962 scale' in brackets.

*Explanation 2.*—The scales of pay sanctioned by the former States of Madhya Pradesh, Hyderabad, Saurashtra and Kutch which were retained by the employees allocated from these States in exercise of the option admissible under 'Allocated Government Servants' (Absorption, Seniority, Pay and Allowances) Rules, 1957 and which were not revised in the general revision of 1962 should be treated as pre-1962 scales of pay.

(6) "Present pay" in relation to any post means "basic pay" as defined in sub-rule (1) above provided that :—

(i) Where the existing scale or the pre-1962 scale in which pay is drawn is a city scale, the "present pay" shall mean the basic pay in respect of such scale reduced by the amount as shown below :—

*Basic pay in the City scale*

*Amount to be deducted from the Basic pay*

Rs.

Rs.

upto 87

7

88-98

8

99-109

9

110-120

10

121-131

11

132-175

12

176-1,013

8/108 the of the amount of basic pay, fraction of a rupee being ignored.

1,014 and above

75

and that—

(ii) Where an existing scale is split up and replaced by a revised scale and a special pay, the "present pay" shall mean the basic pay in respect of such existing scale reduced by the amount of the special pay.

*Exception.*—The provisions of the clause (ii) above shall not apply where the special pay is sanctioned in addition to the revised scale and not by splitting up the existing scale.

*Explanation.*—Where an existing city scale and a special pay is replaced by a revised scale (in which the special pay is merged) the "present pay" shall be the amount equal to the sum of basic pay in respect of the city scale plus the special pay, reduced by the amount as shown in clause (i) of this sub-rule. Conversely, where an existing city scale is replaced by a revised scale and a special pay,

"present pay" for the purpose of this sub-rule shall be the basic pay in respect of the city scale reduced by the amount as shown in clause (i) of this sub-rule and further reduced by the amount of the special pay.

(7) "Revised scale" in relation to any post means the scale of pay of that post specified in column 4 of the Schedule, other than the scale which is identical with the existing scale of the post shown in column 3 of the Schedule.

*Explanation.*—Where the scales shown in columns 3 and 4 of the Schedule are identical, that is to say, where the two scales have the same minimum, maximum and the rate of increment, the scale shown in column 4 of the Schedule should not be treated as a "revised scale" for the purpose of these rules. If, however, the existing scale is a city scale, the scale shown in column 4 of the Schedule should be deemed to be a revised scale even if the two scales have the same minimum, maximum and rate of increment.

(8) "Schedule" means the schedule annexed to these rules. (Annexure II).

6. *Drawal of pay in the revised scales and option to retain existing scales.*—Save as otherwise provided in these rules, a Government servant shall draw, from the 1st April 1966, pay in the revised scale and special pay, if any, prescribed in column 4 of the schedule for the post held by him; provided that a Government servant who was in service on the 31st March 1966 shall have an option either (i) to come to the revised scale of pay with effect from 1st April 1966 or (ii) to retain the existing scale or the pre-1962 scale of the post held by him until the date on which he earns his next or any subsequent increment in such existing or pre-1962 scale or until he vacates his post or ceases to draw pay in the post, such option, being exercised separately in respect of the pay scale of the post held in a substantive capacity and of the pay scale of the post held in an officiating capacity.

*Note.*—Where a Government servant allocated from the former States of Madhya Pradesh, Hyderabad, Saurashtra or Kutch who has elected to retain the pay scale of the former State in respect of any post as well as the same of next higher promotion under the provisions of allocated Government Servants' (Absorption, Seniority, Pay and Allowances) Rules, 1957, elects to come to the revised scale of pay in respect of the post held on 1st April 1966, his election of the former State scale in respect of the post of next higher promotion shall cease to operate as from the date on which he moves on to the revised scale of the post held on 1st April 1966.

7. *Exercise of option.*—(1) The option under rule 6 shall be exercised in writing so as to reach the authority mentioned in sub-rule (2) within 4 months\* of the date of issue of these rules or the orders revising the existing scales whichever is later provided that:—

(i) in the case of a Government servant who is on that date out of India on leave or deputation or foreign service, the said option shall be exercised in writing so as to reach the prescribed authority within four months of the date of his taking over charge of his post in India; and

(ii) where a Government servant is under suspension on the 1st April 1966, the option may be exercised within 4 months of the date of his return to duty if the date is later than the date prescribed in the sub-rule.

(2) The option shall be intimated by the Government servant in the form annexed to these rules (Annexure 1)

(a) if he is a gazetted officer, to his Accounts Officer;

(b) if he is a non-gazetted Government servant, to the Head of his office.

(3) If the declaration regarding the option is not received within the time mentioned in sub-rule (1), the Government servant shall be deemed to have elected the revised scale of pay with effect from 1st April 1966.

(4) The option once exercised shall be final.

8. *Fixation of initial pay in the revised scale.*—The initial pay of a Government servant who elects or is deemed to have elected under rule 7 (3), the revised scale from the 1st April 1966, shall, unless in any case the Governor of Maharashtra by special order otherwise directs be fixed in the revised scale 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, if any, held by him, in the following manner:—

(i) If the employee is the holder of a post which is on a time scale of pay (and not on a fixed of pay), his initial pay in the revised scale shall be fixed at the higher of the three rates admissible under following alternatives (a), (b) and (c):—

(a) present pay increased by an amount of Rs. 10;

(b) the stage in the revised scale next above the present pay;

(c) the lower of the following two rates :—

(i) present pay increased by an amount of Rs. 30 ;

(ii) the stage in the revised scale next above the present pay, increased by increments for completed years of service as shown below :—

| Completed year of services | Number of increments to be added |
|----------------------------|----------------------------------|
| Less than 2                | Nil                              |
| 2                          | 1                                |
| 5                          | 2                                |
| 8                          | 3                                |
| 11 and more                | 4                                |

Provided that if the highest rate admissible under the three alternatives is not a stage in the revised scales the initial pay shall be fixed at the stage next below that rate, the difference being granted as personal pay to be absorbed in future increments and further provided that the initial pay or the sum of pay plus personal pay shall not exceed the maximum of the revised scale.

(II) If the employee is the holder of a post which is at present on a fixed rate of pay but for which a time scale is now prescribed, his initial pay in such time scale shall be fixed at lower of the following two rates, viz :—

(a) the pay admissible under sub-rule (I) ;

(b) the pay to which the employee would have been entitled had the entire service rendered on the fixed pay (excluding the portion of service, if any, which does not count for increments in a time scale under the Bombay Civil Services Rules) been rendered in the revised scale.

Provided that in cases where the initial pay fixed under clause (b) of this sub-rule is lower than the present pay of the Government servant, the difference shall be granted as personal pay to be absorbed in future increments.

**Note 1.**—For the purpose of this Rule, minimum of the revised scale shall mean the actual minimum of the revised time scale and not the fixed pay below the minimum of the time scale prescribed for probationers. However, in the case of probationers who were drawing on 1st April 1966 a fixed rate of pay prescribed with reference to the existing scale the corresponding fixed pay prescribed in the revised scale shall be allowed for the unexpired portion of their probationary pay.

**Note 2.**—When a Government servant is holding a permanent post substantively and is officiating in a higher post and the pay scales applicable to both these posts are merged into one scale, the pay shall be fixed under this rule with reference to the officiating pay only provided that he has continuously officiated in the higher post for not less than one year on the 1st April 1966 and the pay so fixed shall be treated as his substantive pay. Where such a Government servant has not completed one year's continuous service in the higher officiating post on 1st April 1966, his pay in the revised scale shall be fixed separately with reference to his substantive pay and officiating pay in the existing scales and his pay in the revised scale fixed with reference to the officiating pay shall be treated as substantive pay in that scale after he has rendered service for the period by which it fell short of one year on the 1st April 1966, provided it is certified by the appointing authority that he would have continued to officiate in the higher officiating post during this period had the revised scale not been introduced. If, however, the appointing authority certifies that he would have reverted to the lower post during this period, his pay in the revised scale shall, from the date on which he would have reverted, be regulated on the basis of the pay fixed on the 1st April 1966 with reference to his substantive pay in the lower post.

The provisions of this note shall apply, *mutatis mutandis* to Government servants holding in an officiating capacity posts on different scales which have been replaced by a single revised scale.

**9. Date of next increment in the revised scale.**—The next increment of a Government Servant whose pay has been refixed in accordance with rule 8 shall be granted in the revised scale on the date on which he would have drawn an increment in the existing scale or on the date on which an increment falls due in the revised scale, whichever is earlier, provided that in cases in which solely as a result of the operation of this rule a junior Government servant draws his next increment on a date earlier than his senior or seniors who belong to the same cadre and thereby draws more pay than the latter, the date of next increment of the latter shall be advanced to the date on which the former draws his next increment.

**Explanation 1.**—The concession of advancing the date of increment in the proviso to this rule will not be admissible to a senior, in respect of any period for which his increment in the revised scale is postponed due to causes unconnected with this rule e. g., withholding of increments, overstay of leave not specially allowed to count for increments. In other words, the period by which the next increment is to be accelerated should exclude periods which do not qualify for increment under the Bombay Civil Services Rules or other rules and orders made by competent authorities. Subsequent increments will be regulated in the usual manner.

**Explanation 2.**—In the case of a Government servant who is drawing pay at the maximum of the existing scale, next increment in the revised scale will accrue only after he has rendered service required to earn an increment in the revised scale, as he would not have drawn any increment in the existing scale.

10. *Increase in pay/additional increments for Government servants who elect to retain the existing scales on 1st April 1966.*—(1) Where a Government servant elects to retain the existing scale or pre-1962 scale applicable to him on 31st March 1966 or elects to move on to the revised after the 1st April 1966, he shall be given an increase in the pay drawn by him on the 1st April 1966 in such, existing or pre-1962 scale as shown below :—

(A) Where the Government servant has not rendered two completed years of service, his pay shall be re-fixed in the same existing or pre-1962 scale at a stage equal to the drawn by him on the 1st April 1966 increased by an amount of Rs. 10 provided that if the pay so admissible is not a stage in the pay scale, the pay shall be fixed at the stage next below such pay the difference being granted as personal pay to be absorbed in future increments and further provided that the initial pay or the sum of pay plus personal pay shall not exceed the maximum of the scale.

(B) Where the Government servant has rendered two or more completed year of service his pay shall be re-fixed in the same existing or pre-1962 scale at the highest of the three rates admissible under following alternatives :—

- (i) the pay admissible under clause (A) of this sub-rule;
- (ii) the pay drawn on the 1st April 1966 increased by one increment;
- (iii) the lower of the following two rates
  - (a) the pay drawn on the 1st April 1966 increased by an amount of Rs. 30;
  - (b) the pay drawn on the 1st April 1966 increased by increments for completed years of service as shown below :—

| Completed years of service] | Number of increments to be added |
|-----------------------------|----------------------------------|
| 2                           | 1                                |
| 5                           | 2                                |
| 8                           | 3                                |
| 11 and more                 | 4                                |

Provided that if the highest rate admissible under the three alternatives is not a stage in the pay scale, the pay shall be fixed at the stage next below that rate, the difference being granted as personal pay to be absorbed in future increments and further provided that the pay or the sum of pay plus personal pay shall not exceed the maximum of the scale.

(2) The provisions of the above sub-rule shall apply to a Government servant who is holding a permanent post and officiating in another post and his pay in respect of both the posts shall be re-fixed in the manner prescribed thereunder.

(3) The next increment of a Government servant whose pay is re-fixed under this rule shall be granted on the date on which the Government servant would have drawn an increment in the scale.

11. *Regulation of temporary additional pay.*—The temporary additional pay of Rs. 5 sanction in Government Resolution, Finance Department, No. PAY-1065/3480-V, dated the 1st April 1965 shall be withdrawn as from the 1st April 1966 and the amount already drawn from that date to the date of issue of these orders shall be adjusted against the pay admissible under these orders. Recovery of over payments, if any, shall be waived.

12. *Protection in respect of Pension and Dearness Allowance for Government servants on city scales of pay.*—(1) Government servants who were drawing pay in a city scale of pay on the 31st March 1966 and are brought over to the revised scale from the 1st April 1966 or any subsequent date shall, in the event of their retiring from the post held on the 1st April 1966, be granted pension at the higher of the following rates, viz. :—

(a) The amount of pension that would have been admissible had the Government Servant continued to draw pay in the city scale till the date of his retirement;

(b) The amount of pension admissible on the basis of the pay drawn in the revised scale.

**Note.** For the purpose of calculation of pension under alternative (a), the pay that would have been drawn in the city scale of pay applicable to any lower post held substantively or would have been held in an officiating capacity but for appointment to the higher post, should also be taken into account to the extent to which such pay is relevant for the purpose of calculation of pensionable pay.

"(2) A Government servant who was drawing pay in the city scale of pay on 31-3-1966 and on fixation of pay in the revised scale become eligible for a lower rate of pay and consequently a lower rate of dearness allowance shall, provided he elects to move on to the revised scale from a date prior to 1-4-1969, continue to be paid dearness allowance admissible on the pay drawn by him in the city scale on the date on which he moves on the revised scale and also increases in dearness allowance subsequently sanctioned on such city pay, till such time as his pay in the revised scale increases and he becomes eligible for the higher rate of dearness allowance."

13. *Fixation of pay in the revised scale subsequent to 1st April 1966.*—Where a Government servant continues to draw pay in an existing scale or a pre-1962 scale and elects to come to revised scale from a date later than 1st April 1966 his pay in the revised scale shall be fixed on such date at the stage equal to his "present pay" as defined in Rule 5 (6), and if there is no such stage in the revised scale, at the stage next below that "Present pay" the difference being granted as personal pay to be absorbed in future increments. His next increment shall be granted on the date on which he would have drawn an increment in the existing scale or on the date on which an increment falls due in the revised scale, whichever is earlier.

*Note.*—The Explanation below Rule 9 above regarding the date of next increment of a Government servant who is drawing pay at the maximum of the existing scale will apply in the cases covered by this Rule also.

14. *Fixation of pay in the revised scale on appointment to another post after 1st April 1966.*—(1) When a Government servant who has elected to retain the existing or pre-1962 scale of the post held by him on 31st March 1966 is transferred to another post on or after 1st April 1966, his pay on such transfer shall be fixed in the revised scale of the other post under the provisions of Bombay Civil Services Rules, viz. B. C. S. Rs. 41, 56 and 57 and for this purpose his pay in respect of the first post shall be his "present pay" in that post on the date of transfer.

*Explanation.*—The provision of this sub-rule shall apply to all employees irrespective of whether the existing/pre-1962 scale retained is a mofussil scale or a city scale. Where the existing/pre-1962 scale which is retained is a city scale, the employee's "present pay" on the date of transfer to the other post shall be first determined in terms of sub-rule 5 (6) and his pay in the revised scale of the other post shall be fixed on the basis of such "present pay".

(2) The initial pay of a Government servant who has officiated in a post prior to the 1st April 1966 but was not holding that post on that date, shall on his subsequent appointment to that post after that date, be fixation the revised scale also under the provisions of Bombay Civil Services Rules 41, 56 and 57 provided that the pay so fixed shall not be less than the "present pay" to which he would have been entitled if he were to hold that post on the 1st April 1966 and were to draw, on that date, pay which he actually drew when he held the post on the last occasion.

*Note.*—The provisions of this sub-rule shall also apply to a Government servant who had held, prior to the 1st April 1966, another post which was at that time on the same scale of pay as, or on an identical scale of pay with that of the post to which he is appointed after that date.

†† (3) The initial pay of a Government servant who officiated in a higher post from a date prior to 1st April 1966 but reverted to a lower post after that date shall, on re-appointment to the same higher post or another higher post on the same time scale of pay, be fixed in the revised scale under the provisions of Bombay Civil Services Rules, 41, 56 and 57 provided that the pay so fixed shall not be less than the pay including personal pay, if any,

(i) which the Government servant draw on the last occasion, if the pay drawn on the last occasion was in a revised scale of pay; or

(ii) the pay including personal pay, if any, which the Government servant would have drawn on such last occasion if, instead of retaining the existing scale, he were to move to the revised scale on the 1st April 1966; and where the initial pay is fixed under (i) or (ii) of this proviso, the service rendered by the Government servant prior to his reversion to the lower post including the service rendered in the existing scale prior to 1st April 1966 which counts for increments under the provisions of Rules 9 and 10 (3) above, should be taken into account for the purpose of fixation of the date of his next increment in the revised scale.

*Explanation :—*

Where the pay of a Government servant on reappointment to the higher post after 1st April 1966 is fixed under proviso to this sub-rule, the date of his next increment as fixed under the provisions of Rule 9 or Rule 10 (3) as the case may be will be postponed by the period of reversion.]

15. *Over-riding effect of the rules.*—In cases where the pay is regulated under these rules, the provisions of Bombay Civil Services Rules shall not apply to the extent they are inconsistent with rules.

16. **Commencement.**—These rules shall be deemed to have come into force from the 1st April 1966. However, arrears arising from the rules will be payable only for the period falling from the 1st July 1968. As for the period prior to the 1st July 1968 orders will be issued in due course.

**Notes—**

- \* Maharashtra Civil Services (Revision of Pay) Rules, 1969 have been made applicable to the under clause employees with effect from 1st April 1966 as per G. C., F. D., No. PCR-1269/223/PC, dated 29th April 1969.
- \* Date for exercising option is extended upto 31st October 1969 as per G. C., F. D., No. PCR-1269/2007/PC, dated 24th July 1969.
- †† [Sub-rule (3) is inserted as per G. R., F. D., No. PCR-1869/2770/XXVI, dated 15th December 1969.]
- \* [Substituted by G. R., F. D., No. PCR-1873/S-1, dated 26th November 1973.]

Accompaniment to Government Resolution, Finance Department,  
No. PCR-1269/PC, dated the 15th January 1969.

**ANNEXURE I**  
**FORM OF OPTION**  
(See Rule 7)

I, ..... \* substantive  
holder of the post of ..... \* officiating  
Rs. .... in the scale of  
hereby :— ..... in the Office of the .....

\* (i) elect the revised scale of the post with effect from 1st April 1966 ;

\* (ii) elect to retain the ..... scale of the post until  
\* existing  
\* pre-1962

\* 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 that scale.

2. The option hereby exercised is final and will not be modified at any subsequent date.

Date 196 .....

Signature

Signed before me.

Date 196 .....

Signature

Head of the Office (in the case of  
non-gazetted Government servant).

Date 196 .....

Signature

Another Gazetted Officer (in the case  
of Gazetted Officer).

Received the above Declaration

Date 196 .....

Signature

Assistant Accountant General,  
Pay and Accounts Officer,  
Head of Office.

**Note.**—The option should be exercised separately in respect of substantive and officiating appointments.

\* To be scored out if not applicable.

G. R., F. D., No. PCR/CFS/1869/PC, dated 14th February 1969.

The question of converting the posts of Attendants into those of peons was engaging the attention of the Government for a long time. The question was reviewed by the Pay Commission in the context of the general revision of pay scales. After carefully considering the Pay Commission's recommendation in this regard, Government is now pleased to direct as follows :—

(i) Posts of Attendants attached to non-gazetted Touring Officers (a) who have coercive functions to perform or (b) whose work by its very nature cannot be performed single handedly (e.g. where the work of the officer involves carriage of heavy equipment, etc.) should be converted into full time posts of Peons in the revised scale of Rs. 75-1-80-2-90-EB-2-100 with retrospective effect from 1st April 1966 or from the date of creation of the posts of Attendants whichever is later.

(ii) Posts of attendants, if any, attached to gazetted officers who are entitled to the services of regular peons but have been given attendants in lieu of the admissible peon, should be converted into those of full time peons with retrospective effect from 1st April 1966 or from the date of creation of the posts of Attendants whichever is later.

(iii) Posts, if any, held by Attendants working in offices which are entitled to posts of peons on the basis of the scale prescribed for allotment of Peons to offices but have been given posts of Attendants, should be converted into those of full time peons with retrospective effect from 1st April 1966 or from the date of creation of the posts of Attendants whichever is later.

(iv) So far as non-gazetted touring officers other than those mentioned at (i) above are concerned, no full time posts of Peons should be provided for individual officers but the Head of Department may be asked to provide the services of a Peon from the pool of Peons to be created for each office whenever he is satisfied that it is absolutely necessary for the Touring Officer to take a Peon with him. For this purpose, every office having more than one non-gazetted Touring Officer on its establishment, should be provided with Peons at the rate of one Peon for 3 non-gazetted Touring Officers, an additional Peon being allowed where the remainder is 2. The number of additional posts of Peons so admissible should be created by conversion of an equal number of posts of Attendants into those of Peons with retrospective effect from 1st April 1966 or from the date of creation of the posts of Attendants whichever is later.

(v) The existing Attendants in each Department or Office should be absorbed in the posts of Peons to be created as stated above, according to their seniority. The Attendants who cannot be accommodated within the additional posts should be declared as surplus to requirements but should be continued as Attendants till they are absorbed as Peons in future vacancies. The posts of Attendants should be abolished as and when the incumbents are absorbed in long term vacancies of Peons.

(vi) All surplus Attendants in various offices in each District should be pooled together and their names arranged in order of seniority based on length of service. All future vacancies of Peons arising in each District should be filled from the respective District Pool. All recruiting authorities in a district obtain their requirements of Peons from the District Pool. They should not send requisitions to the District Employment Exchanges or issue advertisements for recruitment to such posts till the last surplus Attendant in the District Pool is absorbed in a long term vacancy.

(vii) The work of preparing and maintaining the list of surplus Attendants and arranging their absorption in long term vacancies should be entrusted to the Commissioner, Bombay Division so far as offices in Greater Bombay are concerned and to the Collectors of the respective Districts in the mofussil.

(viii) The names of surplus Attendants should also be arranged to be registered with the Employment Exchanges according to their seniority in the District Pool. The Exchanges should be instructed to recommend the names of surplus attendance for suitable vacancies in private offices, whenever there are demands from such offices.

2. The Heads of Departments should accordingly submit proposals for converting the posts of Attendants in their offices and in the offices of Heads of Offices under them into those of Peons on the basis mentioned in clauses (i) to (iv) in the preceding para, immediately to Government in the respective Administrative Departments of the Secretariat, who will issue necessary orders in consultation with the Finance Department. The proposals should be submitted in the form\* appended to this Resolution.

3. Government is further pleased to direct that pending their absorption as Peons, the Attendants should be granted an increase in emoluments of Rs. 5 p.m. with effect from 1st April 1966.

ACCOMPANIMENT TO GOVERNMENT RESOLUTION FINANCE DEPARTMENT NO. PCR/CFS/  
1869/PC, DATED 14th FEBRUARY 1969.

FORM

Proposals for conversion of posts of Attendants into full time posts of Peons

Department of the Secretariat : .....

| Name of the Department or Office | Existing number of posts of Attendants  |                                          |                                               | No. and date of Government orders under which the posts were first created | Number of posts of Attendants required to be converted into those of Peons |                                                             |                                                              |                                                             | Total | No. of Attendants surplus to requirements [ vide Clause (V) in para 1 of the G. R. ] | Remarks |
|----------------------------------|-----------------------------------------|------------------------------------------|-----------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|-------------------------------------------------------------|--------------------------------------------------------------|-------------------------------------------------------------|-------|--------------------------------------------------------------------------------------|---------|
|                                  | Attached if any, to Gaze-tted Off-icers | Sanctioned if any for work in the Office | Sanctioned for non-Gaze-tted touring officers |                                                                            | Under Clause (i) in para. 1 of the Govern-ment Resolu-tion                 | Under Clause (ii) in para. 1 of the Govern-ment Resolu-tion | Under Clause (iii) in para. 1 of the Govern-ment Resolu-tion | Under Clause (iv) in para. 1 of the Govern-ment Resolu-tion |       |                                                                                      |         |
| 1                                | 2                                       | 3                                        | 4                                             | 5                                                                          | 6                                                                          | 7                                                           | 8                                                            | 9                                                           | 10    | 11                                                                                   | 12      |

*Note 1.*—Proposals for converting the posts of Attendants attached to non-gazetted touring officers into full-time posts of Peons (*vide* clauses (i) and (iv) in para 1 of the Government Resolution) should be fully justified in a separate note showing the number of officers, nature and details of duties of the officers while on tour, the number of days in a month the officers are required to be on tour etc.

*Note 2.*—In the cases where the conversion is proposed under clause (iii) of the Government Resolution, details should be furnished to show that full time posts are admissible according to the scales prescribed under Government Resolution, Finance Department No. 7983/37, dated 20th July 1952 as modified by Government Resolution, Finance Department No. CFS-1462/1192-I-V, dated 14th January 1963.

*Selection Grade of Clerks*

G. C., F. D. No. PCR/SG/1869/PC, dated 14th February 1969.

Government has decided to introduce a Selection Grade of Rs. 135-5-150-6-180-7-194-8-250 for Clerks in the revised scale of Rs. 115-4-135-5-160-EB-5-185-6-215 with effect from the 1st April 1966. The admissibility and the strength of Selection Grade posts should be determined according to the following principles.

(i) The number of Selection Grade posts should be 10 per cent of the number of premanent posts of Clerks. For the purpose of computing the number of Selection Grade posts, an office or a division or a department having a common seniority list for promotion to the higher posts should be reckoned as on unit.

(ii) The Selection Grade will be admissible only when the proportion of promotion posts is less than 50 per cent of the posts of clerks.

(iii) For the purpose of calculation of promotion posts, not only the next higher posts available for promotion to the clerks in the direct line should be taken into account but all higher posts in the ladder to which a clerk can rise should also be taken into account. Similarly, besides the promotion posts in the direct line (e.g. Sr. Clerk, Upper Division Clerk, Second Grade Clerk, First Grade Clerk, Head Clerk etc.) non-ministerial posts to which promotions are made from amongst clerks e.g. posts of Inspectors, should also be taken into account.

(iv) While calculating the number of promotion posts available for clerks, posts open for direct recruits according to the prescribed recruitment rules should be excluded.

(v) A minimum service of five years in the scale of clerks should be rendered by a clerk before he is considered eligible for appointment to a selection grade post.

2. The administrative department of the Secretariat should examine the admissibility of the Selection Grade posts in the various department under them on the basis of the above principles and sanction the number of posts in the Selection Grade as admissible in each case by converting the equal number of posts of clerks in consultation with the Finance Department.

*Maharashtra Civil Services (Revision of Pay) Rules, 1969*

Instruction regarding—

G. R., F. D. No. PCR-1869/528/PC, dated 14th March 1969.

Orders prescribing revised scales and rules for fixation of initial pay in the revised scales have been issued in Government Resolution, Finance Department, No. PCR-1269/PC, dated 15th January 1969. The immediate action which the departmental authorities are required to take is to bring the rules to the notice of all Government servants whether on duty, leave, deputation or suspension and to advise them to declare their option as soon as possible so that the work of fixing initial pay in the revised scales will not be delayed. It should be made clear to them that the option once exercised is final and that in the absence of any declaration received from them within 4 months of the date of issue of the orders revising the relevant pay-scale, they will be deemed to have elected the revised scales of pay with effect from 1st April 1966. Care should be taken to see that the Government servants have no occasion later to complain that they were not aware of the introduction of revised pay scales.

The declaration form in Annexure I to the rules provides for the declaration being signed by non-gazetted Government servants before the Head of Office. The Head of Office may, if he so considers necessary, nominate any other gazetted officer in whose presence the declaration form should be signed.

The gazetted officers should send their declaration, duly signed to the Accounts Officer under whose audit they were on 1st April 1966.

2. *Fixation of initial pay.*—Heads of Departments and Heads of Offices should ensure that prompt steps for fixing initial pay in the appended form A and/or B as the case may be, are taken as and when options from Government servants under them are received. In the case of Government servant whose declarations are not received within the period of 4 months from the date of issue of orders sanctioning the revised scales, necessary action for fixing their initial pay in the revised scales should be taken immediately thereafter. For the sake of a few cases requiring clarification or sanction of Government settlement of claims in other clear cases should not be delayed. Points requiring clarification should be referred to Government immediately.

The pay fixation statement in the forms appended to these orders should be prepared in duplicate one copy to be kept with the Service Book and the other copy to be sent to the Audit Office.

Heads of Departments and Heads of Offices should make their own arrangements to get the pay fixation forms required by them printed or cyclostyled (Instructions issued in paragraph 2 of Government Circular, Finance Department, No. PCR/Forma/1869/PC, dated 31st January 1969, should be deemed to have been modified to that extent).

3. *Waiver of recovery of over-payments.*—Where the sum of pay, temporary additional pay, special pay (if any), dearness allowance, house rent allowance (if any), and compensatory local allowance (if any) actually drawn from the 1st April 1966 to the date of the orders revising the scale of the post is found to be more than the sum of (i) revised pay and special pay, if any, admissible under the Maharashtra Civil Services (Revision of Pay) Rules, 1969, (ii) dearness allowance admissible on the revised pay, and (iii) house rent allowance (if any), compensatory local allowance (if any), and special compensatory allowance (if any), admissible under Government Resolution, Finance Department, No. PCR-1469/PC, dated 15th January 1969, recovery of such over-payments should be waived.

Over-payments made after the date of orders sanctioning the revised scale should, however, be recovered.

4. *Payment of arrears.*—Arrears on account of revision of pay-scales and allowances are payable from 1st July 1968. Therefore, arrears should be calculated for the two spells of periods separately viz., for the period from the 1st April 1966 to the 30th June 1968 and from the 1st July 1968 to the end of the month preceding the month in which initial pay is fixed and claimed. Arrears should comprise the following :—

(i) Difference between (a) the amount of pay, and special pay, if any, admissible under the Maharashtra Civil Services (Revision of Pay) Rules, 1969 and (b) the amount of pay, special pay, if any, and temporary additional pay actually drawn from the 1st April 1966 ;

(ii) Difference in the amount of dearness allowance admissible on the revised pay and in the amount of dearness allowance actually drawn ; and

(iii) The difference between house rent allowance, compensatory local allowance and the special compensatory allowance, if any, admissible on the pay fixed under Government Resolution, Finance Department, No. PCR-1459/PC, dated 15th January 1969 and the house rent allowance and the compensatory allowance, if any, actually drawn.

Arrears for the period prior to the 1st July 1968 are not payable except in cases covered by paragraph 5 below. Arrears for the period from the 1st July 1968 may be paid without pre-audit in the case of non-gazetted Government servants except those covered by paragraph 5 below, after making it clear to them that the revised pay is subject to such adjustments as may be found necessary in the light of subsequent audit scrutiny. But in the case of a Government servant who is likely to retire or leave service with retirement benefits before the entire over-payment is recovered, an undertaking in the following form should be taken from him before payment of arrears :—

"I am aware that I am being paid arrears on account of revision of my pay-scale and allowances without pre-audit. In case subsequent audit scrutiny shows that my pay was wrongly fixed and I am over-paid, I agree to the over-payment being recovered from my pension including death-cum-retirement gratuity."

Signature of the Government servant.

Where the subsequent audit scrutiny shows that pay has been over-fixed, over-payments should be recovered in suitable monthly instalments not exceeding 10 the balance, if any being recovered from death-cum-retirement gratuity to the extent possible, otherwise from monthly pension.

In the case of a non-gazetted Government servant who has served under more than one Head of Office, the Head of Office under whom he is serving at the time of drawal of arrears claim, should obtain such information as is required by him for the preparation of such claim from the Head of Office under whom the Government servant has served previously and then prefer a consolidated arrears claim pertaining to such a Government servant. Submission of arrears claim piecemeal by various Heads of Offices in respect of one and the same person should be avoided.

Suitable notes regarding fixation of pay and payment of arrears should be taken in the Service Book of the Government servant under the dated signature of the Head of Office.

5. *Payment of arrears to Government servants no longer in service.*—Persons who were in service on 1st April 1966 but retired after that date should be paid arrears, if any, admissible for the period from 1st April 1966 to the date of their retirement after audit scrutiny. Those whose services were terminated after 1st April 1966 due to reasons such as death, resignation, dismissal, discharge from service on account of termination of the sanctioned post or on disciplinary grounds, should be deemed to have opted for the existing or revised scale whichever is more beneficial to them and arrears, if any, admissible should be paid after audit scrutiny.

\*[6. *Regulation of pay and allowances of Government Servants appointed on or after 1st April 1966.*—All Government servants recruited on or after 1st April 1966 or appointed by transfer or promotion to other posts from that date or after that date should be allowed pay only in the revised scales as prescribed under the Maharashtra Civil Services (Revision of Pay) Rules, 1969 except where personal scales have been allowed to be retained under special orders of Government. In all such cases, including those where two existing scales have been amalgamated and replaced by a single revised scale, if the emoluments (*viz.* pay, special pay, temporary additional pay, dearness allowance, house rent allowance compensatory local allowance) already drawn are more than the emoluments (*viz.* pay, special pay, dearness allowance, house rent allowance, compensatory local allowance and special compensatory allowance) admissible under revised orders, recovery of over-payments upto the date of orders sanctioning the revised scale should be waived. Also an amount as mentioned below should be granted as personal pay with effect from the date of orders sanctioning the revised scale :—

(i) If the Government servant has drawn pay in the city scale, an amount equal to difference between (a) the amount of pay *plus* special pay, if any, provided that such special pay has been merged in the revised scale-actually drawn reduced by the amount prescribed in Rule 5 (6) (i) of the Maharashtra Civil Services (Revision of Pay) Rules, 1969 for working on "present pay" and (b) the amount of pay in the revised scale admissible on that date; and

(ii) If the Government servant has drawn pay in a mofussil scale, an amount equal to the difference between (a) the amount of pay *plus* special pay, if any, provided that such special pay has been merged in the revised scale-actually drawn and (b) the amount of pay admissible in the revised scale on the date.

The personal pay as above shall be granted only for such period during which the Government servant would have drawn pay in the higher scale but for revision of pay scales and shall be absorbed in future increases in pay. However, where two existing scales have been amalgamated and replaced by a single revised scale and the appointing authority certifies that the Government servant would not have reverted to the post on the lower scale and would have continued to draw pay in the post in the higher scale indefinitely, the personal pay shall continue to be paid without being absorbed in future increases in pay subject to the condition that pay *plus* personal pay does not exceed the maximum of the revised scale. The appointing authority should determine with due regard to the circumstances

of each case whether the person concerned would have continued to officiate in the post in the higher scale indefinitely or only for a limited period. The decision of the appointing authority in this respect should be accepted in audit as final.

**Explanation.**—For the purpose of grant of personal pay admissible in this paragraph special pay actually drawn should be taken into account only if the special pay has been shown as merged in the revised scale prescribed under Maharashtra Civil Services (Revision of Pay) Rules, 1969.]

7. **Payment of Temporary Additional Pay.**—The payment of temporary additional pay of Rs. 5 sanctioned in Government Resolution, Finance Department No. PAY-1065/3480/V, dated 1st April 1965, should be stopped immediately as the same has been withdrawn and requires to be adjusted against the pay admissible under the Maharashtra Civil Services (Revision of Pay) Rules, 1969.

8. **Special pays.**—Payment of special pays which were admissible on the 31st March 1966 but have been shown as withdrawn in column 4 of the Schedule accompanying the Maharashtra Civil Services (Revision of Pay) Rules, 1969, should be stopped immediately irrespective of whether the Government servant elects to retain the existing scale or to move on to the revised scale from 1st April 1966. The special pays which have been continued as also those which were drawn on 31st March 1966 but about which no orders of continuance or otherwise have been issued, should continue to be paid pending review except where they were sanctioned for limited periods.

9. **Dearness allowance.**—Government servants who were drawing pay in pre-1962 scales on 31st March 1966 and elect to move on to the revised scale should be paid dearness allowance at the rates as admissible on "existing scales" with effect from the date on which they start drawing pay in the revised scales.

\* [ ] Para 6 of G. C., M. F. D. No. PCR-1869/528/PC, dated 14th March 1969 is substituted by G. C. M., F. D. PCR-1869/2327/PC, dated 22nd August 1969.

*Post on fixed pay and part-time posts*

G. C., F. D. No. PFP/1869/545/PC, dated 18th March 1969.

It is proposed to review and revise the present rates of remuneration applicable to the following categories of posts in the various Departments which are not covered by the Pay Commission's recommendations :—

- (i) Whole time posts borne on regular establishment and carrying fixed rates of pay or consolidated rates of pay;
- (ii) Whole time posts held by Government servants paid from contingencies, including posts on fixed pay and consolidated rates of pay;
- (iii) Part-time posts.

All Heads of Departments and the Heads of the Administrative Department's of the Secretariat are requested to forward full particulars of the above categories of posts under their respective control (including posts in the subordinate offices) to the Finance Department in the pro forma \*accompanying this Circular. The Heads of Departments should send one copy of the pro forma to the Finance Department direct and the other copy through the concerned Administrative Department of the Secretariat. While forwarding the information furnished by the Heads of Departments to Finance Department, the Secretariat Departments may offer their remarks, if any, on the proposals of the Heads of Departments.

2. Any proposals which the Heads of Departments may make in regard to the revision of the rates of pay, should be sent in a separate note which should accompany the pro forma duly completed. If any full time posts on fixed or consolidated rates of pay are proposed to be brought on a running time scale of pay, the proposal should be justified in detail explaining the circumstances under which the post was initially sanctioned on a fixed or consolidated rate of pay and why it is considered necessary to prescribe a running time scale of pay now. Similar justification should be given where it is proposed to convert a part-time post into a whole-time post. In either case, full details (e. g. daily hours of work) should be furnished to show that the post carries full time work. If Dearness Allowance or any other allowance is admissible at present over and above the fixed pay or part-time pay, the rates of such allowance should invariably be mentioned for proper appreciation of the proposal.

3. The information should please be furnished so as to reach the Finance Department not later than the 30th April 1969.

Accompaniment to Government Circular, Finance Department No. PFP/1869/545/PC,  
Dated the 18th March 1969

**PRO-FORMA**

| Sr. No. | Designation of the post | No. of whole time posts        |                       | No. of part-time posts         |                       | Rate of remuneration on 1-7-1962<br>on 1-4-1966 | Mode of recruitment and prescribed qualifications if any | Nature of duties | Remarks |
|---------|-------------------------|--------------------------------|-----------------------|--------------------------------|-----------------------|-------------------------------------------------|----------------------------------------------------------|------------------|---------|
|         |                         | Paid from Pay of establishment | Paid from contingency | Paid from pay of establishment | Paid from contingency |                                                 |                                                          |                  |         |
| 1       | 2                       | 3                              | 4                     | 5                              | 6                     | 7                                               | 8                                                        | 9                | 10      |

- (1) If the post is on consolidated rate of pay it should be mentioned along with the rate of consolidated pay in Column 7. If the incumbent is eligible to get Dearness Allowance, the amount of Dearness Allowance should also be mentioned in brackets in Column 7.
- (2) If the rate of remuneration has undergone any change since 1-7-1962, the changes made from time to time should be indicated in Column 7.
- (3) If the post is in Greater Bombay, the fact should be mentioned in Column 10.
- (4) Posts of Attendants on consolidated fixed pay should not be included in this statement.

*Maharashtra Civil Services (Revision of Pay) Rules, 1969*

Clarifications regarding—

G. C. M., F. D. No. PCR 1869/845/PC, dated 14th April 1969.

Questions have been raised in regard to the application and interpretation of some of the provisions of Maharashtra Civil Services (Revision of Pay) Rules, 1969 (G. R. F. D. No. PCR. 1269-PC, dated the 15th January 1969) They are clarified below :—

2. *Completed years of service.*—(1) Note 5 below Bombay Civil Services Rule 56, lays down that the following existing scales should be treated as "identical time scales" for purpose of Rule 41, viz.—

Rs. 137—8—185.

Rs. 145—8—185.

Rs. 145—8—185—10—195.

Rs. 145—8—185—10—215.

Rs. 145—8—185—10—225.

In view of this, Government is pleased to clarify that the previous service, if any, rendered by a Government servant in a post or posts in any of the existing scales referred to above be taken into account for computing "completed years of service" under Rule 5(3) of the Maharashtra Civil Services (Revision of Pay) Rules, 1969, for the purpose of fixation of his initial pay in a post carrying any of the aforesaid existing scales.

The above provision shall also apply in other cases, if any, where two or more existing scale have been declared under specific orders of Government as "identical time scales" for the purpose of its of Bombay Civil Services Rule 41.

(2) Government is pleased to clarify that the service rendered by a Probationer on a fixed rate pay below the time scale prescribed for the post should be taken into account for the purpose of computing "completed years of service" under Rule 5(3) of the Maharashtra Civil Services (Revision of Pay) Rules, 1969.

3. *Crossing of Efficiency Bars.*—(i) The efficiency bar in a revised scale will become operative only with reference to such a bar in that scale irrespective of whether he had crossed or not crossed it or had been held up at the efficiency bar in the existing scale. Where a Government servant who is held up at the efficiency bar in the existing scale elects or is deemed to have elected the revised scale, his initial pay in the revised scale should be fixed under the Maharashtra Civil Services (Revision of Pay) Rules, 1969 and he should be granted the next increments on the date on which it is due in the revised scale provided that if the authority competent to allow the Government servant to cross the bar certifies that the Government servant would have been allowed to draw the increment in the existing scale on an earlier date, the next increment should be granted on such earlier date.

(ii) Where the present pay of a Government servant who has elected to move on to the revised scale from 1st April 1966 is below the stage of the efficiency bar in revised scale and fixation of his pay in the revised scale after taking into account the increments admissible under Rule 8 results in his pay being fixed at a stage above the efficiency bar, he should be deemed to have been allowed to cross the bar.

(iii) Where a Government servant who has elected to retain the existing scale on 1st April 1966 draws pay below the efficiency bar in the existing scale on that date and the fixation of his pay under Rule 10 results in his crossing the efficiency bar, he should be deemed to have been allowed to cross the efficiency bar.

4. *Protection in respect of pension for Government servants on city scales of pay.*—Under Rule 12 of the Maharashtra Civil Services (Revision of Pay) Rules, 1969 a Government servant who was drawing pay in a city scale of pay on the 31st March 1966 and elects to move on to the revised scale on or after 1st April 1966 is entitled to pension at the rate admissible in the city scale or the rate admissible in the revised scale, whichever is higher. A question has been raised whether for the purpose of calculation of pension admissible in the city scale, the increase in pay admissible under Rule 10 should be taken into account. Government is pleased to clarify that for the purpose of calculation of pensionable pay in such cases, the pay which would have been drawn by the Government servant if he were to retain the existing city scale and his pay were to be fixed under Rule 10 should be taken into account.

5. *Regulation of pay of persons reverting to lower posts after 1st April 1966.*—Under the Maharashtra Civil Services (Revision of Pay) Rules, 1969 pay of a Government servant is required to be fixed separately in the post held substantively and in the post held in an officiating capacity. If a Government servant officiating in a higher post on 1st April 1966 reverts to his substantive appointment after that date, he would draw the pay admissible to him in the substantive appointment. It may, however, happen that the post to which he is appointed on reversion after 1st April 1966 is not his substantive post but a post in the same line of promotion which he would have held in an officiating capacity on 1st April 1966 but for his appointment to the still higher post. A question arises how to regulate pay in such cases in the absence of the Government servants' option regarding the pay-scale of such lower post. Government is pleased to direct that in all such cases i. e. where a Government servant officiating in a post on 1st April 1966 is appointed after that date in an officiating capacity to a lower post in the same line of promotion he must be given an option regarding the pay-scale of such lower post as provided for under Rules 6 and 7 of the Maharashtra Civil Services (Revision of Pay) Rules, 1969 and his pay on 1st April 1966 in that post should be fixed taking into account such option as if he was holding that post on that date. His pay on the date of his reversion should thereafter be fixed on the basis of the pay so fixed on 1st April 1966.

The option regarding the pay-scale referred to above should be exercised within *four* months from date of issue of these orders or within *four* months of the date on which the Government servants appointed to the lower post in an officiating capacity whichever is later. If no option is exercised within the stipulated period, the Government servant should be deemed to have elected the revised scale of pay with effect from the 1st April 1966.

6. *Regulation of pay re-employed pensioners.*—Maharashtra Civil Services (Revision of Pay) Rules, 1969 are not applicable to re-employed pensioners. However, as the pay-scales of the posts to which they are appointed have been revised, it is necessary to fix their pay in the revised scales. Government accordingly pleased to direct that an option should be given to those who were on re-employment on 31st March 1966 either (i) to continue to draw pay in the existing scale applicable to them on that date, or (ii) to come to the revised scales with effect from 1st April 1966. The option should be exercised within *four* months of the date of issue of these orders or within *four* months of the date of orders revising the pay-scale, whichever is later failing which the re-employed pensioner shall be deemed to have elected the revised scale of pay with effect from 1st April 1966.

Where a re-employed pensioner elects to move to the revised scale from 1st April 1966 his pay in the revised scale should be fixed at the stage equal to his gross pay (i. e. pay *plus* pension including pension equivalent of the *death-cum-retirement* gratuity or gratuity in lieu of pension). Where the

gross pay was drawn in a city scale the initial pay should be fixed at the stage equal to the gross pay reduced by the amount appropriate to the gross pay as shown in Rule 5(6) (i) of the Maharashtra Civil Services (Revision of Pay) Rules, 1969. If the gross pay or the reduced gross pay is not a stage in the revised scale, gross pay should be fixed at the stage next below that pay the difference being granted as personal pay to be absorbed in the next increment. If the gross pay or the reduced gross pay is less than the minimum of the revised scale, the gross pay should be fixed at the minimum i. e. he should be given the minimum of the revised scale *minus* pension including pension equivalent of the death-cum-retirement gratuity or gratuity in lieu of pension. The next increment in the revised scale should be allowed on the date on which an increment would have been earned in the existing scale or on the date on which an increment falls due in the revised scale, whichever is earlier.

Where the re-employed pensioner elects to continue to draw pay in the existing scale, there will be no re-fixation of his pay and he shall continue to draw pay as if there is no revision of pay-scales.

Temporary additional pay, if any, drawn by a re-employed pensioner, shall, irrespective of whether he elects to retain the existing scale or to come to the revised scale, be treated as personal pay from the date of orders sanctioning the revised scale and shall be absorbed in future increments falling due after that date.

The day of a pensioner re-employed on or after 1st April 1966 which was fixed in the existing scales should be re-fixed in the revised scales under the normal rules.

7. *Personal pays.*—(i) Personal pays granted for loss of substantive pay or officiating pay under the operation of Bombay Civil Services Rules 41 and 44 as also the personal pays which were granted while fixing pay in the existing scales under Rules 8 and 10 of Maharashtra Civil Services (Revised Pay) Rules, 1963 shall be treated as part of basic pay for the purpose of Rule 5(1) of the Maharashtra Civil Services (Revision of Pay) Rules, 1969 and be taken into account for the purpose of fixation of initial pay.

(ii) The personal pays granted under paragraph 8 of Government Circular Memorandum, Finance Department No. RPS. 1063/27-XXVI, dated 22nd April 1963 and Government Circular Finance Department, No. RPR. 3063/476-XXVI, dated 18th June 1964 for protecting total emoluments of the employees appointed to higher posts after 1st July 1962 *should not* be taken into account for the purpose of fixation of initial pay under the Maharashtra Civil Services (Revision of Pay) Rules, 1969 but be continued to be drawn separately subject to the conditions laid down in those orders. These personal pays should not be taken into account for drawal for of House Rent Allowance and Compensatory Local Allowances admissible on the revised scales in Bombay in the case of persons who were drawing pay in city scales of pay on 31st March 1966.

(iii) The personal pays drawn on 1st April 1966 under Government Resolution, Finance Department No. 6567/33, dated the 20th April 1950 and continued under Government Resolution, Finance Department, No. RPS. 3067/103937-V, dated the 31st July 1967 *should not* be taken into account for the purpose of fixation of initial pay under Maharashtra Civil Services (Revision of Pay) Rules, 1969 but be continued to be drawn separately subject to the conditions laid down in those orders.

8. *Increase in pay to Government servants who elect to retain the existing/pre-1962 scales on 1st April 1966.*—Government is pleased to clarify that the "pay" over which an increase is to be sanctioned on 1st April 1966 in the existing/pre-1962 scale [vide Rule 10 in Maharashtra Civil Services (Revision of Pay) Rules, 1969] should be taken to mean the pay as defined in Bombay Civil Services Rules 9(39) (a) (i).

9. *Fixation of pay in the revised scales subsequent to 1st April 1966.*—Government is pleased to clarify that "present pay" in respect of a Government servant who has elected to retain a pre-1962 scale on 1st April 1966 and to move on to the revised scale from a subsequent date shall, for the purposes of Rule 13 in Maharashtra Civil Services (Revision of Pay) Rules, 1969, be calculated on the basis of the pay drawn in the pre-1962 scale on the date of moving on to the revised scale in the manner prescribed in Rule 5(6) of the said Rules.

10. *Pay during probation.*—According to Note 1 below Rule 8 of the Maharashtra Civil Services (Revision of Pay) Rules, 1969 the Probationers who were drawing on 1st April 1966 a fixed rate of pay prescribed with reference to the existing scale of pay are required to be brought on to the corresponding fixed pay in the revised scales for the unexpired portion of the probationary period. In view of this a question has been raised whether Government servants on probation on 1st April 1966 have no option to retain the existing scale. Government is pleased to clarify that Government servants on probation on 1st April 1966 are eligible to exercise an option as admissible under Rules 6 and 7 of Maharashtra Civil Services (Revision of Pay) Rules, 1969 and that the provision in the Note 1 referred to above applies to only those who elect to move on to the revised scale on 1st April 1966. The Probationers who elect to retain the existing scale should continue to draw the fixed pay as admissible in the existing scale.

*Maharashtra Civil Services (Revision of Pay) Rules, 1969.*

Application of to the work-charged employees.

G. C., F. D. No. PCR-1269/223/PC, dated 29th April 1969.

The Maharashtra Civil Services (Revision of Pay) Rules, 1969 do not apply to the Government servants borne on work-charged establishments *vide* Rule 2(d) of the said Rules. The question of making the rules applicable to the Government servants on work-charged establishment was under consideration of Government for sometime past. Government is now pleased to direct the Maharashtra Civil Services (Revision of Pay) Rules, 1969 should be made applicable to the work-charged employees who are on regular time scales and whose pay scales are identical with the pay scales of the corresponding posts on the regular establishment.

2. These orders will take effect from 1st April 1966. For the purpose of exercising the option referred to in Rules 6 and 7 of the Maharashtra Civil Services (Revision of Pay) Rules, 1969 the period of four months should count from the date of issue of these orders.

*Steno-typists*

Revision of emoluments of—

G. R., F. D., No. PCR-1869/1006/PC, dated 23rd May 1969.

**Resolution.**—Government is pleased to direct that with effect from the 1st April 1966 the rates of shorthand allowance prescribed in Government Resolution, Finance Department, No. 2451/33, dated the 1st February 1944 should be revised as shown below :—

| <i>Shorthand speed</i> |    | <i>Rate of shorthand allowance</i> |
|------------------------|----|------------------------------------|
| 80 words per minute    | .. | Rs. 25                             |
| 100 words per minute   | .. | Rs. 40                             |
| 130 words per minute   | .. | Rs. 50                             |

The revised rate of Rs. 25 shall apply even in the case of existing Steno-typists who were recruited on a shorthand speed of 60 words per minute as prescribed under Government Resolution Finance Department, No. 2451/33, dated the 18th February 1944. The minimum shorthand speed for eligibility for the rate of Rs. 25 shall, however, be 80 words per minute for persons recruited hereafter.

2. Under Maharashtra Civil Services (Revision of Pay) Rules, 1969 the following common scales have been prescribed for the posts of Steno-typists in the Departments and Offices of Government.

(1) Rs. 115-4-135-5-160-EB-5-185-6-215 (i. e. the scale of Clerks) *plus* shorthand allowance according to speed.

(2) Rs. 135-5-170-6-188-EB-6-200-8-240-10-290 (consolidated scale without any shorthand allowance).

The scale at (1) above is intended for Steno-typists who are drawn from the cadre of Clerks/Typists and continue to remain on that cadre for the purpose of promotion to higher clerical posts and the scale shown at (2) is intended for those who are directly recruited to the posts of Steno-typists and have no claim for promotion to higher clerical posts. It is possible that some of the Steno-typists belonging to the first category may prefer to have the scale of Rs. 135-290 meant for direct recruits and forgo their right of promotion to higher clerical posts. Government is accordingly pleased to direct that if any Steno-typists borne on the clerical cadre gives an undertaking in writing to the effect that the renounces his claims for promotion to higher posts on the clerical cadre, he may be allowed to come to the scale of Rs. 135-290 with effect from 1st April 1969 or any future date. The Steno-typists who will be appointed hereafter from the clerical cadre may also be allowed to move to the scale of Rs. 135-290 on their giving the undertaking referred to above.

3. The initial pay of a Steno-typists who moves to the scale of Rs. 135-290 should be fixed as shown below :—

(a) If the Steno-typists is drawing pay in an existing city scale of Clerks, his pay in the scale of Rs. 135-290 should be fixed at the stage equal to the sum of (i) pay drawn in the city scale reduced by the amount appropriate to that pay as shown in Rule 5(6) (i) of Maharashtra Civil Services (Revision of Pay) Rules, 1969; (ii) Shorthand allowance and (iii) Special pay, if any, drawn on the date of moving over to the scale of Rs. 135-290, and if there is no such stage in that scale at the stage next below that sum, the difference being granted as personal pay to be absorbed in the next increment; and

(b) In all other cases pay should be fixed at the stage equal to the sum of (i) pay drawn in the scale of Clerks, (ii) Shorthand allowance and (iii) Special pay, if any, drawn on the date of moving on to the scale of Rs. 135-290 and if there is no such stage in that scale, at the stage next below that sum, the difference being treated as personal pay to be absorbed in the next increment.

The next increment of a Steno-typist who has moved to the scale of Rs. 135-290 should be granted on the date on which an increment would have been earned in the scale of Clerks or on the date on which an increment falls due in the scale of Rs. 135-290, whichever is earlier.

*Maharashtra Civil Services (Revision of Pay) Rules 1969.*

Fixation of pay under—

G. R., F. D., No. PCR-1869/1472/PC, dated 27th June 1969.

A question has been raised as to how the pay of Government servants whose increments were withheld for failure to pass the Departmental or Language Examination should be fixed under the Maharashtra Civil Services (Revision of Pay) Rules, 1969, on 1st April 1966. Government is pleased to issue the following orders in this behalf :—

(i) If the Government servant has already exhausted all chances of passing the examination, his pay under the Maharashtra Civil Services (Revision of Pay) Rules, 1969, should be fixed on the basis of the actual pay drawn by him in the existing scale of pay on 1st April 1966. He will be entitled to the increases in pay admissible under Rule 8 or Rule 10 as the case may be.

(ii) If the Government servant has not exhausted all chances of passing the examination or has been given an extra chance under the orders of a competent authority, his pay on 1st April 1966 should be fixed separately on two different basis viz.—(1) on the basis of the actual pay drawn in the existing pay scale on 1st April 1966 and (2) on the basis of the pay which the Government servant would have drawn on 1st April 1966 had the increments not been withheld. The pay fixed under the first alternative shall be drawn as long as the increments continue to be withheld and the pay admissible under the second alternative shall be effective from the date on which increments are released after the Government servant has passed the examination or from the date on which the increments are released under the orders of a competent authority.

2. Regarding payment of arrears for the period from the 1st April 1966 to the 30th June 1968 the provisions of Rule 16 of Maharashtra Civil Services (Revision of Pay) Rules, 1969 and subsequent orders on the subject as issued from time to time, shall apply.

*Revision of pay scales and allowances*

Payment of arrears on account of—

G. C. M., F. D., No. PCR-1869/1843/PC, dated 5th July 1969.

In accordance with the instructions issued in paragraph 4 of Government Circular Memorandum, Finance Department, No. PCR-1869/528/PC, dated the 14th March 1969, arrears on account of revision of pay scales and allowances have to be calculated separately for the two spells of periods (i) from the 1st April 1966 to the 30th June 1968 and (ii) from the 1st July 1968 to the end of the month preceding the month in which initial pay is fixed and claimed. Government is now pleased to direct under the authority vested in Government under Rule 10-A of the Bombay General Provident Fund Rules and Rule 8 AA of the Contributory Provident Fund Rules (Bombay), that arrears for the first spell viz., from the 1st April 1966 to the 30th June 1968 should be credited to the General Provident Fund Accounts or the Contributory Provident Fund Accounts, as the case may be, of the respective employees in the manner and subject to the conditions mentioned below :—

(i) The amount of the arrears to be credited to the Provident Fund shall be the sum of (a) arrears for the period from the 1st April 1966 to the 30th June 1968 as worked out in accordance with the instructions issued in paragraph 4 of the Government Circular Memorandum referred to above plus (b) interest thereon for the period from the 1st April 1969 to the date of actual credit to the Fund, at the rates allowed for Provident Funds in the respective years.\*

\*[(ii) The provision at (i) above shall also apply in the case of Government servants subscribing to the Contributory Provident Fund. The contribution by Government shall, however, be restricted to the amount normally payable by Government under Rule 10 of the Contributory Provident Fund Rules (Bombay)].

(iii) Where the subsequent audit scrutiny shows that the amount of arrears credited to the Provident Fund is more than what was actually due, the excess amount should be recovered in suitable monthly instalments not exceeding ten, the balance, if any being recovered from the death-cum-retirement gratuity to the extent possible, otherwise from monthly pension. In the case of employees retiring before 31st March 1975 an undertaking in the following form should be obtained from them before the arrears are credited to their Provident Fund Accounts :—

"I am aware that arrears on account of revision of my pay scale and allowances amounting to Rs. ....are being credited to my General /Contributory Provident without pre-audit. In case subsequent audit scrutiny shows that my pay was wrongly fixed or arrears wrongly calculated, I agree to the over-payments being recovered from any pension including death-cum-retirement gratuity.

2. *Arrears of pay and allowances of Government servants appointed on or after 1st April 1966.*—The order in the preceding para.—shall also apply *mutatis-mutandis* to Government servants recruited between 1st April 1966 and 30th June 1968 (both days inclusive) or appointed by transfer or promotion to other posts during this period. In their case, arrears for the period upto 30th June 1968, comprising the following, together with the interest thereon from the 1st April 1969, as stipulated in the preceding para., should be credited to their Provident Fund Accounts :

(i) The difference between (a) the amount of pay and special pay, if any, admissible in the revised scale and (b) the amount, of pay, special pay, if any, and the temporary additional pay actually drawn from the date of appointment;

(ii) The difference in the amount of dearness allowance admissible on the revised pay and the amount of dearness allowance actually drawn; and

(iii) The difference between (a) House Rent Allowance, Compensatory Local Allowance and the Special Compensatory Allowance, if any, admissible under the Government Resolution, Finance Department No. PCR-1469/PC, dated the 15th January, 1969 and (b) the House Rent Allowance and the Compensatory Local Allowance, if any, actually drawn.

If, in the case of any of them no Provident Fund Account has been opened so far, the amount of arrears should be credited as and when the Account is opened, together with interest from the 1st April 1969 upto the date of actual credit.

3. *Arrears of pay and allowances of Government servant who are not required to subscribe to any Provident Fund.*—Government servant who are not required to subscribe to any Provident Fund may be paid the arrears in respect of the period prior to 1st July 1968 in cash together with interest from the 1st April 1969 to the date of actual credit calculated, at the rate allowed for Provident Fund, after the pay fixation is certified in audit.

4. *Procedure for drawing arrears and interest (a) Non-gazetted staff* :—Supplementary bills for arrears should be prepared and presented to the treasury for 'Nil' amount, the whole amount due to each Government servant being shown as creditable to accounts of the employees concerned under the head "Provident Fund". The Head of Office should also attach with each bill a General Provident Fund Schedule in the usual form. In the case of Government servants having no Provident Fund Account, the supplementary bills should be drawn by the Head of Office only after they have become eligible to subscribe to the Provident Fund and Account Number allotted. In the case of Class IV employees, a separate supplementary bill to cover the amount of interest payable on the arrears should be prepared and presented to the treasury for 'Nil' amount, the whole amount due to each Government servant being shown as creditable to the accounts of the employees concerned under the head "Provident Fund" and a separate Provident Fund Schedule on that account should be attached to the supplementary bill. Where the interest is to be calculated by the Audit Officer (e. g. in the case of non-gazetted employees other than Class IV employees) it is not necessary to draw the interest on a separate bill.

(b) *Gazetted Officers.*—The same procedure as for non-gazetted staff may be adopted except that supplementary bills for arrears may be prepared by the Officers themselves and presented to the treasury for a "NIL" amount on the basis of the authority slip issued by the Accounts Officers.

(\*) The words and phrases "such sum being rounded off to the nearest rupee" appearing at the end of para. 1 (i) of the G. C. M., F. D. No. PCR-1869/1843/PC, dated 5th July 1969 is deleted as per G. C. M., F. D. No. PCR-1870/932/XXVI, dated 24th September 1970.

†Clause (ii) in para. 1 of G. C. M., F. D. No. PCR-1869/1843/PC, dated 5th July 1969 is substituted by G.C.M., F. D., No. PCR-1869/2299/PC, dated 9th October 1969.

*Drawal of Compensatory Local Allowance and House Rent Allowance during leave.—*

G. R., F. D., No. PCR-1469/1714/PC, dated 8th July 1969.

Consequent upon the introduction of the revised (Mofussil) scales of pay with effect from 1st April 1966 under Government Resolution, Finance Department, No. PCR-1269/PC, dated 15th January 1969, Government servants on city scales of pay who have opted for the revised scales of pay, have become eligible to draw Compensatory Local Allowance and House Rent Allowance from the date they came over to the revised scales of pay. This period in many cases includes periods of leave already enjoyed by the Government servants. As the admissibility of Compensatory Local Allowance and House Rent Allowance during the periods of leave is subject to production of the certificates prescribed in Bombay Civil Services, Rules 339 and 344, Government servants who had actually drawn leave salary on the basis of the pay in the city scales of pay may experience difficulty in claiming arrears of Compensatory Local Allowance and House Rent Allowance in respect of those periods of leave in the absence of the required certificates.

2. The certificate regarding the likelihood of the Government servant returning to duty at the same station from which he proceeded on leave has become redundant at this stage. The certificate for having resided at the station of duty during leave and for having continued to incur the same expenditure on house rent during leave can be furnished even at this stage. However, in view of the large amount of administrative work involved in obtaining these certificates and the need to settle all outstanding claim as expeditiously as possible, Government is pleased to direct that the requirements of Bombay Civil Services Rules 339 and 344 should be waived in all such cases and that the Government servants concerned should be held eligible to draw the arrears of Compensatory Local Allowance and House Rent Allowance in respect of the periods of leave without the production of the required certificates provided they are otherwise eligible for those allowances. These orders should also apply to those Government servants who are at present drawing pay in the city scales of pay but may become eligible to opt for the revised mofussil scales of pay retrospectively involving period of leave during which they have drawn salary on the basis of city pay.

*Maharashtra Civil Services (Revision of Pay) Rules, 1969*  
Exercise of option under—

G. C., F. D., No. PCR-1269/2007/PC, dated 24th July 1969.

It has been represented to Government that a large number of Government servants who have already exercised option under the Maharashtra Civil Services (Revision of Pay) Rules, 1969, would like to exercise a fresh option as they had not understood the implications of the Rules correctly when they exercised the option. Government is pleased to direct that the date for exercising option should accordingly be extended upto 31st October 1969 and that the Government servants who have already exercised or are deemed to have exercised their options should also be allowed to exercise fresh options upto that date. Any requests for extending the time limit or exercising a fresh option thereafter will not be entertained.

*Maharashtra Civil Services (Revision of Pay) Rules, 1969*

Clarification regarding—

G. C. M., F. D., No. PCR-1869/2143/PC, dated 31st July 1969.

Various points relating to the interpretation or application of the Maharashtra Civil Services (Revision of Pay) Rules, 1969 and the orders issued in connection therewith are clarified below :—

*Point raised*

*Clarification*

- |                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>1. Whether in view of sub-Rule (2) in Rule 10 of the Maharashtra Civil Services (Revision of Pay) Rules, 1969, the provisions of sub-Rule (1) in that Rule apply to only those Government servants who were substantive in some posts and officiating in some other posts on 1st April 1966 i.e.</p> | <p>The provision of sub-Rule (1) in Rule 10 apply to every Government servant who elects to retain the existing scale or pre-1962 scale of the post applicable to him on the 31st March 1966 or elects to move on to the revised scale after the 1st April 1966 irrespective of whether he was</p> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

*Point raised**Clarification*

1. whether the rule does not apply, in cases where a Government servant had no substantive post on 1st April 1966.
2. Whether the temporary additional pay drawn from 1st April 1966 should be adjusted against only the 'pay' admissible in the revised scale as provided under Rule 11 of the Maharashtra Civil Services (Revision of Pay) Rules, 1969 or whether it should be adjusted against pay and allowances in the manner stipulated in paragraphs 3 and 4 of Government Circular Memorandum, Finance Department, No. PCR/1869/528/PC, dated 14th March 1969.
3. Whether in the case of Government servants whose increment falls due in the existing/pre-1962 scale on the 1st April 1966, pay under Rules 8 and 10 of the Maharashtra Civil Services (Revision of Pay) Rules, 1969 should be fixed after allowing such increment in the existing/pre-1962 scale or whether the increment admissible on that date should be allowed *after* pay is fixed under these Rules.

substantive or officiating in the post. All that sub-Rule (2) in Rule 10 provides is that if a Government servant holds two posts—one in a substantive capacity and the other in an officiating capacity and if he elects to retain the existing/pre-1962 scale of both the posts, his pay should be fixed in the pay-scale of both posts in the manner laid down in sub-Rule (1) of the Rule.

Rule 11 of the Maharashtra Civil Services (Revision of Pay) Rules, 1969 has to be read with the instructions issued in Government Circular Memorandum, Finance Department, No. PCR-1869/528/PC, dated 14th March 1969. Accordingly Temporary additional pay drawn from 1st April 1966 should be adjusted against pay and allowance admissible in the manner stipulated in paragraphs 3 and 4 of the said Government Circular Memorandum.

The increment falling due on the 1st April 1966 in the existing/pre-1962 scale should first be allowed in the existing/pre-1962 scale and thereafter the pay of the Government servant should be fixed under Rules 8 or 10 as the case may be on the basis of the pay inclusive of the increment.

*Maharashtra Civil Services (Revision of Pay) Rules, 1969.  
Instructions regarding.*

G. C. M., F. D., No. PCR 1869/2327/PC, dated 22nd August 1969.

Government is pleased to direct that paragraph 6 of Government Circular Memorandum, Finance Department, No. PCR-1869/528/PC, dated the 14th March 1969 should be substituted by the following :—

"6. *Regulation of pay and allowances of Government servants appointed on or after 1st April 1966* :—All Government servants recruited on or after 1st April 1966 or appointed by transfer or promotion to other posts from that date or after that date should be allowed pay only in the revised scales as prescribed under the Maharashtra Civil Services (Revision of Pay) Rules, 1969 except where personal scales have been allowed to be retained under special orders of Government. In all such cases, including those where two existing scales have been amalgamated and replaced by a single revised scale, if the emoluments (viz. - pay, special pay, temporary additional pay, dearness allowance, house rent allowance, compensatory local allowance) already drawn are more than the emoluments (viz. - pay, special pay, dearness allowance, house rent allowance, compensatory local allowance and special compensatory allowance) admissible under revised orders, recovery of overpayments upto the date of orders sanctioning the revised scale should be waived. Also an amount as mentioned below should be granted as personal pay with effect from the date of orders sanctioning the revised scale :—

(i) If the Government servant has drawn pay in the city scale, an amount equal to the difference between (a) the amount of pay *plus* special pay, if any, provided that such special pay has been merged in the revised scale, actually drawn reduced by the amount prescribed in Rule 5 (6) (i) of the Maharashtra Civil Services (Revision of Pay) Rules, 1969 for working out present pay" and (b) the amount of pay in the revised scale admissible on that date; and

(ii) If the Government servant has drawn pay in a mofussil scale, an amount equal to the difference between (a) the amount of pay *plus* special pay, if any, provided that such special pay has been merged in the revised scale actually drawn and (b) the amount of pay admissible in the revised scale on the date.

The personal pay as above shall be granted only for such period during which the Government servant would have drawn pay in the higher scale but for revision of pay scales and shall be absorbed in future increases in pay. However, where two existing scales have been amalgamated and replaced

by a single revised scale and the appointing authority certifies that the Government servant would not have reverted to the post on the lower scale and would have continued to draw pay in the post in the higher scale indefinitely, the personal pay shall continue to be paid without being absorbed in future increases in pay subject to the condition that pay *plus* personal pay does not exceed the maximum of the revised scale. The appointing authority should determine with due regard to the circumstances of each case whether the person concerned would have continued to officiate in the post in the higher scale indefinitely or only for a limited period. The decision of the appointing authority in this respect should be accepted in audit as final.

*Explanation :* For the purpose of grant of personal pay admissible in this paragraph, special pay actually drawn should be taken into account only if the special pay has been shown as merged in the revised scale prescribed under Maharashtra Civil Services (Revision of Pay) Rules, 1969."

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*Maharashtra Civil Services (Revision of Pay) Rules, 1969.*  
Clarification regarding—

G.C.F.D., No. PCR-1989/2394/PC, dated 27th August 1969.

The existing scales or the pre-1962 scales of posts under the various Departments of Government have been shown in column 3 of the schedule annexed to Maharashtra Civil Services (Revision of Pay) Rules, 1969. A question has been raised whether the Government servants who were drawing pay in 'personal pay scales' i. e. the scales of pay other than the existing or pre-1962 scales of pay shown in the schedule are eligible to opt for the revised scales prescribed under the aforesaid rules. Broadly these personal scales were drawn in the following types of cases viz.

(i) By persons who were formerly serving under the Government of India or under any of the local bodies or under the old States of Madhya Pradesh, Saurashtra, Hyderabad and Kutch or under any of the Princely States such as Baroda and Kolhapur and on their transfer or allocation to this State were allowed to retain the scales applicable to them before such transfer or allocation with or without the benefit or merger of a portion of dearness allowance in the pay scales as sanctioned in the general revision of 1962.

(ii) By persons who were *not allowed* to draw pay in the existing scales or pre-1962 scales of the posts on account of reasons such as deficiency in prescribed qualifications and therefore were drawing pay in same other scales.

Government is pleased to clarify that Government servants who were drawing pay in personal pay scales of the type mentioned at (i) above should be allowed to opt for the revised scales prescribed under Maharashtra Civil Services (Revision of Pay) Rules, 1969 for the posts held by them and that their pay should be fixed under Rule 8 or Rule 10 of the said rules according as they opt to move to the revised scale or to retain the personal scale. No option should, however, be granted to those who were drawing pay in personal pay scales in the circumstances mentioned at (ii) above but their pay in the existing scales should be refixed under Rule 10 of the said rules as if they have opted to retain the existing/pre-1962 scale of the post.

2. The options referred to above should be exercised within 4 months from the date of issue of these orders.

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*Maharashtra Civil Services (Revision of Pay) Rules, 1969*  
Clarification regarding—

G.C.M., F.D., No. PCR-1969/2395/PC, dated 30th August 1969.

It is noticed that in some Department persons are transferred from one post to another carrying identical time scale of pay though all such posts are not included in the same cadre or class within the cadre. Government is pleased to direct that in all such cases service rendered in posts carrying identical scales of pay should count for the purpose of computing completed years of service under Rule 5 (3) of the Maharashtra Civil Services (Revision of Pay) Rules, 1969 provided that when such transfers were effected, the pay was fixed on the basis of the pay drawn in the previous post. In other words, service rendered in previous appointments on identical scales of pay should be allowed to count for completed years of service wherever it was previously allowed for the purpose of pay fixation.

*Revision of pay scales*

Payment of arrears on account of—

G.C., F.D., No. PCR/1869/2217/PC, dated 19th September 1969.

According to paragraph 5 of Government Circular Memorandum, Finance Department No. PCR-1869/528/PC, dated 14th March 1969, persons who were in Government service on 1st April 1966 but are no longer in service have to be paid arrears on account of revision of pay scales, *after audit scrutiny*. Several cases are accordingly being sent to audit for scrutiny. Government is pleased to direct that before such claims are forwarded to audit offices, it is necessary that the pay fixation under the Maharashtra Civil Services (Revision of Pay) Rules, 1969 in the case of non-gazetted Government servants should be verified by the Pay Verification Unit set up in the Finance Department for that purpose. The Heads of Departments and Offices should therefore ensure that the pay fixation in all such cases is verified by the Pay Verification Unit before the claims for arrears are preferred to audit.

2. Attention of the Heads of Departments/Offices is requested to Government Circular, Finance Department No. 1869/PVU, dated 14th July 1969 and they are requested to expedite the submission of the information called for therein, if they have not submitted it already. They are also requested to forward a copy of the Proforma Statement (including copies of Proforma Statements already furnished to Finance Department) prescribed there under, to (i) the concerned audit officer (viz. the Accountant General, Bombay, Senior Deputy Accountant General, Nagpur, Pay and Accounts Officer, Bombay as the case may be) and (ii) to Accountant General (Maharashtra), Bombay, even in those cases where he is *not* the concerned audit officer.

*Revision of pay scales and allowances*

Payment of arrears on account of—

G. C., F. D., No. PCR 1869/2299/PC, dated 9th October 1969.

In continuation of the instructions issued in Government Circular Memorandum, Finance Department No. PCR 1869/1843/PC, dated [the 5th July 1969, regarding the crediting of the arrears on account of revision of pay and allowances to the Provident Fund Accounts of the employees, the following further instructions are issued by way of clarification :—

(i) In the case of Government servants who have no Provident Fund Account opened so far, arrears admissible are required to be credited to their Provident Fund Account as and when the Account is opened *vide* para. 2 of the Government Circular Memorandum referred to above. As this will result in the arrears being kept unposted in the audit Office till the Accounts are opened, drawing officers should ensure that in all such cases Account numbers are given by the audit Office before the arrears claims crediting the amounts to General Provident Fund are referred.

(ii) In the case of the employees who quit Government service before the supplementary bills for "Nil" amounts referred to in para. 4 (a) of the Circular Memorandum of 5th July 1969 are presented to the treasury, the heads of offices should draw the arrears due to them after audit scrutiny and make cash payments by direct debit to the budget head to which pay and allowances are debited and by debit of interest to "S. No. 71-16 Interest on debt and other obligations etc."

(iii) In regard to the procedure for drawing arrears and interest prescribed in para. 4 (a) of the Government Circular Memorandum referred to above, the following further instructions should be observed :—

(a) Interest credited to Provident Fund Accounts of Class IV Government servant should be incorporated in the Quarterly/Annual statements of Provident Fund Credits to be sent by the Heads of Departments to the Audit Office and not in the Annual Interest statements.

(b) No deduction certificates are required to be sent to the Audit Office as the schedules are required to be attached to the bills for pay arrears and interest on pay arrears.

(iv) In order to facilitate expeditious accounting of the amounts of arrears to the relevant Provident Fund accounts of the subscribers, the following instructions should be observed :—

(a) The Provident Fund Account number should be mentioned in the Remarks Column of the Supplementary Bill as per instructions in Government Circular, General Administration Department No. PFR 1065/47388/3237-J, dated the 22nd July 1965.

(b) The latest official address of the Government servant should be indicated in the General Provident Fund schedule if the Government servant is working in the office other than the office which presents the "Nil" bill.

2. Clause (ii) in para. 1 of Government Circular Memorandum, Finance Department No. PCR 1869/1843/PC, dated the 5th July 1969 should be substituted by the following :—

“(ii) The provision at (i) above shall also apply in the case of Government servants subscribing to the Contributory Provident Fund. The contribution by Government shall, however, be restricted to the amount normally payable by Government under Rule 10 of the Contributory Provident Fund Rules (Bombay).”

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*Government servants on city scales appointed after 1st April 1966*  
Protection of emoluments of—

G. C. M. F. D. No. PCR 1869/2876/PC, dated 25th October 1969.

Consequent on the introduction of revised scales with retrospective effect from the 1st April 1966, the pay of Government servants appointed on or after 1st April 1966 in the city scales of pay (which were in force at the time of appointment but which have been retrospectively replaced by the revised scales) is required to be refixed as if the employees entered the revised scales on the date of appointment. It has been represented to Government that on such refixation of pay, employees in some cases become eligible for a lower rate of pay and consequently a lower rate of dearness allowance resulting in a drop in the total emoluments drawn by them prior to the introduction of revised scales. Under para. 6 of Government Circular Memorandum, Finance Department No. PCR 1869/528/PC, dated 14th March 1969 (as amended under Government Circular Memorandum, Finance Department No. PCR 1869/2327/PC, dated 22nd August 1969) recovery of over-payments made in such cases upto the date of orders revising the pay scales is required to be waived. As a further measure of relief to these employees Government is pleased to direct that the employees who were appointed on or after 1st April 1966 to posts on city scales of pay and become eligible for a lower rate of dearness allowance as a result of refixation of pay in the revised scales, should, with effect from the date of orders revising the pay scales, be granted a special personal pay equal to the difference between :—

(i) The sum of pay drawn in the existing city scale and dearness allowance admissible thereon on the date of orders revising the pay scale, and

(ii) The sum of pay admissible in the revised scale on the date of orders revising the pay scale, dearness allowance, compensatory local allowance and house rent allowance admissible thereon on that date and personal pay, if any, admissible under para. 6 of Government Circular Memorandum, Finance Department No. PCR 1869/528/PC, dated 14th March 1969 (as amended under Government Circular Memorandum, Finance Department No. PCR 1869/2327/PC, dated 22nd August 1969).

The special personal pay sanctioned as above shall be absorbed in future increases in emoluments (i. e. increases in pay, dearness allowance, house rent allowance and compensatory local allowance accruing after the date of orders revising the scale of pay).

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*Maharashtra Civil Services (Revision of Pay) Rules, 1969.*  
Fixation of pay on amalgamation of cadres.

G. C., F. D., No. PCR 1869/2886/XXVI, dated 28th November 1969.

According to Note 2 below Rule 8 of the Maharashtra Civil Services (Revision of Pay) Rules, 1969, when a Government servant is holding a permanent post substantively and is officiating in a higher post and the pay scales applicable to both the posts are merged into one scale, subject to his satisfying the conditions mentioned therein, the pay is fixed with reference to the officiating pay only and the pay so fixed is treated as his substantive pay. This provision however holds good only where the pay is fixed in the revised scale with effect from 1st April 1966. The benefit of the note is not admissible to a person who has elected to retain the existing scale of the officiating post and accordingly his pay as fixed under Rule 10 is required to be treated as officiating pay for all purposes. As he is put to a disadvantage as compared to another who has opted for the revised scale, Government is pleased to direct that the provisions of Note 2 below Rule 8 should also apply in the case of a person who has retained his existing scale of pay. Accordingly where the pay scales of a lower post and a higher post have been merged in to one scale, if the employee who is substantive in the lower post has officiated in the higher post for more than one year on 1st April 1966 and if he has opted to retain the existing scale of the higher post, his pay as fixed under Rule 10 should be treated as substantive pay. Where the officer has not completed one year's continuous

service on 1st April 1966, his pay in the higher scale fixed under Rule 10 should be treated as substantive pay after he has rendered further continuous service for the period by which it fell short of one year on 1st April 1966.

2. The above orders will apply only in the case of promotees from the lower posts to the higher posts and not in the case of direct recruits to the higher post who elect to retain the existing scale. In their case, as they were not substantive in the lower post, the officiating pay fixed under Rule 10 will continue to remain officiating till they are confirmed in the recognised cadre.

In all cases where Government servant has not derived any benefit in pay as a result of revision of pay scale of his post, the Temporary Additional Pay drawn from 1st April 1966 upto 15th January 1969 should be allowed to count for purpose of pension.

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*Maharashtra Civil Services (Revision of Pay) Rule, 1969*  
Amendment to—

G. R., F. D., No. PCR 1869/2770/XXVI, dated 15th December 1969.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Government of Maharashtra is pleased to direct that the Maharashtra Civil Services (Revision of Pay) Rules, 1969 issued under Government Resolution, Finance Department No. PCR 1269/PC, dated the 15th January 1969 shall be amended as follows :—

After the Note under sub-rule (2) of Rule 14, the following shall be inserted as sub-rule (3)—

“(3) The initial pay of a Government servant who officiated in a higher post from a date prior to 1st April 1966 but reverted to a lower post after that date shall, on re-appointment to the same higher post or another higher post on the same time scale of pay, be fixed in the revised scale under the provisions of Bombay Civil Service Rules, 41, 56 and 57 provided that the pay so fixed shall not be less than the pay including personal pay, if any—

(i) Which the Government servant draw on the last occasion, if the pay drawn on the last occasion was in a revised scale of pay ; or

(ii) The pay including personal pay, if any, which the Government servant would have drawn on such last occasion if, instead of retaining the existing scale, he were to move to the revised scale on the 1st April 1966; and where the initial pay is fixed under (i) or (ii) of this proviso, the service rendered by the Government servant prior to his reversion to the lower post including the service rendered in the existing scale prior to 1st April 1966 which counts for increments under the provisions of Rules 9 and 10 (3) above, should be taken into account for the purpose of fixation of the date of his next increment in the revised scale.

*Explanation :—*Where the pay of a Government servant on reappointment to the higher post after 1st April 1966 is fixed under proviso to this sub-rule, the date of his next increment as fixed under the provisions of Rule 9 or Rule 10 (3) as the case may be will be postponed by the period of reversion”.

2. The above orders shall take effect from 1st April 1966.

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*Maharashtra Civil Services (Revision of Pay) Rules, 1969.*  
Clarification regarding—

G.C.M., F.D., No. PCR 1869/No. 1488/XXVI, dated 26th December 1969.

Under Rule 14 (1) of the Maharashtra Civil Services (Revision of Pay) Rules, 1969 the pay of a Government servant on transfer to “another post” is required to be fixed under normal rules. A question has been raised whether a transfer to another post in the same cadre on the same scale of pay as the post held immediately prior to the transfer is required to be treated as a transfer to “another post” for the purpose of this rule. Government is pleased to clarify that by the term “transfer to another post” referred to above is meant “transfer to another post in a different cadre on a different scale of pay.”

*Maharashtra Civil Services (Revision of Pay) Rules, 1969.*  
Arrears claims of work-charged employees—

G. C., F.D., No. PCR 1869/2744/XXVI, dated 7th January 1970.

As several enquiries are made regarding the fixation of pay and payment of arrears on account of revision of pay scales of the work-charged employees, the various points are clarified below :—

1. *Authority competent to fix pay* :—The pay of the work-charged employees should be fixed under the Maharashtra Civil Services (Revision of Pay) Rules, 1969 by the Head Office as is done in the case of employees on the regular establishment.

2. *Payment of arrears* :—In the case of employees who are continuously in service from 1st April 1966 whether in the same division or in different divisions, arrears on account of revision of pay scale should be paid in cash without pre-audit. Payment should be made after obtaining from them an undertaking to the effect that they agree to the over-payment being recovered from them in case subsequent audit scrutiny shows that the pay was wrongly fixed.

3. *Payment of arrears to work-charged employees who have worked in different Divisions* :—In the case of the work-charged employees who has served on the establishment of different works in different divisions since 1st April 1966, the head of office under whom he is serving at the time of drawal of arrears claims should obtain such information as is required by him for the preparation of such claims from the divisional office under whom the employee served previously and prefer a consolidated arrears claim pertaining to such work-charged employee. In the case of a work-charged employee brought on the regular establishment or an employee on regular establishment transferred to work-charged establishment the arrears in respect of regular and work-charged service should be accounted for and paid separately. A person on regular establishment on 1st April 1966 who is later on transferred to work-charged establishment should not be covered by para. 5 of Government Circular Memorandum, Finance Department No. PCR 1869/528/PC, dated 14th March 1969.

4. *Counting of service for completed years of service* :—Service rendered in posts carrying identical scales of pay should count for the purpose of computing completed years of service under Rule 3 (3) of the Maharashtra Civil Services (Revision of Pay) Rules, 1969, provided it was allowed for the purpose of pay fixation on transfer/appointment of the employee from one post to another.

5.—*Payment of arrears to persons no longer in service* :—Orders regarding payment of arrears to persons on work-charged establishment who are no longer in service will be issued separately.

*Maharashtra Civil Services (Revision of Pay) Rules, 1969.*  
Application of to work-charged employees.

G. R., F. D., No. PCR 1270/VO75/XXVI, dated 15th January 1970.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Maharashtra is pleased to direct that for purpose of fixation of pay under the Maharashtra Civil Services (Revision of Pay) Rules, 1969, the work-charged employees on the establishments of the Defence Projects Organisation who are governed by the existing/pre-1962 scales of pay applicable to corresponding posts on the regular establishments of the Buildings and Communications Department and Irrigation and Power Department, shall be governed by the revised scales prescribed for such corresponding posts in the schedules of pay scales relating to the Buildings and Communications Department and the Irrigation and Power Department, in the Annexure to the Maharashtra Civil Service (Revision of Pay) Rules, 1969 issued under Government Resolution, Finance Department No. PCR 1269/PC, dated the 15th January 1969.

*Maharashtra Civil Services (Revision of Pay) Rules, 1969.*  
Personal pay admissible under—

G. C. M., F. D., No. PCR 1870/ 183/XXVI, dated 23rd January 1970.

A question has been raised whether the personal pay admissible to a Government servant as a result of fixation of his pay in the revised scale under the Maharashtra Civil Services (Revision of Pay) Rules, 1969 should be taken into account for fixation of his initial pay on promotion or transfer to another post. Government is pleased to clarify that the personal pay in question should be treated as a part of basic pay for fixation of initial pay under the Bombay Civil Services Rules on the Government servant's promotion or transfer to another post after the 1st April 1966.

*Revision of pay scales and allowances.*

Payment of arrears on account of—

G. C., F. D., No. PCR-1869/U.O.300/XXVI, dated 26th March 1970.

In accordance with the Government Circular Memorandum, Finance Department No. PCR-1969/1843/PC, dated 5th July 1969, arrears on account of the revision of pay scales and allowances for the period from 1st April 1966 to 30th June 1968 have to be credited to the General Provident Fund Account or the Contributory Provident Fund Account as the case may be, of the respective employees. According to the General Provident Fund Rules, the account is maintained in full rupees. The fraction of a Rupees below 50 Paise is ignored and that above 50 Paise is rounded off to the next rupee. A question has been raised as to whether the rounding off should be shown under Pay, Dearness Allowance, House Rent Allowance, Compensatory Local Allowance or Temporary Additional Pay. Government is pleased to direct that in all such cases, the rounding off should be done only under 'Pay' i. e. whether a fraction is ignored or rounded off to the next Rupee, the effect should be shown under the item "Pay". The Heads of Departments and Offices are requested to take action accordingly.

*Drawal of—Compensatory Local Allowance and House Rent Allowance.*

G. R., F. D., No. PCR-1470/876/XXVI, dated 27th May 1970.

Consequent upon the revision of the rates of Compensatory Local Allowance and House Rent Allowance under Government Resolution, Finance Department No. PCR-1469/PC, dated 15th January 1969, some Government servants who were drawing pay in the mofussil scales of pay but were not entitled to House Rent Allowance, have become eligible to draw the allowance either at a flat rate or on percentage basis in accordance with the above orders with retrospective effect. As some of those employees have availed of leave since 1st April 1966 i. e. the date of from which the revised rates of Compensatory Local Allowance and House Rent Allowance have come into effect, a question has been raised whether the certificates required under Bombay Civil Services Rules, 344 read with 339 should be recorded in each case for drawal of House Rent Allowance during the leave period. Government is pleased to direct that the requirements of Bombay Civil Services Rules, 339 and 344 should be waived in all such cases and the Government servants should be held eligible to draw the arrears of House Rent Allowance during the periods of leave already enjoyed by them without the production of the required certificates provided that they are otherwise eligible for the allowance. The requirements of Bombay Civil Services Rules 339, and 344 should however be fulfilled for drawal of House Rent Allowance during leave taken after 15th January 1969.

*Revision of pay scales of Teachers in Government Schools.  
Clarification regarding—*

G. C. M., F. D., No. PCR-1870/794/XXVI, dated 6th June 1970.

Orders revising the pay scales of teachers in Secondary and Primary Schools have been issued in Government Resolution, Finance Department, No. PCR 1269/(xxi)/PC, dated 2nd September 1969. Various points raised in connection therewith are clarified below :—

*Points raised*

1. Whether the advance increment provided for Science graduates etc. is to be merged in future increments.
2. How the completed years of service should be counted for purposes of pay fixation.

*Clarification*

The interpretation that the advance increment provided for Science graduate etc. is to be set off against future increments is not correct. The advance increment should form part of basic pay from the date is granted and should not affect the future increments.

- (i) The years of services should be calculated from the date of appointment is a teacher was professionally trained at the time of his appointment, and if it from the date of his getting training qualifications. However, the untrained graduates in service on 1st July 1962 who were sent for training after the recruitment

*Points raised**Clarification*

3. Whether the Secondary School teachers should be allowed to count their service as primary school teacher for purposes of pay fixation.
4. The teachers who are S. S. C./S. T. C. B.T./Hyderabad Teachers Certificate holders/Jr. P.T.C. may be held eligible for S. S. C./S.T.C.s scale (Rs. 120-220).
5. (a) To what extent should the previous service rendered by Lecturers in Higher Secondary schools should count for fixation of pay.

and were allowed to count their pre B. T. service for pay fixation under Government resolution, Education and Social Welfare, Department No. INS-1067-G, dated 3rd October 1967, should count their pre-BT. service for completed years of service.

- (ii) Training period of primary school teachers who were deputed for training at their own cost or on stipend basis should not count for completed years of service.
- (iii) The length of service in the cadre in which the pay is fixed (i. e. Matric S. T. C., B. A. S. T. C. etc.) should be counted. No credit should be given for untrained service.
- (iv) The period of part-time service, if any, should not be taken into account.
- (v) Completed years of service on 1st April 1966 should only be taken into account, the fractional period of service, if any, being discarded.
- (vi) In the case of teachers who were B. A. S. T. C. s and who attained B. T. degree prior to 1st April 1966, their pay should first be fixed as B. A. S. T. C. s and then their pay should be fixed in the B. T. scale if this is more advantageous to them.
- (vii) There is no objection to counting the service in Middle and High School provided the Middle Schools were recognised as Secondary Schools.

In the case of teachers who are S. S. C./S. T. C. or S. S. C./P. T. C. (Sr.) all service (both as Primary and Secondary teachers) should be counted for purposes of pay fixation. The service counted for increments should however be restricted to the service rendered after the S. S. C. holder became a Sr. trained Teacher.

S. T. C. B. T. s and T. C. holders have already been declared as equivalent to Sr. P. T. C. and S. T. C. respectively and are therefore eligible for the grade of Rs. 120-220. The S. S. C./Jr. P. T. C. Teachers in Marathwada who were (i) working as secondary teachers on 1st April 1966 and (ii) also actually drawing the S. S. C./S. T. C. pre-revised scale should be held eligible for S. S. C./S. T. C. scale of Rs. 120-220 with effect from 1st April 1966.

If the lecturer elects to retain the existing scale of Rs. 150-400, completed years of service for the purpose of fixation of pay under Rule 5 (3) of the M. C. S. (R. of P.) Rules, 1969 should be confined to the service rendered in the post of Lecturer. Where he elects to move to the revised scale of Teacher, entire service (i. e. service as teacher and Lecturer) should be allowed to count for fixation of pay under Rule 8 of the M. C. S. (Revision of Pay) Rules, 1969.

*Points raised*

5. (b) The teachers appointed in Higher Secondary Schools in the scale of Rs. 150-400 during the period 1st April 1966 to 1st September 1969 should get the scale of Rs. 190-80 from the date of appointment and then pay should be fixed as per new Government Resolution.
6. A teacher holding S. S. C or B. A. qualification may be treated as deemed trained (S. T. C.) provided his age is 40 or above and has a teaching experience of ten years.
7. It is presumed that House Rent Allowance and Compensatory Local Allowance is to be regulated after taking into account the Dearness pay in case of teachers who opt for old pay and old Dearness Allowance.
8. Revise pay scales for under-graduate A. D. E. I. s in Vidarbha and Marathwada Regions.
9. Government Resolution, Finance Department No. PCR 1269/(xxi)/PC, dated 2nd September 1969 does not mention the revised scale applicable to teachers in ex-Hyderabad scales of Rs. 30-42 1/3, 42-54, 54-98 1/2, 61-140, 81-130, 154-275 and 130-190.
10. Teachers in the grade of Rs. 70-150 should be granted the revised scale of Rs. 120-220.
11. Graduates teachers in the grades of Rs. 54-98 1/2 and Rs. 81-130 who were posted in the grade of Rs. 70-200 and were given the concession of deemed date of seniority from 1st November 1959 should be allowed to count their service for fixation of pay in the revised scale from the deemed date.

*Clarification*

In respect of those persons who are promoted as Lecturers in the scale of Rs. 150-400 after 1st April 1966, they will have no option to retain the scale of Rs. 150-400. They should be treated as appointed to the post on the scale of Teacher (as admissible according to qualification) plus special pay of Rs. 50 p. m. from the date of appointment. Over payment if any, upto the date of orders revising the pay scales should be waived.

Those untrained teachers who were treated as deemed trained teachers in 1959 pay revision and who were in service on 1st April 1966 should be treated as "Deemed Trained" and should be held eligible for revised pay scales applicable to trained teachers with effect from 1st April 1966.

The presumption that the teachers opting for old scale and old dearness Allowance are entitled to draw Compensatory Local Allowance and House Rent Allowance after taking into account the "dearness pay" is correct.

The revised pay scale of Rs. 150-10-230-EB-10-270-15-200 sanctioned for A. D. E. I. s promoted from the cadre of Primary schools teachers should be made applicable to the category of under-graduate A. D. E. I. s in the Marathwada and Vidarbha Regions with effect from 1st April 1966.

These scales are retained by some teachers as personal scales. They cannot be revised as teachers' scales are revised on the basis of qualifications. They may either retain the existing personal scales or opt for the revised pay scales applicable to them on the basis of their qualifications. Teachers in the scale Rs. 30-42 and Rs. 42-54 who are already treated as experienced teachers in the grade of Rs. 40-90, will be governed by the scale of Rs. 90-160. Others (i. e. those who have not been treated as experienced) will be governed by the scale of Rs. 90-110, meant for P. S. C. untrained teachers.

Teachers in the scale of Rs. 70-150 who are S. S. C./Sr. P. T. C./STC/S. T. B. T./T. C. should be held eligible for the revised scale of Rs. 120-220. Those with Jr. P. T. C. should be given the scale of Rs. 115-210.

As the deemed dates of seniority have already been taken into account for fixation of pay in the existing scale of pay, the same period should be counted for computing the completed years of service.

*Maharashtra Civil Services (Revision of Pay) Rules, 1969.*  
Protection of pension—

G. C., M. F. D., No. PCR 1870/1225/XXVI dated 16th July 1970.

As a result of general revision of pay scales under the Maharashtra Civil Services (Revision of Pay) Rules, 1969 special pay attached to a few posts has been withdrawn or reduced from 1st April 1966. As the withdrawal or reduction of special pay with retrospective effect is likely to affect pension admissible on the basis of pay actually drawn, Government is pleased to direct that in the case of persons who retired before 15th January 1969, pension should be granted at the higher of the following rates :—

(a) The amount of pension that would have been admissible had the Government servant continued to draw pay in the existing scale of Pay plus special pay admissible on the 31st March 1966 and also Temporary Additional Pay where it was admissible ;

(b) The amount of pension admissible on the basis of the pay drawn in the revised scale or pay drawn in the existing scale as fixed under the Maharashtra Civil Services (Revision of Pay) Rules, 1969.

Pension cases of all Government servants who have retired after 1st April 1966 and before 15th January 1969 and in whose case special pay (subsequently withdrawn) has gone into calculation of their pension should be regulated accordingly.

*Maharashtra Civil Services (Revision of Pay) Rules, 1969.*  
Protection of pension—

G. C., M. F. D., No. PCR 1870/1890/XXVI, dated 23rd September 1970.

Rule 12 (1) of the Maharashtra Civil Services (Revision of Pay) Rules, 1969, provides for protection of pension to Government servants on city scales of pay who are brought over to the revised scale from the 1st April, 1966 or any subsequent date, in the event of their retiring from the post held by them on the 1st April 1966. Government is pleased to clarify that even if a Government servant retires from a post other than that held by him on 1st April 1966, this protection should be available to him to the extent the pay of the post on city scale of pay held on 1st April 1966 is relevant for the purpose of calculation of pensionable pay.

2. Under Government Circular Memorandum, Finance Department No. PCR-1870/1225/XXVI, dated the 16th July 1970, protection of pension has been extended to cases of persons who have retired before 15th January 1969 and whose special pay has been withdrawn or reduced retrospectively from 1st April 1966. Government is pleased to clarify that as pension includes Death-cum-Retirement gratuity also, the protection to pension is applicable to Death-cum-Retirement gratuity also.

*Revision of pay scales and allowances.*  
Payment of arrears on account of—

G. C. and F. D. No. PCR-1870/932/XXVI, dated 24th September 1970.

In accordance with para. 1 (i) of Government Circular Memorandum, Finance Department No. PCR-1869/1843/PC, dated the 5th July 1969, the amount of arrears on account of the revision of pay scales and allowances for the period from the 1st April 1966 to 30th June, 1968 is to be credited to the General Provident Fund Account of the employee together with interest thereon for the period from the 1st April 1969 to the date of actual credit to the Fund. As however the credit for interest will be given by the Accountant General, Bombay, (except in the case of Class IV employees) during the annual closing of Provident Fund Accounts and not immediately at the time of crediting the amount of arrears to the Provident Fund, only the amount of arrears should be rounded off to the nearest rupee at the time of drawing arrears bill for nil amount for the period from 1st April 1966 to 30th June 1968. Similar action for rounding off the amount should be taken in the case of Class IV employees also. Accordingly the words and phrases "such sum being rounded off to the nearest rupee" appearing at the end of Para 1 (i) of the Government Circular Memorandum, Finance Department No. PCR-1869/1843/PC, dated 5th July 1969 should be deleted and a full stop inserted after the word "Respective years".

*Posts on fixed pay and part-time posts.*  
Revision of the rates of remuneration of—

G. R., F. D., No. PFP-1870/XXVI, dated 25th September 1970.

Consequent upon the general revision of pay scales of Government employees, the question of revising the monthly rates of remuneration applicable to posts on fixed pay and part-time posts was under consideration of Government for some time past. Government is pleased to direct that the rates of remuneration applicable to whole time posts on fixed pay including those on consolidated fixed pay and the rates of remuneration applicable to part-time posts in the various departments, should be revised as shown in Part-I and Part-II of the Appendix accompanying this Resolution.

Part-I includes whole time posts on fixed pay and part-time posts for which time scales of pay have been prescribed and

Part-II shows the increases sanctioned over existing rates of fixed pay for whole time posts and part-time posts not included in Part-I.

2. The revised rates of pay should come into force with effect from the 1st April 1966 or from the date the post was created whichever is later.

Where the rates of fixed pay existing on 1st April 1966 has already been revised after that date and the revision has resulted in such rate being higher than the revised rate admissible on 1st April 1966 in accordance with the increases specified in Part-II, the employee should draw the higher rate of pay from the date it was sanctioned.

3. The whole time employees and the part-time employees on fixed rates of pay who are in receipt of Dearness Allowance should continue to draw the allowance at the sanctioned rates applicable to them. However in the case of whole time employees who are drawing fixed pay in the pre-1962 rates of pay and are in receipt of Dearness Allowance at the unrevised rates i. e. the rates admissible to employees on pre-1962 scales of pay, the following amounts of dearness pay should be merged in the existing fixed pay before fixing their pay in the revised scale prescribed in Part-I in accordance with paragraph 4 below or before allowing them the increases in pay mentioned in Part-II as the case may be :—

| <i>Pay range in pre 1962 rate</i>   | <i>Dearness pay to be merged</i> |
|-------------------------------------|----------------------------------|
| Rs. 50 and below ..                 | Rs. 35                           |
| Rs. 51 and above upto Rs. 200 ..    | Rs. 45                           |
| Rs. 201 and above upto Rs. 500 ..   | Rs. 50                           |
| Rs. 501 and above upto Rs. 750 ..   | Rs. 65                           |
| Rs. 751 and above upto Rs. 1,000 .. | Rs. 80                           |

After the existing rate of pay is revised accordingly, the employees should draw Dearness Allowance at the revised rates of Dearness Allowance admissible to employees on revised scales of pay.

4. *Initial pay fixation in respect of posts in Part-I*

(a) In cases where the existing fixed pay (other than the consolidated fixed pay) of a full time post is replaced by a time scale of pay, the initial pay in the time scale should be fixed in the manner prescribed under Rule 8 (II) of Maharashtra Civil Services (Revision of Pay) Rules, 1969 issued under Government Resolution, Finance Department No. PCR-1269/PC, dated 15th January 1969.

(b) In cases where the existing fixed pay which is a consolidated rate of pay of a full time post, is replaced by a time scale of pay, the initial pay in such time scale should be fixed at the minimum of the time scale and the employee should be held eligible to draw Dearness Allowance at the sanctioned rate over the pay fixed in the time scale. Where however, the sum of remuneration already drawn and the increase admissible over it in accordance with the rates specified in Part-II, is more than the total of the revised pay plus Dearness Allowance admissible thereon, the difference should be paid as personal pay to be absorbed in future increases in pay and Dearness Allowance.

(c) In cases where the existing fixed rate of pay or a time scale of pay of a part-time post is replaced by a revised time scale of pay, the pay of the employee should be fixed at the next higher stage in the revised scale.

5. The employees who are brought on a time scale of pay shall be granted their increment on the date on which it falls due in the time scales.

6. These orders do not apply to—

- (i) Posts which have been discontinued after 1st April 1966.
- (ii) Posts of attendants on consolidated rates of pay and Kotwals;
- (iii) Posts carrying honoraria or stipends.

7. The arrears payable as a result of these orders should be paid in cash. The temporary additional pay of Rs. 5/- sanctioned in Government Resolution, Finance Department No. PAY-1955/3480-V, dated 1st April 1965 wherever it was admissible, should be adjuated against the pay admissible under these orders. Recovery of over-payment if any, should be waived. The payment of the temporary additional pay which has already been withdrawn from 1st April 1966, should be stopped forthwith if it is still being paid.

Accompaniment to Government Resolution, Finance Department, No. PFP-1870/XXVI  
Dated 25th September 1970

### APPENDIX

#### PART-I

*Posts on fixed pay for which time scales of pay have been prescribed*

| Sr. No.                                                                                             | Designation                                                       | No. of posts | Existing rate of remuneration              | Revised scale of pay                        | Remarks |
|-----------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|--------------|--------------------------------------------|---------------------------------------------|---------|
| 1                                                                                                   | 2                                                                 | 3            | 4                                          | 5                                           | 6       |
| Rs.                                                                                                 |                                                                   |              |                                            |                                             |         |
| <b>Fisheries Department</b>                                                                         |                                                                   |              |                                            |                                             |         |
| 1                                                                                                   | Mechanic, Inshore Service Station.                                | 1            | Rs. 145 fixed.                             | 110-3-122-4-150-EB-5-175                    |         |
| 2                                                                                                   | Shore Attendant.                                                  | 4            | Rs. 135 fixed                              | 100-3-130-EB-4-150                          |         |
| 3                                                                                                   | Oilman                                                            | 4            | Rs. 135 fixed                              | 100-3-130-EB-4-150                          |         |
| <b>Buildings and Communications Department<br/>(Superintending Engineer, Central Circle, Poona)</b> |                                                                   |              |                                            |                                             |         |
| 1                                                                                                   | Watchman (Karalapur Landing Ground)                               | 1            | Rs. 75 (Consolidated)                      | 75-1-80-2-90-EB-2-100                       |         |
| <b>Education Department</b>                                                                         |                                                                   |              |                                            |                                             |         |
| 1                                                                                                   | Lecturer, Sr. Scale (Part time)                                   | 19           | Rs. 200 (Consolidated)                     | 200-15-320-20-400                           |         |
| 2                                                                                                   | Assistant Lecturer (Part time)                                    | 17           | Rs. 90 fixed                               | 150-12-1-300                                |         |
| 3                                                                                                   | Tutor (Part time)                                                 | 4            | Rs. 90 fixed                               | 125-7-1-200                                 |         |
| <b>Social Welfare Department</b>                                                                    |                                                                   |              |                                            |                                             |         |
| 1                                                                                                   | Manager, Rehabilitation Emporium                                  | 1            | Rs. 250 (Consolidated)                     | 135-5-170-6-188-EB-6-200-8<br>240-10-250.   |         |
| 2                                                                                                   | Chief Instructor Training cum-Production Centre, Nagpur.          | 1            | Rs. 250 (Consolidated)                     | 135-5-170-6-188-EB-6-200-8<br>240-10-250.   |         |
| 3                                                                                                   | Master Cutter                                                     | 1            | Rs. 200 (Consolidated)                     | 110-3-122-4-150                             |         |
| 4                                                                                                   | Supervisor                                                        | 1            | Rs. 120 (Consolidated)                     | 110-3-122-4-150                             |         |
| 5                                                                                                   | Store Clerk                                                       | 1            | Rs. 100 (Consolidated)                     | 115-4-135-5-160-EB-5-185-6<br>203-EB-6-215. |         |
| 6                                                                                                   | Accountant                                                        | 1            | Rs. 150 (Consolidated)                     | 115-4-135-5-160-EB-5-185-6<br>203-EB-6-215. |         |
| 7                                                                                                   | Junior Clerk                                                      | 2            | Rs. 100 (Consolidated)                     | 115-4-135-5-160-EB-5-185-6<br>203-EB-6-215. |         |
| 8                                                                                                   | Sevaks/Samaj Sevaks                                               | 41           | Rs. 100 (Consolidated)                     | 110-3-122-4-150.                            |         |
| 9                                                                                                   | Junior Caretaker                                                  | 1            | Rs. 50 (Consolidated)                      | 75-1-80-2-90-EB-2-100                       |         |
| 10                                                                                                  | Helper                                                            | 1            | Rs. 50 (Consolidated)                      | 75-1-80-2-90-EB-2-100                       |         |
| 11                                                                                                  | Maid Servant Government Certified School, Sholapur.               | 1            | Rs. 60 fixed.                              | 75-1-80-2-90-EB-2-100                       |         |
| 12                                                                                                  | Maid Servant Government Certified School for the Blind, Bhandara. | 1            | Rate fixed by Collector from time to time. | 75-1-80-2-90-EB-2-100                       |         |
| 13                                                                                                  | Watchman                                                          | 8            | Rs. 60 (Consolidated)                      | 75-1-80-2-90-EB-2-100                       |         |
| 14                                                                                                  | Chowkidar, Government Blind School, Bhandara.                     | 1            | Rs. 48 (Consolidated)                      | 75-1-80-2-90-EB-2-100.                      |         |
| 15                                                                                                  | Boy Peon, Head Office, Poona.                                     | 1            | Rs. 60 fixed.                              | 60-1-65.                                    |         |

| Sr. No.                                                 | Designation                                                                        | No. of posts | Existing rates of remuneration           | Revised scale of pay                      | Remarks |
|---------------------------------------------------------|------------------------------------------------------------------------------------|--------------|------------------------------------------|-------------------------------------------|---------|
| 1                                                       | 2                                                                                  | 3            | 4                                        | 5                                         | 6       |
| Rs.                                                     |                                                                                    |              |                                          |                                           |         |
| <b>Relief and Rehabilitation Department</b>             |                                                                                    |              |                                          |                                           |         |
| 1                                                       | Dak Runners                                                                        | 5            | Rs. 65 fixed.                            | 75-1-80-2-90-EB-2-100                     |         |
| 2                                                       | Mazdoors for Tractors and Trucks.                                                  | 7            | Rs. 65 (Consolidated)                    | 75-1-80-2-90-EB-2-100.                    |         |
| <b>Industries Department</b>                            |                                                                                    |              |                                          |                                           |         |
| 1                                                       | Assistant Craftsman, S. I. R. I., Poona.                                           | 1            | Rs. 115/— fixed                          | 110-3-122-4-150-EB-5-175                  |         |
| 2                                                       | Skilled Worker Bidriware, Aurangabad.                                              | 1            | Rs. 165 (Consolidated)                   | 110-3-122-4-150-EB-5-175                  |         |
| 3                                                       | Boiler Attendant, Model Dye House, Nagpur.                                         | 1            | Rs. 160 (Consolidated)                   | 110-3-122-4-150                           |         |
| <b>Steam Boiler Department</b>                          |                                                                                    |              |                                          |                                           |         |
| 1                                                       | Hamal                                                                              | 1            | Rs. 35 fixed.                            | 75-1-80-2-90-EB-2-100.                    |         |
| <b>Office of the Editor, Indian Law Reports, Bombay</b> |                                                                                    |              |                                          |                                           |         |
| 1                                                       | Editor, Indian Law Reports (Part Time).                                            | 1            | Rs. 1300 (Consolidated) (Editor-Rs. 700) | Rs. 1500 (Consolidated). (Editor-Rs. 780) |         |
|                                                         |                                                                                    |              | Three Reporters-Rs. 600 (Rs. 200 each)   | Three Reporters-Rs. 720 at Rs. 240 each). |         |
| <b>Revenue Department</b>                               |                                                                                    |              |                                          |                                           |         |
| 1                                                       | Sweeper (Under Commissioner, Bombay Division)                                      | 1            | Rs. 30 fixed.                            | 75-1-80-2-90-EB-2-100                     |         |
| 2                                                       | Chowkidar (Under Commissioner, Aurangabad Division).                               | 2            | Rs. 45 (Consolidated)                    | 75-1-80-2-90-EB-2-100                     |         |
| 3                                                       | Watchman in Offices of Collector, Dhulia and Sub-Divisional Officer, Nandurbar.    | 2            | Rs. 75 fixed (Consolidated)              | 75-1-80-2-90-EB-2-100                     |         |
|                                                         |                                                                                    | 1            | Rs. 55 fixed (Consolidated)              | 75-1-80-2-90-EB-2-100                     |         |
| 4                                                       | Watchman (Posts attached to the Collectorate Sangli and S. D. O.'s Office, Miraj). | 2            | Rs. 45 (Consolidated)                    | 75-1-80-2-90-EB-2-100                     |         |
| 5                                                       | Night Watchman Tahsildar's Office at Borivli and Kurla B. S. D.                    | 1            | Rs. 45 (Consolidated)                    | 75-1-80-2-90-EB-2-100                     |         |
|                                                         |                                                                                    | 1            | Rs. 50 (Consolidated)                    | 75-1-80-2-90-EB-2-100                     |         |

## PART II

Increase in the existing rates of remuneration admissible to whole time and part time employees on fixed rates of pay.

### 1. Whole time employees on fixed pay

#### Range of fixed pay

Upto Rs. 100

Rs. 101 to Rs. 250

Rs. 251 to Rs. 500

Rs. 501 and above

#### Amount of increase

Rs. 10

Rs. 15

Rs. 20

Rs. 30

### 2. Part-time employees on fixed pay

#### Range of fixed pay

Upto Rs. 49

Rs. 50—149

Rs. 150—299

Rs. 300—500

#### Amount of increase

Rs. 5

Rs. 7

Rs. 10

Rs. 15

*Revision of pay scales of teachers in Government school  
Clarification regarding—*

G. C. M., F. D., No. PCR-1870/2406/XXVI, dated 12th April 1971.

A number of points are raised in regard to the pay scale applicable to the various categories of teachers and fixation their pay in the revised scales. The points are clarified below.

*Points raised by teachers*

- (1) Whether the concession of counting untrained service for fixation of pay as per Table 'C' accompanying Government Resolution, Education and Social Welfare Department No. INS-1063-G, dated 29th August 1963 (vide also Government Addendum No. INS 1067-G, dated 23rd October 1967) is available for fixation of pay under the Maharashtra Civil Services (Revision of Pay) Rules, 1969.
- (2) Whether the condition about teaching in Hindi for 3/4 periods of total hours of work load laid down in the case of graduates teachers with H. S. S., to enable them to qualify for the grade of Rs. 155-285 still applies in the case of Government teachers.
- (3) The revised pay scales of Secondary School Teachers and Primary School Teachers having been prescribed on the basis of qualifications how should the pay of teachers who improve their qualifications be fixed in the appropriate scale.
- (4) Government Resolution, Finance Department No. PCR-1269/(xxi)/PC, dated 2nd September 1969 provides for grant of special pay of Rs. 50 p. m. to trained graduate teachers with more than 10 years teaching experience of teaching higher secondary standards. Whether the 10 years teaching experience should necessarily be post-B. T. experience or experience of teaching higher secondary standards in higher Secondary Schools?

*Clarification*

In the case of untrained graduates, it was held that there was dearth of trained teachers and hence their pre-B. T. service was allowed to count for fixation of pay in the scales revised with effect from 1st July 1962. The same concession should be available to graduates recruited on or before 1st July 1962, while computing completed years of service under the Maharashtra Civil Services (Revision of Pay) Rules, 1969.

The restriction about teaching minimum 3/4th of the number of periods of total work load by special teachers (i. e. teachers in Physical Education, Drawing, Hindi etc. to qualify for the scale to which they are entitled according to their qualifications, imposed under Government Resolutions, Education and Social Welfare Department No. PHE-1161/23040-C, dated 19th March 1967 and No. PHE-1066/108326-G, dated 15th November 1968, should stand remove with effect from 1st April 1966 while fixing pay in the revised pay scales. However, the teachers should be actually teaching the particular subject in order to be able to get the pay scales sanctioned for special teachers and additional increments for higher qualifications.

Teachers in primary schools should not be held eligible for the pay scales prescribed for graduates or post-graduates teachers in Secondary Schools. Teachers working in Government Middle Schools or Government Secondary Schools (other than the special teachers for Drawing, Craft, Music etc.), should be held eligible to higher pay scale on acquiring higher qualification. In such cases, pay in the appropriate higher scale should be fixed at the stage equal to the pay in the present scale and if there is no such stage in the higher scale, it should be fixed at the stage next below that pay the difference being granted as personal pay to be absorbed in future increments. The date of next increment should remain the same.

The 10 years teaching experience (which may not necessarily be post B. T.) should be of teaching in recognised secondary schools.

## Cadre of Attendants

G. R., F.D., No. PCR/CFS/1871/502/XXVI, dated 26th April 1971.

Under Government Resolution, Finance Department No. PCR/CFS/1869/PC, dated 14th February 1969, the Heads of Departments were requested to review the strength of Attendants sanctioned for non-gazetted touring officers on the basis of the yard stick laid down therein and to get the admissible number of posts of Attendants converted into those of Peons. It has been represented to Government that several Heads of Departments have not taken necessary action as required by the orders and that a large number of posts of Attendants still remain to be converted into those of peons. With a view to avoiding hardship caused to a large number of Attendants as a result of the delay in the implementation of the orders, Government is pleased to direct that in partial modification of the orders issued in the Resolution referred to above the following steps should be taken immediately :—

(i) All posts of Attendants which were in existence on 1st April 1966 and those created after that date should be deemed to have been converted into those of peons on the scale at Rs. 75-1-80-2-90-EB-2-100 and their incumbents should be allowed to draw pay in that scale, with effect from 1st April 1966 or the date of creation of the post, whichever is later.

(ii) In view of (a) above, where the strength of the Attendants has already been reviewed and the surplus number of posts of Attendants has been determined as required in para. 1 of Government Resolution, Finance Department No. PCR/CFS/1869/PC, dated 14th February 1969, the surplus attendants should be allowed to draw pay in the scale of Peon viz. Rs. 75-1-80-2-90-EB-2-100 till they are absorbed in regular vacancies of Peons.

(iii) Where the strength of Attendants has not been reviewed, the concerned Heads of Departments should take immediate steps to have the strength reviewed and refixed as required by Government Resolution dated 14th February 1969 referred to above. Proposals in this regard should be submitted to Government in the Administrative Department for orders. The Attendants who become surplus as a result of the review should be absorbed in regular vacancies of Peons as already directed in the Government Resolution referred to above. In the meantime, all Attendants should be allowed to draw pay in the scale of Peon as required under (i) above.

2. Government is also pleased to direct that all Heads of Departments should furnish a report on the progress of the review of the strength of Attendants as required under Government Resolution dated 14th February 1969 referred to above. The report should be submitted in the following form to the Finance Department with a copy to the Administrative Department of the Secretariat.

## FORM

| Name of the Department | Number of posts of Attendants | Whether the strength of attendants has been reviewed as required by the Government Resolution of 14th February 1969 | If reviewed, the number of posts which have been converted into those of Peons | If not reviewed reasons for delay and the likely date when the necessary proposals are expected to be submitted to Government |
|------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| 1                      | 2                             | 3                                                                                                                   | 4                                                                              | 5                                                                                                                             |

## Revision of Pay scales.

Payment of arrears on account of—

G. R., F. D., No. PCR/1871/406/XXVI, dated 15th May 1971.

In modification of Government Orders contained in para. 2 of Government Circular Memorandum, Finance Department No. PCR. 1870/832/XXVI, dated 4th August 1970 and in relaxation of Rule 39 (b) of the Bombay Financial Rules, 1959 and Rule 151 (b) (i) of the Maharashtra Treasury Rules, 1968, Government is pleased to direct that the arrears claim of a Government servant on account of revision of Pay scale should be subject to pre-audit, if they are not drawn within a period of three years from the date of issue of orders fixing the pay of the Government servant under Maharashtra Civil Services (Revision of Pay) Rules, 1969.

*Revision of pay scales of Teachers in Government Schools.*

Clarification regarding—

G.C.M., F.D. No. PCR-1871/3914/S-1, dated 24th January 1972.

Orders revising the pay scales of teachers in Secondary and Primary Schools have been issued in Government Resolution, Finance Department No. PCR-1269/(XXI)/PC, dated 2nd September 1969. A point has been raised as to how the completed years of service should be counted for purpose of pay fixation in the case of Government Primary School teachers who had rendered service as P. S. C. trained teachers before acquiring S. S. C. qualification. Government is pleased to clarify that if the Trained Government Primary Teachers attained S. S. C. qualification prior to 1st April 1966, their pay should first be fixed in the revised scale of Rs. 110-3-122-4-150-EB-4-170-5-185 applicable to P. S. C. trained teachers and then their pay should be fixed in the Revised Scale of Rs. 115-4-135-5-160-EB-5-210, applicable to teachers who have passed S. S. C. examination and are P. T. C. trained, if this is more advantageous to them.

*Conversion of the posts of Attendants.*

Payment of arrears on account of—

G. G. M., F. D. No. PCR/CFS/1871/1115/S-1, dated 26th April 1972.

In Government Resolution, Finance Department No. PCR/CFS/1871/502/XXVI, dated 26th April 1971, it has been directed that all posts of Attendants which were in existence on 1st April, 1966 and those created after that date should be deemed to have been converted into those of peons in the scale of pay of Rs. 75-1-80-2-90-EB-2-100 and the incumbents of the posts should be allowed to draw pay in that scale with effect from 1st April, 1966 or the date of creation of the post, whichever ever is later.

*A-Payment of arrears to incumbents in service.*

It has been decided that the arrears of pay for the period from 1st April 1966 to 30th June 1968 on account of conversion of the posts of Attendants into those of the peons should be credited to the General Provident Fund accounts as laid down in the Bombay General Provident Fund Rules. The Heads of Departments should, therefore, take immediate steps to open the Provident Fund Accounts in respect of all such incumbents with effect from 1st April 1967 or on completion of one year's service, by the incumbent whichever is later. The incumbents should be asked to pay the subscription to General Provident Fund Accounts right from the date of their admission to the General Provident Fund. Cases in which there is difficulty in recovering arrears of General Provident Fund subscription and require relaxation of the rules may be reported to Government for orders.

The bills claiming the difference in emoluments should be prepared and presented to the Treasury for 'Nil' amount, the entire amount due to each Government servant being shown as creditable to the account of such employee under the head "Provident Fund". The Head of Office/Department should also attach with each bill a 'Provident Fund' schedule in the usual form.

Drawing Officers should however, ensure that in all such cases Account numbers are given by the Audit Office before the arrears claims crediting the amounts to General Provident Fund are preferred.

The expenditure on account of arrears should be debited to the budget head to which the pay and allowances are debited and the expenditure on interest should be debited to "16-Interest on Debt and other Obligations 2-Interest on Unfunded Debt-(iv) State Provident Funds (a) Interest on General Provident Fund".

*B-Payment of arrears to incumbents no longer in Service.*

Persons who were in service on 1st April 1966 but retired after that date, or expired, resigned, dismissed or were discharged from service, should be paid the arrears, if any, admissible for the period from 1st April 1966 to the date of their retirement, death, resignation, dismissal or discharge from service after audit scrutiny. Claims of the persons who joined service as Attendants after 1st April 1966 and are no longer in service should also be paid the arrears in cash after audit scrutiny.

C—In the case of incumbents who have served under more than one Head of Office/Department, the Head of Office under whom he is serving at the time of drawal of arrears claim, should obtain such information as is required by him for the preparation of such claim from the Head of Office/Department under whom the incumbent has served previously and prefer a consolidated arrears claim appertaining such an incumbent. Suitable notes regarding fixation of pay and payment of arrears

should be taken in the Service Books of the incumbents under the dated signatures of the Head of Office. Claims in respect of persons who are no more in service should be preferred and paid by the officers under whom such persons were serving at the time of their retirement, death, resignation, dismissal or discharge from service.

2. As a safeguard against any over-payments an undertaking in the following form should be obtained to enable recoveries of such overpayments whenever pointed out by the Audit:

"I am aware that arrears on account of difference in the emoluments of the post of Attendant held by me from \_\_\_\_\_ to \_\_\_\_\_ which has been converted into that of Peon with effect from \_\_\_\_\_ are being credited to my General Provident Fund/Contributory Provident Fund Accounts without pre-audit. In case subsequent audit scrutiny points out that I am over paid as a result of any miscalculations, I agree to such overpayment being recovered from my subsequent monthly claims for salaries/pension including death-cum-retirement gratuity."

Signature of the incumbent.

Signature of the Head of Office

3. Orders issued in Government Resolution, Finance Department No. PCR-1871/406/XCVI, dated 15th May 1971 should also apply in these cases.

*Maharashtra Civil Services (Revision of Pay) Rules, 1969.*

Clarification regarding Personal Pay for attaining proficiency in typewriting in the regional language.

G. C. M., F. D., No. PCR/1873/901/S-1, dated 11th April 1973.

A question has been raised whether the personal pay of Rs. 10 admissible under Government Resolution, General Administration Department No. OFL-1065-M, dated the 1st June 1961 for obtaining proficiency in typewriting in the regional language, which is intended to be merged in future increments should be taken into account for pay fixation on 1st April, 1966 under the Maharashtra Civil Services (Revision of Pay) Rules, 1969. Government is pleased to direct that the personal pay admissible in accordance with the General Administration Department orders referred to above as on 1st April 1966 should not be taken into account for pay fixation in the existing scale or revised scale as the case may be. The personal pay admissible in accordance with the said General Administration Department orders as on 1st April, 1966 in existing or revised scale should be allowed over and above the pay fixed on 1st April, 1966. In other words the personal pay admissible on 1st April, 1966 should not be absorbed in the increases in pay as admissible under the Maharashtra Civil Services (Revision of Pay) Rules, 1969. The personal pay admissible on 1st April, 1966 should however be absorbed in future increments as per the General Administration Department orders referred to above.

*Selection Grade for Clerk.*

G. C. M., F. D., No. PCR/SG/1873/S-1, dated 19th November 1973.

Under Government Circular, Finance Department, No. PCR/SG/1869/PC, dated the 14th February 1969, a selection grade of Rs. 135-5-150-6-180-7-194-8-250 was introduced with effect from 1st April 1966 for Clerks in the revised scale of Rs. 115-4-135-5-169-EB-5-185-6-215. It has been brought to the notice of Government that in actual practice the benefit of the selection of grade is not available in view of the existing rules position which does not permit drawal of pay in the selection grade unless substantively appointed thereto and fixation of pay at the stage next above the pay in the clerical grade.

2. Government has carefully considered the matter and is pleased to direct that—

(a) even in cases of officiating appointment to the selection grade for Junior Clerks, the pay should be fixed in the selection grade in relaxation of Bombay Civil Services Rule 56, and

(b) that on appointment to the selection grade for Junior Clerks, pay shall be fixed at a stage next above the pay in the post of Junior Clerk in relaxation of Bombay Civil Services Rule 41.

\*3. The above orders shall take effect from 1st November 1973.

\* Effect to these orders has been given from the 1st April 1966 as per G. C., F. D., No. PCR/SG/1873/S-1, dated 28th January 1975.

*Maharashtra Civil Services (Revision of Pay) Rules, 1969*

Amendment to—

G. R., F. D., No. PCR/1873/S-1, dated 26th November 1973.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Government of Maharashtra is pleased to direct that the Maharashtra Civil Services (Revision of Pay) Rules, 1969 issued under Government Resolution, Finance Department No. PCR-1269/PC, dated the 15th January 1969 shall be amended as follows:—

For sub-rule (2) of Rule 12, the following sub-rule (2) shall be substituted:—

“(2) A Government servant who was drawing pay in the city scale of pay on 31st March 1966 and on fixation of pay in the revised scale become eligible for a lower rate of pay and consequently a lower rate of dearness allowance shall, provided he elects to move on to the revised scale from a date prior to 1st April 1969, continue to be paid dearness allowance admissible on the pay drawn by him in the city scale on the date on which he moves on to the revised scale and also increases in dearness allowance subsequently sanctioned on such city pay, till such time as his pay in the revised scale increases and he becomes eligible for the higher rate of dearness allowances”.

2. The above orders shall take effect from 1st April 1966.

*Selection Grade for Clerks*

G. O., F. D. No. PCR/SG/1873/S-1, dated 28th January 1975.

It has been brought to the notice of Government that selection grade posts of Clerks have been sanctioned in most of the offices with effect from 1st April 1966 as per the orders issued in Government Circular, Finance Department, No. PCR/SG/1869/PC, dated the 14th February 1969. In actual practice, therefore, the benefit of the orders issued in Government Circular, Finance Department, dated the 19th November, 1973 is not available to the Clerks who were appointed to the Selection Grade posts prior to 1st November, 1973. Government is, therefore, pleased to direct that the orders issued in Government Circular, Finance Department, No. PCR/SG/1873/S-1, dated the 19th November, 1973 shall take effect from 1st April, 1966.

*Delegation of powers under proviso to rule 9 of the Maharashtra Civil Services (Revision of Pay) Rules, 1969.*

G. R., F. D., No. PVU—1475/993/S-5, dated 2nd December 1975.

Proviso to rule 9 of the Maharashtra Civil Services (Revision of Pay) Rules, 1969 provides for advancement of the date of next increment of a Government Servant whose pay has been fixed in accordance with rule 8 of the said rules in cases in which solely as a result of the operation of rule 9 a Junior Government servant draws his next increment on a date earlier than his senior or seniors who belong to the same cadre and thereby draws more pay than the later. Appointing authorities who maintain gradation lists have to advance such dates first and get them verified from the Pay Verification Units set up in Finance Department for the purpose of Verification of pay fixed by the Departmental authorities under the Maharashtra Civil Services (Revision of Pay) Rules, 1969. In order to enable the Pay Verification Units to discharge their duty, detailed instructions were issued from time to time to all departmental authorities for information and guidance. Despite detailed instructions, the departmental authorities have either not taken necessary action or where such action is taken, cases are not presented to the unit with all the required information in the prescribed forms.

2. The question whether all the cases in which the date of next increment of the Senior or Seniors has been advanced to that of the Junior under rule 9 by the departmental authorities should be verified by the Pay Verification Units of the Finance Department was under consideration. It has now been decided that the cases of advancement of increment of the Senior(s) to that of the Junior under the Proviso to rule 9 of the Maharashtra Civil Services (Revision of Pay) Rules, 1969 need not be referred to the Pay Verification Units for verification. The Heads of Departments who are competent to make the appointments and who also maintain the gradation lists of the incumbents of the posts, as on 1st April 1966 should pay personal attention to see that the work of advancement of the date of next increment to that of the Junior in the same cadre is completed on priority basis. They

should also themselves verify all such cases so as to ensure that advancement of the date of next increment of the Senior(s) has been done strictly in accordance with the rule 9. While doing so they should bear in mind in particular the points listed in \* Annexure 'A'.

3. The work of advancement of the date of next increment and its verification under rule 9 by the Heads of Departments should be completed as early as possible and in any case before 29th February 1976.

Accompaniment to Government Resolution, Finance Department No. PVU-1475/993/S-5, dated the 2nd December 1975.

#### ANNEXURE 'A'

- (i) Proviso to rule 9 does not cover cases where on 31st March 1966 junior drew more pay or had the date of next increment earlier than the senior or seniors belonging to the same cadre.
- (ii) The advancement of the date of next increment under the proviso to rule 9 is to be allowed only to the persons who has opted for the revised scale on 1st April 1966 and not to the one who retains the existing scale.
- (iii) Proviso to rule 9 is attracted only in those cases where solely as a result of operation of rule 9 the junior Government servant draws his next increment in the revised scale earlier and thereby draws more pay than his senior or seniors who (i) belong to the same cadre, (ii) drew the same or higher pay as that of the junior on 31st March 1966.
- (iv) In cases where the date of next increment in the revised scale of the senior /seniors is to be advanced with reference to that date of the junior, the advanced date may be postponed by the period which does not qualify for increment under the Bombay Civil Services Rules or other rules of orders made by competent authorities.

*Fixation of Pay of the teaching and non-teaching staff  
in aided non-Government Secondary Schools and  
teaching staff in Government Secondary Schools—*

Verification of the—

G. R., F. D., No. PVU-1476/1114/PVU, dated 30th December 1976.

Verification of pay fixed of non-gazetted Government Servants (including teachers in Government Secondary Schools) by the respective Heads of Departments/Offices under the Maharashtra Civil Services (Revision of Pay) Rules, 1969 was hitherto done by the Pay Verification Units set up in the Finance Department. Government is now pleased to direct that the verification of pay fixed of the teaching staff in the Government Secondary Schools should with effect from 1st January 1977 be done by the Education and Youth Services Department.

2. The Pay fixed of the teaching and non-teaching staff in aided non-Government Secondary Schools by the respective managements is first verified by the Senior Auditors of Audit squads in each district. The pay fixation cases of these persons as verified by the Senior Auditor were hitherto test-checked by the Pay Verification Unit in the Finance Department to the extent of 10 to 20%. Government is now pleased to direct that the test-check of the pay fixation cases of the teaching and non-teaching staff in aided non-Government Secondary Schools should with effect from 1st January 1977 be done by the Education and Youth Services Department.

The Director of Education, Maharashtra State, Pune and Director of Technical Education, Maharashtra, State, Bombay, should bring these orders to the notice of all concerned.

*Verification of pay fixed as on 1st April 1966 under  
Maharashtra Civil Services (Revision of Pay) Rules,  
1969.*

G. C. M., F. D. No. PVU-1478/General/P. V. Unit, dated 2nd June 1978.

The Pay Verification Units were set up in the Finance Department to verify the pay fixed as on 1st April 1966 of non-gazetted employees, who were in service on 31st March 1966 and continued to be so on 1st April 1966, by the departmental authorities under the Maharashtra Civil Services (Revision of Pay) Rules, 1969. In order to enable the Pay Verification Units to complete the work as early as possible, instructions were issued from time to time for the information and guidance of all departmental authorities. The need for paying personal attention to and the urgency of completing this

work at the earliest was also impressed upon the departmental authorities. It was also brought to their notice that this task could be completed only with the prompt and full co-operation to the units from all concerned. Despite all these instructions, it was noticed that the task of verification of pay by the Pay Verification Unit could not be completed due to lack of adequate attention given by the departmental authorities to this work. Government was, therefore, compelled to direct non-authorisation of pay for the months of December 1975 payable in January 1976 of the Head of Department/Office who did not furnish to the Pay and Accounts Office/Treasury Offices either of the certificates prescribed in Government Resolution, Finance Department No. PVU 1475/993/S-5, dated the 2nd December 1975, along with the monthly pay bill for the month of December 1975. It is, however, observed with regret that these instructions have not been fully complied with by a number of Head of Departments/Offices. This is obvious from the fact that a number of service books for verification of pay by the Finance Department still continue to be received even now. This state of affairs not only affects the morale of the services, but also adversely reflects on the efficiency of the administration.

2. With the issue of Maharashtra Civil Services (Revised Pay) Rules, 1978, pay of every Government employee who was in service on 31st March 1976 and continued to be so on 1st April 1976 will have to be fixed on the basis of the pay he drew in the pre-1976 scale. Non-verification of pay in the pre-1976 scales is bound to cause delay in the fixation of pay in the post-1976 scales and consequent inconvenience and pecuniary hardship to the individual employee. It needs hardly any emphasis of the dire need for completion of the work of verification of pay fixed as on 1st April 1966 in the pre-1976 scales. With a view to ensuring that this work is positively completed in the next couple of months, Government is pleased to issue the following directions :—

(i) Every Head of Department/Office should furnish to the Pay and Accounts Officer the Treasury Officer, along with the monthly pay bill of the Class III and Class IV employees for the month of June 1978 payable in July 1978 :—

(a) a certificate that verification of pay has been done by the Pay Verification Unit in respect of all the employees (including those on deputation to Zilla Parishad, other Governments or foreign service) holding non-gazetted posts on the establishment of his office on the 31st March 1966 and continued in Government service on 1st April 1966 as well as those holding non-gazetted posts from a date prior to 1st April 1966 and now working in his office on the date of issue of such a certificate;

(b) in cases where such a certificate cannot be furnished, a certificate that service books, complete in all respects (with all the relevant documents) of all the employees (names to be listed) who were in service on 31st March 1966 and in whose case verification of pay fixed by the Head of Department/Office has remained to be done, have been actually dispatched (reference numbers with dates of issue to be attached) to the Accounts Officer, Pay Verification Unit, Finance Department, Mantralaya, Bombay-400 032.

(ii) A copy of the Certificate should *invariably* be sent to the Accounts Officer, Pay Verification Unit, Finance Department, Mantralaya, Bombay-400 032.

(iii) The Treasury Officer should *not* authorise payment of salary for the month of June 1978 payable in July 1978 of the Head of Department/Office who does not furnish either of the aforesaid certificates along with the monthly pay bill, till he does so.

(iv) These instructions should be followed for the months of July and August 1978 also.

(v) The Head of Department/Office should *personally* satisfy himself that the service books complete in all respects after fully complying with objections if any, already raised by the Pay Verification Unit are sent to the Pay Verification Unit by 25th June at the latest.

3. Government is also pleased to direct that failure to comply with all the aforesaid instructions will be viewed by Government as a serious lapse on the part of Head of Department/Office and that all such cases will be submitted to the Chief Secretary to Government for such departmental action as may be considered necessary.

4. Government is further pleased to direct that the Heads of Departments Offices should ensure that these orders should be brought to the notice of all Government employees (including those who are on deputation to Zilla Parishad, Government of India/foreign service, on leave or under suspension or holding gazetted posts put were holders of non-gazetted posts on 31st March 1966 under his administrative control with a view to enabling them to satisfy themselves that their pay already fixed on 1st April 1966 has in fact been verified by the Pay Verification Unit. In cases where they find that the verification of their pay as on 1st April 1966 has not been done by the Pay Verification Unit

they are in their own interest, advised to bring their cases to the notice of the Head of Departments/Office concerned and also to report to the Accounts Officer, Pay Verification Unit, Finance Department, Mantralaya, Bombay-400 032 with the relevant details viz.:

- (1) Full Name
- (2) Post held on 31st March 1966
- (3) Post held on 1st April 1966
- (4) The Head of Office/Department where he was working on 31st March 1966/1st April 1966.
- (5) The Head of Office/Department where he is now working.

— ]

*Verification of pay fixed as on 1st April 1966 under  
Maharashtra Civil Services (Revision of Pay) Rules, 1969.  
Discontinuance of arrangement for the.....*

G. C. F. D., No. PVU-1479/1014/PVU, dated 11th June 1979.

The special organisation, called "Pay Verification Unit", Finance Department has completed the 100 per cent check of pay fixation cases of the non-gazetted staff of all Heads of Departments/Heads of Offices, etc. in the State. The Pay Verification Cell set-up in the office of the Accountant General, Maharashtra-I, Bombay, has also conducted the 10 per cent test check of the fixation pay cases which were verified by the Pay Verification Unit. The Heads of Departments/Offices were asked time and again to review the cases remaining unverified by the Pay Verification Unit of this Department and only after ascertaining the latest position in this respect, the Pay Verification Unit has been disbanded in December 1976. However, the skeleton staff sanctioned for the purpose has been looking after this work since then and no special arrangements will be available in Finance Department for verifying the unverified cases after 30th June 1979. Therefore, hereafter no cases should be forwarded for verification of pay under Maharashtra Civil Services (Revised Pay) Rules, 1969 to Finance Department. If in any particular case, clarification or orders of Government are required such cases should be referred to the Administrative Departments of Mantralaya concerned, through proper channel.

As regards verification of the cases which are still remaining unverified in spite of best efforts made by the Pay Verification Unit of Finance Department for completing the work, the Accountant General, Maharashtra-I, has suggested that a certificate similar to that in respect of Maharashtra Civil Services (Revised Pay) Rules, 1963 may be recorded by the Heads of Departments/Offices. It has, therefore, been decided that Heads of Departments/Offices which have not completed the work of verification of Pay fixed as on 1st April 1966 of non-gazetted Government servants, should recheck the unverified cases in the light of observations made by the Pay Verification Unit of Finance Department/Pay Verification Cell of Accountant General in the cases checked and certified by it and record a certificate in the following form :-

"Certified that the pay fixation done by my office under office order No. \_\_\_\_\_ dated \_\_\_\_\_ has been rechecked in the light of observations made by the Pay Verification Unit of Finance Department/Pay Verification Cell of Accountant General in the cases checked and certified by it and found correct."

—

## ANNEXURE II

## FORM A

To be used in the case of those who elect to come to the revised scales from 1st April 1966 (vide Rule 8)

## PART I

|                                                                                                                                                            |                                                                       |                                                                        |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|------------------------------------------------------------------------|
| 1. Name of the Government Servant ...                                                                                                                      | <i>Position in respect of the post held in a substantive capacity</i> | <i>Position in respect of the post held in an officiating capacity</i> |
| 2. Designation of the Post in which pay is to be fixed on 1st April 1966.                                                                                  |                                                                       | Clerk                                                                  |
| 3. Existing or Pre-1962 scale of the post ...<br>Fixed Rate of Pay of the Post ...                                                                         |                                                                       | 120-5-160-EB-5-180-8-212-<br>EB-8-260-10-270 (c)                       |
| 4. Whether City Scale or Mofussil Scale of Pay.                                                                                                            |                                                                       | City                                                                   |
| 5. Basic Pay under Rule 5 (1). [Pay under rule 9 (39)(a) (i) + Special Pay if merged in the revised scale and Dearness Pay in respect of Pre-1962 Scales]. |                                                                       | Rs. 150                                                                |
| 6. Present Pay under Rule 5 (6) and Date of next increment.                                                                                                |                                                                       | Rs. 150-9th February 1967                                              |
| [Basic Pay less amounts to be reduced under Rule 5 (6) (i) and (ii) wherever applicable.]                                                                  |                                                                       | Rs. 150—12—138                                                         |
| 7. Number of completed years of service on 1st April 1966 [Rule 5 (3)].                                                                                    |                                                                       | 5 Years                                                                |
| 8. Revised Scale corresponding to the existing or Pre-1962 Scale or fixed rate of pay.                                                                     |                                                                       | 115-4-135-5-160-EB-5-185<br>6-215.                                     |
| (Sr. No. and Page of the Schedule to Government Resolution, dated the 15th January 1969 are also to be specified.)                                         |                                                                       |                                                                        |
| Initial Pay under Rule 8 (1)—                                                                                                                              |                                                                       |                                                                        |
| 9. (a) Present Pay + Rs. 10 ...                                                                                                                            |                                                                       | Rs. 138 + 10 = 148                                                     |
| (b) The stage in the revised scale next above the present pay.                                                                                             |                                                                       | Rs. 140                                                                |
| (c) (i) Present Pay + Rs. 30 ...                                                                                                                           |                                                                       | Rs. 138 + 30 = Rs. 168                                                 |
| (ii) The stage in the revised scale next above the present pay increased by increments for completed years of service as shown below :—                    |                                                                       | Rs. 140 + 10 = Rs. 150                                                 |
| No. of completed years of service    Less than two years    2 5 8 11 and above                                                                             |                                                                       |                                                                        |
| Number of increment to be added    Nil    1 2 3 4                                                                                                          |                                                                       |                                                                        |
| (iii) Lower of 9 (c) (i) and (ii) ...                                                                                                                      |                                                                       | Rs. 150                                                                |
| 10. Pay fixed on 1st April 1966 ...                                                                                                                        |                                                                       | Rs. 150                                                                |
| Highest of the rates in (a) (b) and (c) (iii) of item No. 9 above.                                                                                         |                                                                       |                                                                        |
| (Note.—Pay + PP should not exceed the maximum of the time scale).                                                                                          |                                                                       |                                                                        |
| 11. Date of next increment (vide Rule 9) ...                                                                                                               |                                                                       | 9th February 1967                                                      |
| 12. Remarks. ...                                                                                                                                           |                                                                       |                                                                        |

This illustrative example is in respect of a Government servant who was 9-2-1966 in the pay scale of Rs. 120-5-160-EB-5-180-212-EB-8-260-10-270 (c).

He has opted for the revised pay scale with effect from 1st April 1966.

## ANNEXURE III

## FORM A

To be used in the case of those who elect to come to the revised scales from 1st April 1966 (vide Rule 8)

## PART I

|                                                                                                                                                            |                   |                                                                             |   |                                                                        |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|-----------------------------------------------------------------------------|---|------------------------------------------------------------------------|
| 1. Name of the Government Servant                                                                                                                          | ...               |                                                                             |   |                                                                        |
|                                                                                                                                                            |                   | <i>Position in respect of the post held in a substantive capacity</i>       |   | <i>Position in respect of the post held in an officiating capacity</i> |
| 2. Designation of the Post in which pay is to be fixed on 1st April 1966.                                                                                  |                   | Head Clerk                                                                  |   |                                                                        |
| 3. Existing or Pre-1962 scale of the post ...                                                                                                              | 195-10-245        |                                                                             |   |                                                                        |
| Fixed Rate o. Pay of the Post                                                                                                                              | ...               |                                                                             |   |                                                                        |
| 4. Whether City Scale or Mofussil Scale or Pay.                                                                                                            |                   | Mofussil                                                                    |   |                                                                        |
| 5. Basic Pay under Rule 5 (1) [Pay under rule 9 (39) (a) (i) + Special Pay if merged in the revised scale and Dearness Pay in respect of Pre-1962 Scales]. |                   | Rs. 245                                                                     |   |                                                                        |
| 6. Present Pay under Rule 5(6) and Date of next increment.                                                                                                 |                   | Rs. 245                                                                     |   |                                                                        |
|                                                                                                                                                            |                   | (Reached maximum)                                                           |   |                                                                        |
| [Basic Pay less amounts to be reduced under Rule 5 (6) (i) and (ii) wherever applicable].                                                                  |                   |                                                                             |   |                                                                        |
| 7. Number of completed years of service on 1st April 1966 [Rule 5(3).]                                                                                     |                   | 6 Years                                                                     |   |                                                                        |
| 8. Revised Scale corresponding to the existing or Pre-1962 Scale or fixed rate of pay.                                                                     |                   | 200-10-290-15-350                                                           |   |                                                                        |
| (Sr. No. and Page of the Schedule to Government Resolution, dated the 15th January 1969 are also to be specified.)                                         |                   |                                                                             |   |                                                                        |
| Initial Pay under Rule 8 (I)—                                                                                                                              |                   |                                                                             |   |                                                                        |
| 9. (a) Present Pay + Rs. 10                                                                                                                                | ...               | Rs. 245 + 10 = Rs. 255                                                      |   |                                                                        |
| (b) The stage in the revised scale next above the present pay.                                                                                             |                   | Rs. 250                                                                     |   |                                                                        |
| (c) (i) Present Pay + Rs. 30                                                                                                                               | ...               | Rs. 245 + 30 = Rs. 275                                                      |   |                                                                        |
| (ii) The stage in the revised scale next above the present pay, increased by increments for completed years of service as shown below :—                   |                   | Rs. 250 + 20 = Rs. 270                                                      |   |                                                                        |
| No. of completed years of service                                                                                                                          | Less than 2 years | 2                                                                           | 5 | 8                                                                      |
| Number of increments to be added                                                                                                                           | Nil               | 1                                                                           | 2 | 3                                                                      |
|                                                                                                                                                            |                   |                                                                             |   | 4                                                                      |
| (iii) Lower of 9(c) (i) and (ii)                                                                                                                           | ...               | Rs. 270                                                                     |   |                                                                        |
| 10. Pay fixed on 1st April 1966.                                                                                                                           | ...               | Rs. 270                                                                     |   |                                                                        |
| Highest of the rates in (a) (b) and (c) (iii) of Item No. 9 above.                                                                                         |                   |                                                                             |   |                                                                        |
| (Note.—Pay + PP should not exceed the maximum of the time scale).                                                                                          |                   | 1.4.67                                                                      |   |                                                                        |
| 11. Date of next increment (vide Rule 9)                                                                                                                   |                   |                                                                             |   |                                                                        |
| 12. Remarks                                                                                                                                                | ...               | As per explanation 2 below rule 9 of the MCS (Revision of Pay) Rules, 1969. |   |                                                                        |

This illustrative example is in respect of a Government servant who was the substantive holder of the post of Head Clerk and who had reached the maximum in the existing pay scale on 15th December 1965. He has 6 years service at his credit in the post of Head Clerk.

## ANNEXURE IV

## FORM A

To be used in the case of those who elect to come to the revised scales from 1st April 1966 (vide Rule 8)

## PART

|                                                                                                                                                            |                                                                       |                                                                        |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|------------------------------------------------------------------------|
| 1. Name of the Government Servant ...                                                                                                                      | <i>Position in respect of the post held in a substantive capacity</i> | <i>Position in respect of the post held in an officiating capacity</i> |
| 2. Designation of the Post in which pay is to be fixed on 1st April 1966.                                                                                  | Clerk                                                                 | Sr. Clerk                                                              |
| 3. Existing or Pre-1962 scale of the post ...                                                                                                              | 100-3-130-EB-4-170                                                    | 145-8-185                                                              |
| Fixed Rate of Pay of the Post ...                                                                                                                          |                                                                       |                                                                        |
| 4. Whether City Scale or Mofussil Scale of Pay.                                                                                                            | Mofussil                                                              | Mofussil                                                               |
| 5. Basic Pay under Rule 5(1). [Pay under rule 9 (39) (a) (i) + Special Pay if merged in the revised scale and Dearness Pay in respect of Pre-1962 Scales]. | Rs. 138                                                               | Rs. 145                                                                |
| 6. Present Pay under Rule 5(6) and Date of next increment.                                                                                                 | Rs. 138<br>1-9-66                                                     | Rs. 145<br>1-10-66                                                     |
| [Basic Pay less amounts to be reduced under Rule 5 (6) (i) and (ii) wherever applicable].                                                                  |                                                                       |                                                                        |
| 7. Number of completed years of service on 1st April 1966 [Rule 5 (3)].                                                                                    | More than 11 years                                                    | Less than 2 years                                                      |
| 8. Revised Scale corresponding to the existing or Pre-1962 Scale or fixed rate of pay.                                                                     | 115-4-135-5-160-EB-5-185-6-215.                                       | 150-8-190-10-220-EB-10-270                                             |
| (Sr. No. and Page of the Schedule to Government Resolution, dated the 15th January 1969 are also to be specified.)                                         |                                                                       |                                                                        |
| Initial Pay under Rule 8 (I) —                                                                                                                             |                                                                       |                                                                        |
| 9. (a) Present Pay + Rs. 10 ...                                                                                                                            | 138 + 10 = 148                                                        | Rs. 145 + 10 = Rs. 155                                                 |
| (b) The stage in the revised scale next above the present pay.                                                                                             | Rs. 140                                                               | Rs. 150                                                                |
| (c) (i) Present Pay + Rs. 30 ...                                                                                                                           | Rs. 138 + 30 = Rs. 168                                                | Rs. 145 + 30 = Rs. 175                                                 |
| (ii) The stage in the revised scale next above the present pay, increased by increments for completed years of service as shown below :—                   | Rs. 140 + 20 = Rs. 160                                                | Rs. 150 + Nil = Rs. 150                                                |
| No. of completed years of service                                                                                                                          | Less than two years                                                   | 2 5 8 11 and above                                                     |
| Number of increments to be added                                                                                                                           | Nil                                                                   | 1 2 3 4                                                                |
| (iii) Lower of 9 (c) (i) and (ii) ...                                                                                                                      | Rs. 160                                                               | Rs. 150                                                                |
| 10. Pay fixed on 1st April 1966.                                                                                                                           |                                                                       |                                                                        |
| Highest of the rates in (a) (b) and (c) (iii) of Item No. 9 above.                                                                                         | *Rs. 160                                                              | Rs. 150 + 5 pp.                                                        |
| (Note.—Pay + PP should not exceed the maximum of the time scale).                                                                                          |                                                                       |                                                                        |
| 11. Date of next increment (vide Rule 9) ...                                                                                                               | 1-9-66                                                                | 1-10-66                                                                |
| 12. Remarks.                                                                                                                                               |                                                                       |                                                                        |

\*Substantive pay will stand protected under the normal rules.

This illustrative example is in respect of a Government servant who was appointed as clerk on 1st September 1954 in the pay scale of Rs. 55-130. He is the substantive holder of the post of clerk and was drawing Pay Rs. 138 w. e. f. 1st September 1965 in the pay scale of Rs. 100-170. He was promoted to the post of Sr. Clerk on 1st October 1965 in the pay scale of Rs. 145-8-185. His pay on promotion to the post of Sr. Clerk fixed at Rs. 145 with the date of next increment 1st October 1966 under the normal rule. He was the substantive holder of the post of clerk and was officiating as Sr. Clerk on 1st April 1966. He has opted for the revised pay scale w. e. f. 1st April 1966 in respect of both the posts. His pay on 1st April 1966 in the substantive post of clerk and officiating post of St. clerk will have therefore, to be fixed as shown in the statement.

## ANNEXURE V

## FORM A

To be used in the case of those who elect to come to the revised scales from 1st April 1966 (vide Rule 8)

## PART I

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                   |                     |   |   |              |              |                                  |     |   |   |   |   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|---------------------|---|---|--------------|--------------|----------------------------------|-----|---|---|---|---|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>1. Name of the Government Servant ...</p> <p>2. Designation of the Post in which pay is to be fixed on 1st April 1966.</p> <p>3. Existing or Pre-1962 scale of the post ...<br/>Fixed Rate of Pay of the Post ...</p> <p>4. Whether City Scale or Mofussil Scale of Pay.</p> <p>5. Basic Pay under Rule 5 (1). [Pay under rule 9 (39) (a) (i) + Special Pay if merged in the revised scale and Dearness Pay in respect of Pre-1962 Scales].</p> <p>6. Present Pay under Rule 5 (6) and Date of next increment.<br/>[Basic Pay less amounts to be reduced under Rule 5 (6) (i) and (ii) wherever applicable].</p> <p>7. Number of completed years of service on 1st April 1966 [Rule 5 (3)].</p> <p>8. Revised Scale corresponding to the existing or Pre-1962 Scale or fixed rate of pay.<br/>(Sr. No. and Page of the Schedule to Government Resolution, dated the 15th January 1969 are also to be specified.)</p> <p>Initial Pay under Rule 8 (1) —</p> <p>9. (a) Present Pay + Rs. 10 ...</p> <p>(b) The stage in the revised scale next above the present pay.</p> <p>(c) (i) Present Pay + Rs. 30 ...</p> <p>(ii) The stage in the revised scale next above the present pay, increased by increments for completed years of service as shown below:—</p> <table border="0"> <tr> <td>No. of completed years of service</td> <td>Less than two years</td> <td>2</td> <td>5</td> <td>8</td> <td>11 and above</td> </tr> <tr> <td>Number of increments to be added</td> <td>Nil</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> </table> <p>(iii) Lower of 9 (c) (i) and (ii) ...</p> <p>10. Pay fixed on 1st April 1966.<br/>Highest of the rates in (a) (b) and (c) (iii) of item No. 9 above.</p> <p>(Note.—Pay + PP should not exceed the maximum of the time scale.)</p> <p>11. Date of next increment (vide Rule 9) ...</p> <p>12. Remarks ...</p> | No. of completed years of service | Less than two years | 2 | 5 | 8            | 11 and above | Number of increments to be added | Nil | 1 | 2 | 3 | 4 | <p><i>Position in respect of the post held in a substantive capacity</i></p> <p><i>Position in respect of the post held in an officiating capacity</i></p> <p>Administrative Officer<br/>Municipal School Board<br/>Rs. 160-10-250 (Pre-62)</p> <p>Mofussil</p> <p>Rs. 210 + Rs. 5</p> <p>Rs. 260<br/>8-10-1966</p> <p>5 Years</p> <p>Rs. 220-10-280-15-340<br/>Sr. No. 67 on page 10-8</p> <p>Rs. 260 + Rs. 10 = Rs. 270</p> <p>Rs. 270</p> <p>Rs. 260 + Rs. 30 = Rs. 290<br/>Rs. 270 + 25 = Rs. 295</p> <p>Rs. 290<br/>Rs. 280 + 10 PP</p> <p>8-10-1966</p> |
| No. of completed years of service                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Less than two years               | 2                   | 5 | 8 | 11 and above |              |                                  |     |   |   |   |   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Number of increments to be added                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Nil                               | 1                   | 2 | 3 | 4            |              |                                  |     |   |   |   |   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

This illustrative example is in respect of a Government servant who was appointed as Administrative Officer on 8-10-1960 in the pay scale of Rs. 160-10-250 and was drawing pay at Rs. 210 in pre-62 scale of Rs. 160-10-250 with effect from 8-10-1965.

## ANNEXURE V

## FORM A

To be used in the case of those who elect to come to the revised scales from 1st April 1966 (vide Rule 8)

## PART I

|                                                                                                                                                                                                                                                                                     |                                                                       |                                                                        |   |   |              |              |                                  |     |   |   |   |   |  |  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|------------------------------------------------------------------------|---|---|--------------|--------------|----------------------------------|-----|---|---|---|---|--|--|
| 1. Name of the Government Servant ...                                                                                                                                                                                                                                               | <i>Position in respect of the post held in a substantive capacity</i> | <i>Position in respect of the Post held in an officiating capacity</i> |   |   |              |              |                                  |     |   |   |   |   |  |  |
| 2. Designation of the Post in which pay is to be fixed on 1st April 1966.                                                                                                                                                                                                           |                                                                       | Camaraman-cum-Project Operator.                                        |   |   |              |              |                                  |     |   |   |   |   |  |  |
| 3. Existing or Pre-1962 scale of the post ...<br>Fixed Rate of Pay of the Post ...                                                                                                                                                                                                  |                                                                       | Rs. 245 (fixed)                                                        |   |   |              |              |                                  |     |   |   |   |   |  |  |
| 4. Whether City Scale or Mofussil Scale of Pay.                                                                                                                                                                                                                                     |                                                                       | Mofussil                                                               |   |   |              |              |                                  |     |   |   |   |   |  |  |
| 5. Basic Pay under Rule 5 (1). [Pay under rule 9 (39) (a) (i) + Special Pay if merged in the revised scale and Dearness Pay in respect of Pre-1962 Scales].                                                                                                                         |                                                                       | Rs. 245                                                                |   |   |              |              |                                  |     |   |   |   |   |  |  |
| 6. Present Pay under Rule 5 (6) and Date of next increment.<br>[Basic Pay less amounts to be reduced under Rule 5 (6) (i) and (ii) wherever applicable.]                                                                                                                            |                                                                       | Rs. 245                                                                |   |   |              |              |                                  |     |   |   |   |   |  |  |
| 7. Number of completed years of service on 1st April 1966 [Rule 5 (3)].                                                                                                                                                                                                             |                                                                       | 3 years                                                                |   |   |              |              |                                  |     |   |   |   |   |  |  |
| 8. Revised Scale corresponding to the existing or Pre-1962 Scale or fixed rate of pay.<br>(Sr. No. and Page of the Schedule to Government Resolution, dated the 15th January 1969 are also to be specified).                                                                        |                                                                       | Rs. 160-10-250-EB-10-280-15-325.<br>Sr. No. 97, Page No. 122           |   |   |              |              |                                  |     |   |   |   |   |  |  |
| Initial Pay under Rule 8 (1)—                                                                                                                                                                                                                                                       |                                                                       | Rs. 245 + 10 = Rs. 255                                                 |   |   |              |              |                                  |     |   |   |   |   |  |  |
| 9. (a) Present Pay + Rs. 10                                                                                                                                                                                                                                                         |                                                                       | Rs. 250                                                                |   |   |              |              |                                  |     |   |   |   |   |  |  |
| (b) The stage in the revised scale next above the present pay.                                                                                                                                                                                                                      |                                                                       | Rs. 245 + Rs. 30 = Rs. 275                                             |   |   |              |              |                                  |     |   |   |   |   |  |  |
| (c) (i) Present Pay + Rs. 30 ...                                                                                                                                                                                                                                                    |                                                                       | Rs. 250 + Rs. 10 = 260                                                 |   |   |              |              |                                  |     |   |   |   |   |  |  |
| (ii) The stage in the revised scale next above the present pay, increased by increments for completed years of service as shown below :—                                                                                                                                            |                                                                       |                                                                        |   |   |              |              |                                  |     |   |   |   |   |  |  |
| <table border="0"> <tr> <td>No. of completed years of service</td> <td>Less than two years</td> <td>2</td> <td>5</td> <td>8</td> <td>11 and above</td> </tr> <tr> <td>Number of increments of be added</td> <td>Nil</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> </table> | No. of completed years of service                                     | Less than two years                                                    | 2 | 5 | 8            | 11 and above | Number of increments of be added | Nil | 1 | 2 | 3 | 4 |  |  |
| No. of completed years of service                                                                                                                                                                                                                                                   | Less than two years                                                   | 2                                                                      | 5 | 8 | 11 and above |              |                                  |     |   |   |   |   |  |  |
| Number of increments of be added                                                                                                                                                                                                                                                    | Nil                                                                   | 1                                                                      | 2 | 3 | 4            |              |                                  |     |   |   |   |   |  |  |
| (iii) Lower of 9 (c) (i) and (ii) ...                                                                                                                                                                                                                                               |                                                                       |                                                                        |   |   |              |              |                                  |     |   |   |   |   |  |  |
| 10. Pay fixed on 1st April 1966.<br>Highest of the rates in (a) (b) and (c) (iii) of item No. 9 above.                                                                                                                                                                              |                                                                       | Rs. 260                                                                |   |   |              |              |                                  |     |   |   |   |   |  |  |
| (Note.—Pay + PP should not exceed the maximum of the time scale).                                                                                                                                                                                                                   |                                                                       |                                                                        |   |   |              |              |                                  |     |   |   |   |   |  |  |
| 11. Date of next increment (vide Rule 9)...                                                                                                                                                                                                                                         |                                                                       | 1-4-1967                                                               |   |   |              |              |                                  |     |   |   |   |   |  |  |
| 12. Remarks ...                                                                                                                                                                                                                                                                     |                                                                       |                                                                        |   |   |              |              |                                  |     |   |   |   |   |  |  |

## PART II

(Further entries for persons on fixed pay)

| Initial Pay under Rule 8 (II)—                                                                                                                 | <i>Position in respect of the post held in a substantive capacity</i> | <i>Position in respect of the post held in an officiating capacity</i> |
|------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|------------------------------------------------------------------------|
| 13. (i) Pay admissible under Rule 8(I) i.e. item 10 above).                                                                                    |                                                                       | Rs. 260.                                                               |
| (ii) Number of years of service rendered on fixed pay and pay entitled had the entire Service on fixed pay been rendered in the revised scale. |                                                                       | Rs. 190.                                                               |
| 14. Pay fixed on 1st April 1966 ...<br>Lower of 13(i) and 13(ii) ...                                                                           |                                                                       | Rs. 190+Rs. 55 pp. to be absorbed in future increments.                |
| <i>Note.</i> —If the pay fixed is lower than present pay difference should be granted as personal pay.                                         |                                                                       |                                                                        |
| 15. Date of next increment ...                                                                                                                 |                                                                       | 1-4-1967.                                                              |
| 16. Remarks ...                                                                                                                                |                                                                       |                                                                        |

Signature of the Head of Office.-

This illustrative example is in respect of a Government servant who was working as Cameraman cum-Project Operator on a fixed pay of Rs. 245 with effect from 1st September 1962 and to whom a revised pay scale of Rs. 160-10-250-EB-10-280-15-325 has been prescribed with effect from 1st April 1966.

## ANNEXURE VII

## FORM B

To be used in the case of those who elect to retain the existing scale on 1st April 1966 (vide Rule 10)

1. Name of the Government Servant ...

*Position in respect of the post held in a substantive capacity*

*Position in respect of the post held in an officiating capacity*  
Typist.

2. Designation of the Post in which pay is to be fixed on 1st April 1966.

3. Existing or Pre-1962 scale of the post ...

Rs. 120-5-160-EB-5-180-8-212-EB-8-260-10-270 (c)

4. Pay drawn under Rule 9 (39) (a) (i) of B. C. S. Rules Vol. I on 1st April 1966 and date of next increment.

Rs. 120.  
5-7-1966.

5. Number of completed years of service as on 1st April 1966 [Rule 5 (3)].

Less than 2 years.

#### INCREASED PAY ADMISSIBLE UNDER RULE 10 (A)

(Where completed years of service is less than two years).

6. Pay drawn under Rule 9 (39) (a) (i) of B. C. S. Rules Vol. I on 1st April 1966 Rs. 10.

Rs. 120+10=Rs. 130.

7. Pay fixed on 1st April 1966, i. e., stage of the time scale + P. P., if any.

Rs. 130.

8. Date of next increment [vide Rule 10 (3)].

5-7-1966.

#### INCREASED PAY ADMISSIBLE UNDER RULE 10 (B)

(Where completed years of service is 2 or more years.)

9. (i) Pay admissible [under Rule 10 (A) vide item No. 7 above].

(ii) Pay drawn under Rule 9 (39) (a) (i) of B. C. S. Rules on 1st April 1966 + one increment.

(iii) the lower of the following rates—

(a) Pay drawn under Rule 9 (39) (a) (i) of B. C. S. Rules on 1st April 1966 + Rs. 30.

(b) Pay drawn under Rule 9 (39) (a) (i) of B. C. S. Rules on 1st April 1966 increased by increments for completed years of service as shown below :—

| No. of completed years of service | Less than two years | 2 | 5 | 8 | 11 and above |
|-----------------------------------|---------------------|---|---|---|--------------|
| Number of increments to be added  | Nil                 | 1 | 2 | 3 | 4            |

10. Pay admissible on 1st April 1966. Highest of the rates in (i), (ii) and (iii) of item No. 9 above.

Rs. 130.

(Pay + PP not to exceed maximum of the scale).

11. Date of next increment [vide Rule 10 (3)].

5-7-1966 Rs. 135.

12. Remarks ...

5-7-1967 Rs. 140.

Signature of the Head of Office.

This illustrative example is in respect of a Government servant who was appointed as Typist on 5th July 1965 in the pay scale of Rs. 120-5-160-EB-5-180-8-212-EB-8-260-10-270 (c). He has less than 2 years service at his credit on 1st April 1966 and has retained the existing pay scale of the post until the date of his subsequent increment raising his pay to Rs. 140. So on 5th July 1967 i. e. the date on which he reaches Rs. 140 his pay will be regulated under rule 13 of the M. C. S. (R. of P.), Rules, 1969 as under :—

|          |
|----------|
| Rs. 140  |
| — Rs. 12 |
| <hr/>    |
| 128      |
| <hr/>    |

Hence on 5th July 1967 his pay in the revised pay scale will be fixed at Rs. 127 + 1 pp to be absorbed in future increment with the date of next increment 5th July 1968.

## ANNEXURE VIII

## FROM B

To be used in the case of those who elect to retain the existing scale on 1st April 1966 (vide Rule 10)

|                                                                                                                                                      |                                                                       |                                                                                  |
|------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|----------------------------------------------------------------------------------|
| 1. Name of the Government Servant ...                                                                                                                | <i>Position in respect of the post held in a substantive capacity</i> | <i>Position in respect of the post held in an officiating capacity</i><br>Clerk. |
| 2. Designation of the Post in which pay is to be fixed on 1st April 1966.                                                                            |                                                                       |                                                                                  |
| 3. Existing or Pre-1962 scale of the post ...                                                                                                        |                                                                       | 120-5-160-EB-5-180-8-<br>212-EB-8-260-10-270 (c).                                |
| 4. Pay drawn under Rule 9 (39) (a) (i) of B. C. S. Rules Vol. I on 1st April 1966 and date of next increment.                                        |                                                                       | Rs. 130.<br>5-10-1966.                                                           |
| 5. Number of completed years of service as on 1st April 1966 [Rule 5 (3)].                                                                           |                                                                       | 2 years.                                                                         |
| <b>INCREASED PAY ADMISSIBLE UNDER<br/>RULE 10 (A)</b>                                                                                                |                                                                       |                                                                                  |
| (Where completed years of service is less than two years.)                                                                                           |                                                                       |                                                                                  |
| 6. Pay drawn under Rule 9 (39) (a) (i) of B. C. S. Rules Vol. I on 1st April 1966+ Rs. 10.                                                           |                                                                       | Rs. 130 + Rs. 10 = Rs. 140.                                                      |
| 7. Pay fixed on 1st April 1966, i. e., stage of the time scale + P. P., if any.                                                                      |                                                                       | Rs. 140.                                                                         |
| 8. Date of next increment [vide Rule 10 (3)].                                                                                                        |                                                                       | 5-10-1966.                                                                       |
| <b>INCREASED PAY ADMISSIBLE UNDER<br/>RULE 10 (B)</b>                                                                                                |                                                                       |                                                                                  |
| (Where completed years of service is 2 or more years.)                                                                                               |                                                                       |                                                                                  |
| 9. (i) Pay admissible [under Rule 10 (A) vide item No. 7 above].                                                                                     |                                                                       | Rs. 140.                                                                         |
| (ii) Pay drawn under Rule 9 (39) (a) (i) of B. C. S. Rules on 1st April 1966 + one increment.                                                        |                                                                       | Rs. 130 + 5 = Rs. 135.                                                           |
| (iii) the lower of the following rates—                                                                                                              |                                                                       |                                                                                  |
| (a) Pay drawn under Rule 9 (39) (a) (i) of B. C. S. Rules on 1st April 1966 + Rs. 30.                                                                |                                                                       | Rs. 130 + 30 = Rs. 160.                                                          |
| (b) Pay drawn under Rule 9 (39) (a) (i) of B. C. S. Rules on 1st April 1966 increased by increments for completed years of service as shown below :— |                                                                       | Rs. 130 + 5 = Rs. 135.                                                           |
| Number of completed years of service                                                                                                                 | 2 years      5      8      11 and above                               |                                                                                  |
| Number of increments to be added                                                                                                                     | 1      2      3      4                                                |                                                                                  |
| 10. Pay admissible on 1st April 1966. Highest of the rates in (i), (ii) and (iii) of item No. 9 above.                                               |                                                                       | Rs. 140.                                                                         |
| (Pay + PP not to exceed maximum of the scale.)                                                                                                       |                                                                       |                                                                                  |
| 11. Date of next increment [vide Rule 10 (3)].                                                                                                       |                                                                       | 5-10-1966 Rs. 145.                                                               |
| 12. Remarks ...                                                                                                                                      |                                                                       | 5-10-1967 Rs. 150.                                                               |

Signature of the Head Office.

This illustrative example is in respect of a Government servant who was appointed as clerk on 5th October 1963 in the pay scale of Rs. 120-5-160-EB-5-180-8-212-EB-8-260-10-270 (c) and drawing pay at Rs. 130 with effect from 5th October 1965. He has retained the existing pay scale until the date of his subsequent increment raising his pay to Rs. 150. So on 5th October 1967 i. e. the date on which reaches Rs. 150, his pay will be regulated under rule 13 of the Maharashtra Civil Services (Revision Pay) Rules, 1969 as under :—

|   |                |
|---|----------------|
|   | Rs. 150        |
| — | Rs. 12         |
|   | <u>Rs. 138</u> |

Hence on 5th October 1967 his pay in the revised pay scale will be fixed at Rs. 135 + 3 pp to be absorbed in future increment with the date of next increment 5th October 1968.

---

## ANNEXURE IX

*How to regulate pay fixation cases under Rule 14 (2) of the Maharashtra Civil Services (Revision of Pay) Rules, 1969*

## EXAMPLE 'A'

A Government servant officiating in the post of Assistant Superintendent and drawing pay as follows was promoted to the post of Head Accountant for the period from 14-10-1965 to 14-2-1966. He was not holding the post of Head Accountant on 1-4-1966. He was again promoted as Head Accountant with effect from 18-5-1966. His pay under Rule 14 (2) of the Maharashtra Civil Services (Revision of Pay) Rules, 1969 will have to be regulated as shown below :—

| <i>Assistant Superintendent</i>                     | <i>Head Accountant</i>               |
|-----------------------------------------------------|--------------------------------------|
| 230-10-300 (Pre-66)                                 | 250-15-370-EB-15-400-20-500 (Pre-66) |
| 200-10-290-15-350 (Post 66)                         | 260-15-380-EB-20-520-(Post 66)       |
| 15-8-63 ... 260                                     |                                      |
| 15-8-64 ... 270                                     |                                      |
| 15-8-65 ... 280                                     |                                      |
| 14-10-65 ... (280)                                  | 295                                  |
| to                                                  |                                      |
| 14-2-66                                             |                                      |
| 15-2-66 ... 280                                     |                                      |
| 1-4-66 ... 305                                      |                                      |
| [Pay fixation under M.C.S. (R. of P.) Rules, 1969]. |                                      |
| 18-5-66 ... (305)                                   | 320                                  |
| 15-8-66 ... (320)                                   |                                      |
| 18-5-67 ...                                         | 335                                  |

On promotion to the post of Head Accountant 14-10-65, the pay of the Government servant was fixed at Rs. 295 under the normal rule. He drew this pay till 14-2-66. With effect from 15-2-66, he was reverted as Assistant Superintendent. On 1-4-66 he was not holding the post of Head Accountant and hence his pay on 1-4-66 under Maharashtra Civil Services (Revision of Pay) Rules 1969 was fixed at a Rs. 305 in the post of Assistant Superintendent with the date of next increment 15-8-66 raising his pay to Rs. 320. On 18-5-66 he was again promoted to the post of Head Accountant and under the normal rule, his pay on this date was fixed at a Rs. 320 in the revised pay scale of Rs. 260-520 with reference to the pay in the lower post with the date of next increment 18-5-67. But in this case, the past service rendered in the post of Head Accountant for the period from 14-10-65 to 14-2-66 will *not* count for fixation of pay under Rule 14 (2) of the Maharashtra Civil Services (Revision of Pay) Rules, 1969 on his re-appointment to that post after 1-4-66, being on lower pay. Because if he were to hold the post of Head Accountant on 1-4-66 and were to draw on that date, pay which he actually drew when he held the post on the last occasion, his pay on this date would have been fixed at a Rs. 305 notionally under Maharashtra Civil Services (Revision of Pay) Rules, 1969 as shown below :—

- (a) Present pay increased by an amount of Rs. 10 ... Rs. 295 + 10 = 305
- (b) The stage in the revised scale next above the present pay ... Rs. 305
- (c) The lower of the following two rates :—
  - (i) Present pay increased by an amount of Rs. 30 ... Rs. 295 + 30 = 325
  - (ii) The stage in the revised scale next above the present pay increased by increments for completed years of service. Rs. 305 + Nil = 305

Hence, the initial pay in the revised scale on 1st April 1966 would have been fixed at the highest of three rates admissible under the above alternatives (a), (b) and (c) i. e. Rs. 305.

Since the pay fixed on 18th May 1966 in the post of Head Accountant under the normal rule is greater than the pay that would have been held admissible if he were to hold that post on 1st April 1966, the service rendered in the post of Head Accountant prior to 1st April 1966 for the period from 14th October 1965 to 14th February 1966 will *not* count for fixation of pay, being on lower pay.

**EXAMPLE 'B'**

On the other hand in the following type of cases, past service rendered in the higher post held prior to 1st April 1966 will count for fixation of pay under Rule 14 (2) of the M. C. S. (R. of P.) Rules, 1969 on subsequent re-appointment to that post which is after 1st April 1966.

A Government Servant officiating in the post of Junior Assistant and drawing pay as follow was promoted to the post of Senior Assistant for the period from 3rd September 1963 to 2nd October 1963 and 6th August 1964 to 5th September 1964. He was not holding the post of Senior Assistant on 1st April 1966. He was again promoted to the post of Senior Assistant on 7th August 1966. His pay fixation under rule 14 (2) of the M. C. S. (R. of P.) Rules, 1969 will have to be regulated as shown below :

| Junior Assistant                                     | Senior Assistant                   |
|------------------------------------------------------|------------------------------------|
| 145-8-185-10-195-(Pre-66)                            | 185-10-245-(Pre-66)                |
| <u>150-10-230-EB-10-270-15-300-(Post 66)</u>         | <u>200-10-290-15-350-(post 66)</u> |
| 5-8-62 145                                           |                                    |
| 5-8-63 153                                           |                                    |
| 3-9-63 to 2-10-63 (153)                              | 185                                |
| 5-8-64 161                                           |                                    |
| 6-8-64 to (161)                                      | 185                                |
| 5-9-64                                               |                                    |
| 5-8-65 169                                           |                                    |
| 1-4-66 180                                           |                                    |
| (Pay fixation under M. C. S. (R. of P.) Rules, 1969. |                                    |
| 5-8-66 190                                           |                                    |
| 7-8-66 (190)                                         | 200                                |
| 7-6-67                                               | 210                                |

On promotion to the post of Senior Assistant for the period from 3rd September 1963 to 2nd October 1963 and 6th August 1964 to 5th September 1964, the pay of the Government servant was fixed at the Rs. 185 i.e. at the minimum of the un-revised pay scale under the normal rule. On 1st April 1966 he was not holding the post of Senior Assistant and hence his pay in the revised pay scale of Junior Assistant on 1st April 1966 under M. C. S. (R. of P.) Rules, 1969 was fixed at the Rs. 180 with the date of next increment 5th August 1966 raising his pay to Rs. 190. On 7th August 1966 he was again promoted as Senior Assistant and under the normal rule, his pay in the post of Senior Assistant was fixed at the Rs. 200 with reference to the pay in the lower post of Junior Assistant. The question therefore arises whether the service rendered in the post of Senior Assistant prior to 1st April 1966 on Rs. 185 in the un-revised pay scale counts for increment on his subsequent promotion after 1st April 1966. Under rule 14 (2) of the M. C. S. (R. of P.) Rules, 1969 if the Government servants were to hold the post of Senior Assistant on 1st April 1966 his pay on 1st April 1966 would have been fixed at Rs. 200 notionally under M. C. S. (R. of P.) Rules, 1969 as shown below :—

(a) Present pay increased by Rs. 10

Rs. 185 + 10 = 195

## CHAPTER IV

*Maharashtra Civil Services (Revised Pay) Rules, 1978.*

This Chapter contains orders regarding fixation of pay in the revised pay scales effective from 1st April 1976 under Maharashtra Civil Services (Revised Pay) Rules, 1978 and the clarificatory orders issued from time to time in connection therewith.

Schedules of revised pay scales are not printed in this Chapter. Reference to the schedule in this Chapter, refers to the schedule appended to G. R., F. D., No.-PCR 1278/CR-12/SER-10, dated 17th April 1978 and amendments issued thereto from time to time.

Tables showing fixation of pay in the revised pay scales against the pay drawn at different stages in the existing pay scales applicable to a few common and important categories of employees are shown in Annexure II and a few examples where the provisions of note 2 below Rule 8 in the Maharashtra Civil Services (Revised Pay) Rules, 1978 apply are shown in Annexure III appended to Government Circular Memorandum, Finance Department, No. PCR-1378/CR-65/SER-10 dated 30th May 1978 (printed in this Chapter).

An example of fixation of pay under rule 12 of the aforesaid rule is shown in Annexure IV at the end of this Chapter.

*Interim Relief*  
Grant of—

G. R., F. D., No. PCR 1077/CR-958/SER-7 dated 7th October 1977.

Government is pleased to sanction with effect from 1st April 1976 an interim relief of Rs. 15 per month to full-time Government employees on the regular establishment and full-time Government employees on the work-charged establishment and establishments paid from contingencies provided they draw the same rates of pay as their counter-parts on the regular establishments, except the categories of Government employees mentioned in para 2 below.

2. The interim relief will not be admissible to—

- (i) District and Session Judges and other Judicial Officers whose pay scales have already been revised with effect from 1st January 1973.
- (ii) Full-time Teachers in Government Engineering Colleges.
- (iii) Full-time Teachers in Government Colleges of Arts, Science, Commerce and Education.
- (iv) Casual Labour and Daily paid staff.
- (v) Part-time employees.
- (vi) Village Kotwals.

3. The interim relief of Rs. 15 per month shall be classed as 'Interim Relief' only and should not be reckoned for the purposes of calculating Pension/Death-cum-Retirement Gratuity and all allowances such as Dearness Allowance, House Rent Allowance, Compensatory Local Allowance, Travelling Allowance etc., for charging house rent as well as for recovery of subscriptions to the Provident Fund. It shall, however, be admissible during leave at the following rate:—

- (i) at full rate if the leave is on full pay,
- (ii) at half of the rate if the leave is on half pay.

No interim relief shall be admissible during extra ordinary leave. The same shall, however, be admissible for the leave surrendered for the purposes of encashment.

4. The interim relief should be kept separate and not be merged in basic pay. It shall be drawn even if the pay drawn is at the maximum of the scale.

5. The interim relief will be adjusted against the payment of arrears of pay and allowances that may result from Government decisions on the recommendations of the Second Maharashtra Pay Commission.

6. The full-time teachers in Government Medical Colleges should be held eligible for interim relief for the period from 1st April 1976 till they start drawing pay in the revised (U.G.C.) scales of pay.

7. In exercise of the powers conferred by the proviso to section 248 of the Maharashtra Zilla Parishads and Panchayat Samitis Act, 1961 (Mah. V of 1962) and of all other powers enabling it in that behalf, Government is pleased to direct that these orders should also be made applicable *mutatis mutandis* to the full-time Zilla Parishad employees governed by the Maharashtra Zilla Parishad District Services Rules, 1968.

8. Government is also pleased to direct that these orders should be made applicable *mutatis mutandis* to—

- ( i ) Full-time Primary School teachers in non-Government aided Primary Schools.
- ( ii ) Full-time Teaching and non-teaching staff of the recognised non-Government aided Secondary Schools.
- ( iii ) Full-time Teaching and non-teaching staff of non-Government aided Technical High Schools.
- ( iv ) Full-time Teaching and non-teaching staff of non-Government aided Polytechnics.
- ( v ) Full-time teaching and non-teaching staff of the non-Government aided Junior Colleges of Education.
- ( vi ) Full-time teaching and non-teaching staff appointed for Junior College Classes opened and attached to non-Government aided Secondary Schools.
- ( vii ) Full-time non-teaching staff employed in Municipal School Boards and Cantonment Boards in Western Maharashtra for Primary Education to the extent of the strength approved by Government.
- ( viii ) Full-time teaching and non-teaching staff of non-Government aided Art Institutions.
- ( ix ) Full-time teaching staff appointed to teach exclusively the Junior Colleges Classes, attached to non-Government aided Colleges of Arts, Science and Commerce.

9. The Director of Education Maharashtra, State, Pune and the Director of Technical Education, Maharashtra State, Bombay and the Director of Art are requested to bring these orders to the notice of the local bodies and Managements of all the institutions concerned and ensure that the employees are paid the interim relief in accordance with these orders immediately. They should inform the Managements that the grant-in-aid on this account will be paid at the existing prescribed rates.

10. So far as employees under the State Government and Zilla Parishad are concerned, the expenditure should be debited to the respective heads of accounts to which pay and allowances of the Government/Zilla Parishad employees concerned are debited and should be met from the sanctioned grants. The Administrative Departments, the Chief Executive Officers of Zilla Parishads and all Heads of Departments concerned should duly take into account the additional burden on this account while framing their eight monthly revised estimates.

11. So far as teaching and non-teaching staff mentioned in para 8 above under the Education and Youth Services Department is concerned, the extra expenditure that will be incurred by the local bodies and by the Managements of the educational institutions concerned should be held as an admissible item of expenditure for maintenance grant according to rules and orders in force. The expenditure on this account should be debited to the respective sub-heads of accounts under the Major Head "277-Education" under demand No. 72.

12. Government desires that the arrears on account of sanction of the interim relief due for the period from 1st April 1976 to 30th September 1977 should be disbursed to all concerned before 'DIWALI' festival i.e. 5th November 1977. All Heads of Departments, Heads of Offices and other concerned authorities are directed to ensure that the arrears in question are accordingly paid *positively* before 5th November 1977.

*Maharashtra Civil Services ( Revised Pay )  
Rules, 1978.*

G. R., F. D., No. PCR-1278/CR-12/SER-10, dated 17th April 1978.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Maharashtra is pleased to make the following rules, namely :—

1. *Short Title.*—These rules may be called the Maharashtra Civil Services ( Revised Pay ) Rules, 1978.

2. *Categories of Government servants to whom the rules apply.*—(i) Save as otherwise provided by or under these rules, these rules shall apply to all persons who are under the rule making control of the Governor of Maharashtra.

(ii) These rules shall not apply to—

- (a) Government servants not in the whole time employment ;
- (b) Government servants on consolidated rates of pay ;
- (c) Government servants employed on contract except where the contract provides otherwise ;
- \*(d) Government servants paid out of contingencies including those borne on work-charged establishments ;
- (e) Government servants who retired on or before 31st March 1976 and who were on re-employment on that date including those whose period of re-employment is extended after that date ;
- (f) Government servants specifically excluded wholly or in part by the Governor from the operation of these rules.

3. *Relaxation of rules.*—Where the Governor of Maharashtra is satisfied that the operation of these rules causes undue hardship in any particular case, he may, by an order, dispense with or relax the requirements of the rules to such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner.

4. *Power of Interpretation.*—If any question arises relating to interpretation of these rules, it shall be referred to Government of Maharashtra in the Finance Department whose decision thereon will be final.

5. *Definitions.*—In these rules, unless the context otherwise requires,—

(1) “basic pay” means pay as defined in Bombay Civil Services Rule 9(39) (a) (i) and shall include Special Dearness Pay, if any, drawn under Government Resolution, Finance Department, No. CPA-1168/2891-V, dated 29th March 1969 provided that—

- (i) where pay is drawn in a pre-1962 scale basic pay shall mean pay drawn in such scale increased by Dearness Pay as admissible under Government Resolution, Finance Department, No. DRP-3063/XXVI, dated the 15th February 1963 (*vide* Note 1 below) plus Special Dearness Pay, if any, drawn under the aforesaid Government Resolution, dated 29th March 1969 ;
- (ii) where pay is drawn in a city scale, basic pay shall mean the pay drawn in such scale reduced by the amounts shown in Rule 5(6) (i) of the Maharashtra Civil Services (Revision of Pay) Rules, 1969 (*vide* Note 2 below) plus Special Dearness Pay, if any, drawn under the aforesaid Government Resolution, dated 29th March 1969 ; and
- (iii) where pay is drawn in a city scale (Bilgrami), basic pay shall mean pay in the equivalent (mofussil) scale at the stage corresponding to the stage at which pay is drawn in the city scale (Bilgrami), *vide* Note 3 below.

*Note 1.*—The amounts of Dearness Pay admissible under Government Resolution, Finance Department, No. DRP-3063/XXVI, dated 15th February 1963 which are required to be added to the pay drawn in pre-1962 scales in the cases covered by proviso (i) above are as under :—

Pay range in the pre-1962 scale

Dearness Pay

| Rs.         |    | Rs.                                                                                              |
|-------------|----|--------------------------------------------------------------------------------------------------|
| Upto 50     | .. | 35                                                                                               |
| 51—200      | .. | 45                                                                                               |
| 201—500     | .. | 50                                                                                               |
| 501—750     | .. | 65                                                                                               |
| 751—1,000   | .. | 80                                                                                               |
| 1,001—1,079 | .. | Amount of Dearness Allowance admissible on the 1st July 1962 in the pre-1962 scale minus Rs. 20. |

*Note 2.*—The provisions in proviso (ii) above shall apply also in the cases where the city scale applicable to the post held immediately before 1st April 1966 was retained under the option admissible in terms of Rule 6 in Maharashtra Civil Services (Revision of Pay) Rules, 1969.

The amounts required to be deducted from the pay drawn in the city scale in the cases covered proviso (ii) above are as under :—

| Pay in the city scale<br>Rs. | Amount to be deducted from the pay<br>Rs.                              |
|------------------------------|------------------------------------------------------------------------|
| Upto 87 .. .. .              | 7                                                                      |
| 88—98 .. .. .                | 8                                                                      |
| 99—109 .. .. .               | 9                                                                      |
| 110—120 .. .. .              | 10                                                                     |
| 121—131 .. .. .              | 11                                                                     |
| 132—175 .. .. .              | 12                                                                     |
| 176—1,013 .. .. .            | 8/108th of the amount of basic pay, fraction of a rupee being ignored. |
| 1,014 and above.. .. .       | 75                                                                     |

*Note 3.*—City scales (Bilgrami) and equivalent (mofussil) scales applicable to certain categories of operative, clerical and administrative staff in the Dairy Development Department are as under (*vide* Government Resolution, Agriculture and Co-operation Department, No. BME-1067/11099-III-J, dated 14th October 1967) :—

(a) *Operative Staff*

| City scale (Bilgrami)<br>Rs.       | Equivalent (mofussil) scale<br>Rs. |
|------------------------------------|------------------------------------|
| 90-1.50-105-E.B.-2-115 .. .. .     | 80-1.50-95-E.B.-2-105              |
| 100-2-120-E.B.-2-130 .. .. .       | 85-2-105-E.B.-2-115                |
| 115-3-130-4-150-E.B.-5-175 .. .. . | 95-3-110-4-130-E.B.-5-155          |
| 125-6-185-E.B.-8-225 .. .. .       | 100-6-160-E.B.-8-200               |
| 135-8-215-E.B.-10-265 .. .. .      | 110-8-190-E.B.-10-240              |
| 165-8-245-E.B.-10-295 .. .. .      | 140-8-220-E.B.-10-270              |
| 220-10-320-E.B.-15-395 .. .. .     | 190-10-290-E.B.-15-365             |
| 265-10-365-E.B.-15-440 .. .. .     | 230-10-330-E.B.-15-405             |
| 295-10-395-E.B.-15-470 .. .. .     | 260-10-360-E.B.-15-435             |
| 330-15-480-E.B.-20-580 .. .. .     | 300-15-450-E.B.-20-550             |

(b) *Clerical and Administrative Staff*

| City scale (Bilgrami)<br>Rs.   | Equivalent (mofussil) scale<br>Rs. |
|--------------------------------|------------------------------------|
| 135-5-185-E.B.-7-220 .. .. .   | 110-5-160-E.B.-7-195               |
| 150-7-220-E.B.-9-265 .. .. .   | 125-7-195-E.B.-9-240               |
| 165-7-200-E.B.-9-290 .. .. .   | 140-7-175-E.B.-9-265               |
| 190-8-270-E.B.-10-320 .. .. .  | 165-8-245-E.B.-10-295              |
| 220-10-320-E.B.-12-380 .. .. . | 190-10-290-E.B.-12-350             |
| 260-10-360-E.B.-12-420 .. .. . | 225-10-325-E.B.-12-385             |
| 290-12-410-E.B.-16-490 .. .. . | 250-12-370-E.B.-16-450             |
| 320-15-470-E.B.-20-570 .. .. . | 275-15-425-E.B.-20-525             |
| 425-15-485-E.B.-20-685 .. .. . | 365-15-425-E.B.-20-625             |

Under proviso (iii) to this sub rule, the basic pay of a Government servant drawing pay in any of the city scales shown in column 1 above shall be deemed to be the pay at the corresponding stage in the equivalent (mofussil) scale shown in column 2. For instance, the basic pay of a Government servant drawing a pay of Rs. 300 (i.e. 9th stage) in the city scale of Rs. 220-10-320-E.B.-12-380 shall be deemed to be Rs. 270 which is the 9th stage in the equivalent (mofussil) scale of Rs. 190-10-290-E.B.-12-350.

- (2) "City Scale" means a scale marked by the letter (C) in column 3 of the Schedule.
- (3) "City Scale (Bilgrami)" means a scale marked by the letter and word (C-Bilgrami) in column 3 of the Schedule.
- (4) "existing emoluments" means the sum of—
  - (a) basic pay as defined in sub-rule (1) above,
  - (b) special pay, if any, drawn on 1st April 1976 provided that the special pay is shown in the schedule as merged in the revised scale,
  - (c) in the case of Secondary School Teachers, additional pay for higher qualifications, if any, drawn on the 1st April 1976 in terms of Note 7 in Section II of Government Resolution, Finance Department, No. PCR-1269/(xxi) PC dated 2nd September 1969 (*vide* Note 2 below); and

(d) Dearness pay (*vide* Note 1 below) appropriate to the basic pay ; where special pay is shown in the schedule as merged in the revised scale, dearness pay appropriate to the sum of basic pay and special pay drawn on 1st April 1976; and in the case of Secondary School Teachers dearness pay appropriate to the sum of basic [pay and additional pay for higher qualifications, if any, drawn on 1st April 1976.

(Note 1.—The rates of Dearness Pay which shall form part of existing emoluments are as under *vide* Annexure I to Government Resolution, Finance Department, No. CPA-1175/S-1, dated 8th May 1975) :—

| Pay drawn in existing scale<br>Rs. | Dearness pay<br>Rs.                                                           |
|------------------------------------|-------------------------------------------------------------------------------|
| Below 85                           | 100                                                                           |
| 85 and above but below 110         | 112                                                                           |
| 110 and above but below 150        | 139                                                                           |
| 150 and above but below 210        | 163                                                                           |
| 210 and above but below 400        | 196                                                                           |
| 400 and above but below 450        | 210                                                                           |
| 450 and above but below 500        | 214                                                                           |
| 500 and above but below 543        | .. Amount by which pay <i>plus</i> D. A. falls short of Rs. 733.              |
| 543 and above but below 576        | 190                                                                           |
| 576 and above but below 585        | .. Amount by which pay <i>plus</i> D. A. falls short of Rs. 765.              |
| 585 and above but below 1000       | 180                                                                           |
| 1000 and above but below 1020      | .. Amount by which pay <i>plus</i> D. A. falls short of Rs. 1179              |
| 1020 and above but below 1251      | 160                                                                           |
| 1251 and above but below 1310      | .. 100 <i>plus</i> amount varying from Rs. 59 to Re. 1 adjusted subsequently. |
| 1310 and above but below 2251      | 100                                                                           |
| 2251 and above but below 2350      | .. Amount by which pay <i>plus</i> D. A. falls short of Rs. 2350.             |

Note 2.—Rates of Additional Pay admissible to Secondary School Teachers possessing higher qualifications are as under :—

| Qualifications                                  | Additional pay admissible<br>Rs.                                                                           |
|-------------------------------------------------|------------------------------------------------------------------------------------------------------------|
| (a) S. S. C. with Dip. T.                       | 7                                                                                                          |
| (b) B. A./B. Sc. in II Class                    | 7                                                                                                          |
| (c) B. A./B. Sc. in I Class                     | 20                                                                                                         |
| (d) B. T./B. Ed. in II Class                    | 7                                                                                                          |
| (e) B.T./B.Ed. in I Class                       | 15                                                                                                         |
| (f) M. Ed. in Pass Class                        | 7                                                                                                          |
| (g) M Ed. in II Class                           | 15                                                                                                         |
| (h) M. Ed. in I Class                           | 20                                                                                                         |
| (i) B. Com. in Pass Class                       | 10                                                                                                         |
| (j) B. Com. in II Class                         | 15                                                                                                         |
| (k) B. Com in I Class                           | 25                                                                                                         |
| (l) B. Sc. (Agri.) in Pass Class                | 10 To those who are not eligible for the special scale of Rs. 220—430.                                     |
| (m) B.Sc. (Agri.) in II Class                   | 15                                                                                                         |
| (n) B. Sc. (Agri.) in I Class                   | 25                                                                                                         |
| (o) M.A./M Sc./M. Com. (Agri.) in —Pass Class.  | 10                                                                                                         |
| To those who are                                |                                                                                                            |
| (p) M. A./MSc/M. Com/M. Sc. (Agri) in II Class. | 15 (i) Untrained and are entitle to the scale of Rs. 150—170.                                              |
| (q) M.A./M.Sc./M.Com(M.Sc.)/Agri. in I Class.   | 25 (ii) Possessing S. T. C. qualification or its equivalent.                                               |
| (r) M.A./M.Sc./M.Com./M.Sc.(Agri.) in I Class.  | 10 (iii) in the existing scale of Rs. 120—300 and are allowed to opt for the revised scale of Rs. 165—400. |
| (s) Ph. D.                                      | 25 To those who have B. T./B.Ed. qualifications and are therefore entitled to the scale of Rs. 220—470.    |
| Total additional pay not to exceed Rs. 40.      |                                                                                                            |

(5) "Existing scale" in relation to a Government servant means the scale of pay applicable to the post held by him (or as the case may be, personal scale applicable to him) in a substantive or officiating capacity on the 1st April 1976.

(6) "Pre-1962 scale" means the scale of pay which has remained in force from a date prior to 1st July 1962 ;

*Note*—Pre-1962 scales of pay are shown in column 3 of the Schedule with words and figures "pre-1962 scale" ;

(7) "Revised scale" in relation to any post specified in column 2 of the Schedule means the scale of pay specified against that post in column 4 thereof ;

*Explanation*.—Some of the revised scales are made up of two sections, conjoined by the word "Extension" (i. e. Extra.). The first section represents the main scale and the second section represents extended portion of the scale. Drawal of increments in the extended portion of the scale (i. e. beyond extension) shall be automatic and not subject to any conditions or test.

(8) "Schedule" means the Schedule annexed to these rules (Annexure II).

6. *Drawal of pay in the revised scales and option to retain the existing Scales*.—Save as otherwise provided in these rules, a Government servant shall draw from the 1st April 1976 pay in the revised scale prescribed in column 4 of the Schedule for the post held by him provided that a Government servant who was in service on the 31st March 1976 may elect to continue to draw pay in the existing scale of the post held by him until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates the post or ceases to draw pay in that scale.

*Note*.—Where the post is held in an officiating capacity, option admissible under this rule shall be exercised separately in respect of the pay scale of the post actually held on 1st April 1976 and also in respect of the pay scale of the next lower post if any from which the Government servant was promoted to the post held on 1st April 1976 and in the event of reversion of the Government servant to such lower post after 1st April 1976 he shall be allowed in the lower post such pay as he would have drawn on the date of reversion, if he were to hold the lower post on the 1st April 1976.

\*7. *Exercise of option*.—(1) The option under provision to Rule 6 shall be exercised in writing in the form annexed to these rules (Annexure I) so as to reach the authority mentioned in sub-rule (2) within three months of the date of issue of these rules or where an existing scale has been revised by an order issued subsequent to that date, within three months of the date of such order provided that—

(i) in the case of a Government servant who is on that date out of India on leave or deputation or foreign service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking over charge of his post in India ; and

(ii) where a Government servant is under suspension on the 1st April 1976, 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.

(2) The option shall be intimated by the Government servant—

(a) if he is a gazetted officer, to his Accounts Officer; and

(b) if he is a non-gazetted Government servant, to the Head of his office.

(3) If the declaration regarding the option is not received within the time mentioned in sub-Rule (1), the Government servant shall be deemed to have elected the revised scale of pay with effect from the 1st April 1976.

(4) The option once exercised shall be final.

8. *Fixation of pay in the revised scale*.—The initial pay of a Government servant who elects or is deemed to have elected under rule 7 (3) the revised scale from the 1st April 1976 shall, unless in any case the Governor of Maharashtra by special orders otherwise directs, be fixed in the revised scale in the following manner :—

(A) In the case of a Government servant drawing basic pay not exceeding Rs. 1,800 in the existing scale, his initial pay in the revised scale shall be fixed at the stage equal to the sum of—

(a) his existing emoluments as defined in rule (5) 4, and

(b) an amount equal to five per cent of the basic pay as defined in rule 5 (1), subject to a minimum of Rs. 25,

or, if there is no such stage in the revised scale, at the stage next above that sum, provided that—

- (i) if sum referred to above is less than the minimum of the revised scale, the pay shall be fixed at the minimum of that scale; and
- (ii) if the sum is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale and difference, if any, between the existing emoluments and the maximum of the pay scale shall be allowed as personal pay to be absorbed in future increases in pay.

Provided further that, except in the cases where pay is fixed at the minimum of the revised scale if the pay in the revised scale as determined above exceeds the existing emoluments by more than Rs.100, the initial pay shall be fixed at the highest stage in the revised scale at which the pay will not exceed the existing emoluments by Rs. 100 and the difference, if any, between the existing emolument plus Rs. 100 and the pay so fixed shall be allowed as personal pay to be absorbed in future increments or increases in pay.

**Explanation.**—When 5% of basic pay is worked out as required under this rule, the amount arrived at may include a fraction of a rupee. If such fraction is fifty paise or more, the amount shall be rounded off to the next higher rupee and if the fraction is less than fifty paise, it shall be ignored.

(B) In the case of a Government servant drawing basic pay exceeding Rs. 1,800 his initial pay in the revised scale shall be fixed at the stage equal to his existing emoluments and if there is no such stage, at the next below the existing emoluments, the difference between the existing emoluments and the pay so fixed being allowed as personal pay to be absorbed in future increment provided that if the existing emoluments are less than the minimum of the revised scale, the pay shall be fixed at the minimum of that scale.

**Note 1.**—Where a Government servant is holding a permanent post and is officiating in a higher post and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this rule with reference to the officiating post only provided he has continuously officiated in that post for not less than one year as on the 1st April 1976 and the pay so fixed shall be treated as substantive pay. Where such Government servant has not completed one year's continuous service in the higher officiating post as on the 1st April 1976, his pay in the revised scale shall be fixed separately with reference to his substantive pay and officiating pay in the existing scales and his pay in the revised scale fixed with reference to the officiating pay shall be treated as substantive pay in that scale either on confirmation in the higher officiating post or after rendering service for the period by which it fell short of one year on the 1st April 1976 whichever is earlier, provided, that in the latter case, it is certified by the appointing authority that he would have continued to officiate in the higher officiating post during this period had the revised scale not been introduced. If however, the appointing authority certifies that he would have reverted to the lower post during this period his pay in the revised scale shall, from the date on which he would have reverted, be regulated on the basis of the pay fixed on the 1st April 1976 with reference to his substantive pay in the lower post.

The provisions of this Note shall apply *mutatis mutandis*, to Government servants, holding in an officiating capacity posts on different existing scales which have been replaced by a single revised scale.

**Note 2.**—Where in the fixation of pay under this rule, the pay of Government servants drawing pay at more than five consecutive stages in the existing scale, gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of those Government servants who are drawing pay beyond the first five consecutive stages in the existing scale shall be stepped up by grant of increment or increments as under—

- (a) for Government servants drawing pay from the 6th upto the 10th stage in the existing scale—By one increment.
- (b) for Government servants drawing pay from the 11th upto the 15th stage in the existing scale if there is bunching beyond 10th stage — By two increments.
- (c) for Government servants drawing pay from the 16th upto the 20th stage in the existing scale if there is bunching beyond the 15th stage — By three increments.

If by stepping up of the pay as above, the pay of a Government servant gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a Government servant 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.

**Explanation.** The provisions of the above Note shall apply even where the conditions stipulated therein for the grant of additional increments are satisfied theoretically, though no such cases may actually exist on an establishment.

**Note 3.**—If in the fixation of pay under this rule, the pay of a Government servant, who, in the existing scale was drawing immediately before 1st April 1976 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised scale as that of the junior.

9. *Date of next increment in the revised scale.*—The next increment of a Government servant whose pay is fixed in the revised scale in accordance with rule 8 shall be granted on the date on which he would have drawn an increment in the existing scale or on the date on which an increment falls due in the revised scale, whichever is earlier :

Provided that in the cases (i) where the pay of a Government servant is stepped up in terms of Note 2 to rule 8 and (ii) where the pay of a Government servant drawing basic pay exceeding Rs. 1,800 is fixed under section (B) of Rule 8 at the minimum of the scale such minimum being higher than his existing emoluments, the next increment shall be granted on completion of the full incremental period required to earn an increment in the revised scale.

Provided further that in the cases other than those covered by the preceding proviso, the next increment of a Government servant whose pay is fixed on the 1st April 1976 at the same stage as the one fixed for another Government servant junior to him in the same cadre and drawing pay at a lower stage than his in the existing scale, shall be granted on the same date as admissible to his junior, if the date of increment of the junior happens to be earlier.

*Note.*—In the case of a Government servant drawing pay at the maximum of the existing scale next increment shall be granted on the completion of service for the full incremental period counting from the date on which he reached the maximum of the existing scale. In the cases where a Government servant has already rendered on the 1st April 1976 service at the maximum of the existing scale, required to earn an increment in the revised scale, the next increment shall be granted on the 1st April 1976 itself.

10. *Regulation of Interim Relief.*—The Interim relief of Rs. 15 p. m. sanctioned in Government Resolution, Finance Department, No. PCR-1077/CR-958/SER-7, dated 7th October 1977, shall be withdrawn as from the 1st April 1976 and the amount already drawn as from that date to the date of issue of these orders shall be adjusted against the pay admissible under these orders. Recovery of overpayments, if any, shall be waived.

11. *Fixation of pay in the revised scale subsequent to 1st April 1976.*—Where a Government servant continues to draw pay in the existing scale and elects to come over to the revised scale from a date later than the 1st April 1976 his pay in the revised scale from such date shall be fixed as under:—

(a) if the Government servant elects to come over to the revised scale from date not later than (30th September 1978) his pay shall be fixed under the provisions of Rule 8 of these Rules; and.

(b) if he elects to come over to the revised scale from a date after (30th September 1978) his pay in the revised scale shall be fixed at the stage equal to his existing emoluments as defined in Rule 5 (4) as on that date and if there is no such stage in the revised scale, at the stage next below the existing emoluments the difference being granted to him as personal pay to be absorbed in future increments.

12. *Fixation pay on reappointment after 1st April 1976 to a post held prior to that date.*—A Government servant who has officiated in a post prior to 1st April 1976 but was not holding that post on that date and who on subsequent appointment to that post draws pay in the revised scale of pay shall be allowed the benefit of proviso to Bombay Civil Services Rule 41 to the extent it would have been admissible had he been holding that post on 1st April 1976 and had elected the revised scale of pay from that date.

13. *Over-riding effect of the rules.*—In the cases where the pay is regulated under these rules the provisions of Bombay Civil Services Rules shall not apply to the extent they are inconsistent with these rules.

14. *Commencement.*—These rules shall be deemed to have come into force on the 1st April 1976. However, arrears arising from these rules shall be payable only for the period after 1st December 1977. Regarding the arrears payable for the period prior to 1st December 1977 orders will be issued separately.

\*The date for exercising option under Maharashtra Civil Service, (RP) Rules, 1978 has been extended upto 31st December 1978 as per G. R., F. D., No. PCR-1178/1947/SER/10, dated 15th September 1978.

†Maharashtra Civil Services (RP) Rules, 1978 have been made applicable to Government servants on W. C. establishment with effect from 1st April 1976 as per G. R., F. D., No. PCR-1178/1733/SER-10, 30th October 1978.

‡The words and figures " 30th September 1978 " appearing in sub-clauses (a) and (b) of Rule 11 of the MCS (RP) Rules, 1978 is substituted by the words and figures " 1st April 1979 " with effect from 1st April 1976 as per G. R., F. D., No. PCR-1278/Amdt. 36/SER-10, dated 29th December 1978.

†Class IV and only such Class III Government employees holding posts, the prescribed recruitment qualification for which is below S. S. C. have been allowed to exercise fresh option on or before 31st May 1981 as per G. R., F. D., No. PCR-1180/1094/SER-10, dated 23rd February 1981.

Accompaniment to Government Resolution, Finance Department, No. PCR-1278/CR-12/SER-10,  
dated 17th April 1978

**ANNEXURE I**

**Form of Option**

( See Rule 7 )

\*(i) I, ..... hereby  
elect the revised scale of the post of .....  
\*held by me ..... with effect from 1st April  
\*would have been held by me but for appointment to higher post  
1976.

\*(ii) I, ..... hereby  
elect to retain the existing scale of Rs. .... in the  
post of ..... \*held by me .....  
\*would have been held by me but for appointment to a higher post.  
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 that scale.

2. The option exercised hereby is final and will not be modified at any subsequent date.

Date :

.....  
Signature

Signed before me

Date :

.....  
Signature  
Head of Office  
(in the case of non-gazetted Government servant)

Date :

.....  
Another gazetted officer  
(in the case of a gazetted officer).

\*To be scored out if not applicable.

Received the above declaration,

.....  
Signature  
Assistant Accountant General/Pay and  
Accounts Officer/Head of Office.

**Note.**—The option should be exercised separately in respect of the pay scale of the post actually held on 1st April 1976 and of the pay scale of the lower post, if any, which would have been held but for the appointment to a higher post ( vide Note below Rule 6).

*Compensatory Local Allowance and  
House Rent Allowance :  
Grant of—*

G. R., F. D. No. PCR/1478/CR-251/SER-5, dated 17th April 1978

Government is pleased to direct that with effect from 1st April 1976 Government servants stationed in the cities and towns shown in the Tables below should be granted Compensatory Local Allowance and House Rent Allowance at the rates specified against them.

**TABLE I**  
**COMPENSATORY LOCAL ALLOWANCE**

| Names of Cities                     | Rate of Compensatory Local Allowance                               |
|-------------------------------------|--------------------------------------------------------------------|
| Bombay (including New Bombay) ..    | 6% of pay subject to a minimum of Rs. 16 and a maximum of Rs. 75.  |
| Pune and Nagpur ..                  | 4½% of pay subject to a minimum of Rs. 12 and a maximum of Rs. 50. |
| Solapur, Kolhapur and Aurangabad .. | 3% of pay subject to a minimum of Rs. 8 and a maximum of Rs. 25.   |

**TABLE II**  
**HOUSE RENT ALLOWANCE**

| Category of Cities/Towns<br>(1)                                               | Names of Cities/Towns<br>(2)                                                                                                                                                                                                                                                          | Rate of House Rent Allowance<br>(3)             |
|-------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|
| <i>Category I</i>                                                             |                                                                                                                                                                                                                                                                                       |                                                 |
| Cities having population exceeding 4 lakhs.                                   | Bombay (including New Bombay), Pune, Nagpur and Solapur.                                                                                                                                                                                                                              | 15% of pay subject to a maximum of Rs. 400 p.m. |
| <i>Category II</i>                                                            |                                                                                                                                                                                                                                                                                       |                                                 |
| All other District Head Quarters Towns, irrespective of population.           | Ahmadnagar (including Ahmednagar Cantonment), Akola, Amaravati, Aurangabad (including Aurangabad Cantonment), Bhandara, Bhil, Buldana, Chandrapur, Dhule, Jalgaon, Kolhapur, Kulaba (Alibag), Nanded, Nashik, Osmanabad, Parbhani, Ratnagiri, Sangli-Miraj, Satara, Wardha, Yavatmal. | 10% of pay subject to a maximum of Rs. 250 p.m. |
| <i>Category III</i>                                                           |                                                                                                                                                                                                                                                                                       |                                                 |
| All other towns having population exceeding 50,000 but not exceeding 4 lakhs. | Achalpur town Group, Amalner, Ambarnath, Barsi, Bhiwandi, Bhusawal, Dombivli, Gondia, Ichalkarnji, Jalna, Kalyan, Kamptee (including Kamptee Cantonment), Khamgaon, Latur, Malegaon, Nandurbar, Pandharpur and Ulhasnagar.                                                            | 7½% of pay subject to a maximum of Rs. 200 p.m. |
| <i>Category IV</i>                                                            |                                                                                                                                                                                                                                                                                       |                                                 |
| All other Municipal Towns and Tahsil and/or Panchayat Samiti Head Quarters.   | As shown in the Annexure to this Resolution.                                                                                                                                                                                                                                          | 5% of pay subject to a maximum of Rs. 125 p.m.  |

2. "Pay" for the purpose of these order will be the pay admissible in the revised scales of pay prescribed under Maharashtra Civil Services' (Revised Pay) Rules, 1978 but in the case of Government servants who continue to draw pay in the scales of pay which prevailed prior to 1st April 1976, pay will include, in addition to the pay drawn in the pre-revised scales, Special Dearness Pay, if any drawn under Government Resolution, Finance Department No., CPA-1168/28291-V, dated 29th March 1969 and Dearness pay and Additional Dearness pay shown in para 1 (i) of Government Resolution, Finance Department, No. GPA-1175/125/S-I, dated 21st January 1975.

3. The drawal of Compensatory Local Allowance and House Rent Allowance shall continue to be regulated in accordance with the rules in Appendix XV and XVII of Bombay Civil Services Rules (Vol. II) and the orders on the subject issued from time to time with the modifications mentioned in paragraphs below.

4. For the purpose of Compensatory Local Allowance, the limits of the City/Town shall be those of the named urban agglomeration adopted for the population census of 1971, or if the named place is not an urban agglomeration the named Corporation/Municipality. Accordingly, Compensatory Local Allowance will be admissible to the employees whose place of work falls within the City/Urban agglomeration shown in Table I in para 1 of these orders. The allowance shall be held admissible also in the case of employees whose place of work falls within the areas contiguous to the named Municipality, if any which qualify for the allowance under the existing orders.

*Note.*—For the purpose of these orders, the constituent units of an urban agglomeration shall be as shown in Table-IV of "Census of India 1971, Series I—India, Paper I of 1972 Final Population" read with the Appendix thereto issued by the Registrar General and Census Commissioner, India.

5. Where, the application of the revised rates of Compensatory Local Allowance results in a loss to an existing employee, the amount of allowance drawn by him on 1st April 1976 should be protected by treating the difference between the allowance admissible at the old rate and the allowance admissible at the revised rate, as a personal allowance. The protection shall continue till the employee while working at the same station and in the same post becomes entitled to a higher amount of Compensatory Local Allowances as per the revised rates. Such protection will not be available in the event of his transfer to a new station.

6. The concession of drawing House Rent Allowance without production and verification of rent receipts shall apply to employees drawing a pay not exceeding Rs. 750. Such employees shall be allowed to draw House Rent Allowance at the rates shown in Table-II in para 1 above without production of rent receipts. Employees drawing pay exceeding Rs. 750 but not exceeding Rs. 900 shall also be allowed to draw, without production of rent receipts House Rent Allowance at the same rate as is admissible to an employee drawing a pay of Rs. 750 serving at the same station. In all other cases production and verification of rent receipt shall be compulsory.

7. Government is also pleased to direct that with effect from 1st February 1977 the concession of drawing House Rent Allowance without production and verification of rent receipts at the rate mentioned in para 6 above admissible to employees drawing pay exceeding Rs. 750 but not exceeding without any upper pay limit. Accordingly, with effect from 1st February 1977 all employees drawing pay exceeding Rs. 750 shall be allowed to draw, without production and verification of rent receipts, House Rent Allowance at the rate as admissible to an employee drawing a pay of Rs. 750 and serving at the same station.

8. These orders (other than those in para 7 which will come into force from 1st February 1977 shall take effect from 1st April 1976. However, arrears arising from these orders (including orders in para 7) shall be payable only for the period after 1st December 1977. Regarding the arrears payable for the period prior to 1st December 1977, orders will be issued separately.

Accompaniment to Government Resolution, Finance Department, No. CPA—1478/CR—251/SER-5, dated 17th April 1978

### ANNEXURE

*Names of Municipal Towns with a population not exceeding 50,000 in Tahsil and Panchayat Samiti Headquarters*

- |                       |                            |
|-----------------------|----------------------------|
| 1. Ahmedpur           | 58. Deoli                  |
| 2. Aheri              | 59. Deori                  |
| 3. Ajra               | 60. Deorukh (Sangameshwar) |
| 4. Akalkot            | 61. Desai-ganj             |
| 5. Akalkuwa           | 62. Deulgaon Raja          |
| 6. Akola (Ahmadnagar) | 63. Dhadgaon (Akrani)      |
| 7. Akot               | 64. Dhamangaon             |
| 8. Alandi             | 65. Dhanora                |
| 9. Ambad              | 66. Dharangaon             |
| 10. Ambejogai         | 67. Dharmabad              |
| 11. Amgaon            | 68. Dharur                 |
| 12. Anjangaon Surji   | 69. Dharni (Melghat)       |
| 13. Arjun-Morgaon     | 70. Dhond                  |
| 14. Armori            | 71. Digras                 |
| 15. Arvi              | 72. Dindori                |
| 16. Ashta             | 73. Dondaicha              |
| 17. Ashti             | 74. Dudhani                |
| 18. Atpadi            | 75. Edlabad                |
| 19. Ausa              | 76. Erandol                |
| 20. Babulgaon         | 77. Etapali                |
| 21. Badnera           | 78. Faizpur                |
| 22. Balapur           | 79. Gadchiroli             |
| 23. Ballarpur         | 80. Gadhinglaj             |
| 24. Baramati          | 81. Gangakhed              |
| 25. Barsi Takli       | 82. Gangapur               |
| 26. Basmath           | 83. Gargoti (Bhudargad)    |
| 27. Bassein           | 84. Geori                  |
| 28. Bavda             | 85. Ghatanji               |
| 29. Bhadgaon          | 86. Ghodegaon (Ambegaon)   |
| 30. Bhagur            | 87. Gondpimpri             |
| 31. Bhadravati        | 88. Goregaon               |
| 32. Bhatkuli          | 89. Guhagar                |
| 33. Bhivapur          | 90. Hadgaon                |
| 34. Bhokar            | 91. Hatkanangale           |
| 35. Bhokardan         | 92. Hingna                 |
| 36. Bhor              | 93. Hinganghat             |
| 37. Bhoom             | 94. Hingoli                |
| 38. Biloli            | 95. Igatpuri               |
| 39. Bramhapuri        | 96. Indapur                |
| 40. Chalisgaon        | 97. Jaishingpur            |
| 41. Chamorshi         | 98. Jalgaon (Buldhana)     |
| 42. Chandgad          | 99. Jamkhed                |
| 43. Chandor           | 100. Jamner                |
| 44. Chandur Railway   | 101. Jath                  |
| 45. Chandur Bazar     | 102. Jafrabad              |
| 46. Chikhaida         | 103. Jawhar                |
| 47. Chikhali          | 104. Jejuri                |
| 48. Chimur            | 105. Jintur                |
| 49. Chiplun           | 106. Junner                |
| 50. Chopda            | 107. Kagal                 |
| 51. Dahanu            | 108. Kaij                  |
| 52. Dahiwadi (Man)    | 109. Kalamb                |
| 53. Dapoli            | 110. Kalamnuri             |
| 54. Darwaha           | 111. Kallam                |
| 55. Daryapur          | 112. Kalmeshwar            |
| 56. Deglur            | 113. Kalwan                |
| 57. Deogad            | 114. Kandhar               |

## ANNEXURE—contd.

- |                           |                            |
|---------------------------|----------------------------|
| 115. Kankaoli             | 179. Mul                   |
| 116. Kannad               | 180. Mukhed                |
| 117. Karad                | 181. Murbad                |
| 118. Karanja (Akola)      | 182. Murgud                |
| 119. Karaja (Wardha)      | 183. Murkheda              |
| 120. Karjat (Kolaba)      | 184. Murtizapur            |
| 121. Karjat (Ahmadnagar)  | 185. Murud-Janjira         |
| 122. Karmala              | 186. Murum                 |
| 123. Katol                | 187. Naldurg               |
| 124. Kavathe Mahankal     | 188. Nagbhir               |
| 125. Khalapur             | 189. Nandgaon              |
| 126. Khanapur             | 190. Nandgaon Khandeshwar  |
| 127. Khandala             | 191. Nandura               |
| 128. Khapa                | 192. Narkhed               |
| 129. Khed (Pune)          | 193. Nawapur               |
| 130. Khed (Ratnagiri)     | 194. Ner                   |
| 131. Khopoli—New Township | 195. Newasa                |
| 132. Khuladabad           | 196. Nilanga               |
| 133. Kinwat               | 197. Niphad                |
| 134. Kopergaon            | 198. Omerga                |
| 135. Koregaon             | 199. Pachora               |
| 136. Kudal                | 200. Paithan               |
| 137. Kuhi                 | 201. Palghar               |
| 138. Kundalwadi           | 202. Pali (Sudhagad)       |
| 139. Kurduwadi            | 203. Panhala               |
| 140. Kurundwad            | 204. Panchagani            |
| 141. Lakhandur            | 205. Pandarkaoda (Kelapur) |
| 142. Lanja                | 206. Panvel                |
| 143. Lonar                | 207. Parenda               |
| 144. Lonavala             | 208. Parali-Vaijnath       |
| 145. Madha                | 209. Parner                |
| 146. Mahabaleshwar        | 210. Parola                |
| 147. Mahad                | 211. Parseoni              |
| 148. Mahagaon             | 212. Partur                |
| 149. Maindargi            | 213. Patan                 |
| 150. Malegaon (Akola)     | 214. Pathardi              |
| 151. Malkapur (Buldhana)  | 215. Pathri                |
| 152. Malkapur (Kolhapur)  | 216. Patoda                |
| 153. Malshiras            | 217. Patur                 |
| 154. Malvan               | 218. Pauni                 |
| 155. Mandangad            | 219. Peint                 |
| 156. Mandalegaon          | 220. Pen                   |
| 157. Mangalvedha          | 221. Peth Umri             |
| 158. Mangaon              | 222. Phaltan               |
| 159. Mangrulpir           | 223. Poladpur              |
| 160. Manjalegaon          | 224. Poud (Mulshi)         |
| 161. Manmad               | 225. Pulgaon               |
| 162. Manora               | 226. Purna                 |
| 163. Manwat               | 227. Pusad                 |
| 164. Matheran             | 228. Radhanagari           |
| 165. Medha (Jaoli)        | 229. Rahimatpur            |
| 166. Mehkar               | 230. Rahuri                |
| 167. Mhasala              | 231. Rajapur               |
| 168. Mhasvad              | 232. Rajura                |
| 169. Mohadi               | 233. Ralegaon              |
| 170. Mohpa                | 234. Ramtek                |
| 171. Mohol                | 235. Raver                 |
| 172. Mokhada              | 236. Risod                 |
| 173. Mouda                | 237. Roha Ashtami          |
| 174. Moregan              | 238. Sailu                 |
| 175. Morshi               | 239. Salekasa              |
| 176. Motala               | 240. Sakri                 |
| 177. Mowad                | 241. Sakoli                |
| 178. Mudkhed              | 242. Samudrapur            |

ANNEXURE—*contd.*

- |                          |                            |
|--------------------------|----------------------------|
| 243. Sangamner           | 275. Surgana               |
| 244. Sangola             | 276. Talasari.             |
| 245. Sangrampur          | 277. Talegaon-Dabhade      |
| 246. Saoner              | 278. Taloda                |
| 247. Sasvad (Purandhar)  | 279. Tasgaon               |
| 248. Satana (Baglan)     | 280. Telhara               |
| 249. Satpur—New Township | 281. Teosa                 |
| 250. Savada              | 282. Tirora                |
| 251. Sawantwadi          | 283. Trimbak               |
| 252. Seloo               | 284. Tuljapur              |
| 253. Sendurjana          | 285. Tumsar                |
| 254. Shahada             | 286. Udgir                 |
| 255. Shahapur            | 287. Umarkhed              |
| 256. Shahuwadi           | 288. Umred                 |
| 257. Shegaon             | 289. Uran (Kolaba)         |
| 258. Sheogaon            | 290. Uran-Islampur (Walwa) |
| 259. Shirala             | 291. Vadgaon (Mawal)       |
| 260. Shirol              | 292. Vadju (Khatav)        |
| 261. Shirpur             | 293. Vaijapur              |
| 262. Shrigonda           | 294. Velhe                 |
| 263. Shrirampur          | 295. Vengurla              |
| 264. Shriwardhan         | 296. Vita (Khanapur)       |
| 265. Sillod              | 297. Wada                  |
| 266. Sindewahi           | 298. Wadgaon (Kolhapur)    |
| 267. Sindi               | 299. Wai                   |
| 268. Sindkheda           | 300. Wani                  |
| 269. Sindkhedraja        | 301. Warora                |
| 270. Sinnar              | 302. Warud                 |
| 271. Sironcha            | 303. Washim                |
| 272. Sirur.              | 304. Yawal                 |
| 273. Soegaon             | 305. Yeola.                |
| 274. Sonpeth             |                            |
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*Maharashtra Civil Services (Revised Pay)  
Rules 1978.*  
Instructions for implementation of—

GCM., F. D., No. PCR/1378/CR-65/SER-10, dated 30th May 1978.

Orders prescribing revised scales and rules for fixation of initial pay in the revised scales have been issued in Government Resolution, Finance Department, No. PCR-1278/CR-12/SER-10, dated 17th April 1978. Heads of Departments and Heads of Offices should take immediate steps to bring the rules to the notice of all Government servants whether they are on duty, leave, deputation or under suspension and to advise them to declare their options as soon as possible so that action to fix their pay in the revised pay scale can be taken without loss of time. It should be made clear to them that the option once exercised is final and that in the absence of any declaration received from them within 3 months of the date of issue of orders revising their pay scales, they will be deemed to have elected the revised scales of pay with effect from 1st April 1976. Care should be taken to see that the employees have no occasion later to complain that they were not aware of the introduction of revised pay scales or that they were not given sufficient time to exercise option.

The declaration form in Annexure I to Maharashtra Civil Services (Revised Pay) Rules, 1978 provide for the declaration being signed by non-Gazetted Government servants before the Head of Office. The Head of Office may, if he so desires, nominate any other Gazetted Officer for this purpose. The Gazetted Officers should send the declaration duly signed, to the Accounts officer concerned, i. e. the Accounts Officer under whose audit jurisdiction they were on 1st April 1976.

#### **Fixation of initial pay**

2. Heads of Departments/ Heads of offices should ensure that prompt steps are taken to fix initial pay in the form appended to this Circular Memorandum (Annexure-I), as soon as options from Government servants under them are received. They should make their own arrangements to get the pay fixation forms required by them printed or cyclostyled. Pay fixation statements in the prescribed forms should be prepared in triplicate, one copy to be kept on the service book of the employee and two copies to be attached to bills. In the case of Government servants whose declarations are not received within a period of 3 months from the date of issue of orders sanctioning the revised scales steps to fix their initial pay in the revised scale should be taken immediately thereafter. Points requiring clarification should be referred to Government for orders immediately. For the sake of few cases requiring clarification, settlement of claims in other cases which do not present any difficulty should not be delayed.

3. Tables showing pay admissible in the revised scales against the pay now drawn at different stages in the existing scales applicable to a few common and important categories of employees have been prepared and are included in Annexure-II to this Circular Memorandum for the guidance of the Heads of Departments/Heads of Offices. It should be noted that the provisions contained in Note 2 below Rule 8 in Maharashtra Civil Services (Revised Pay) Rules, 1978 for stepping up of pay for removal of bunching would be attracted only where employees drawing pay at *more than five* consecutive stages in the existing scale become eligible for the same pay in the revised scale. A few cases where the provisions of the said Note would apply are shown in Annexure III. Heads of Departments/ Heads of Offices are advised to allow the benefit of increments admissible under revisions of the Note only after they are fully satisfied that conditions for stepping up of pay really exist. Doubtful cases, if any, should be referred to Government in the Finance Department immediately for clarification.

#### **Payment of arrears**

4. Arrears on account of revision of pay scales and allowances are payable in cash from 1st December 1977 only. Therefore, arrears should be calculated for the two spells of periods *separately* viz. for the period from 1st April 1976 to 30th November 1977 and from the 1st December 1977 to the end of the month preceding the month in which initial pay is fixed and claimed. Arrears should comprise the following :—

(i) Difference between the amount of pay admissible under Maharashtra Civil Services (Revised Pay) Rules, 1978 and the sum of pay, dearness pay and interim relief of Rs. 15 per month sanctioned in Government Resolution, Finance Department No. PCR-1077/CR-958/SER-7, dated the 7th October 1977.

(ii) Difference in the amount of dearness allowance admissible on the revised pay and in the amount of dearness allowance (excluding the portion of dearness allowance treated as dearness pay) actually drawn; and.

(iii) Difference between the sum of house rent allowance, compensatory local allowance and personal allowance, if any, admissible under Government Resolution, Finance Department, No. CPA-1478/CR-251/SER-5, dated the 17th April 1978 and the sum of house rent allowance and compensatory local allowance actually drawn.

Arrears for the period from the 1st April 1976 to 30th November 1977 should be credited into the General Provident Fund Accounts of the employees. Detailed instructions in this regard will be issued separately. Arrears for the period from 1st December 1977 may be paid without pre-audit in the

case of employees, except those covered by paragraph 7 below after making clear to them that the revised pay is subject to such adjustment as may be found necessary in the light of subsequent audit scrutiny. However, in the case of a Government servant who is likely to retire or leave service with retirement benefits before the entire overpayment is recovered, an undertaking in the following form should be taken from him before payment of arrears :—

" I am aware that I am being paid arrears on account of revision of my pay scale and allowances without pre-audit. In case subsequent audit scrutiny shows that my pay was wrongly fixed and I am overpaid, I agree to the overpayment being recovered from all arrears due to me including my pension and Death-cum-retirement gratuity.

Signature of the Government servant."

Where the subsequent audit scrutiny shows that pay has been overfixed, over-payment should be recovered in suitable monthly instalments not exceeding 10 and balance, if any, should be recovered from the Death-cum-retirement gratuity to the extent possible, otherwise from monthly pension.

5. In the case of a non-gazetted Government servant who has served under more than one Head of Office, the Head of Office under whom he is serving at the time of drawal of arrears claim should obtain such information as is required by him for the preparation of such claim from the Head of Office under whom the Government Servant has served previously and then prefer a consolidated arrears claim pertaining to the Government servant. Sub-mission of arrears claim piecemeal by various Heads of Offices in respect of one and the same person should be avoided.

Suitable notes regarding the fixation of pay and payment of arrears should be taken in the service book of the Government servant under the dated signature of the Head of office.

#### **Waiver of recovery of over-payment**

6. Where the sum of pay, interim relief, dearness allowance (including dearness pay), house rent allowance (if any) and the compensatory local allowance (if any), actually drawn from 1st April 1976 to the date of orders revising the scale of pay of the post is found to be more than the sum of pay admissible under the Maharashtra Civil Services (Revised Pay) Rules, 1978, dearness allowance admissible on the revised pay, house rent allowance (if any), compensatory local allowance (if any) and personal pay (if any) admissible under Government Resolution, Finance Department, No. CPA-1478/CR- 251/SER-5, dated the 17th April 1978, recovery of such over-payment should be waived.

Over-payment made after the date of orders sanctioning the revised scale should, however, be recovered.

#### **Payment of arrears to Government servants no longer in service**

7. Persons who were in service on 1st April 1976 but retired after that date should be paid arrears, if any, admissible for the period from 1st April 1976 to the date of the retirement *after* audit scrutiny. Those whose services were terminated after 1st April 1976 due to reasons such as death, resignation, dismissal, discharge from service on account of termination of the sanctioned post or on disciplinary ground should be deemed to have opted for the existing or revised scale, whichever is more beneficial to them and arrears, if any, admissible should be paid after audit scrutiny.

#### **Protection of emoluments drawn by Government servants in receipt of special pay**

8. Under rule 5 (4) of the Maharashtra Civil Services (Revised Pay) Rules, 1978 existing emoluments for the purpose of fixation of initial pay in the revised scale include only basic pay and dearness pay appropriate to that basic pay. Under the existing orders, special pay is treated as a part of pay for grant of dearness allowance. Due to the slab rates of Dearness Allowance which prevailed prior to 1st January 1973, Government servants in receipt of special pay were eligible for dearness allowance at higher rates than those admissible on basic pay only. By taking into account dearness pay appropriate to basic pay only, there may be cases where such Government servants have to suffer a loss in total emoluments. In order to mitigate the hardships likely to be caused in such cases, it has been decided that such Government servants should be given personal pay equal to the amount if any, by which their actual emoluments comprising pay, special pay and dearness pay appropriate to pay *plus* special pay exceeded the revised emoluments viz. pay fixed in the revised scale and special pay. The personal pay should be absorbed in future increases in pay. This protection shall, however be available only for the period for which the Government servant concerned continued to hold the same post.

#### **Regulation of pay and allowances of Government servants appointed on or after 1st April 1976**

9. Government servants recruited on or after 1st April 1976 or appointed by transfer or promotion to another post on or after that date are not eligible to exercise option to retain the existing scale admissible under proviso to Rule 6 of the Maharashtra Civil Services (Revised Pay) Rules, 1978. They would accordingly, be eligible to draw pay in the revised scales only. In some of these cases

fixation of pay in the revised scale retrospectively may result in a drop in emoluments. In order to mitigate adverse effect of retrospective application of revised scales in such cases, it has been decided that fixation of pay in such cases should be regulated as under—

(i) Where a single existing scale has been replaced by a single revised scale, the difference between the existing emoluments (i. e. basic pay, dearness pay and special pay, if any) actually drawn in the existing scale on the date of orders revising the pay scale and emoluments (i. e. pay admissible in the revised scale of the post and special pay, if any) should be allowed as personal pay to be absorbed in future increases in pay. Recovery of overpayments, if any, for the period prior to the date of orders revising the pay scale should be waived.

(ii) Where two existing scales have been merged into a single revised scale, the pay of the employees promoted from a lower to a higher existing scale, may, on the written request of the employee concerned made within three months of the date of issue of these orders or the orders revising the scale of the post, whichever is later, be refixed on the date of promotion at a stage equal to the existing emoluments (i. e. pay *plus* dearness pay) drawn in the higher existing scale on that date, and if there is no such stage in the revised scale at the stage next below in that scale and the difference should be allowed as personal pay to be absorbed in future increases in pay. The next increment in the revised scale will be allowed on the date it would have been drawn in the higher existing scale had the revised scale not been introduced. This protection will, however, be allowed only in the cases where the Government servant had been continuously officiating for a period of not less than one year on the date of issue of orders revising the scale of the higher post, or in case he has not completed one year's service on that date, the appointing authority certifies that the Government servant would have continued to officiate in the higher post for the period by which the service rendered in it fell short of one year on that date, had the revised scale not been introduced.

#### **Crossing of efficiency bars**

10. In the revised pay structure, Efficiency Bars have been retained in a small number of cases. There may, however, be cases of Government servants who were held up at the Efficiency Bars in the existing scales. Fixation of pay in such cases and in the cases where the Efficiency Bar has been provided in the revised scales should be regulated as under :—

(i) Where a Government servant who is held up at the efficiency bar in the existing scale elects or is deemed to have elected the revised scale, his initial pay in the revised scale should be fixed under the Maharashtra Civil Services (Revision of Pay) Rules, 1978 and he should be granted the next increment on the date on which it is due in the revised scale provided that if the authority competent to allow the Government servant to cross the bar certifies that the Government servants would have been allowed to draw the increment in the existing scale on an earlier date, the next increment should be granted on such earlier date.

(ii) Where, in the process of fixation of pay in the revised scale, the pay of a Government servant is fixed at a stage above the efficiency bar, he should be deemed to have been allowed to cross the bar.

#### **Special pays**

11. All special pays which were drawn on 31st March 1976 and have not been merged in the revised scales of pay should continue to be paid except in the cases where they were sanctioned for limited periods and are therefore discontinued in normal course.

## ANNEXURE I

**Statement of Fixation of Pay under the Maharashtra  
Civil Services (Revised Pay) Rules, 1978.**

1. Name of the Government servant ..
  
2. Designation of the post in which pay is to be fixed as on 1st April 1976.
  
3. Existing scale of the post [if the scale is a pre-1962, City or City (Bilgrami) scale the same should be indicated].
  
4. Basic Pay, *vide* Rule 5 (1).
  
5. Existing emoluments on 1st April 1976 *vide* Rule 5 (4)
  - (a) Basic Pay.
  - (b) Special Pay (where special pay is merged in the revised scale).
  - (c) Additional Pay for higher qualifications. (in the case of Secondary School Teachers only).
  - (d) Dearness Pay appropriate to basic pay/ basic pay *plus* special pay/ basic pay. *plus* additional pay, as the case may be.
  
- Total existing emoluments .. 

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6. 5 per cent of basic pay subject to a minimum of Rs. 25 (to be rounded to the nearest rupee) Fraction of 50 paise and above to be rounded to the next rupee and fraction of less than 50 paise to be ignored [*vide* Rule 8 (A) (b).]
  
7. Total of items 5 and 6 ...
  
8. Revised scale corresponding to the existing scale shown at item 3 above [Serial No. and page of the Schedule to the M. C. S. (R. P.) Rules, 1978 to be specified].

9. Pay admissible in the revised scale (i. e. at the same stage as the amount shown against item 7 or the next higher stage if there is no such stage in the revised scale), *vide* Rule 8 (A).
10. Increase in emoluments (9—5) ..
11. Except in cases where pay is fixed at the minimum of the revised scale, whether increase in emoluments is more than Rs. 100. If so, the highest stage in the revised scale at which pay will not exceed the existing emoluments by more than Rs. 100, *vide* proviso to Rule 8.
12. Pay and Personal Pay, if any, admissible in the revised scale after taking into account the ceiling mentioned at item 11.
13. Number of increments to be allowed on account of bunching (Note 2 below Rule 8).
14. Pay (and Personal Pay, if any to be shown distinctly) finally fixed in the revised scale.
15. Date of next increment (Rule 9) ..
16. Remarks ..

Signature of the Head of Office.

## ANNEXURE II

Category : Peon/Sweeper/Watchman

Existing scale : 75—1—80—2—90—E.B.—2—100

Revised scale : 200—3—230—5—255—Extn—5—280.

| Stage No. | Basic Pay<br>[vide Rule 5 (1)] | 5 per cent of Pay<br>subject to a<br>minimum of Rs. 25 | Dearness Pay | Total of<br>columns 2 to 4 | Pay in the<br>revised scale |
|-----------|--------------------------------|--------------------------------------------------------|--------------|----------------------------|-----------------------------|
| (1)       | (2)                            | (3)                                                    | (4)          | (5)                        | (6)                         |
| 1         | 75                             | 25                                                     | 100          | 200                        | 200                         |
| 2         | 76                             | 25                                                     | 100          | 201                        | 203                         |
| 3         | 77                             | 25                                                     | 100          | 202                        | 203                         |
| 4         | 78                             | 25                                                     | 100          | 203                        | 203                         |
| 5         | 79                             | 25                                                     | 100          | 204                        | 206                         |
| 6         | 80                             | 25                                                     | 100          | 205                        | 206                         |
| 7         | 82                             | 25                                                     | 100          | 207                        | 209                         |
| 8         | 84                             | 25                                                     | 100          | 209                        | 209                         |
| 9         | 86                             | 25                                                     | 112          | 223                        | 224                         |
| 10        | 88                             | 25                                                     | 112          | 225                        | 227                         |
| 11        | 90                             | 25                                                     | 112          | 227                        | 227                         |
| 12        | 92                             | 25                                                     | 112          | 229                        | 230                         |
| 13        | 94                             | 25                                                     | 112          | 231                        | 235                         |
| 14        | 96                             | 25                                                     | 112          | 233                        | 235                         |
| 15        | 98                             | 25                                                     | 112          | 235                        | 235                         |
| 16        | 100                            | 25                                                     | 112          | 237                        | 240                         |

Category : Naik

Existing scale : 80—2—98—3—110

Revised scale : 205—5—250—7—285—10—305—Extn.—10—355

|    |     |    |     |     |     |
|----|-----|----|-----|-----|-----|
| 1  | 80  | 25 | 100 | 205 | 205 |
| 2  | 82  | 25 | 100 | 207 | 210 |
| 3  | 84  | 25 | 100 | 209 | 210 |
| 4  | 86  | 25 | 112 | 223 | 225 |
| 5  | 88  | 25 | 112 | 225 | 225 |
| 6  | 90  | 25 | 112 | 227 | 230 |
| 7  | 92  | 25 | 112 | 229 | 230 |
| 8  | 94  | 25 | 112 | 231 | 235 |
| 9  | 96  | 25 | 112 | 233 | 235 |
| 10 | 98  | 25 | 112 | 235 | 235 |
| 11 | 101 | 25 | 112 | 238 | 240 |
| 12 | 104 | 25 | 112 | 241 | 245 |
| 13 | 107 | 25 | 112 | 244 | 245 |
| 14 | 110 | 25 | 139 | 274 | 278 |

Category : Havaladar

Existing scale : 90—2—96—3—120

Revised scale : 205—5—250—7—285—10—305 Extn.—10—355

|    |     |    |     |     |     |
|----|-----|----|-----|-----|-----|
| 1  | 90  | 25 | 112 | 227 | 230 |
| 2  | 92  | 25 | 112 | 229 | 230 |
| 3  | 94  | 25 | 112 | 231 | 235 |
| 4  | 96  | 25 | 112 | 233 | 235 |
| 5  | 99  | 25 | 112 | 236 | 240 |
| 6  | 102 | 25 | 112 | 239 | 240 |
| 7  | 105 | 25 | 112 | 242 | 245 |
| 8  | 108 | 25 | 112 | 245 | 245 |
| 9  | 111 | 25 | 139 | 275 | 278 |
| 10 | 114 | 25 | 139 | 278 | 278 |
| 11 | 117 | 25 | 139 | 281 | 285 |
| 12 | 120 | 25 | 139 | 284 | 285 |

## ANNEXURE II—contd.

Category : Clerk

Existing scale : 115—4—135—5—160—EB.—5—185—6—215

Revised scale : 260—10—390—15—420—Extn.—15—495

| Stage No. | Basic Pay<br>[vide Rule 5 (1)] | 5 per cent of Pay<br>subject to a<br>minimum of Rs. 25 | Dearness Pay | Total of<br>columns 2 to 4 | Pay in the<br>revised scale |
|-----------|--------------------------------|--------------------------------------------------------|--------------|----------------------------|-----------------------------|
| (1)       | (2)                            | (3)                                                    | (4)          | (5)                        | (6)                         |
| 1         | 115                            | 25                                                     | 139          | 279                        | 280                         |
| 2         | 119                            | 25                                                     | 139          | 283                        | 290                         |
| 3         | 123                            | 25                                                     | 139          | 287                        | 290                         |
| 4         | 127                            | 25                                                     | 139          | 291                        | 300                         |
| 5         | 131                            | 25                                                     | 139          | 295                        | 300                         |
| 6         | 135                            | 25                                                     | 139          | 299                        | 300                         |
| 7         | 140                            | 25                                                     | 139          | 304                        | 310                         |
| 8         | 145                            | 25                                                     | 139          | 309                        | 310                         |
| 9         | 150                            | 25                                                     | 163          | 338                        | 340                         |
| 10        | 155                            | 25                                                     | 163          | 343                        | 350                         |
| 11        | 160                            | 25                                                     | 163          | 348                        | 350                         |
| 12        | 165                            | 25                                                     | 163          | 353                        | 360                         |
| 13        | 170                            | 25                                                     | 163          | 358                        | 360                         |
| 14        | 175                            | 25                                                     | 163          | 363                        | 370                         |
| 15        | 180                            | 25                                                     | 163          | 368                        | 370                         |
| 16        | 185                            | 25                                                     | 163          | 373                        | 380                         |
| 17        | 191                            | 25                                                     | 163          | 379                        | 380                         |
| 18        | 197                            | 25                                                     | 163          | 385                        | 390                         |
| 19        | 203                            | 25                                                     | 163          | 391                        | 405                         |
| 20        | 209                            | 25                                                     | 163          | 397                        | 405                         |
| 21        | 215                            | 25                                                     | 196          | 436                        | 450                         |

Category : Senior Clerk (L. G.)

Existing scale : 150—8—190—10—220—EB.—10—270

Revised scale : 335—15—500—20—580—Extn.—20—680

|    |     |    |     |     |     |
|----|-----|----|-----|-----|-----|
| 1  | 150 | 25 | 163 | 338 | 350 |
| 2  | 158 | 25 | 163 | 346 | 350 |
| 3  | 166 | 25 | 163 | 354 | 365 |
| 4  | 174 | 25 | 163 | 362 | 365 |
| 5  | 182 | 25 | 163 | 370 | 380 |
| 6  | 190 | 25 | 163 | 378 | 380 |
| 7  | 200 | 25 | 163 | 388 | 395 |
| 8  | 210 | 25 | 196 | 431 | 440 |
| 9  | 220 | 25 | 196 | 441 | 455 |
| 10 | 230 | 25 | 196 | 451 | 455 |
| 11 | 240 | 25 | 196 | 461 | 470 |
| 12 | 250 | 25 | 196 | 471 | 485 |
| 13 | 260 | 25 | 196 | 481 | 485 |
| 14 | 270 | 25 | 196 | 491 | 500 |

## ANNEXURE II—contd.

Category : Senior Clerk (H. G.)

Existing scale : 150—10—230—E.B.—10—270—15—300

Revised scale : 335—15—500—20—Extn.—20—680

| Stage No.<br>(1) | Basic Pay<br>[vide Rule 5 (1)]<br>(2) | 5 per cent of pay<br>subject to a<br>minimum of Rs. 25<br>(3) | Dearness Pay<br>(4) | Total of<br>columns 2 to 4<br>(5) | Pay in the<br>revised scale<br>(6) |
|------------------|---------------------------------------|---------------------------------------------------------------|---------------------|-----------------------------------|------------------------------------|
| 1                | 150                                   | 25                                                            | 163                 | 338                               | 350                                |
| 2                | 160                                   | 25                                                            | 163                 | 348                               | 350                                |
| 3                | 170                                   | 25                                                            | 163                 | 358                               | 365                                |
| 4                | 180                                   | 25                                                            | 163                 | 368                               | 380                                |
| 5                | 190                                   | 25                                                            | 163                 | 378                               | 380                                |
| 6                | 200                                   | 25                                                            | 163                 | 388                               | 395                                |
| 7                | 210                                   | 25                                                            | 196                 | 431                               | 440                                |
| 8                | 220                                   | 25                                                            | 196                 | 441                               | 455                                |
| 9                | 230                                   | 25                                                            | 196                 | 451                               | 455                                |
| 10               | 240                                   | 25                                                            | 196                 | 461                               | 470                                |
| 11               | 250                                   | 25                                                            | 196                 | 471                               | 485                                |
| 12               | 260                                   | 25                                                            | 196                 | 481                               | 485                                |
| 13               | 270                                   | 25                                                            | 196                 | 491                               | 500                                |
| 14               | 285                                   | 25                                                            | 196                 | 506                               | 520                                |
| 15               | 300                                   | 25                                                            | 196                 | 521                               | 540                                |

Category : Head Clerk

Existing scale : 200—10—290—15—350

Revised scale : 395—15—500—20—700—Extn.—20—800

|    |     |    |     |     |     |
|----|-----|----|-----|-----|-----|
| 1  | 200 | 25 | 163 | 388 | 395 |
| 2  | 210 | 25 | 196 | 431 | 440 |
| 3  | 220 | 25 | 196 | 441 | 455 |
| 4  | 230 | 25 | 196 | 451 | 455 |
| 5  | 240 | 25 | 196 | 461 | 470 |
| 6  | 250 | 25 | 196 | 471 | 485 |
| 7  | 260 | 25 | 196 | 481 | 485 |
| 8  | 270 | 25 | 196 | 491 | 500 |
| 9  | 280 | 25 | 196 | 501 | 520 |
| 10 | 290 | 25 | 196 | 511 | 520 |
| 11 | 305 | 25 | 196 | 526 | 540 |
| 12 | 320 | 25 | 196 | 541 | 560 |
| 13 | 335 | 25 | 196 | 556 | 560 |
| 14 | 350 | 25 | 196 | 571 | 580 |

Category : Superintendent

Existing scale : 260—10—280—15—430.

Revised scale : 500—20—700—25—900.

|    |     |    |     |     |     |
|----|-----|----|-----|-----|-----|
| 1  | 260 | 25 | 196 | 481 | 500 |
| 2  | 270 | 25 | 196 | 491 | 500 |
| 3  | 280 | 25 | 196 | 501 | 520 |
| 4  | 295 | 25 | 196 | 516 | 520 |
| 5  | 310 | 25 | 196 | 531 | 540 |
| 6  | 325 | 25 | 196 | 546 | 560 |
| 7  | 340 | 25 | 196 | 561 | 580 |
| 8  | 355 | 25 | 196 | 576 | 580 |
| 9  | 370 | 25 | 196 | 591 | 600 |
| 10 | 385 | 25 | 196 | 606 | 620 |
| 11 | 400 | 25 | 210 | 635 | 640 |
| 12 | 415 | 25 | 210 | 650 | 660 |
| 13 | 430 | 25 | 210 | 665 | 680 |

## ANNEXURE II—contd.

Category : Superintendent

Existing scale : 260—10—280—15—430 + Spl.D.P. of Rs. 20

Revised scale : 500—20—700—25—900

| Stage No.<br>(1) | Basic Pay<br>[vide Rule 5 (1)]<br>(2) | 5 per cent of Pay<br>subject to a<br>minimum of Rs. 25<br>(3) | Dearness Pay<br>(4) | Total of<br>columns 2 to 4<br>(5) | Pay in the<br>revised scale<br>(6) |
|------------------|---------------------------------------|---------------------------------------------------------------|---------------------|-----------------------------------|------------------------------------|
| 1                | 260                                   | 25                                                            | 196                 | 481                               | 500                                |
| 2                | 270                                   | 25                                                            | 196                 | 491                               | 500                                |
| 3                | 280                                   | 25                                                            | 196                 | 501                               | 520                                |
| 4                | 295                                   | 25                                                            | 196                 | 516                               | 520                                |
| 5                | 310                                   | 25                                                            | 196                 | 531                               | 540                                |
| 6                | 325                                   | 25                                                            | 196                 | 546                               | 560                                |
| 7                | 340                                   | 25                                                            | 196                 | 561                               | 580                                |
| 8                | 355                                   | 25                                                            | 196                 | 576                               | 580                                |
| 9                | 370                                   | 25                                                            | 196                 | 591                               | 600                                |
| 10               | 385                                   | 25                                                            | 196                 | 606                               | 620                                |
| 11               | 400 + 20                              | 25                                                            | 210                 | 655                               | 660                                |
| 12               | 415 + 15                              | 25                                                            | 210                 | 665                               | 680                                |
| 13               | 430                                   | 25                                                            | 210                 | 665                               | 680                                |

Category : Police Constable

Existing scale : 90—2—96—3—120

Revised scale : 220—5—250—7—285—10—325 Extn.—10—375

|    |     |    |     |     |     |
|----|-----|----|-----|-----|-----|
| 1  | 90  | 25 | 112 | 227 | 230 |
| 2  | 92  | 25 | 112 | 229 | 230 |
| 3  | 94  | 25 | 112 | 231 | 235 |
| 4  | 96  | 25 | 112 | 233 | 235 |
| 5  | 99  | 25 | 112 | 236 | 240 |
| 6  | 102 | 25 | 112 | 239 | 240 |
| 7  | 105 | 25 | 112 | 242 | 245 |
| 8  | 108 | 25 | 112 | 245 | 245 |
| 9  | 111 | 25 | 139 | 275 | 278 |
| 10 | 114 | 25 | 139 | 278 | 278 |
| 11 | 117 | 25 | 139 | 281 | 285 |
| 12 | 120 | 25 | 139 | 284 | 285 |

Category : Head Constable Grade II

Existing scale : 115—3—130—5—135

Revised scale : 250—7—285—10—385—Extn.—10—435.

|   |     |    |     |     |     |
|---|-----|----|-----|-----|-----|
| 1 | 115 | 25 | 139 | 279 | 285 |
| 2 | 118 | 25 | 139 | 282 | 285 |
| 3 | 121 | 25 | 139 | 285 | 285 |
| 4 | 124 | 25 | 139 | 288 | 295 |
| 5 | 127 | 25 | 139 | 291 | 295 |
| 6 | 130 | 25 | 139 | 294 | 295 |
| 7 | 135 | 25 | 139 | 299 | 305 |

Category : Head Constable Grade I

Existing scale : 135—5—150

Revised scale : 260—10—390—15—420—Extn.—15—495

|   |     |    |     |     |     |
|---|-----|----|-----|-----|-----|
| 1 | 135 | 25 | 139 | 299 | 300 |
| 2 | 140 | 25 | 139 | 304 | 310 |
| 3 | 145 | 25 | 139 | 309 | 310 |
| 4 | 150 | 25 | 163 | 338 | 340 |

ANNEXURE II—*contd.*

Category : Police Constable, Bombay City

Existing scale : 90—2—96—3—120—*plus* C.C.O. Spl. Pay of Rs. 10

Revised scale : 220—5—250—7—285—10—325—Extn.—10—375  
(C.C.O. Spl. Pay merged in the revised scale)

| Stage No. | Basic pay<br>[vide Rule 5 (1)] | 5 per cent of<br>Pay subject to<br>a minimum of<br>Rs. 25 | Spl. pay<br>merged in the<br>revised scale | Dearness pay | Total of<br>columns 2 to 5 | pay in the<br>revised scale |
|-----------|--------------------------------|-----------------------------------------------------------|--------------------------------------------|--------------|----------------------------|-----------------------------|
| (1)       | (2)                            | (3)                                                       | (4)                                        | (5)          | (6)                        | (7)                         |
| 1         | 90                             | 25                                                        | 10                                         | 112          | 237                        | 240                         |
| 2         | 92                             | 25                                                        | 10                                         | 112          | 239                        | 240                         |
| 3         | 94                             | 25                                                        | 10                                         | 112          | 241                        | 245                         |
| 4         | 96                             | 25                                                        | 10                                         | 112          | 243                        | 245                         |
| 5         | 99                             | 25                                                        | 10                                         | 112          | 246                        | 250                         |
| 6         | 102                            | 25                                                        | 10                                         | 139          | 276                        | 278                         |
| 7         | 105                            | 25                                                        | 10                                         | 139          | 279                        | 285                         |
| 8         | 108                            | 25                                                        | 10                                         | 139          | 282                        | 285                         |
| 9         | 111                            | 25                                                        | 10                                         | 139          | 285                        | 285                         |
| 10        | 114                            | 25                                                        | 10                                         | 139          | 288                        | 295                         |
| 11        | 117                            | 25                                                        | 10                                         | 139          | 291                        | 295                         |
| 12        | 120                            | 25                                                        | 10                                         | 139          | 294                        | 295                         |

Category : Head Constable Grade II (Bombay City)

Existing scale : 115—3—130—5—135 *plus* C.C.O. Spl. Pay of Rs. 10.

Revised scale : 250—7—285—10—385—Extn.—10—435  
(C.C.O. Spl. pay merged in the revised scale)

|   |     |    |    |     |     |     |
|---|-----|----|----|-----|-----|-----|
| 1 | 115 | 25 | 10 | 139 | 289 | 295 |
| 2 | 118 | 25 | 10 | 139 | 292 | 295 |
| 3 | 121 | 25 | 10 | 139 | 295 | 295 |
| 4 | 124 | 25 | 10 | 139 | 298 | 305 |
| 5 | 127 | 25 | 10 | 139 | 301 | 305 |
| 6 | 130 | 25 | 10 | 139 | 304 | 305 |
| 7 | 135 | 25 | 10 | 139 | 309 | 315 |

Category : Police Jamadar (i. e. Head Constable Gr. I), Bombay City

Existing scale : 135—5—150—*plus* C.C.O. Spl. Pay of Rs. 20

Revised scale : 260—10—390—15—420—Extn.—15—495  
(C.C.O. Spl. Pay merged in the revised scale)

|   |     |    |    |     |     |     |
|---|-----|----|----|-----|-----|-----|
| 1 | 135 | 25 | 20 | 163 | 343 | 350 |
| 2 | 140 | 25 | 20 | 163 | 348 | 350 |
| 3 | 145 | 25 | 20 | 163 | 353 | 360 |
| 4 | 150 | 25 | 20 | 163 | 358 | 360 |

## ANNEXURE II—contd.

Category : Primary School Teacher (S. S. C. Untrained)

Existing scale : 105—4—125

Revised scale : 260—10—390—15—420—Extn.—15—495

| Stage No. | Basic Pay<br>[vide Rule 5 (1)] | 5 per cent of pay<br>subject to a<br>minimum of Rs. 25 | Dearness Pay | Total of<br>columns 2 to 4 | Pay in the<br>revised scale |
|-----------|--------------------------------|--------------------------------------------------------|--------------|----------------------------|-----------------------------|
| (1)       | (2)                            | (3)                                                    | (4)          | (5)                        | (6)                         |
| 1         | 105                            | 25                                                     | 112          | 242                        | 260                         |
| 2         | 109                            | 25                                                     | 112          | 246                        | 260                         |
| 3         | 113                            | 25                                                     | 139          | 277                        | 280                         |
| 4         | 117                            | 25                                                     | 139          | 281                        | 290                         |
| 5         | 121                            | 25                                                     | 139          | 285                        | 290                         |
| 6         | 125                            | 25                                                     | 139          | 289                        | 290                         |

Category : Primary School Teacher (Junior Trained)

Existing scale : 115—4—135—5—160—EB.—5—210

Revised scale : 290—10—390—15—465—Extn.—15—540

|    |     |    |     |     |     |
|----|-----|----|-----|-----|-----|
| 1  | 115 | 25 | 139 | 279 | 290 |
| 2  | 119 | 25 | 139 | 283 | 290 |
| 3  | 123 | 25 | 139 | 287 | 290 |
| 4  | 127 | 25 | 139 | 291 | 300 |
| 5  | 131 | 25 | 139 | 295 | 300 |
| 6  | 135 | 25 | 139 | 299 | 300 |
| 7  | 140 | 25 | 139 | 304 | 310 |
| 8  | 145 | 25 | 139 | 309 | 310 |
| 9  | 150 | 25 | 163 | 338 | 340 |
| 10 | 155 | 25 | 163 | 343 | 350 |
| 11 | 160 | 25 | 163 | 348 | 350 |
| 12 | 165 | 25 | 163 | 353 | 360 |
| 13 | 170 | 25 | 163 | 358 | 360 |
| 14 | 175 | 25 | 163 | 363 | 370 |
| 15 | 180 | 25 | 163 | 368 | 370 |
| 16 | 185 | 25 | 163 | 373 | 380 |
| 17 | 190 | 25 | 163 | 378 | 380 |
| 18 | 195 | 25 | 163 | 383 | 390 |
| 19 | 200 | 25 | 163 | 388 | 390 |
| 20 | 205 | 25 | 163 | 393 | 405 |
| 21 | 210 | 25 | 196 | 431 | 435 |

Category : Primary School Teacher (Senior Trained)

Existing scale : 120—4—140—5—165—EB.—5—190—6—220

Revised scale : 290—10—390—15—465—Extn.—15—540

|    |     |    |     |     |     |
|----|-----|----|-----|-----|-----|
| 1  | 120 | 25 | 139 | 284 | 290 |
| 2  | 124 | 25 | 139 | 288 | 290 |
| 3  | 128 | 25 | 139 | 292 | 300 |
| 4  | 132 | 25 | 139 | 296 | 300 |
| 5  | 136 | 25 | 139 | 300 | 300 |
| 6  | 140 | 25 | 139 | 304 | 310 |
| 7  | 145 | 25 | 139 | 309 | 310 |
| 8  | 150 | 25 | 163 | 338 | 340 |
| 9  | 155 | 25 | 163 | 343 | 350 |
| 10 | 160 | 25 | 163 | 348 | 350 |
| 11 | 165 | 25 | 163 | 353 | 360 |
| 12 | 170 | 25 | 163 | 358 | 360 |
| 13 | 175 | 25 | 163 | 363 | 370 |
| 14 | 180 | 25 | 163 | 368 | 370 |
| 15 | 185 | 25 | 163 | 373 | 380 |
| 16 | 190 | 25 | 163 | 378 | 380 |
| 17 | 196 | 25 | 163 | 384 | 390 |
| 18 | 202 | 25 | 163 | 390 | 390 |
| 19 | 208 | 25 | 163 | 396 | 405 |
| 20 | 214 | 25 | 196 | 435 | 435 |
| 21 | 220 | 25 | 196 | 441 | 450 |

## ANNEXURE—II—contd.

Category : Secondary School Teacher (B. A., B. Ed.)

Existing scale : 175—10—265 E.B.—10—325—15—400

Revised scale : 365—15—500—20—660 Extn.—20—760

| Stage No.<br>(1) | Basic Pay<br>[vide Rule 5 (1)]<br>(2) | 5 per cent of pay<br>subject to a<br>minimum of Rs. 25<br>(3) | Dearness Pay<br>(4) | Total of<br>columns 2 to 4<br>(5) | Pay in the<br>revised scale<br>(6) |
|------------------|---------------------------------------|---------------------------------------------------------------|---------------------|-----------------------------------|------------------------------------|
| 1                | 175                                   | 25                                                            | 163                 | 363                               | 365                                |
| 2                | 185                                   | 25                                                            | 163                 | 373                               | 380                                |
| 3                | 195                                   | 25                                                            | 163                 | 383                               | 395                                |
| 4                | 205                                   | 25                                                            | 163                 | 393                               | 395                                |
| 5                | 215                                   | 25                                                            | 196                 | 436                               | 440                                |
| 6                | 225                                   | 25                                                            | 196                 | 446                               | 455                                |
| 7                | 235                                   | 25                                                            | 196                 | 456                               | 470                                |
| 8                | 245                                   | 25                                                            | 196                 | 466                               | 470                                |
| 9                | 255                                   | 25                                                            | 196                 | 476                               | 485                                |
| 10               | 265                                   | 25                                                            | 196                 | 486                               | 500                                |
| 11               | 275                                   | 25                                                            | 196                 | 496                               | 500                                |
| 12               | 285                                   | 25                                                            | 196                 | 506                               | 520                                |
| 13               | 295                                   | 25                                                            | 196                 | 516                               | 520                                |
| 14               | 305                                   | 25                                                            | 196                 | 526                               | 540                                |
| 15               | 315                                   | 25                                                            | 196                 | 536                               | 540                                |
| 16               | 325                                   | 25                                                            | 196                 | 546                               | 560                                |
| 17               | 340                                   | 25                                                            | 196                 | 561                               | 580                                |
| 18               | 355                                   | 25                                                            | 196                 | 576                               | 580                                |
| 19               | 370                                   | 25                                                            | 196                 | 591                               | 600                                |
| 20               | 385                                   | 25                                                            | 196                 | 606                               | 620                                |
| 21               | 400                                   | 25                                                            | 210                 | 635                               | 640                                |

Category : Staff Nurse

Existing scale : 135—5—150—6—180—7—215

Revised scale : 335—15—500—20—580 Extn.—20—680

|    |     |    |     |     |     |
|----|-----|----|-----|-----|-----|
| 1  | 135 | 25 | 139 | 299 | 335 |
| 2  | 140 | 25 | 139 | 304 | 335 |
| 3  | 145 | 25 | 139 | 309 | 335 |
| 4  | 150 | 25 | 163 | 338 | 350 |
| 5  | 156 | 25 | 163 | 344 | 350 |
| 6  | 162 | 25 | 163 | 350 | 350 |
| 7  | 168 | 25 | 163 | 356 | 365 |
| 8  | 174 | 25 | 163 | 362 | 365 |
| 9  | 180 | 25 | 163 | 368 | 380 |
| 10 | 187 | 25 | 163 | 375 | 380 |
| 11 | 194 | 25 | 163 | 382 | 395 |
| 12 | 201 | 25 | 163 | 389 | 395 |
| 13 | 208 | 25 | 163 | 396 | 410 |
| 14 | 215 | 25 | 196 | 436 | 440 |

## ANNEXURE II—contd.

Category : Talathi

Existing scale : 110—3—140—E.B.—4—160—5—180

Revised scale : 260—10—390—15—420—Extn.—15—495

| Stage No. | Basic Pay<br>[vide Rule 5 (1)] | 5 per cent of Pay<br>subject to a<br>minimum of Rs. 25 | Dearness Pay | Total of<br>columns 2 to 4 | Pay in the<br>revised scale |
|-----------|--------------------------------|--------------------------------------------------------|--------------|----------------------------|-----------------------------|
| (1)       | (2)                            | (3)                                                    | (4)          | (5)                        | (6)                         |
| 1         | 110                            | 25                                                     | 139          | 274                        | 280                         |
| 2         | 113                            | 25                                                     | 139          | 277                        | 280                         |
| 3         | 116                            | 25                                                     | 139          | 280                        | 280                         |
| 4         | 119                            | 25                                                     | 139          | 283                        | 290                         |
| 5         | 122                            | 25                                                     | 139          | 286                        | 290                         |
| 6         | 125                            | 25                                                     | 139          | 289                        | 290                         |
| 7         | 128                            | 25                                                     | 139          | 292                        | 300                         |
| 8         | 131                            | 25                                                     | 139          | 295                        | 300                         |
| 9         | 134                            | 25                                                     | 139          | 298                        | 300                         |
| 10        | 137                            | 25                                                     | 139          | 301                        | 310                         |
| 11        | 140                            | 25                                                     | 139          | 304                        | 310                         |
| 12        | 144                            | 25                                                     | 139          | 308                        | 310                         |
| 13        | 148                            | 25                                                     | 139          | 312                        | 320                         |
| 14        | 152                            | 25                                                     | 163          | 340                        | 340                         |
| 15        | 156                            | 25                                                     | 163          | 344                        | 350                         |
| 16        | 160                            | 25                                                     | 163          | 348                        | 350                         |
| 17        | 165                            | 25                                                     | 163          | 353                        | 360                         |
| 18        | 170                            | 25                                                     | 163          | 358                        | 360                         |
| 19        | 175                            | 25                                                     | 163          | 363                        | 370                         |
| 20        | 180                            | 25                                                     | 163          | 368                        | 370                         |

Category : Agricultural Assistant

Existing scale : 115—4—135—5—160—E.B.—5—185—6—203—E.B.—6—215—7—250

Revised scale : 260—10—390—15—420—Extn.—15—495

|    |     |    |     |     |     |
|----|-----|----|-----|-----|-----|
| 1  | 115 | 25 | 139 | 279 | 280 |
| 2  | 119 | 25 | 139 | 283 | 290 |
| 3  | 123 | 25 | 139 | 287 | 290 |
| 4  | 127 | 25 | 139 | 291 | 300 |
| 5  | 131 | 25 | 139 | 295 | 300 |
| 6  | 135 | 25 | 139 | 299 | 300 |
| 7  | 140 | 25 | 139 | 304 | 310 |
| 8  | 145 | 25 | 139 | 309 | 310 |
| 9  | 150 | 25 | 163 | 338 | 340 |
| 10 | 155 | 25 | 163 | 343 | 350 |
| 11 | 160 | 25 | 163 | 348 | 350 |
| 12 | 165 | 25 | 163 | 353 | 360 |
| 13 | 170 | 25 | 163 | 358 | 360 |
| 14 | 175 | 25 | 163 | 363 | 370 |
| 15 | 180 | 25 | 163 | 368 | 370 |
| 16 | 185 | 25 | 163 | 373 | 380 |
| 17 | 191 | 25 | 163 | 379 | 380 |
| 18 | 197 | 25 | 163 | 385 | 390 |
| 19 | 203 | 25 | 163 | 391 | 405 |
| 20 | 209 | 25 | 163 | 397 | 405 |
| 21 | 215 | 25 | 196 | 436 | 450 |
| 22 | 222 | 25 | 196 | 443 | 450 |
| 23 | 229 | 25 | 196 | 450 | 450 |
| 24 | 236 | 25 | 196 | 457 | 465 |
| 25 | 243 | 25 | 196 | 464 | 465 |
| 26 | 250 | 25 | 196 | 471 | 480 |

## ANNEXURE II—contd.

Category : Agricultural Supervisor

Existing scale : 160—10—260—15—290—E.B.—15—380

Revised scale : 365—15—500—20—660—Extn.—20—760

| Stage No. | Basic Pay<br>[vide Rule 5 (1)] | 5 per cent of Pay<br>subject to a<br>minimum of Rs. 25 | Dearness Pay | Total of<br>columns 2 to 4 | Pay in the<br>revised scale |
|-----------|--------------------------------|--------------------------------------------------------|--------------|----------------------------|-----------------------------|
| (1)       | (2)                            | (3)                                                    | (4)          | (5)                        | (6)                         |
| 1         | 160                            | 25                                                     | 163          | 348                        | 365                         |
| 2         | 170                            | 25                                                     | 163          | 358                        | 365                         |
| 3         | 180                            | 25                                                     | 163          | 368                        | 380                         |
| 4         | 190                            | 25                                                     | 163          | 378                        | 380                         |
| 5         | 200                            | 25                                                     | 163          | 388                        | 395                         |
| 6         | 210                            | 25                                                     | 196          | 431                        | 440                         |
| 7         | 220                            | 25                                                     | 196          | 441                        | 455                         |
| 8         | 230                            | 25                                                     | 196          | 451                        | 455                         |
| 9         | 240                            | 25                                                     | 196          | 461                        | 470                         |
| 10        | 250                            | 25                                                     | 196          | 471                        | 485                         |
| 11        | 260                            | 25                                                     | 196          | 481                        | 485                         |
| 12        | 275                            | 25                                                     | 196          | 496                        | 500                         |
| 13        | 290                            | 25                                                     | 196          | 511                        | 520                         |
| 14        | 305                            | 25                                                     | 196          | 526                        | 540                         |
| 15        | 320                            | 25                                                     | 196          | 541                        | 560                         |
| 16        | 335                            | 25                                                     | 196          | 556                        | 560                         |
| 17        | 350                            | 25                                                     | 196          | 571                        | 580                         |
| 18        | 365                            | 25                                                     | 196          | 586                        | 600                         |
| 19        | 380                            | 25                                                     | 196          | 601                        | 620                         |

Category : Junior Engineer

Existing scale : 170—10—260—15—320—E.B.—15—380—20—520

Revised scale : 395—15—500—20—700—25—900

|    |     |    |     |     |     |
|----|-----|----|-----|-----|-----|
| 1  | 170 | 25 | 163 | 358 | 395 |
| 2  | 180 | 25 | 163 | 368 | 395 |
| 3  | 190 | 25 | 163 | 378 | 395 |
| 4  | 200 | 25 | 163 | 388 | 395 |
| 5  | 210 | 25 | 196 | 431 | 440 |
| 6  | 220 | 25 | 196 | 441 | 455 |
| 7  | 230 | 25 | 196 | 451 | 455 |
| 8  | 240 | 25 | 196 | 461 | 470 |
| 9  | 250 | 25 | 196 | 471 | 485 |
| 10 | 260 | 25 | 196 | 481 | 485 |
| 11 | 275 | 25 | 196 | 496 | 500 |
| 12 | 290 | 25 | 196 | 511 | 520 |
| 13 | 305 | 25 | 196 | 526 | 540 |
| 14 | 320 | 25 | 196 | 541 | 560 |
| 15 | 335 | 25 | 196 | 556 | 560 |
| 16 | 350 | 25 | 196 | 571 | 580 |
| 17 | 365 | 25 | 196 | 586 | 600 |
| 18 | 380 | 25 | 196 | 601 | 620 |
| 19 | 400 | 25 | 210 | 635 | 640 |
| 20 | 420 | 25 | 210 | 655 | 660 |
| 21 | 440 | 25 | 210 | 675 | 680 |
| 22 | 460 | 25 | 214 | 699 | 700 |
| 23 | 480 | 25 | 214 | 719 | 725 |
| 24 | 500 | 25 | 233 | 758 | 775 |
| 25 | 520 | 26 | 213 | 759 | 775 |

## ANNEXURE II—contd.

Category : Junior Engineer

Existing scale : 170—10—260—15—320—E.B.—15—380—20—520—Spl.D.P. of Rs. 20

Revised scale : 395—15—500—20—700—25—900

| Stage No. | Basic Pay<br>[vide Rule 5 (1)] | 5 per cent of Pay<br>subject to a<br>minimum of Rs. 25 | Dearness Pay | Total of<br>columns 2 to 4 | Pay in the<br>revised scale |
|-----------|--------------------------------|--------------------------------------------------------|--------------|----------------------------|-----------------------------|
| (1)       | (2)                            | (3)                                                    | (4)          | (5)                        | (6)                         |
| 1         | 170                            | 25                                                     | 163          | 358                        | 395                         |
| 2         | 180                            | 25                                                     | 163          | 368                        | 395                         |
| 3         | 190                            | 25                                                     | 163          | 378                        | 395                         |
| 4         | 200                            | 25                                                     | 163          | 388                        | 395                         |
| 5         | 210                            | 25                                                     | 196          | 431                        | 440                         |
| 6         | 220                            | 25                                                     | 196          | 441                        | 455                         |
| 7         | 230                            | 25                                                     | 196          | 451                        | 455                         |
| 8         | 240                            | 25                                                     | 196          | 461                        | 470                         |
| 9         | 250                            | 25                                                     | 196          | 471                        | 485                         |
| 10        | 260                            | 25                                                     | 196          | 481                        | 485                         |
| 11        | 275                            | 25                                                     | 196          | 496                        | 500                         |
| 12        | 290                            | 25                                                     | 196          | 511                        | 520                         |
| 13        | 305                            | 25                                                     | 196          | 526                        | 540                         |
| 14        | 320                            | 25                                                     | 196          | 541                        | 560                         |
| 15        | 335                            | 25                                                     | 196          | 556                        | 560                         |
| 16        | 350                            | 25                                                     | 196          | 571                        | 580                         |
| 17        | 365                            | 25                                                     | 196          | 586                        | 600                         |
| 18        | 380+20                         | 25                                                     | 210          | 635                        | 640                         |
| 19        | 400+20                         | 25                                                     | 210          | 655                        | 660                         |
| 20        | 400+20                         | 25                                                     | 210          | 675                        | 680                         |
| 21        | 440+20                         | 25                                                     | 214          | 699                        | 700                         |
| 22        | 460+20                         | 25                                                     | 214          | 719                        | 725                         |
| 23        | 480+20                         | 25                                                     | 233          | 758                        | 775                         |
| 24        | 500+20                         | 26                                                     | 213          | 759                        | 775                         |
| 25        | 520                            | 26                                                     | 213          | 759                        | 775                         |

Category : Officers on Standard Class II scale

Existing scale : 280—300—20—460—E.B.—20—500—25—650—E.B.—30—830

Revised scale : 600—30—750—E.B.—40—1150

|    |     |    |     |      |      |
|----|-----|----|-----|------|------|
| 1  | 280 | 25 | 196 | 501  | 600  |
| 2  | 300 | 25 | 196 | 521  | 600  |
| 3  | 320 | 25 | 196 | 541  | 600  |
| 4  | 340 | 25 | 196 | 561  | 600  |
| 5  | 360 | 25 | 196 | 581  | 600  |
| 6  | 380 | 25 | 196 | 601  | 630  |
| 7  | 400 | 25 | 210 | 635  | 660  |
| 8  | 420 | 25 | 210 | 655  | 660  |
| 9  | 440 | 25 | 210 | 675  | 690  |
| 10 | 460 | 25 | 214 | 699  | 720  |
| 11 | 480 | 25 | 214 | 719  | 720  |
| 12 | 500 | 25 | 233 | 758  | 790  |
| 13 | 525 | 26 | 208 | 759  | 790  |
| 14 | 550 | 28 | 190 | 768  | 790  |
| 15 | 575 | 29 | 190 | 794  | 830  |
| 16 | 600 | 30 | 180 | 810  | 830  |
| 17 | 625 | 31 | 180 | 836  | 870  |
| 18 | 650 | 33 | 180 | 863  | 870  |
| 19 | 680 | 34 | 180 | 894  | 910  |
| 20 | 710 | 36 | 180 | 926  | 950  |
| 21 | 740 | 37 | 180 | 957  | 990  |
| 22 | 770 | 39 | 180 | 989  | 990  |
| 23 | 800 | 40 | 180 | 1020 | 1030 |
| 24 | 830 | 42 | 180 | 1052 | 1070 |

## ANNEXURE II—contd.

Category : Officer on Standard Class II scale

Existing scale : 280—300—20—460—E.B.—20—500—25—650—E. P.—30—830+Spl. D.P. of Rs. 20

Revised scale : 600—30—750—E.B.—40—1150

| Stage No. | Basic Pay<br>[vide Rule 5 (1)] | 5 per cent of Pay<br>subject to a<br>minimum of Rs. 25 | Dearness Pay | Total of<br>columns 2 to 4 | Pay in the<br>revised scale |
|-----------|--------------------------------|--------------------------------------------------------|--------------|----------------------------|-----------------------------|
| (1)       | (2)                            | (3)                                                    | (4)          | (5)                        | (6)                         |
| 1         | 280                            | 25                                                     | 196          | 501                        | 600                         |
| 2         | 300                            | 25                                                     | 196          | 521                        | 600                         |
| 3         | 320                            | 25                                                     | 196          | 541                        | 600                         |
| 4         | 340                            | 25                                                     | 196          | 561                        | 600                         |
| 5         | 360                            | 25                                                     | 196          | 581                        | 600                         |
| 6         | 380                            | 25                                                     | 196          | 601                        | 630                         |
| 7         | 400+20                         | 25                                                     | 210          | 655                        | 660                         |
| 8         | 420+20                         | 25                                                     | 210          | 675                        | 690                         |
| 9         | 440+20                         | 25                                                     | 214          | 699                        | 720                         |
| 10        | 460+20                         | 25                                                     | 214          | 719                        | 720                         |
| 11        | 480+20                         | 25                                                     | 233          | 758                        | 790                         |
| 12        | 500+20                         | 26                                                     | 213          | 759                        | 790                         |
| 13        | 525+20                         | 27                                                     | 190          | 762                        | 790                         |
| 14        | 550+20                         | 29                                                     | 190          | 789                        | 790                         |
| 15        | 575+20                         | 30                                                     | 180          | 805                        | 830                         |
| 16        | 600+20                         | 31                                                     | 180          | 831                        | 870                         |
| 17        | 625+20                         | 32                                                     | 180          | 857                        | 870                         |
| 18        | 650+20                         | 34                                                     | 180          | 884                        | 910                         |
| 19        | 680+20                         | 35                                                     | 180          | 915                        | 950                         |
| 20        | 710+20                         | 37                                                     | 180          | 947                        | 950                         |
| 21        | 740+20                         | 38                                                     | 180          | 978                        | 990                         |
| 22        | 770+20                         | 40                                                     | 180          | 1010                       | 1030                        |
| 23        | 800+20                         | 41                                                     | 180          | 1041                       | 1070                        |
| 24        | 830                            | 42                                                     | 180          | 1052                       | 1070                        |

Category : Officers on Standard Class I scale

Existing scale : 380—410—30—650—E.B.—45—1100—50—1200

Revised scale : 680—40—1000—E.B.—50—1500

|    |      |    |     |      |      |
|----|------|----|-----|------|------|
| 1  | 380  | 25 | 196 | 601  | 680  |
| 2  | 410  | 25 | 210 | 645  | 680  |
| 3  | 440  | 25 | 210 | 675  | 680  |
| 4  | 470  | 25 | 214 | 709  | 720  |
| 5  | 500  | 25 | 233 | 758  | 760  |
| 6  | 530  | 27 | 203 | 760  | 760  |
| 7  | 560  | 28 | 190 | 778  | 800  |
| 8  | 590  | 30 | 180 | 800  | 800  |
| 9  | 620  | 31 | 180 | 831  | 840  |
| 10 | 650  | 33 | 180 | 863  | 880  |
| 11 | 695  | 35 | 180 | 910  | 920  |
| 12 | 740  | 37 | 180 | 957  | 960  |
| 13 | 785  | 39 | 180 | 1004 | 1050 |
| 14 | 830  | 42 | 180 | 1052 | 1100 |
| 15 | 875  | 44 | 180 | 1099 | 1100 |
| 16 | 920  | 46 | 180 | 1146 | 1150 |
| 17 | 965  | 48 | 180 | 1193 | 1200 |
| 18 | 1010 | 51 | 169 | 1230 | 1250 |
| 19 | 1055 | 53 | 160 | 1268 | 1300 |
| 20 | 1100 | 55 | 160 | 1315 | 1350 |
| 21 | 1150 | 58 | 160 | 1368 | 1400 |
| 22 | 1200 | 60 | 160 | 1420 | 1450 |

## ANNEXURE II—contd.

Category : Officers on Standard Class I scale

Existing scale : 380—410—30—650—EB.—45—1100—50—1200+ Spl. D.P. of Rs. 20

Revised scale : 680—40—1000—EB.—50—1500

| Stage No. | Basic pay<br>(vide Rule 5 (1)) | 5 per cent of Pay<br>subject to a<br>minimum of Rs. 25 | Dearness Pay | Total of<br>columns 2 to 4 | Pay in the<br>revised scale |
|-----------|--------------------------------|--------------------------------------------------------|--------------|----------------------------|-----------------------------|
| (1)       | (2)                            | (3)                                                    | (4)          | (5)                        | (6)                         |
| 1         | 380                            | 25                                                     | 196          | 601                        | 680                         |
| 2         | 410                            | 25                                                     | 210          | 645                        | 680                         |
| 3         | 440                            | 25                                                     | 210          | 675                        | 680                         |
| 4         | 470                            | 25                                                     | 214          | 709                        | 720                         |
| 5         | 500+20                         | 26                                                     | 213          | 759                        | 760                         |
| 6         | 530+20                         | 28                                                     | 190          | 768                        | 800                         |
| 7         | 560+20                         | 29                                                     | 185          | 794                        | 800                         |
| 8         | 590+20                         | 31                                                     | 180          | 821                        | 840                         |
| 9         | 620+20                         | 32                                                     | 180          | 852                        | 880                         |
| 10        | 650+20                         | 34                                                     | 180          | 884                        | 920                         |
| 11        | 695+20                         | 36                                                     | 180          | 931                        | 960                         |
| 12        | 740+20                         | 38                                                     | 180          | 978                        | 1000                        |
| 13        | 785+20                         | 40                                                     | 180          | 1025                       | 1050                        |
| 14        | 830+20                         | 43                                                     | 180          | 1073                       | 1100                        |
| 15        | 875+20                         | 45                                                     | 180          | 1120                       | 1150                        |
| 16        | 920+20                         | 47                                                     | 180          | 1167                       | 1200                        |
| 17        | 965+20                         | 49                                                     | 180          | 1214                       | 1250                        |
| 18        | 1010+20                        | 52                                                     | 160          | 1242                       | 1250                        |
| 19        | 1055+20                        | 54                                                     | 160          | 1289                       | 1300                        |
| 20        | 1100+20                        | 56                                                     | 160          | 1336                       | 1350                        |
| 21        | 1150+20                        | 59                                                     | 160          | 1389                       | 1400                        |
| 22        | 1200                           | 60                                                     | 160          | 1420                       | 1450                        |

## ANNEXURE III

Category : Primary School Teacher (P.S.C. untrained)

Existing scale : 90—2—98—3—110

Revised scale : 250—7—285—Extn.—10—435

| Stage No. | Basic pay<br>(vide Rule 5 (1)) | 5 per cent of Pay<br>subject to a<br>minimum of Rs. 25 | Dearness Pay | Total of<br>columns 2 to 4 | Pay in the<br>revised scale | Pay admissible<br>after stepping<br>up under Note 2<br>below Rule 8 |
|-----------|--------------------------------|--------------------------------------------------------|--------------|----------------------------|-----------------------------|---------------------------------------------------------------------|
| (1)       | (2)                            | (3)                                                    | (4)          | (5)                        | (6)                         | (7)                                                                 |
| 1         | 90                             | 25                                                     | 112          | 227                        | 250                         |                                                                     |
| 2         | 92                             | 25                                                     | 112          | 229                        | 250                         |                                                                     |
| 3         | 94                             | 25                                                     | 112          | 231                        | 250                         |                                                                     |
| 4         | 96                             | 25                                                     | 112          | 233                        | 250                         |                                                                     |
| 5         | 98                             | 25                                                     | 112          | 235                        | 250                         |                                                                     |
| 6         | 101                            | 25                                                     | 112          | 238                        | 250                         | 257                                                                 |
| 7         | 104                            | 25                                                     | 112          | 241                        | 250                         | 257                                                                 |
| 8         | 107                            | 25                                                     | 112          | 244                        | 250                         | 257                                                                 |
| 9         | 110                            | 25                                                     | 139          | 274                        | 278                         |                                                                     |

Category : Naib Tahsildar

Existing scale : 220—10—280—15—310—E.B.—15—400

Revised scale : 500—20—700—25—900

| Stage No. | Basic pay | 5 per cent of Pay | Dearness Pay | Total of | Pay in the | Pay admissible |
|-----------|-----------|-------------------|--------------|----------|------------|----------------|
| (1)       | (2)       | (3)               | (4)          | (5)      | (6)        | (7)            |
| 1         | 220       | 25                | 196          | 441      | 500        |                |
| 2         | 230       | 25                | 196          | 451      | 500        |                |
| 3         | 240       | 25                | 196          | 461      | 500        |                |
| 4         | 250       | 25                | 196          | 471      | 500        |                |
| 5         | 260       | 25                | 196          | 481      | 500        |                |
| 6         | 270       | 25                | 196          | 491      | 500        | 520            |
| 7         | 280       | 25                | 196          | 501      | 520        |                |
| 8         | 295       | 25                | 196          | 516      | 520        |                |
| 9         | 310       | 25                | 196          | 531      | 540        |                |
| 10        | 325       | 25                | 196          | 546      | 560        |                |
| 11        | 340       | 25                | 196          | 561      | 580        |                |
| 12        | 355       | 25                | 196          | 576      | 580        |                |
| 13        | 370       | 25                | 196          | 591      | 600        |                |
| 14        | 385       | 25                | 196          | 606      | 620        |                |
| 15        | 400       | 25                | 210          | 635      | 640        |                |

ANNEXURE III—*contd.*

Category : Stenographer (Higher Grade)

Existing scale : 240—10—280—15—370—E.B.—15—460—20—500

Revised scale : 600—30—750—40—950

| Stage No. | Basic Pay<br>[vide Rule 5 (1)] | 5 per cent of<br>Pay subject to<br>a minimum of<br>Rs. 25 | Dearness Pay | Total of<br>columns 2 to 4 | Pay in the<br>revised scale | Pay admissible<br>after stepping<br>up under Note 2<br>below Rule 8 |
|-----------|--------------------------------|-----------------------------------------------------------|--------------|----------------------------|-----------------------------|---------------------------------------------------------------------|
| (1)       | (2)                            | (3)                                                       | (4)          | (5)                        | (6)                         | (7)                                                                 |
| 1         | 240                            | 25                                                        | 196          | 461                        | 600                         |                                                                     |
| 2         | 250                            | 25                                                        | 196          | 471                        | 600                         |                                                                     |
| 3         | 260                            | 25                                                        | 196          | 481                        | 600                         |                                                                     |
| 4         | 270                            | 25                                                        | 196          | 491                        | 600                         |                                                                     |
| 5         | 280                            | 25                                                        | 196          | 501                        | 600                         |                                                                     |
| 6         | 295                            | 25                                                        | 196          | 516                        | 600                         | 630                                                                 |
| 7         | 310                            | 25                                                        | 196          | 531                        | 600                         | 630                                                                 |
| 8         | 325                            | 25                                                        | 196          | 546                        | 600                         | 630                                                                 |
| 9         | 340                            | 25                                                        | 196          | 561                        | 600                         | 630                                                                 |
| 10        | 355                            | 25                                                        | 196          | 576                        | 600                         | 630                                                                 |
| 11        | 370                            | 25                                                        | 196          | 591                        | 600                         | 660                                                                 |
| 12        | 385                            | 25                                                        | 196          | 606                        | 630                         | 660                                                                 |
| 13        | 400                            | 25                                                        | 210          | 635                        | 660                         |                                                                     |
| 14        | 415                            | 25                                                        | 210          | 650                        | 660                         |                                                                     |
| 15        | 430                            | 25                                                        | 210          | 665                        | 690                         |                                                                     |
| 16        | 445                            | 25                                                        | 210          | 680                        | 690                         |                                                                     |
| 17        | 460                            | 25                                                        | 214          | 699                        | 720                         |                                                                     |
| 18        | 480                            | 25                                                        | 214          | 719                        | 720                         |                                                                     |
| 19        | 500                            | 25                                                        | 233          | 758                        | 790                         |                                                                     |

Category : Stenographer (Higher Grade)

Existing scale : 240—10—280—15—370—E.B.—15—460—20—500+ Spl. D. P. of Rs. 20

Revised scale : 600—30—750—40—950

|    |        |    |     |     |     |     |
|----|--------|----|-----|-----|-----|-----|
| 1  | 240    | 25 | 196 | 461 | 600 |     |
| 2  | 250    | 25 | 196 | 471 | 600 |     |
| 3  | 260    | 25 | 196 | 481 | 600 |     |
| 4  | 270    | 25 | 196 | 491 | 600 |     |
| 5  | 280    | 25 | 196 | 501 | 600 |     |
| 6  | 295    | 25 | 196 | 516 | 600 | 630 |
| 7  | 310    | 25 | 196 | 531 | 600 | 630 |
| 8  | 325    | 25 | 196 | 546 | 600 | 630 |
| 9  | 340    | 25 | 196 | 561 | 600 | 630 |
| 10 | 355    | 25 | 196 | 576 | 600 | 630 |
| 11 | 370    | 25 | 196 | 591 | 600 | 660 |
| 12 | 385    | 25 | 196 | 606 | 630 | 660 |
| 13 | 400+20 | 25 | 210 | 655 | 660 |     |
| 14 | 415+20 | 25 | 210 | 670 | 690 |     |
| 15 | 430+20 | 25 | 214 | 689 | 690 |     |
| 16 | 445+20 | 25 | 214 | 704 | 720 |     |
| 17 | 460+20 | 25 | 214 | 719 | 720 |     |
| 18 | 480+02 | 25 | 233 | 758 | 790 |     |
| 19 | 500    | 25 | 233 | 758 | 790 |     |

*Maharashtra Civil Services (Revised Pay) Rules, 1978.*

Revision of pay scales of certain categories under—

G. R., F. D., No. PCR 1278/CR-165/SER-10, dated 1st July 1978.

Revised scales of pay for the categories of (1) Typists, (2) Head Typists, (3) Steno-typists and (4) Drivers of Motor Vehicles have already been prescribed under Maharashtra Civil Services (Revised Pay) Rules, 1978 *vide* Government Resolution No. PCR-1278/CR-12/SER-10, dated the 17th April 1978. Government is pleased to pass following further orders regarding the pay scales of these categories.

**(1) Typists**

\*2. Under Maharashtra Civil Services (Revised Pay) Rules, 1978 a revised scale of Rs. 260-10-390 15-420-Extn.-15-495 has been prescribed for the posts of typists in all Departments of Government. The Special Pay (or Typing allowance) of Rs. 15 per month drawn by the typists in the Department's Mantralaya has also been continued. The Pay Commission has recommended that the typists who work exclusively as typists but are borne on the clerical cadre of respective departments for the purpose of promotion etc., should be placed on a higher scale of Rs. 290-10-390-15-465-Extn-15-540 if they opt to delink themselves from the clerical cadre. Government has accepted this recommendation and is accordingly pleased to direct that if any typist working exclusively as a typist borne on the clerical cadre of a Department gives an undertaking in writing to the effect that he renounces his claim for promotion to the higher posts in the clerical cadre, he should be placed on the aforesaid scale of Rs. 290-540 with effect from 1st April 1976 or any future date, as per his option.

The initial pay of typist who opts to sever connection with the clerical cadre with effect from 1st April 1976 and is therefore brought on the revised scale of Rs. 290-540 should be fixed in that scale under the provisions of Maharashtra Civil Services (Revised Pay) Rules, 1978 as if the scale of Rs. 290-540 has been prescribed for the post held by him. The special pay (or typing allowance) of Rs. 15, if drawn should be treated as merged in the revised pay scale and should be taken into account for the purpose of pay fixation.

3. Government is further pleased to direct that the special pay (or Typing allowance) of Rs. 15 now admissible to typists in the departments of Mantralaya should be extended to typists in the offices outside Mantralaya subject to the following conditions being satisfied viz.—

(1) that the typist has minimum typing speed of 40 w. p. m., and]

(2) that the typist is being used exclusively for typing work and has a workload of full-time typist as prescribed in Government Circular, Finance Department No. 7983/33, dated the 21st February 1952 (*vide* Annexure to this Resolution).

In the cases where the conditions mentioned above were satisfied on 1st April 1976, the special pay may be allowed with effect from that date. In other cases, special pay should be sanctioned with effect from the date on which the conditions are satisfied. For the purpose of condition (2) above, certificate issued by the appointing authority to the effect that the typist has full-time workload as prescribed in the Government Circular of 21st February 1952 should be accepted.

**(2) Head Typists**

4. Posts of Head Typists which exist in the Departments of Mantralaya and a few offices Outside Mantralaya which have Central Typing Sections are borne on the cadre of Clerk-typists and carry a special pay. Government is pleased to direct that as in the case of typists an option should be given to the Head Typists either to continue to remain in the cadre of Clerk-typists or to get themselves delinked from that cadre. Those who opt to get themselves delinked from the cadre of Clerk-typists should be placed on a higher scale of Rs. 335-15-500-20-580-Extn.—20-680 with effect from 1st April 1976 or any future date, as per their option.

The initial pay of a Head Typist who opts to sever connection with the clerical cadre and is therefore brought on the scale of Rs. 335-680 with effect from 1st April 1976 should be fixed in that scale under the provisions of Maharashtra Civil Services (Revised Pay) Rules, 1978 as if the scale of Rs. 335-680 has been prescribed for the post held by him. Special pay including typing allowance of Rs. 15, if drawn, should be treated as merged in the revised pay scale and should be taken into account for the purpose of pay fixation.

## (3) Steno-typist

**\*\* 5.** Under Maharashtra Civil Services (Revised Pay) Rules 1978, the following common scales have been prescribed for the posts of Steno-typists in various departments of Government :—

- (i) Rs. 260-10-390-15-420-Extn-15-495-*plus* shorthand allowance according to shorthand speed.
- (ii) Rs. 335-15-500-20-580.-Extn.-20-680.

The scale at (i) is intended for Steno-typists who are borne on the cadre of Clerk-typists and continue to remain on that cadre for the purpose of promotion to higher clerical posts and the scale referred to at (ii) is intended for those who are directly recruited to the posts of steno-typists and have no claim for promotion in higher clerical posts. It is possible that some of the steno-typists belonging to the first category may prefer to come on the scale of Rs. 335-680 meant for direct recruits and forego their right of promotion to higher clerical posts. Government is, accordingly, pleased to direct that if any steno-typist borne on the clerical cadre gives an undertaking in writing to the effect that he renounces his claim for promotion to higher posts in the clerical cadre, he may be allowed to come to the revised scale of Rs. 335-680 with effect from 1st April 1976 or any future date, as per his option.

The initial pay of a Steno-typist who opts to sever connection with the clerical cadre and is brought on the scale of Rs. 335-680 with effect from 1st April 1976 should be fixed in that scale under the provisions of Maharashtra Civil Services (Revised Pay) Rules, 1978 as if the scale of Rs. 335-680 has been prescribed for the post held by him. Shorthand allowance and special pay, if any, drawn should be treated as merged in the revised scale and should be taken into account for the purpose of pay fixation.

## (4) Drivers of Motor Vehicles

6. Under Maharashtra Civil Services (Revised Pay) Rules, 1978, a scale of Rs. 250-7-285-10-385-Extn.-10-435 has been prescribed for the posts of Drivers of Motor Vehicles. However, since the drivers of heavy motor vehicles (viz. trucks and buses) are required to possess a heavy duty licence and since handling of heavy vehicles entails considerable strain on the drivers, it has been decided that the drivers of heavy vehicles should be placed on a higher scale of Rs. 260-10-390-15-420-Extn.-15-495. Heads of Departments should, therefore, take steps to get upgraded posts of drivers equal to the number of heavy vehicles (viz. trucks and buses) in their departments including in the offices under their control after submitting necessary proposals to the Departments of Mantralaya concerned. The posts may be upgraded with effect from 1st April 1976 provided that the heavy vehicles have been in existence from that date and that the posts have continuously held by Drivers possessing heavy duty licence from that date. Where these conditions are not satisfied the posts should be upgraded from a later date on which the conditions are satisfied.

The initial pay of Driver who qualifies for the scale of Rs. 260-495 with effect from 1st April 1976 should be fixed in that scale under the provisions of Maharashtra Civil Services (Revised Pay) Rules, 1978 as if the scale of Rs. 260-495 has been prescribed for the post held by him.

\* Orders contained in para. 2 are also applicable to the posts of Marathi or Regional language typists as per G. R., F. D., No. PCR-1276/CR-461/SER-10, dated 20th September 1978.

\*\* Orders contained in the para. 5 have been extended to clerks with shorthand allowance with effect from 1st April 1976 as per G. R., F. D., No. PCR-1281/CR/380/SER-10, dated 14th July 1981.

Accompaniment to Government Resolution, Finance Department, No. PCR-1278/CR-165/SER-10, dated the 1st July 1978.

## ANNEXURE

Government Circular, Finance Department, No. 7983/33, dated the 21st February 1952

*Standard of typing work*

The Officer on Special Duty (Re-retrenchment) has suggested that a standard of 7,000 words per working day may be expected of a typists and that as a long term criterion 10,000 words per day should be expected. Government is pleased to accept the above recommendation and direct that for the time being the standard should be 7,000 words per day. In fixing the standard of 7,000 words, allowance has been made for bad handwriting of the manuscript notes to be typed; for the normal work of typing tabular statements and for absenteeism.

2. The Heads of Departments should review the strength of typists in the various offices under their control in the light of the above standard and retrench the excess number of posts, if any. The action taken should be reported to this Department, with the amount of annual saving involved, if any, within one month.

*Maharashtra Civil Services (Revised Pay) Rules, 1978*  
Exercise of option under—

G. C., F. D., No. PCR-1178/1947/SER-10, dated 15th September 1978

It has been represented to Government that a large number of Government servants who have already exercised option under the Maharashtra Civil Services (Revised Pay) Rules, 1978, would like to exercise a fresh option as they had not understood the implications of the Rules correctly when they exercised the option. Government is pleased to direct that date for exercising option should accordingly be extended upto 31st December 1978 and that the Government servants who have already exercised or are deemed to have exercised their options should also be allowed to exercise fresh options upto that date. Requests for extending the time limit or exercising a fresh option after 31st December, 1978 will, under no circumstances, be entertained.

*Maharashtra Civil Services (Revised Pay) Rules, 1978*  
Revision of pay scales of the posts of Typists under—

G. R., F. D., No. PCR-1276/CR-461/SER-10, dated 20th September 1978

Under Government Resolution, Finance Department, No. PCR-1278/CR-165/SER-10, dated the 1st July 1978, orders have been issued prescribing two scales of pay for the post of Typists. Certain points have been raised in connection with the implementation of these orders. Government is pleased to clarify them as follows :—

*Points*

*Clarification*

- |                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Whether the special pay (or Typing Allowance) of Rs. 15 p. m. mentioned in para. 3 of Government Resolution, dated 1st July 1978 is admissible to typists in the offices outside Mantralaya in Bombay only or in Districts also. | The special pay (or Typing Allowance) is admissible to Typists working in all Government Offices throughout the State subject to their satisfying the prescribed conditions of workload and speed.                                                                                                                                                                                                                                                                                                                                                                                   |
| 2. Whether the benefit of special pay is admissible to the posts of Clerk-typists.                                                                                                                                                  | Yes, provided the incumbents of the posts of clerk-typists are exclusively working as Typists only and satisfy the prescribed conditions of workload and speed.                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 3. Whether typists appointed in the short-term or, leave vacancies can have option to elect the higher scale of pay of Rs. 290-540.                                                                                                 | Typists who are appointed in short-term or leave vacancies are liable to be discharged from service on termination of such vacancies. Their appointments are not regular ones and they are not eligible for promotion to higher posts in the Clerical cadre. The question of delinking from the Clerical cadre in their cases does not arise. Such Typists, therefore, cannot have option to elect the higher scale. They will draw their pay in the scale of pay of Rs. 260-495 only. Special pay will be admissible to them subject to their satisfying the prescribed conditions. |
| 4. Whether the special pay or Typing Allowance counts for the purpose of calculating other allowances such as Compensatory Local Allowance, House Rent Allowance, etc.                                                              | Yes, the special pay or typing allowance shall be treated as part of pay for the purpose of calculating other allowances.                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 5. Whether for the purpose of typing speed of 40 words p. m. a speed certificate is necessary.                                                                                                                                      | In the case of typists selected by the Maharashtra Public Service Commission, a speed certificate is not necessary. In the case of others, a certificate of speed of 40 words p. m. (or more) issued by the Director of Education, Maharashtra State, is necessary.                                                                                                                                                                                                                                                                                                                  |

2. Government is further pleased to direct that the orders contained in para. 2 of Government Resolution, dated 1st July, 1978 are also applicable to the posts of Marathi or regional language typists subject to the conditions mentioned therein.

*Maharashtra Civil Services (Revised Pay) Rules, 1978*  
 Clarifications regarding—

G. C. M., F. D., No. PCR-1378/226/SER-10, dated 27th September 1978

Certain points have been raised regarding the application of Maharashtra Civil Services (Revised Pay) Rules, 1978. They are clarified below :—

*2. Pay drawn in the existing scale on 1st April 1976 :*

A question has been raised whether in the cases where an increment in the existing scale was due on 1st April 1976, basic pay for the purpose of fixation of initial pay in the revised pay shall include the increment or whether the increment should be allowed after initial pay is fixed in the revised scale. Government is pleased to clarify that the basic pay on 1st April, 1976 should be inclusive of the increment, if any, due on that date.

*3. Date of increment in the cases where the rate of increment is annual in the existing scale and biennial in the revised scale*

Under Rule 9 of the Maharashtra Civil Services (Revised Pay) Rules, 1978, except in the cases falling under the first proviso to that Rule, next increment of a Government servant whose pay is fixed in the revised scale is required to be granted on the date on which he would have drawn an increment in the existing scale or on the date on which an increment falls due in the revised scale, whichever is earlier. A question has been raised whether this provision will apply even in the cases where the rate of increment is annual in the existing scale and biennial in the revised scale. Government is pleased to clarify that the said provision shall apply irrespective of periodicity of the increment in the existing/revised scale.

*4. The date of increment in the revised scale in the cases where drawal of increment in the existing scale is subject to crossing of Efficiency Bar*

Government is pleased to clarify that where the increment which fell due in the existing scale after 1st April, 1976 was subject to the employees being allowed to cross Efficiency Bar, increment in the revised scale should be granted on that date only if the authority competent to allow the employee to cross the Efficiency Bar certifies that he would have been allowed to cross the Bar on that date. In other cases next increment shall be granted on the date on which an increment becomes due in the revised scale provided that if the competent authority certifies that the Government servant would have been allowed to draw the increment in the existing scale on an earlier date, the next increment should be granted on such earlier date.

*5. Regulation of personal pays drawn on 1st April 1976*

(i) Personal pays granted under Bombay Civil Services Rules, 41 and 44 for protecting basic pay should be treated as part of basic pay for the purpose of Rule 5 (1) of Maharashtra Civil Services (Revised Pay) Rules, 1978 and should be taken into account for the purpose of fixation of initial pay.

(ii) In all other cases personal pays should not be taken into account for the purpose of fixation of initial pay. However, in the cases where pay fixed in the revised scale is less than the sum of pay drawn in the existing scale, personal pay and dearness pay, difference should be granted as personal pay to be absorbed in the future increments or increases in pay.

(iii) Personal pay granted under Clause (ii) above shall not be taken into account for drawal of House Rent Allowances and Compensatory Local Allowance in the cases where personal pay drawn prior to 1st April 1976 was not taken into account for calculation of these allowances.

*6. Regulation of Interim Relief drawn by employees who do not opt for revised scales on 1st April 1978*

In accordance with the orders issued under Government Resolution, Finance Department, No. PCR-1077/CR-958/SER-7, dated 7th October 1977, Interim Relief sanctioned thereunder is required to be adjusted against Pay and Allowances that may result from the Government's decision on Pay Commission's recommendations. Arrears on account of revision of pay scales will be admissible only where the employees has moved to the revised scale on or before 1st October 1978. A question has been raised as to how the interim relief already paid should be regularised in the case of employees who have continued to draw pay in the existing scale after 1st April 1976 and are therefore not eligible for arrear sufficient to wipe out the amount of interim relief paid to them. Payment of interim relief has been stopped with effect from the pay of the month of May 1978 payable in June 1978. Government is pleased to direct that in the case of persons who continued to draw pay in the existing scales for any period prior to 1st May 1978. Interim Relief drawn during the period from 1st April 1976 to 30th April 1978 should be adjusted against arrears, if any, admissible during that period

on account of (i) fixation of pay in the revised scale, (ii) recalculation of Dearness Allowance admissible on the revised pay and (iii) revision of House Rent Allowance and Compensatory Local Allowance rates and that recovery of the amount, if any, which cannot be adjusted against the arrears should be waived.

Amount of Interim Relief, if any, drawn after 1st May 1978 which cannot be adjusted against the arrears should be recovered.

*7. Fixation of pay in the revised scales subsequent to 1st April 1976*

Under Rule 11 of the Maharashtra Civil Services (Revised Pay) Rules, 1978, Government servants who elect to come to the revised scales from a date not later than 30th September 1978 are eligible for the benefit of pay fixation formula prescribed for fixation of pay in the revised scales. Since increments are drawn on the 1st day of the month, it has been decided that the benefit of the formula should be extended to the employees who opt to come to the revised scales from the date of increment falling on the 1st October 1978 also. Necessary amendments to Maharashtra Civil Services (Revised Pay) Rules 1978 in this regard will be issued separately.

*Maharashtra Civil Services (Revised Pay) Rules, 1978*  
Application of—to the work-charged employees.

G. C., F. D., No. PCR, 1178/1733/SER-10, dated 30th October 1978.

The Maharashtra Civil Services (Revised pay) Rules, 1978 do not apply to the Government servants borne on work-charged establishments. The question of making these orders applicable to the Government servants on work-charged establishment was under consideration of Government for some time past. Government is now pleased to direct that the Maharashtra Civil Services (Revised Pay) Rules, 1978 should be made applicable to the work-charged employees who are on regular time scales and whose pay scales are identical with the pay scales of the corresponding posts on the regular establishment.

2. These orders will take effect from 1st April 1976. The work-charged employees concerned should exercise the option under the Maharashtra Civil Services (Revised Pay) Rules, 1978 within a period of three months from the date of issue of these orders.

*Review and Rationalisation of Special Pays—*

G. C., F. D., No. PCR- 1078/CR-770/SER-10, dated 24th November 1978.

While taking decisions on Pay Commission's recommendations, it has been decided that all Special Pays which were drawn on 31st March 1976 and have not been merged in the revised scales of pay should be continued to be paid and that the question of reviewing and rationalising them in the light of revised scales of pay sanctioned for the posts on the Pay Commission's recommendations should be considered separately. All Heads of Departments are accordingly requested to forward to this Department through the administrative departments of Mantralaya (concerned), full particulars of all cases of special pays in the offices under their respective control, in the proforma accompanying this Circular. The information should be furnished in respect of all special pays which are being drawn at present. In the schedules of revised pay scales accompanying Government Resolution, Finance Department No. PCR-1278/CR-12/SER-10, dated 17th April 1978, special pays in some cases are shown to have been merged in the revised scales of pay. Such special pays need not be included in the proforma as they have ceased to exist.

Heads of Departments are requested to forward the above information to the Departments of Mantralaya concerned by 31st December 1978 positively.

2. While forwarding to the Finance Department the information furnished by the Heads of Departments, the Administrative Departments of Mantralaya are requested to offer their comments on the proposals made by the Heads of Departments. The Departments of the Secretariat are also requested to furnish in the prescribed proforma particulars of cases of special pays in their own offices.

3. Proposals for grant of special pays in fresh cases which were referred to the Pay Commission but on which no orders of Government have been issued and also those consideration of which has been stayed in the Administrative Departments of Mantralaya pending rationalisation of special pays should also be forwarded to the Finance Department with self-contained notes giving full justification for grant of special pay.

4. Departments of Mantralaya are requested kindly to ensure that the information referred to in paragraphs 2 and 3 above is forwarded to the Finance Department by 15th January 1979 at the latest.

**P R O F O R M A**

*Statement showing details of Special Pay attached to various posts*

Name of the Department : \_\_\_\_\_

Name of the Mantralaya Department : \_\_\_\_\_

| Sr. No. | Designation of the Post carrying Special Pay | Number of posts | Revised scale of pay of the post | Rate of Special Pay | Date from which the special pay has been sanctioned | Reasons for grant of special pay | Suggestions for continuing/ reducing/abolishing special pay and reasons therefor | Remark |
|---------|----------------------------------------------|-----------------|----------------------------------|---------------------|-----------------------------------------------------|----------------------------------|----------------------------------------------------------------------------------|--------|
| 1       | 2                                            | 3               | 4                                | 5                   | 6                                                   | 7                                | 8                                                                                | 9      |

*Maharashtra Civil Services (Revised Pay) Rules, 1978*  
Clarifications under—

G. C. F. D., No. PCR-1378/CR-796/SER-10, dated 13th December 1978

A question has been raised whether the benefit of revision of pay scales under the Maharashtra Civil Services (Revised Pay) Rules, 1978 should be given to Government servants who were on leave Preparatory to Retirement on 1st April 1976, Government is pleased to direct that Government servants on Leave Preparatory to Retirement from a date prior to 1st April 1976 but who actually retired after 1st April 1976 and who opt to come to the revised pay scale within six months from the date on which they proceeded on leave should be given the benefit of revision of pay scales under the Maharashtra Civil Services (Revised Pay) Rules, 1978 notionally for the purpose of pension and gratuity. They will not however be eligible for any arrears of pay on this account.

2. According to the orders issued under Government Resolution, Finance Department, No. LVE-1076/348/76/SER-9, dated the 30th August 1976, with effect from 1st August 1976, all Government servants are entitled to the leave salary equal to the last pay drawn immediately before proceeding on earned leave. A question has been raised as to how the leave salary should be calculated in the case of Government servant who have proceeded on leave during the period from 1st April 1976 to 31st July 1976 and who have drawn pay and dearness allowance partly at the old rates and partly at the revised rates during the ten months immediately preceding the leave. Government is pleased to direct that leave salary in such cases should be the average of (i) pay at the unrevised rate plus dearness pay as shown in Note 1 below rule 5 (4) of the Maharashtra Civil Services (Revised Pay) Rules, 1978 for the period prior to 1st April 1976, and (ii) the revised pay for the period from 1st April 1976 onwards. The dearness allowance on such leave salary shall be that as admissible on the revised pay.

*Revision of pay scales and allowances—*

*Payment of arrears on account of—*

G. C. M., F. D., No. PCR-1378/CR-655/SER-10, dated 21st December, 1978.

In accordance with the instructions, issued in para 4 of Government Circular Memorandum, Finance Department, No. PCR-1378/CR-65/SER-10, dated the 30th May 1978, arrears on account of revision of pay scales and allowances have to be calculated separately for the two spells of period (i) from the 1st April 1976 to the 30th November 1977 and (ii) from the 1st December, 1977 to the end of the month preceding the month in which initial revised pay is fixed and claimed. The said Government Circular Memorandum, read with Government Circular, Finance Department, No. MPT-3678/220/RES-10, dated the 21st August 1978 also requires that the amount of arrears admissible for the period from the 1st April 1976 to 30th November 1977 should be credited into the General Provident Fund Accounts of the employees and that the amount of arrears for the period from 1st December 1977 should be paid in cash after deducting from each of the amounts the arrears of profession tax payable for the respective spell. Government is now pleased to direct under the authority vested in Government under Rule 10-A of the Bombay General Provident Fund Rules and Rule 8-AA of the Contributory Provident Fund Rules, Bombay that arrears for the first spell viz., from the 1st April 1976 to the 30th November 1977 should be credited to the General Provident Fund Accounts or the Contributory Provident Fund Accounts, as the case may be, of the respective employees in the manner and subject to the conditions mentioned below :—

(i) The amount of the arrears to be credited to the Provident Fund shall be the sum of—  
(a) arrears for the period from the 1st April 1976 to 30th November 1977 as worked out in accordance with the instructions issued in paragraph 4 of the Government Circular Memorandum referred to above and after deduction of arrears of Profession Tax payable plus (b) interest thereon for the period from the 1st August 1978 to the date of actual credit to the Fund, at the rates allowed for provident funds in the respective years (that is to say, at the rates applicable to the year 1978-79, 1979-80 and so on). The interest will be calculated and credited by the Accountant General, Maharashtra-I, Bombay and the Accountant General, Maharashtra-II, Nagpur, in the case of Government employees other than Class-IV, to their Provident Fund Accounts during annual closing of these accounts and not immediately at the time crediting the arrears to the Provident Fund Accounts. The amount of arrears should be rounded off to the nearest rupee at the time of drawing arrears bill for nil amount for the period from 1st April 1976 to 30th November 1977. Similar action for rounding off the amount should be taken in the case of Class-IV employees also.

(ii) The provision at (i) above shall also apply in the case of Government servants subscribing to the Contributory Provident Fund. The Contribution by Government shall, however, be restricted to the amount normally payable by Government under Rule 10 of the Contributory Provident Fund Rules (Bombay).

(iii) Where the subsequent audit scrutiny shows that the amount of arrears credited to the Provident Fund is more than what was actually due, the excess amount should be recovered in suitable monthly instalments not exceeding ten, the balance, if any, being recovered from the death-cum-retirement gratuity to the extent possible, otherwise from monthly pension. In the case of employees retiring before 31st March 1985, an undertaking in the following form should be obtained from them before the arrears are credited to their Provident Fund Account :—

"I am aware that arrears on account of revision of my pay scale and allowances amounting to Rs..... are being credited to my General/Contributory Provident Fund Account without pre-audit. In case subsequent audit scrutiny shows that my pay was wrongly fixed or arrears wrongly calculated, I agree to the overpayments being recovered from my pension including death-cum-retirement gratuity".

2. *Arrears of pay and allowances of Government servants appointed on or after 1st April 1976.*—The orders in the preceeding para. shall also apply *mutatis mutandis* to Government servants recruited between 1st April 1976 and 30th November 1977 (both days inclusive) or appointed by transfer or promotion to other posts during this period. In their case, arrears for the period upto 30th November 1977 comprising the following, together with the interest thereon from the 1st August 1978, as stipulated in the preceding para. should be credited to their Provident Fund Accounts after deducting the arrears of Professional Tax, if any, payable for this period :—

(i) The difference between (a) the amount of pay and special pay, if any, admissible in the revised scale and (b) the amount of pay, special pay, if any, and the interim relief actually drawn from the date of appointment;

(ii) The difference in the amount of dearness allowance admissible on the revised pay and the amount of dearness allowance actually drawn; and

(iii) The difference between (a) House Rent Allowance, Compensatory Local Allowance and Personal Allowance, if any, admissible under Government Resolution, Finance Department, No. CPA-1478/CR-251/SER-5, dated the 17th April 1978 and the sum of House Rent Allowance and Compensatory Local Allowance actually drawn.

In the case of Government servants who have no Provident Fund Account opened so far arrears admissible should be credited to their Provident Fund Account as and when the account is opened. As this will result in the arrears being kept unposted in the audit office till the accounts are opened, drawing officers should ensure that in all such cases account numbers are allotted by the audit office before the arrears claims crediting amounts to General Provident Fund are preferred.

3. *Arrears of pay and allowances of Government servants who are not required to subscribe to any Provident Fund.*—Government servants who are not required to subscribe to any Provident Fund may be paid the arrears in respect of the period prior to 1st December 1977 in cash together with interest from the 1st August 1978 to the date of actual payment calculated at the rate allowed for Provident Fund, after deducting the arrears of Professional Tax, if any, payable for the said period, after the pay fixation is certified in audit.

#### 4. *Procedure for drawing arrears and interest*

(a) *Non-Gazetted staff.*—Supplementary bills for arrears should indicate the amount due, deduction on account of profession tax to be adjusted by transfer credit to the head "028-Other taxes on Income and Expenditure" by the Treasury Officer/Pay and Accounts Officer, Government of Maharashtra and the net amount creditable to Provident Fund by the Audit Officers. The bills should be accompanied by the Provident Fund Schedules in the usual forms and the Schedules of Profession tax deductions prescribed in Government Circular, Finance Department, No. MPT/3678/220/RES-10, dated the 21st August 1978. These bills should be passed for payment for 'Nil' amount by the Treasury Officers and the expenditure on account of the arrears of pay and allowances should be debited to the service major head of account to which the pay and allowances are debited to be clearly indicated by the drawing and disbursing officers. Separate covering schedules should be prepared by the Treasury Officers for each expenditure major head of account indicating therein the Voucher number allotted to each bill.

In the case of Class IV servants, a separate supplementary bill to cover the amount of interest payable on the arrears should be prepared and presented to treasury for "NIL" amount, the whole amount due to each Government servant being shown as creditable to the account of the employee concerned under the head "Provident Fund" and a separate Provident Fund Schedule on that

account should be attached to the Supplementary Bill. Interest credited to Provident Fund Accounts of Class-IV Government Servants should be incorporated in the Quarterly/Annual statements of Provident Fund Credits to be sent by the Heads of Departments to the Audit Office and not in the Annual Interest statements.

Where the interest is to be calculated by the Audit Officer (i. e. in the case of non-gazetted employees other than Class IV employees), it is not necessary to draw the interest on a separate bill.

No deduction certificates are required to be sent to the Audit Office as the Schedules are required to be attached to the bills for pay arrears and interest on pay arrears.

In the case of the employees who quit Government service before the supplementary bills for 'Nil' amount referred to above are presented to the treasury, the Heads of Offices should draw the arrears due to them after audit scrutiny and make cash payments by direct debit to the budget head to which pay and allowances are debited and by debit of interest to "249-Interest Payments-Interest on Small Savings Provident Fund" etc. Interest on "State Provident Fund-General Civil Provident Fund".

(b) **Gazetted Officers.**—The same procedure as for non-gazetted staff may be adopted. Supplementary bills for arrears may be prepared by the Officers themselves or by the Irla Section of the pay and Accounts Office, Government of Maharashtra, Bombay if they are governed under Irla System of payment and presented to the treasury for a "NIL" amount on the basis of the authority slip issued by Audit.

5. In order to facilitate expeditious accounting of the amounts of arrears to the relevant Provident Fund Accounts of the Subscribers, the following instructions should be observed.—

(a) The Provident Fund Account number should be mentioned in the Remarks Column of the Supplementary Bill.

(b) The latest official address of the Government servant should be indicated in the General Provident Fund Schedule, if the Government servant is working in the office other than the office which presents the 'NIL' bill.

6. The Heads of Departments and Heads of Offices are requested to ensure that the arrears for the period from the 1st April 1976 to 30th November 1977 are credited to the General Provident Fund Accounts the Government employees concerned as expeditiously as possible.

7. The expenditure on account of arrears should be debited to the budget head to which the Pay and Allowances are debited and the expenditure on interest should be debited to "249-Interest payments Interest on Small Savings Provident Fund etc.—Interest on State Provident Fund-General Civil Provident Fund."

#### *Maharashtra Civil Services (Revised Pay) Rules, 1978*

G. R., F. D., No. PCR-1278/3800/SER-10, dated 29th December 1978.

Under Rule 11 of the Maharashtra Civil Services (Revised pay) Rules, 1978 (as modified under Government Circular Memorandum, Finance Department, No. PCR/1378/226/SER/10, dated the 27th September 1978, Government employees who elect to come to the revised scale from a date not later than 1st October 1978 are eligible for the benefit of pay fixation formula prescribed under rule 8 of those Rules for fixation of pay in the revised scales. The question of extending this date (viz. 1st October 1978) further had been under consideration of Government. Government is now pleased to direct that the benefit of pay fixation formula as prescribed under Rule 8 of the rules *ibid* should also be extended to those Government employees who elect to come to the revised scales from a date not later than 1st April 1979. Accordingly, pay of all those Government employees who elect to come to the revised scale from a date not later than 1st April 1979 should be fixed under the provisions of Rule 8 of the Maharashtra Civil Services (Revised Pay) Rules, 1978.

Government is further pleased to direct that in view of the Government decision mentioned in para. 1 above, all Government employees who have already exercised or are deemed to have exercised their options but who now want to come to the revised scale from a date beyond 1st October 1978 but not later than 1st April 1979 should be allowed to exercise a fresh option within a period of three months from the date of issue of these orders in order to enable them to indicate their option in regard to the date from which they want their pay to be fixed in the revised scale.

Necessary amendment to the Maharashtra Civil Services (Revised Pay) Rules, 1978 is being issued Separately.

*Maharashtra Civil Services  
(Revised Pay) Rules, 1978.  
Amendment to—*

G. R., F. D., No. PCR/1278/Adm.-36/SER-10, dated 29th December 1978.

In exercise of the powers conferred by the proviso to Articles 309 of the Constitution of India, the Governor of Maharashtra is pleased to direct that the following amendment shall be made to the Maharashtra Civil Services (Revised Pay) Rules, 1978 issued under Government Resolution, Finance Department, No. PCR-1278/CR-12/SER-10, dated the 17th April 1978, namely :—

For the words and figures "30th September 1978" appearing in sub-clauses (a) and (b) of Rule 11, the words and figures "1st April 1979" shall be substituted.

The above orders shall take effect from 1st April 1976.

*Maharashtra Civil Services  
(Revised Pay) Rules, 1978  
Creation of Pay Verification  
Units for Pay verification  
under —*

G. R., F. D., No. PCR-1078/CR-1/SER-10, dated 1st January 1979.

Orders prescribing revised scales and rules for fixation of initial pay in the revised pay scales have been issued in Government Resolution, Finance Department No. PCR-1278/CR-12/SER-10, dated the 17th April 1978. Under Government Circular Memorandum, Finance Department No. PCR-1378/CR-65/SER-10, dated the 30th May 1978 the Heads of Departments/Heads of Offices have been requested to take prompt steps to fix initial pay of non-gazetted employees under them in the prescribed proforma, as soon as options from Government servants under them are received. The question regarding creation of pay verification units for verification of pay fixed under the Maharashtra Civil Services (Revised Pay) Rules, 1978 was under consideration of Government for some-time past. Government is now pleased to direct that four Verification Units should be set up one each at Bombay, Pune, Nagpur and Aurangabad with effect from 1st January 1979 under the Directorate of Accounts and Treasuries with the following staff for verification of cases of pay fixation of non-gazetted Government servants, under the Maharashtra Civil Services (Revised Pay) Rules, 1978.

| Designation                                                     | No. of posts       | Scale of Pay (Revised)              |
|-----------------------------------------------------------------|--------------------|-------------------------------------|
| Accounts Officer, (Mah. Finance and Accounts Services Class II) | 4 (Four)           | Rs. 600-30-750-EB-40-1150           |
| Deputy Accountant                                               | 4 (Four)           | Rs. 395-15-500-20-700-Extn.-20-800. |
| Senior Clerk                                                    | 4 (Four)           | Rs. 335-15-500-20-580-Extn.-20-680. |
| Junior Clerk                                                    | 4 (Four)           | Rs. 260-10-390-15-420-Extn.-15-495. |
| Peon                                                            | 4 (Four)           | Rs. 200-3-230-5-255-Extn.-5-280.    |
|                                                                 | <u>20 (Twenty)</u> |                                     |

The above posts are sanctioned for the period ending 30th September 1979 in the first instance and will carry the usual allowances admissible under the Rules.

2. These posts should be treated as temporary addition to the respective permanent cadres.
3. Sanction is also accorded to fill the above-mentioned 20 posts in relaxation of the existing ban on recruitment. These posts should be filled in as per the prescribed Recruitment Rules and in consultation with the surplus Cadre Cell of the General Administration Department or the State Selection Board, as the case may be.
4. Each Unit will be headed by a Accounts Officer from the Maharashtra Finance and Accounts Service with non-gazetted staff consisting of one Deputy Accountant, one Senior Clerk, one Junior Clerk and one Peon.
  - (a) The Unit at Bombay should be under the general supervision of the Director of Accounts and Treasuries, Bombay and should attend to pay verification work of offices in Greater Bombay and Thane District.
  - (b) The Unit at Pune should be under the general supervision of the Deputy Director of Accounts and Treasuries, Pune and should attend to the pay verification work of offices in Pune Division and remaining districts of Bombay Division.
  - (c) The Units at Nagpur and Aurangabad should be under the general supervision of the Deputy Director of Accounts and Treasuries, Nagpur and should attend to the pay verification work of offices in the districts in their respective divisions.

*Maharashtra Civil Services  
(Revised Pay) Rules, 1978*

G. C., F. D., No. PCR-1078/CR-570/SER-10, dated 16th January 1979.

It has been brought to the notice of Government that some Heads of Departments and Head of Offices have not allowed their employees to retain old pay scales of the posts held by them on 1st April 1976 on the ground that they were promoted after that date. Under rules 6 and 7 of the Maharashtra Civil Services (Revised Pay) Rules, 1978, such employees can retain the old pay scales of the posts held by them on 1st April 1976 even though they might have been promoted to higher posts after 1st April 1976. If such employees have already exercised option to retain old pay scale of the posts held by them on 1st April 1976 such options should be accepted. The Heads of Departments and Heads of Offices are requested to take necessary action in the matter accordingly.

Maharashtra Civil Services  
(Revised Pay) Rules, 1978  
Pay Verification under.....

G. C., F. D., No. PCR-1078/CR-570/SER-10, dated 16th January 1979.

It has been noticed that many Heads of Departments and Heads of Offices forward service books of non-gazetted Government employees under their administrative control to this Department for verification of pay fixed under the Maharashtra Civil Services (Revised Pay) Rules, 1978. The question regarding creation of Pay Verification Units for pay verification under the Maharashtra Civil Services (Revision of Pay) Rules, 1978 was under consideration of Government for sometime past. Accordingly, four Pay Verification Units, one each at Bombay, Pune, Nagpur and Aurangabad have been created with effect from 1st January 1979. Each Unit will be headed by an Accounts Officer from the Maharashtra Finance and Account Service with non-gazetted staff consisting of one Deputy Accountant, one Senior Clerk, one Junior Clerk and one Peon.

2. (i) The Unit at Bombay will attend to pay verification work of offices in Greater Bombay and Thane Districts. The address of the Pay Verification Unit at Bombay will be as follows :

Accounts Officer,  
Pay Verification Unit,  
C/o. Directorate of Accounts and Treasuries,  
Plot Nos. 176-178/A, Backbay Reclamation,  
Foreshore Road, Bombay-400 021.

(ii) The Unit at Pune will attend to pay verification work of Offices in Pune Division and remaining districts of Bombay Division. The address of pay verification unit at Pune will be as follows :—

The Accounts Officer,  
Pay Verification Unit,  
C/o. Deputy Director of Accounts and Treasuries,  
Pune Region, Lekha Kosh Bhavan,  
Collectorate Compound,  
Pune-1.

(iii) The Unit at Nagpur will attend to Pay Verification work of Offices in Nagpur Division. The address of the Pay Verification Unit at Nagpur will be as follows :—

The Accounts Officer,  
Pay Verification Unit,  
C/o. Deputy Director of Accounts and Treasuries,  
Nagpur Region, Commissioner's Office Compound,  
Civil Lines, Nagpur.

(iv) The Unit at Aurangabad will attend to pay verification work of Offices in Aurangabad Division. The address of the Pay Verification Unit at Aurangabad will be as follows :

The Accounts Officer,  
Pay Verification Unit,  
C/o. Senior Treasury Officer, Aurangabad,  
Collectorate Compound,  
Aurangabad.

3. The Heads of Departments and Heads of Offices are hereby requested not to send any service books to the Finance Department, Mantralaya, Bombay for pay verification under the Maharashtra Civil Services (Revised Pay) Rules, 1978. They are requested to get the pay fixation done by them verified from the Pay Verification Unit concerned. The Pay Verification Units will draw up their own programme of pay verification and will intimate the same to the Heads of Departments/Heads of Offices in due course.

G. C. M., F. D., No. PCR-1378/CR-382/SER- 10, dated 30th March 1979.

Certain points have been raised regarding the application of Maharashtra Civil Services (Revised pay) Rules, 1978. They are clarified below :—

*(1) Crossing of Efficiency Bar in the existing pay scale.—*

A question has been raised whether in the case of a Government servant who is due to cross Efficiency Bar in the existing scale after 1st April 1977 but has opted for the revised scale from 1st April 1976, orders of competent authority are necessary to allow him to draw an increment in the revised scale on the date on which he was due to cross Efficiency Bar in the existing scale after 1st April 1977. Government is pleased to direct that once a Government servant has opted for a revised pay scale, drawal of his pay and increments will be regulated in the revised pay scale only. Orders of competent authority to allow him to cross Efficiency Bar which may be due in the existing scale after 1st April 1977 will not be necessary.

*(2) Government Servants on Leave Preparatory to Retirement on 1st April 1976.*

A point has been raised whether the orders issued in para 1 of Government Circular Memorandum Finance Department, No. PCR-1378/CR-796/SER-10, dated the 13th December 1978 are also applicable in the cases of premature or voluntary retirement. Government is pleased to clarify that these orders are also applicable to Government servants who were on Leave preparatory to premature or voluntary retirement.

A further question has been raised whether a Government servant who was on Leave Preparatory to Retirement on 1st April 1976 and is eligible for the concession admissible under Government Circular Memorandum, dated the 13th December 1978 referred to above should be asked to exercise his option regarding the revised scale. Government is pleased to clarify that it is not necessary for such persons to give any option but they should be deemed to have opted for the existing scale or revised scale whichever is more beneficial to them for the purpose of pension.

*(3) Date of next increment of a Government servant who has reached maximum of the existing scale.—*

A question has been raised as to how the date of next increment of a Government servant who has reached maximum in the existing scale after 1st April 1975 should be regulated. Government is pleased to clarify that such a Government servant should be granted next increment on completion of full incremental service in the revised scale, such service being counted from the date on which he had reached the maximum of the existing scale. For example, a Government servant who has reached maximum in the existing scale on 1st June 1975, should be granted next increment in the revised scale on 1st June 1976 provided that the rate of increment in the revised scale is annual.

*(4) Protection of existing emoluments when they exceed maximum of the revised pay scale.—*

Under proviso to Rule 8 (A) of the Maharashtra Civil Services (Revised Pay) Rules 1978, a personal pay equal to the difference between (a) existing emoluments and (b) the maximum of the revised scale (i. e. a—b) is payable in the cases where the sum of existing emoluments and five per cent of basic pay (subject to a minimum of Rs. 25) exceeds the maximum of the revised scales. It has been brought to the notice of Government that provisions of this rule have been misinterpreted by some Heads of Departments/Heads of Offices and personal pay equal to the difference between the (c) sum of existing emoluments and five per cent of basic pay (subject to a minimum of Rs. 25) and (b) the maximum of the revised scale (i. e. c—b) is being allowed. Since the rule provides for protection of existing emoluments only (that is to say, for grant of personal pay equal to a—b only) Heads of Departments/Heads of Offices are requested to review all cases where the rule mentioned above has been misinterpreted and fix pay in the revised scale correctly. They should also take steps to recover overpayments if any, made due to incorrect pay fixation.

*(5) Head of Account to which expenditure on account of arrears claims due to revision of pay scales should be debited in respect of a Government servant who had worked in more than one office.*

A question has been raised whether the expenditure on account of consolidated arrears claim due to revision of pay scale in respect of a Government servant who has served under more than one Head of Office previously, should be debited to the Major Head of account to which the expenditure on account of pay and allowances is being debited at the station of preferring the arrears claim or to the Heads of Accounts to which the expenditure was previously debited, by the Heads of Offices under whom the Government servant had worked previously. Government is pleased to direct that in such cases the expenditure on account of consolidated arrears claim should be debited to the Major Head of account to which the expenditure on account of pay and allowances of the staff under him is debited by the Head of office preferring the consolidated arrears claim.

*Maharashtra Civil Services  
(Revised Pay) Rules, 1978.*  
Payment of arrears on account of—

GCM.FD., No. PCR/1379/CR-406/SER/10, dated 6th April 1979.

In accordance with the instructions issued in para 5 of Government Circular Memorandum, Finance Department, No. PCR-1378/CR-65/SER-10, dated the 30th May 1978, persons who were in Government service on 1st April 1976 but are no longer in service, have to be paid arrears on account of revision of pay scales, *after audit scrutiny*. The cases of such Government servants are accordingly being referred to the audit for verification of pay under the Maharashtra Civil Services (Revision of Pay) Rules, 1978 and audit scrutiny. Government is now pleased to direct that before such claims are forwarded to audit offices, it is necessary that the pay fixation under the Maharashtra Civil Services (Revised Pay) Rules, 1978 in the case of non-gazetted Government employees, should be verified by the Pay Verification Units set up under the Directorate of Accounts and Treasury for that purpose. The Heads of Departments and Offices should therefore ensure that the pay fixation in all such cases is verified by the Pay Verification Units before the claims for arrears are preferred to audit.

*Verification of Pay fixed under Maharashtra  
Civil Services (Revised Pay) Rules, 1978*

GR.FD.No. PCR-1079/CR-519/SER-10, dated 7th May 1979.

Under Government Resolution quoted above, four Pay Verification Units have been created for the purpose of verification of cases of pay fixation of non-gazetted Government employees, under the Maharashtra Civil Services (Revised Pay) Rules, 1978. A question has been raised as to which authority should verify the cases of pay fixation of officers who are Gazetted in status but who are not self-drawing and disbursing officers i. e. whose pay and allowances are drawn by a nominated drawing and disbursing officer. Government is pleased to direct that the verification of cases of officers like Mamlatdar, Tahasildar, Block Development Officer, Police Inspector, Superintendent, Selection Grade Stenographers etc. who are Gazetted in status but whose pay and allowances are drawn by a nominated drawing and disbursing officer should be done by the respective Pay Verification Units.

*Maharashtra Civil Services  
(Revised Pay) Rules 1978.*  
Revision of pay scales of Typist Under—

GR.FD.No. PCR 1279/CR-262/SER-10. dated 10th May 1979.

Under Government Resolution, Finance Department No. PCR-1278/CR-165/SER-10, dated the 1st July 1978, the benefit of special pay (or typing allowance) of Rs. 15 p. m. has been extended to typists in the offices outside Mantralaya subject to the conditions of workload and typing speed mentioned therein with effect from 1st April 1976 or from the date on which the conditions are satisfied. Under Government Resolution, Finance Department, No. PCR-1276/CR-461/SER-10, dated 20th September 1978, it has been clarified that for the purpose of typing speed of 40 w. p. m. a certificate of speed of 40 w. p. m. issued by the Director of Education, Maharashtra State is necessary. It has been represented to Government that the condition of production of speed certificate of 40 w. p. m. from the Director of Education is likely to cause hardship in the case of Typists or Clerks who have been actually working as Typists for years but who do not possess speed certificate issued by the Director of Education. The question of giving some relaxation to such employees was under consideration of Government. After careful consideration, Government is pleased to direct that in the case of Typists or Clerks who have exclusively worked as Typists for a continuous period of not less than 3 years on 1st April 1976, the requirement regarding production of speed certificate should be relaxed and they should be held eligible for the Special Pay of Rs. 15 p. m. with effect from that date provided that they had a work-load of 7,000 words per day from that date. In the case of Typists or Clerks who were in service on 1st April 1976 but did not work exclusively as Typists continuously for a period of 3 years on that date, Special Pay should be allowed from the date on which they complete three years after they started working exclusively as Typists provided that they had a work-load of 7000 words per day from that date. In all other cases, the special pay should be granted only on production of speed certificates from the Director of Education and on their satisfying the condition regarding work-load of 7000 words per day.

The above orders are applicable to English Typists only. Orders in respect of Marathi/Regional language Typists will be issued separately.

*Maharashtra Civil Services  
(Revised Pay) Rules, 1978*

Fixation of pay of Assistant Secretaries in Mantralaya Departments under.—

G.C.M. F.D., No. PCR-1278/4532/SER-10, dated 12th July 1979.

Orders regarding revision of pay scales of Section Officers/Budget Officers/State Planning Officers etc. have been issued under Government Resolution, Finance Department, No. PCR/1278/CR-23/SER-10, dated the 21st November 1978. According to the orders issued in Government Resolution, General Administration Department No. SRV-1078/15-XIV, dated the 4th November 1978, the cadre of Assistant Secretaries will be in the General State Service Class-I. A question has therefore been raised whether fixation of pay of officers appointed as Assistant Secretaries either on 1st April 1976 or on 1st April 1977 should be done by the Audit or by the respective Departments of Mantralaya. Though the posts of Superintendents/Section Officers etc. in Mantralaya Departments are gazetted their salary and other claims are being drawn by Mantralaya Departments on the non-gazetted bill form vide Government Resolution, Finance Department No. DAT-1370/4327/70/XII, dated the 10th September 1970. Thus all service records of Superintendents/Section Officers are maintained by Mantralaya Departments only. The Pay and Accounts Officer, Bombay does not possess all the necessary previous service details of the persons who have been appointed as Assistant Secretaries on 1st April 1976/1st April 1977. It is also felt that the fixation of pay of such a large number of Officers, if entrusted to the Pay and Accounts Office, Bombay, will throw a heavy burden on that office. It has, therefore, been decided that Mantralaya Departments should take steps to fix the pay of the persons concerned who have been appointed as Assistant Secretaries on 1st April 1976/1st April 1977 in the revised pay scales.

*Revision of Pay Scales and allowances—  
Payments of arrears on account of—*

G.C.M., F.D., No. PCR-1379/CR-418/SER-10, dated 17th August 1979.

Under the orders issued in Government Circular Memorandum, No. PCR-1378/CR-655/SER-10, dated the 21st December 1978, arrears on account of revision of pay scales and allowances for the period from 1st April 1976 to 30th November 1977 together with interest thereon from 1st August 1978 are required to be credited to General Provident Fund/Contingency Provident Fund accounts of the Government employees. However, in the case of employees who quit Government service before the arrears bills are presented to the treasury, the arrears are required to be paid in cash after audit scrutiny. A question has been raised as to what procedure should be followed while paying arrears in cash and interest thereon in the case of Government servants who are no longer in service.

2. Government is pleased to direct that in the case of non-gazetted Government employees, the Heads of Departments/Offices should calculate the amount of arrears for the period from 1st April 1976 to 30th November 1977 after deducting the arrears of profession tax payable for the period and the interest, thereon upto the end of the preceding month in which the arrears bill is presented at the Treasury. They should prepare separate bills for the arrears (pay and allowances) and interest due thereon. If the arrears bill is preferred after the 15th of the month, the interest for that month should also be allowed with the stipulation that the amount of arrears should be paid to the Government servant on or after the first of the following month.

3. Government is also pleased to direct that in the case of gazetted officers under the pay control of the Offices of the Accountant General, Maharashtra-I, Bombay and the Accountant General, Maharashtra-II, Nagpur, the audit office will compute the arrears and interest thereon and issue authorisation allowing interest upto the end of the preceding month if the authorisation is issued upto the 15th of the month or upto the end of the month in which the authorisation is issued if its date falls after the 15th of the said month with the condition that the amount should be drawn on or after the first of the following month. The amount of arrears and interest due as authorised by the audit should be claimed in separate bills as in para 1 above.

4. The Pay and Accounts Officer, Bombay should work out the arrears with interest on the lines indicated in paragraph 3 above in respect of the gazetted officers in greater Bombay under his pay control.

*Maharashtra Civil Services (Revised Pay) Rules, 1978*  
Clarification regarding—

G. R., F. D., No. PCR 1379/CR-841/SER-10, dated 30th August 1979.

Certain doubts have been raised about the fixation of pay under the Maharashtra Civil Services (Revised Pay) Rules, 1978 in respect of Government Employees who were under suspension or whose pay was reduced as a result of some penalty. Government is pleased to clarify them as follows :—

(A) *Government Employees who were under suspension on or from a date prior to 1st April 1976, and were reinstated in service after 1st April, 1976 —*

(i) Under Bombay Civil Services Rule 151, a Government employee while under suspension, is entitled for subsistence allowance at an amount equal to the leave salary as admissible under the rules. The leave salary is based on the last pay drawn. Therefore, in the case of an employee who was under suspension on or from a date prior to 1st April 1976 is reinstated in service after that date (i. e. after 1st April, 1976) and whose period of suspension is treated as suspension only, he will not be eligible for the benefit of revision of pay scales during the period of suspension. On reinstatement in service, the pay of such employee should be fixed nationally as on 1st April 1976 or as per his option exercised on reinstatement in service, in the revised scale on the basis of the pay drawn by him immediately before his suspension or the pay admissible on the date from which he opts to come over to the revised pay scale and the pay so fixed should be allowed to him from the date of his reinstatement in service, or the date from which he comes over to the revised pay scale, as the case may be.

(ii) In cases where the period of suspension is treated as duty, such employee shall be eligible for the benefit of revision of pay scales with effect from 1st April 1976 and his pay as on that date or on the date as per his option should be fixed under the Maharashtra Civil Services (Revised Pay) Rules, 1978.

(B) *Government Employees who were under suspension on or from a date prior to 1st April 1976 and were removed from service after that date without reinstatement :—*

Such employees will not be eligible for the benefit of revision of pay scales.

(C) *Government Employees whose pay was reduced as a result of some penalty :—*

(1) In case of Government employees who were drawing reduced pay on 1st April, 1976 as a result of some penalty with a provision for restoration of their pay on the expiry of the period of penalty e. g. stoppage of increments without cumulative effect or reduction to a lower stage in the time scale without cumulative effect, the pay of such employee if he opts for the revised scale from 1st April, 1976 should be fixed both :—

(i) on the basis of pay actually drawn on 1st April, 1976;  
and

(ii) on the basis of pay which would have been drawn but for the penalty.

The revised pay as fixed at (i) above may be allowed with effect from 1st April, 1976 to the date of expiry of the penalty and the revised pay fixed as at (ii) above from the date following the date of the expiry of the penalty after allowing increments, if any, that might have nationally fallen due in the revised scale during the period from 1st April 1976 till the date of the expiry of the penalty. The next increment in the revised scale should be regulated in accordance with Rule 9 of the Maharashtra Civil Services (Revised Pay) Rules, 1978.

(2) The provisions of para C (1) above will also apply *mutatis mutandis* to Government employees who opt for the revised pay scale from a date subsequent to 1st April 1976 but not later than 1st April 1979.

2. Government employees covered by para C (1) and C (2) above should be allowed a fresh option within a period of 3 months from the date of issue of these orders.

महाराष्ट्र नागरी सेवा (सुधारित वेतन) नियम, १९७८.

टंकलेखकांची सुधारीत वेतनश्रेणी.

संदर्भ :—(१) शासन निर्णय, वित्त विभाग क्रमांक पीसीआर-१२७८/सीआर-१६५/एसईआर-१०, दिनांक १ जुलै १९७८.  
(२) शासन निर्णय, वित्त विभाग क्रमांक पीसीआर-१२७६/सीआर-४६१/एसईआर-१०, दिनांक २० सप्टेंबर १९७८.

शासन निर्णय, वित्त विभाग क्रमांक पीसीआर १२७९/सीआर-८२४/एसआर-१०, दिनांक १४ नोव्हेंबर १९७९.

संदर्भात नमूद केलेल्या दिनांक १ जुलै १९७८ च्या शासन निर्णयाच्या परिच्छेद क्रमांक ३ अनुसार मंत्रालयाबाहेरील इतर सर्व कार्यालयांमध्ये काम करणाऱ्या इंग्रजी टंकलेखकांना दिनांक १ एप्रिल १९७६ पासून विशेष वेतन (टंकलेखन भत्ता) म्हणून दरमहा रुपये १५ देण्याचा निर्णय शासनाने घेतला होता. अशाच प्रकारचे विशेष वेतन (टंकलेखन भत्ता) मराठी टंकलेखकांनाही

देण्याचा प्रश्न गेले काही दिवस शासनाच्या विचाराधीन होता. सदर प्रश्नाचा पूर्ण विचार करून शासनाने आता असा निर्णय घेतला आहे की, राज्यातील सर्व शासकीय कार्यालयामध्ये काम करणाऱ्या व पुढे नमूद केलेल्या अटी पूर्ण करणाऱ्या मराठी टंकलेखकांनाही इंग्रजी टंकलेखकांप्रमाणेच दरमहा रुपये १५ विशेष वेतन (टंकलेखन भत्ता) देण्यात यावे.

- (अ) संबंधित टंकलेखकाचा मराठी टंकलेखनाचा वेग प्रति मिनिटाला कमीत कमी ३० शब्द असला पाहिजे.  
 (ब) संबंधित टंकलेखकाच्या सेवा केवळ मराठी टंकलेखनाच्या कामासाठीच उपयोगात आणल्या पाहिजेत, आणि  
 (क) संबंधित टंकलेखकाकडे पूर्ण वेळ फक्त मराठी टंकलेखनाचे काम (म्हणजेच प्रत्येक दिवसाला कमीत कमी ५,००० शब्द) असले पाहिजे व तसे पूर्ण वेळ काम असल्याचे प्रमाणपत्र नियुक्ती प्राधिकार्याने दिले पाहिजे.

२. ज्या कर्मचाऱ्यांच्या बाबतीत वर नमूद केलेल्या अटी दिनांक १ एप्रिल १९७६ रोजी पूर्ण होत असतील त्यांना त्या तारखेपासून विशेष वेतन अनुज्ञेय होईल. इतर कर्मचाऱ्यांच्या बाबतीत दिनांक १ एप्रिल १९७६ नंतर ज्या तारखेस वरील अटी पूर्ण होतील, त्या तारखेपासून विशेष वेतन अनुज्ञेय होईल.

३. वरील विशेष वेतन देण्याबाबतच्या संदर्भात उपस्थित होणाऱ्या इतर मुद्यांचा खुलासा सोबतच्या जोडपत्रात केलेला आहे.

शासन निर्णय, वित्त विभाग क्रमांक पीसीआर-१२७९/सीआर-८२४/एसईआर-१०, दिनांक १४ नोव्हेंबर १९७९ चे जोडपत्र

मराठी टंकलेखकांना विशेष वेतन देण्याच्या संदर्भात उपस्थित होणाऱ्या मुद्यांचा खुलासा.—  
 मुद्दा खुलासा

- (१) ३० शब्द प्रति मिनिट टंकलेखनाच्या वेगासाठी प्रमाणपत्राची आवश्यकता आहे काय ? (१) महाराष्ट्र लोकसेवा आयोगामार्फत नियुक्त केलेल्या कर्मचाऱ्यांच्या बाबतीत प्रमाणपत्राची आवश्यकता नाही इतर कर्मचाऱ्यांच्या बाबतीत शासनमान्य अशा कोणत्याही बाणिज्य संस्थेने दिलेले ३० शब्द प्रति मिनिट वेगाचे प्रमाणपत्र असणे आवश्यक आहे.
- (२) कारकून टंकलेखक (Clerk-Typist) म्हणून काम करणाऱ्या कर्मचाऱ्याला विशेष वेतन मिळू शकेल काय ? (२) जर सदर कारकून-टंकलेखकाच्या (Clerk-Typist) सेवा केवळ मराठी टंकलेखनाच्या कामासाठीच उपयोगात आणल्या जात असतील आणि जर तो कर्मचारी कमीत कमी वेळ व कमीत कमी काम याबाबतच्या विहित अटी पूर्ण करत असेल तर, त्याला विशेष वेतन मिळू शकेल.
- (३) इतर भत्त्यासाठी (उदा. महागाई भत्ता इत्यादी) विशेष वेतनाचा फायदा मिळू शकेल काय ? (३) इतर भत्त्यासाठी विशेष वेतन हे वेतनाचाच एक भाग धरण्यात यावे.

Maharashtra Civil Services (Revised Pay) Rules, 1978  
 Payment of arrears on account of—

G. C. M., F. D., No. PCR-1379/CR-406/SER-10, dated 21st November 1979.

In modification of the provisions of para 7 substituted as per G. C. M. Corri. F. D. No. PCR 1379/CR/406/SER-10, dated 11th January 1980 of the Government Circular Memorandum, Finance Department, No. PCR-1378/CR-65/SER-10, dated the 30th May 1978 and the orders issued in Circular Memorandum No. PCR-1379/CR-406/SER-10, dated the 6th April 1979, Government is pleased to direct that the arrears claims of persons who were in service on 1st April 1976 but who ceased to be in service thereafter, should be paid after the pay fixation is verified by the Pay Verification Units under the Directorate of Accounts and Treasuries. In relaxation of Rule 39 (b) of the Bombay Financial Rules 1959 and Rule 151 (b) (i) of the Maharashtra Treasury Rules 1968, Government is further pleased to direct that the arrears claims of a Government servant on account of revisions of pay scales should be subject to pre-audit, if they are not drawn within a period of 3 years from the date of issue of orders fixing the pay of the Government servant under the Maharashtra Civil Services (Revised Pay) Rules, 1978.

Maharashtra Civil Services (Revised Pay) Rules, 1978.  
 Amalgamation of existing cadres under—

G. C., F. D., No. PCR/CR-1141/SER-10, dated 4th December 1979.

Under the Maharashtra Civil Services (Revised Pay) Rules, 1978, in a large number of cases a common revised pay scale has been prescribed with effect from 1st April, 1976 for existing two or more levels. The Administrative Departments of Mantralaya are, therefore, requested to review the existing recruitment rules of all such posts/cadre under their administrative control and modify the rules suitably in consultation with the General Administration Department and Finance Department.

*Review of rates of stipend paid during training period.*

G. C., F. D., No. PCR/1379/CR/1165/SER-10, dated 14th December 1979.

Some Officers appointed by nomination such as Sales Tax Inspectors/Sub-Inspectors of Police/Range Forest Officer are required to under go a regular post recruitment course of training before they are given a regular charge. Such Officers are paid stipends during the period of training. It has been represented to Government that in many of these cases rates of stipends were fixed several years ago and need to be revised in view of the steep rise in the cost of living. It is, therefore, proposed to undertake a review of the existing rates of stipend paid to various officers during training period. All Mantralaya Departments are therefore, requested to send to this Department proposals for review of existing rates of stipend admissible during the period of training to Officers, if any, in the Departments under their administrative control together with full particulars such as :—

1. Designation and revised scale of the post.
2. The existing rate of stipend and the year in which the rate was fix.
3. Qualifications prescribed for the post.
4. Period of training for which stipend is admissible.
5. Proposed rate with full justification therefor.

2. As Government is keen to take early decisions in the matter, the necessary proposals may please be forwarded to the Finance Department by 15th January 1980 positively.

*Arrears on account of revision pay scales and allowances.*

*Payment of Income Tax on—*

G. C., F. D., No. PCR-1379/CR-27//SER-10, dated 11th January 1980.

In accordance with the instructions issued in para 4 of the Government Circular Memorandum, Finance Department, No. PCR-1378/CR-65/SER-10, dated 30th May 1978 and Government Circular Memorandum, Finance Department, No. PCR-1378/CR-655/SER-10, dated the 21st December 1978, arrears on account of revision of pay scales and allowances are to be paid partly in cash and partly by credit to the Provident Fund Accounts of the employees. As these payments are expected to be made in the current financial year, the taxable income of the employees, normally consisting of pay and allowances, will in the current year go up by the amount of arrears, even though the bulk of which relates to earlier financial years. Under the provisions, of the Income Tax Act, on salaries is required to be deducted at source. The paying officer has therefore to take into account the payment on account of arrears of pay actually received by an employee in the financial year and deduct tax thereon, after adding thereto the usual salary, receivable during the year. Such a course of action will result in extra tax liability for the employees due to their total income being raised to higher levels and attracting higher rates of tax. In order to avoid the above hardship, the Income Tax Act provides for relief from such higher tax deduction. The relief is provided by spreading over the arrears to the respective financial years in which arrears were actually due and then recalculating the difference of tax payable for each such earlier year. In other words income tax, under the scheme of relief will be worked out on the income actually due in any financial year as against the income which was actually received in that year. This relief is available to the employees concerned, on an application made to the respective commissioner of Income Tax under Section 89 (1) of the Income Tax Act. Such relief (refund) can be claimed after the financial year is over. All Heads of Departments are accordingly requested to bring the above position to the notice of the employees working under them and advice them to claim the relief, if they so desire.

*Maharashtra Civil Services (Revised Pay) Rules, 1978*

*Payment of arrears on account of —*

G. C. M., Corri. F. D., No. PCR-1479/CR-406/SER-10, dated 11th January 1980.

For the word and figure 'para 5' in the first line of the Government Circular Memorandum, Finance Department No. PCR-1379/CR-406/SER-10, dated the 21st November 1979 the word and figure 'para 7' shall be substituted.

महाराष्ट्र नागरी सेवा (सुधारीत वेतन)  
नियम, १९७८.  
टंकलेखकांची सुधारीत वेतनश्रेणी.

संदर्भ :- शासन निर्णय, वित्त विभाग, क्रमांक पीसीआर-१२८०/सीआर-८२४/एसईआर-१०, दिनांक १४ नोव्हेंबर १९७९.  
शा. नि. वि., वि. क्र. पी.सी.आर. १२८०/सीआर ६४/सिवा-१०, दिनांक २८ जानेवारी १९८०.

दिनांक १ जुलै १९७८ च्या शासन निर्णय, परिच्छेद क्रमांक ३ अन्वये मंत्रालयाबाहेरील इतर सर्व कार्यालयामध्ये काम करणाऱ्या इंग्रजी टंकलेखकांना दिनांक १ एप्रिल १९७६ पासून विशेष वेतन (टंकलेखन भत्ता) म्हणून रुपये १५ देण्याचा निर्णय शासनाने घेतला होता व तशाच प्रकारचे विशेष वेतन (टंकलेखन भत्ता) मराठी टंकलेखकांनाही देण्याबाबतचे आदेश वर नमूद केलेल्या दिनांक १४ नोव्हेंबर १९७९ च्या आदेशाप्रमाणे जाहीर करण्यात आले आहेत. काही टंकलेखकांना दोन्ही भाषेत (इंग्रजी व मराठी) टंकलेखन करावे लागते. अशा टंकलेखकांना विशेष वेतन (टंकलेखन भत्ता) देण्याबाबतचा प्रश्न गेले काही दिवस, शासनाच्या विचाराधीन होता. सदर प्रश्नाचा संपूर्ण विचार करून शासनाने आता असा निर्णय घेतला आहे की, राज्यातील सर्व शासकीय कार्यालयामध्ये काम करणाऱ्या व पुढे नमूद केलेल्या अटी पूर्ण करणाऱ्या आणि इंग्रजी व मराठी अशा दोन्ही भाषेत टंकलेखन करणाऱ्या टंकलेखकांनाही इंग्रजी व मराठी टंकलेखकांप्रमाणे रुपये १५ विशेष वेतन (टंकलेखन भत्ता) देण्यात यावे.

(अ) संबंधित टंकलेखकाचा इंग्रजी टंकलेखनाचा वेग प्रति मिनिटाला कमीतकमी ४० असला पाहिजे आणि मराठी टंकलेखनाचा वेग प्रति मिनिटाला कमीतकमी ३० असला पाहिजे.

(ब) संबंधित टंकलेखकाच्या सेवा मराठी आणि इंग्रजी अशा दोन्ही टंकलेखनाच्या कामासाठी उपयोगात आणल्या पाहिजेत; आणि

(क) संबंधित टंकलेखकाकडे मराठी आणि इंग्रजी असे दोन्ही मिळून पूर्णवेळ टंकलेखनाचे काम (म्हणजेच प्रत्येक दिवसाला दोन्ही टंकलेखनाचे मिळून कमीतकमी इंग्रजी ७,००० शब्दाएवढे किंवा मराठी ५,००० शब्दाएवढे) असले पाहिजे व तसे पूर्णवेळ काम असल्याचे प्रमाणपत्र नियुक्ती प्राधिकार्याने दिले पाहिजे.

२. ज्या कर्मचाऱ्यांच्या बाबतीत वर नमूद केलेल्या अटी दिनांक १ एप्रिल १९७६ रोजी पूर्ण होत असतील, त्यांना त्या तारखेपासून विशेष वेतन अनुज्ञेय होईल. इतर कर्मचाऱ्यांच्या बाबतीत दिनांक १ एप्रिल १९७६ नंतर ज्या तारखेस वरील अटी पूर्ण होतील, त्या तारखेपासून विशेष वेतन अनुज्ञेय होईल.

३. वरील विशेष वेतन देण्याबाबत शासन निर्णय, वित्त विभाग, दिनांक २० सप्टेंबर १९७८ व दिनांक १४ नोव्हेंबर १९७९ मध्ये जे खुलासे केले आहेत, ते येथेही लागू होतील.

नियत/एकत्रीकृत वेतनावर असलेली अंश  
कालिक पदे.

वेतन दरातील सुधारणा.

शा. नि., वि. वि., क्रमांक पीसीआर/१४७९/सीआर-१०९९/सिवा-१०, दिनांक ६ फेब्रुवारी १९८०.

द्वितीय वेतन आयोगाच्या शिफारशीनुसार, दिनांक १ एप्रिल १९७६ पासून शासकीय कर्मचाऱ्यांच्या वेतनश्रेणीमध्ये सुधारण करण्यात आल्या. त्यानंतर जे कर्मचारी अंशकालिक पदांवर काम करतात आणि नियत किंवा एकत्रीकृत (वेतन अधिक भत्ते) वेतन घेतात अशा कर्मचाऱ्यांच्या पदांच्या वेतन दरांत सुधारणा करण्याचा प्रश्न गेले काही दिवस शासनाच्या विचाराधीन होता. सदर प्रश्नाचा काळजीपूर्वक विचार करून शासनाने आता असा निर्णय घेतला आहे की, अंशकालिक पदांवर काम करणाऱ्या कर्मचाऱ्यांना, दिनांक ३१ मार्च १९७६ रोजी मिळत असलेल्या वित्तलब्धिवर दिनांक १ एप्रिल १९७६ पासून खालीलप्रमाणे दरमहा वाढ मंजूर करण्यात यावी.

३१ मार्च १९७६ रोजी मिळत असलेली वित्तलब्धि  
(म्हणजेच वेतन अधिक भत्ते मिळून)

वाढीव रक्कम

५० रुपयांपर्यंत

...

रुपये ८०.०० पर्यंतची वित्तलब्धि प्राप्त होण्यास कमी  
असलेली रक्कम.

५० रुपयांपेक्षा जास्त

...

रुपये ५०.००

टीप १.—ह्या शासन निर्णयातील "वित्तलब्धि" म्हणजे वेतन व वेतनावर घेतलेले भत्ते, (जसे महागाई भत्ता) समाविष्ट असलेली "एकूण वित्तलब्धि" असा आहे.

टीप २.—अंशकालिक कर्मचाऱ्यांना या आदेशान्वये मंजूर केलेली वाढ विचारांत घेऊन निश्चिती वेतन केलेल्या वित्तलब्धिवर महागाई भत्ता किंवा इतर कोणताही भत्ता अनुज्ञेय नाही.

२. ज्या कर्मचाऱ्यांच्या बाबतीत दिनांक ३१ मार्च १९७६ रोजी मिळत असलेल्या वित्तलब्धिवर त्या दिनांकानंतर; परंतु हे आदेश निर्गमित होण्यापूर्वी सुधारणा केली असेल, किंवा ज्यांची वित्तलब्धि दिनांक ३१ मार्च १९७६ नंतर प्रथमतःच निश्चित करण्यात आली असेल, अशा अंशकालिक कर्मचाऱ्यांना वर मंजूर केलेली वित्तलब्धितील वाढ अनुज्ञेय नाही. अशा प्रकारच्या सर्व प्रकरणांमध्ये दिनांक १ एप्रिल १९७६ रोजी अथवा तदनंतर सुधारित किंवा निश्चित केलेली वित्तलब्धि (वेतन अधिक भत्ते) ही या आदेशानुसार मंजूर केलेली सुधारित वित्तलब्धि (सर्व भत्ते अंतर्भूत) म्हणून देण्यात यावी. परंतु जेथे सुधारित वित्तलब्धिची रक्कम ही ८० रुपयांपेक्षा कमी असेल तेथे ती दरमहा ८० रुपयांपर्यंत वाढविण्यात यावी.

३. अशासकीय माध्यमिक शाळांतील अंशकालिक शिक्षकांबाबत शिक्षण विभागाने त्यांच्या क्रमांक आयएनएस/१०७०/जी, दिनांक १५ जुलै १९७४ च्या आदेशानुसार तासांच्या वेळेप्रमाणे कार्यभाराच्या अटीच्या प्रमाणानुसार वेतन देण्याचे आदेश काढलेले आहेत. ते आदेश शासकीय माध्यमिक शाळांतील अंशकालिक शिक्षकांनाही लागू करण्याबाबतच्या प्रश्नाचे स्वतंत्ररित्या परीक्षण करण्यात येईल. त्याबाबतचा निर्णय होईपर्यंत शासकीय माध्यमिक शाळांतील अंशकालिक शिक्षकांना ह्या आदेशान्वये वित्तलब्धिमध्ये मंजूर केलेली वाढ देण्यास पात्र धरण्यात यावे.

४. हे आदेश खालील कर्मचाऱ्यांना लागू होणार नाहीत :—

- (१) महसूल विभागाखालील कोतवाल.
- (२) जिल्हापरिषदेखालील गाव कामगार.
- (३) विद्यावेतन व मानधन घेणारे अंशकालिक कर्मचारी.

५. ह्या आदेशान्वये देय असलेली थकवाकी ही रोखीने देण्यात यावी.

*Maharashtra Civil Services (Revised Pay) Rules, 1978*  
Clarification under—

G. C., F. D., No. PCR-1380/CR-299/SER-10, dated 14th October 1980.

The Maharashtra Civil Services (Revised Pay) Rules, 1978 are not applicable to Government servants who retired on or before 31st March 1976 and who were on re-employment on that date, including those whose period of re-employment is extended after that date. A question has been raised whether the Government servants who retired on invalid or compensation pension/gratuity and were re-employed from a date prior to 1st April 1976 under Bombay Civil Services Rules 328 and 329 and who were on re-employment on that date are eligible for the benefit of revision of pay scales under the Maharashtra Civil Services (Revised Pay) Rules, 1978. Government is pleased to direct that such of the Government servants retired on invalid or compensation pension/gratuity who were re-employed from a date prior to 1st April 1976 on the conditions mentioned in Rules 328 and 329 and who were on re-employment on that date should be held eligible for the benefit of the revision of pay scales under the Maharashtra Civil Services (Revised Pay) Rules, 1978.

*Maharashtra Civil Services (Revised Pay) Rules, 1978*  
Exercise of option under—

G. C., F. D., No. PCR 1180/1094/SER-10, dated 23rd February, 1981.

A large number of Class IV and Class III Government employees holding posts, the prescribed qualification for which is below S. S. C. have exercised the option without correctly understanding the implications of the rules contained in Maharashtra Civil Services (Revised pay) Rules 1978. Consequently such persons are drawing less pay than their colleagues either in the same or other departments. It has, therefore, been represented to Government that such Government servants who have already exercised or deemed to have exercised option under the abovementioned rules would like to exercise a fresh option.

2. On careful consideration, Government is pleased to direct that Class IV and only such Class III Government employees holding posts, the prescribed recruitment qualification for which is below S. S. C. should be allowed, if they so consider it necessary, to exercise a fresh option in relaxation of Rules, 6 and 7 of the Maharashtra Civil Services (Revised Pay) Rules, 1978 on or before 31st May 1981. Requests for extending the date for exercising a fresh option after 31st May 1981 will, under no circumstances, be entertained.

3. The Heads of Departments/Offices are requested to bring these orders to the notice of concerned employees and arrange to obtain from them the necessary correct options. They are also requested to give necessary guidance in the matter to all concerned.

*Maharashtra Civil Services (Revised Pay) Rules, 1978*  
Clarification under.....

G. C., F. D., No. PCR 1381/CR-326/SER-10, dated, 22nd June 1981.

A question has been raised whether the benefit of revision of pay scales under the Maharashtra Civil Services (Revised Pay) Rules, 1978 should be given to a government servant who was on refused leave on 1st April 1976. According to the provisions contained in Note 4 below Rule, 41 of the Revised Pension Rules, 1950, modified under Correction Slip No. 237, the period of Refused leave is not to be ignored for calculation of pensionable service if it happens to be advantageous to the Government servant. This concession is admissible only to those government servants who were already in pensionable service on or before 18th June 1952 and holding substantive post at the time of retirement. In view of this specific provision in the rules, Government is pleased to direct that a government servant on refused leave on 1st April 1976 and who is eligible to count the period of refused leave for the purpose of pensionable service and pensionable pay should be given the benefit of revised pay scale under the Maharashtra Civil Services (Revised Pay) Rules, 1978. Government is also pleased to direct that a government servant on refused leave on 1st April 1976 need not give any option under the Maharashtra Civil Services (Revised Pay) Rules, 1978. He should be deemed to have opted for the existing scale or revised scale whichever is more beneficial to him for the purpose of calculation of pension.

*Maharashtra Civil Services (Revised Pay) Rules, 1978*  
Fixation of pay under — in respect of the posts held in substantive and officiating capacity..

G. R., F. D., No. PCR 1081/364/SER-10, dated 3rd July 1981.

A point has been raised as to whether it is necessary to fix the pay in the revised pay scale under the Maharashtra Civil Services (Revised Pay) Rules, 1978 in respect of the post held in substantive and officiating capacity and also in respect of the next lower post in case of reversion. In the scheme of Maharashtra Civil Services (Revised Pay) Rules, 1978, pay is required to be fixed in respect of the post actually held on 1st April 1976. However, if there is reversion to a lower post after 1st April 1976, pay is to be fixed in respect of the lower post also as on 1st April 1976 (or as per option) and the Government servant is to be allowed such pay in the lower post as he would have drawn on the date of his reversion. Since, however, such cases will be very few, Government is pleased to direct that it is not necessary to fix the pay in respect of the two posts viz. the post actually held on 1st April, 1976 and the next lower post, in each and every case. Since the rules contemplate fixation of pay in respect of the post actually held as on 1st April 1976, the substantive/officiating pay fixed should be shown in column 4 or column 5 of the Service Book, as the case may be. Where the pay is fixed in officiating post only, it should be shown in column 5 of the Service Book and it need not be split up into officiating and substantive pay.

*Maharashtra Civil Services (Revised Pay) Rules, 1978*  
Revision of Pay scales of certain categories under—

G. R., F. D., No. PCR 1281/CR-380/SER-10, dated 14th July 1981.

A question has been raised whether the orders regarding Steno-typists issued in para 5 of Government Resolution, Finance Department No. PCR-1278/CR-165/SER-10, dated the 1st July 1978 are also applicable to the Clerks with shorthand allowance. Government is now pleased to direct that the orders issued in para 5 of the said Government Resolution, should be extended to the Clerks with Short-hand allowance with effect from 1st April 1976.

*Maharashtra Civil Services (Revised Pay) Rules, 1978*  
Payment of arrears on account of—

G. C. M., F. D., No. PCR-1381/CR-495/SER-10, dated 14th September 1981.

The arrears on account of revision of pay scales for the period from the 1st April 1976 to 30th November 1977 are to be credited to the General Provident Fund Accounts of the employees. The arrears for the period from 1st December 1977 onwards are to be paid in cash. The detailed instructions in this regard have been issued in Government Circulars Memorandum, Finance Department No. PCR-1378/CR-65/SER-10, dated 30th May 1978 and Government Circular Memorandum No. PCR 1378/CR-655-SER-10, dated the 21st December 1978. The Heads of Departments and Offices were requested to take prompt steps for fixation of pay in the revised scale and also to ensure that the arrears for the period from 1st April 1976 to 30th November 1977 are credited to the General Provident Fund accounts of the Government employee concerned as expeditiously as possible.

2. It has been brought to the notice of this Department that in a number of cases, arrears for the period from 1st April 1976 to 30th November 1977 have still not been credited to the General Provident Fund accounts of the employees. It has further been pointed out that payment of arrears in cash with effect from 1st December 1977 is also not made in a large number of cases. The Heads of Departments/Offices are therefore requested to ensure that the arrears for the period from 1st April 1976 to 30th November 1977 are credited to the General Provident Fund accounts of the employees concerned without any further delay and in any case *before 30th of December 1981 positively*. They should also ensure that the payment of arrears in cash from 1st December 1977 onwards is made immediately and in any case on or before the end of December 1981.

3. Government is very keen in completing the work of crediting arrears to General Provident Fund and payment of arrears in cash. The Drawing and Disbursing Officers are therefore requested to personally ensure that such cases are settled expeditiously. The Heads of Departments/Offices are also requested to give necessary instructions to the Drawing and Disbursing Officers as well as Establishment Officers under them and ensure that the work of crediting arrears to General Provident Fund/Payment in cash is attended to on priority basis and completed before the prescribed date.

*Review of Special Pays.*

G. R., F. D., No. SSP-1381/CR-864/SER-10, dated 16th September 1981

Following the recommendations of the Second Maharashtra Pay Commission, the question of review of special pays in various offices and establishments was under the consideration of Government for some time past. Government is now pleased to direct that the general special pays common to various Government offices should be regulated as follows :—

1. *Special Pay for handling cash.*—It has been decided to continue the scheme for grant of special pay for handling cash. Government is pleased to direct that in partial modification of the rates of special pay as prescribed in para 2 of Government Resolution, Finance Department, No. PAY-1061/V, dated the 28th November 1962 the following rates should be adopted:—

| Amount of average monthly cash handled | Rate of Special Pay for month |
|----------------------------------------|-------------------------------|
| Upto Rs. 4,000                         | Rs. 10                        |
| Rs. 4,001 to Rs. 20,000                | Rs. 20                        |
| Rs. 20,001 to Rs. 50,000               | Rs. 30                        |
| Rs. 50,001 to Rs. 1 lakh               | Rs. 40                        |
| Above Rs. 1 lakh.                      | Rs. 50                        |

The Heads of Departments should review and review where necessary all special pays granted for handling cash on the basis of the amount of cash handled, as provided for under Government Resolution, Finance Department, No. PAY-1061/V, dated the 28th November 1962. The Special Pays granted for handling cash which is of the nature of general receipts e. g. sales proceeds, rent etc. should also be reviewed and regulated in accordance with the above orders. Similarly the existing practice of permitting Supervisory Officers like Head Clerks and Superintendents to handle cash and draw special pay as admissible under the general orders of Government should be continued.

2. *Cashiers /Cash Accountants in the Departments of Mantralaya.*—The special pay of Rs. 50 p. m. sanctioned to Cashiers, Cash Accountants in Mantralaya Departments should be continued.

3. *Bill Accountants in the Departments of Mantralaya.*—The special pay of Rs. 20 p. m. sanctioned to Bill Accountants should be continued.

4. *Accounts Clerks.*—The Special Pay of Rs. 20 p. m. is admissible to clerks doing accounts work in certain offices only. Since no such special pay is given to clerks doing similar works in a vast majority of Departments, the special pay of Rs. 20 p. m. admissible in certain Departments should be discontinued except in the cases where the special pay is drawn for handling cash.

5. *Special Pay drawn by Pension Clerks.*—The special pay at the rate of Rs. 20 p. m. sanctioned to clerks for dealing with pensions cases has been discontinued. Though the special pay has been discontinued, the same is drawn in some cases. The special pay wherever now drawn should be discontinued forthwith.

6. *Special pay drawn by Typists.*—Typists in the Departments of Mantralaya and a few allied offices are in receipt of special pay of Rs. 15 p. m. since 1949. This special pay has been extended to the Typists drawing pay in the Clerical scale of Rs. 260-495 in other offices also with effect from 1st April 1976 under Government Resolution, Finance Department, No. PCR-1278/CR-165/SER-10, dated the 1st July 1978. The special pay of Rs. 15 p. m. sanctioned to typists drawing pay in the pay scale of Rs. 260-495 should be raised to Rs. 20 p. m. and continued on that basis.

7. *Special Pay drawn by Head Typists.*—The special pay of Rs. 30 p. m. sanctioned to Head Typists in the Departments of Mantralaya and outside offices drawing pay in the clerical scale of Rs. 260-495 should be continued.

8. *Special Pay drawn by Steno-Typists.*—The special pay (shorthand allowance) at the rate of Rs. 50, Rs. 40 and Rs. 25 for the Shorthand speed of 120, 100 and 80 w. p. w. sanctioned to the Steno-typists appointed from the cadre of Clerk-Typists and drawing pay in the clerical scale of Rs. 260-495, should be continued.

9. *Special pay drawn by Confidential Clerks.*—The Special pay of Rs. 20 p. m. sanctioned to Confidential Clerks should be continued.

2. The changes, if any, in the amount of special pays as a result of these orders should take effect from 1st October 1981.

3. Orders regarding the individual special pays will be issued separately.

G. L., F. D., No. PCR-1381/855/SER-10, dated 13th October 1981.

To,

The Accounts Officer,  
Pay Verification Unit,  
Aurangabad.

Subject.—*Maharashtra Civil Services (R. P.) Rules, 1978.* Merger of a lump sum equivalent to two advance increment granted to a Government servant held up at E. B. who was on duty during the Government Servants strike in November 1970.

Sir,

With reference to your letter No. PVU/A,'bad/81, dated the 18th August 1981, on the subject mentioned above, I am directed to state that the pay of the officer concerned is fixed at Rs. 540 under the Maharashtra Civil Services (R. P.) Rules, 1978 with reference his unrevised pay of Rs. 310 (excluding lump sum of Rs. 30 equivalent to two advance increments) on 1st April 1976. As per the orders in Government Circular, General Administration Department, No. CDR-1074/19888-XI, dated the 10th November 1975, the lump sum is to be merged in his regular scale after he is allowed to cross the E. B. Since there is no E. B. in the revised scale of Rs. 500-900, the lump sum Rs. 30 should be merged after fixation of pay in the revised scale as on 1st April 1976. Thus the pay of the officer should be fixed at Rs. 560 plus Rs. 10 P. P. as on 1st April, 1976, and the officer should be held eligible for the next increment on 1st April 1977 raising his pay to Rs. 580.

2. This letter issues with concurrence of the General Administration Department.

No. PVU/A,'bad/81.  
Office of the Accounts Officer,  
Pay Verification Unit,  
Aurangabad, Camp Beed  
Dated 18th August 1981.

To,

The Secretary to the Government  
of Maharashtra, Finance Department,  
Mantalya, Bombay-400 032.

Subject :—Merger of amount of two advance increments in pay from the date of E. B. permission,

Sir,

As per orders contained in G. C./G.A.D. No. CDR-1074/19888-XI, dated 10th November 1975 the lump sum of two advance increments due to non-participation in strike of November, 1970 is required to be shown separately and to be *Merged in* pay on the date the incumbent is allowed to cross E. B.

As per paragraph 10 of Government Circular No. PCR-1378/CR-65/SER-10, dated 30th May 1978, the next date of increment is to be granted in the revised scale after fixation of pay under M.C.S. (R.P.) Rules, 1978, in the case of Government Servant held up to the efficiency bar as such the next date of increment remains 1st April 1977.

A point has been cropped up as to how to merge the amount of two advance increments in pay in the case of a Government servant who was held up at the E. B. in the existing scale and not allowed to cross it before 1st April 1977, however he was granted two advance increments due

to non-participation of Government employees in November, 1970. To illustrate, a officer was hed' up at the stage of E. B. (a) Rs. 310 in the existing scale 220-10-280-15-310-EB-15-400, was granted two advance increments of Rs. 15 each (Rs. 30) and per M.C.S. (R.P.) Rules, 1978 his pay as the basis of pay of Rs. 310 gets fixed (a) Rs. 540 in the revised scale of Rs. 500-20-700-25-900.

He will get next increment on 1st April 1977 as per para 10 of Government Memorandums referred to above raising pay to Rs. 560. At this stage i. e. 1st April 1977 the point regarding merger of amount of two advance increments in pay comes in picture and if the amount of two advance increments of Rs. 30 is merged in pay of Rs. 560 on 1st April 1977, the pay works out to Rs. 580 i. e. (560 Plus 30) which is not a stage in the revised scale. Hence, it is requested kindly to issue guidelines on the point (1) regarding merger of amount of two advance increments in pay and further to (2) confirm that the amount of two advance increments will be required to be shown separately in the revised scale too during, 1st April 1976 to 31st March 1977.

Early orders in the matter are requested.

Your faithfully,

(Sd.)

Accounts Officer,  
Pay Verification Unit, Aurangabad.

फॉकिंग मशीन चालविणाऱ्या शिपायास  
विशेष वेतन—

शा. नि., वि. वि., क्रमांक एस.एस.पी. १०८२/सीआर-२२६/सिवा-१०, दिनांक २४ जून १९८२.

फॉकिंग मशीनचे काम हाताळणाऱ्या चतुर्थश्रेणी कर्मचाऱ्यांना केंद्र शासनाप्रमाणे विशेष वेतन मंजूर करण्याचा प्रस्ताव शासनाच्या विचाराधीन होता. शासन आता असे आवेश देत आहे की, फॉकिंग मशीनवर काम करणाऱ्या शिपायांना हे मशीन हाताळण्याबद्दल दरमहा रुपये १५ याप्रमाणे विशेष वेतन दिनांक १ जुलै १९८२ पासून मंजूर करण्यात येत आहे. मात्र एकच फॉकिंग मशीन हाताळण्याबद्दल एकापेक्षा जास्त शिपायांना विशेष वेतन देण्यात येऊ नये. तसेच फॉकिंग मशीन चालविणाऱ्या शिपायाला वेगळी वेतनश्रेणी मंजूर केल्यास हे विशेष वेतन अनुज्ञेय असणार नाही.

*Review of Special Pays.*

G. R., F. D., No. SSP-1383/CR-182/SER-10, dated 8th March 1983.

Under Government Resolution, Finance Department, No. SSP-1382/CR-775/SER-7, dated 23rd August 1982, orders were issued that the special pays which have not been merged in the revised scales of pay effective from 1st April 1976 should be continued upto 28th February 1983 or till the issue of Government orders on rationalisation of Special Pays whichever is, earlier. The work of review of these special pays is still in progress. Government is therefore, pleased to direct that these special pays should be continued for a further period ending 31st December 1983 or till the issue of Government orders on their rationalisation, whichever is earlier.

*Review of Special Pays.*

G. R., F. D., No. SSP-1384/CR-182/SER-10, dated 27th February 1984.

Under Government Resolution, Finance Department, No. SSP-1383/CR-182/SER-10, dated the 8th March 1983, orders were issued that the special pays which have not been merged in the revised scales of pay effective from 1st April 1976 should be continued for a further period ending 31st December 1983 or till the issue of Government orders on their rationalisation whichever is earlier. No Government decision is reached so far on review of special pays. Government is therefore pleased to direct that these special pays should be continued, upto 28th February 1985.

महाराष्ट्र नागरी सेवा (सुधारित वेतन)  
नियम, १९७८.  
टंकलेखकांची सुधारित वेतनश्रेणी

शा. नि., वि. वि., क्रमांक पीसीआर-१२८४/सीआर-४१२/एसईआर-१०, दिनांक १२ जून १९८४.

संदर्भात नमुद केलेल्या शासन निर्णयातील आदेशाप्रमाणे शासनमान्य वाणिज्य संस्थांच्या ३० शब्द प्रति मिनिट वेगाने मराठी टंकलेखनाचे प्रमाणपत्र धारकास व या निर्णयातील अटी पूर्ण करणाऱ्या मराठी टंकलेखकांना दरमहा रुपये १५ प्रमाणे विशेष वेतन मंजूर केलेले आहे. शासनमान्य वाणिज्य संस्थांद्वारे व शासकीय आयुक्त, परीक्षा मंडळ, पुणे यांच्यामार्फत मराठी टंकलेखनाची परीक्षा प्रती मिनिटास २५ शब्द याप्रमाणे ऑक्टोबर/नोव्हेंबर १९८२ पर्यंत घेतली जात असे व त्याप्रमाणे प्रमाणपत्र देण्यात येत होते. सदरहू प्रश्नाचा संपूर्ण विचार करून शासनाने अशा निर्णय घेतला आहे की, शासनमान्य वाणिज्य संस्थांच्या व शासकीय आयुक्त, परीक्षा मंडळ, पुणे यांच्या २५ शब्द प्रति मिनिट वेगाच्या प्रमाणपत्र धारकांसही संदर्भात उल्लेख केलेल्या शासन निर्णय, दिनांक १४ नोव्हेंबर १९७९ व २८ जानेवारी १९८० मधील परिच्छेद १ मधील "ब" व "क" अटी पूर्ण करणाऱ्या टंकलेखकांनाही १ एप्रिल १९७६ पासून किंवा ज्या तारखेस या अटी पूर्ण करतील तेव्हापासून विशेष वेतन देण्यात यावे. मात्र शासनमान्य वाणिज्य संस्था व शासकीय आयुक्त, परीक्षा मंडळ, पुणे यांच्यामार्फत मराठी टंकलेखनाच्या ऑक्टोबर/नोव्हेंबर १९८२ पासून परीक्षांना बसलेल्या उमेदवारांचा मराठी टंकलेखनाचा वेग ३० शब्द प्रति मिनिट असला पाहिजे. तरच त्यांना शासन निर्णयानुसार विशेष वेतन अनुज्ञेय असेल.

२. शासन निर्णय, वित्त विभाग, क्रमांक पीसीआर-२२७९/सीआर-८२४/एसईआर-१०, दिनांक १४ नोव्हेंबर १९७९ च्या आदेशाला जोडलेल्या जोडपत्रांमध्ये मुद्दा क्रमांक १ समोर जो खुलासा दिलेला आहे तो खुलासा खालीलप्रमाणे वाचण्यात यावा :—

“महाराष्ट्र लोकसेवा आयोगामार्फत नियुक्त केलेल्या कर्मचाऱ्यांच्या बाबतीत प्रमाणपत्राची आवश्यकता नाही. इतर कर्मचाऱ्यांच्या बाबतीत शासनमान्य अशा कोणत्याही वाणिज्य संस्थेने किंवा एतदर्थ मंडळाने दिलेले ३० शब्द प्रति मिनिट वेगाचे प्रमाणपत्र आवश्यक आहे.”

महाराष्ट्र नागरी सेवा (सुधारित वेतन)  
नियम, १९७८ अन्वये कार्यालयांनी  
निश्चित केलेल्या वेतनाची पडताळणी.

शा. प., वि. वि., क्रमांक पीव्हीयू-१०८४/सीआर-६८८/सेवा १०, दिनांक १० ऑक्टोबर १९८४.

वेतन पडताळणी पथक, मुंबई, पुणे, नागपूर व औरंगाबाद यांचेकडे महाराष्ट्र नागरी सेवा (सुधारित वेतन) नियम, १९७८ अन्वये जे अराजपत्रित कर्मचारी १ एप्रिल १९७६ पूर्वीपासून सेवेत आहेत अशांच्या निश्चित केलेल्या वेतनाची पडताळणी करून ते प्रमाणित करण्याचे काम सोपविण्यात आले आहे. वेतन पडताळणी पथकांनी शासनास सादर केलेल्या अहवालावरून असे दिसून येते की, आतापर्यंत ९० टक्के काम पूर्ण करण्यात आले आहे. उरलेले काम पूर्ण करण्यासाठी वेतन पडताळणी पथकांना २८ फेब्रुवारी १९८५ पर्यंत मुदतवाढ देण्यात आली आहे. आता जी सेवा पुस्तके प्रमाणित करावयाची शिल्लक आहेत, त्यातील बहुसंख्य सेवा पुस्तके यापूर्वी वेतन पडताळणी पथकांनी हाताळली आहेत व काही सेवा पुस्तके आक्षेप घेऊन कार्यालयांना परत केलेली आहेत. संबंधित कार्यालयांनी वेतन पडताळणी पथकांनी घेतलेल्या आक्षेपांचे निराकरण केल्याशिवाय अशी सेवा पुस्तके वेतन पडताळणी पथकांना अतिभरित्या प्रमाणित करता येत नाहीत. वेतन पडताळणी पथकांचे काम या वर्ष अखेरपर्यंत, पुरे झाले पाहिजे अशी शासनाची भूमिका आहे. तरी विभाग प्रमुख/कार्यालय प्रमुख यांना अशी विनंती करण्यात येते की, जी सेवा पुस्तके अजून प्रमाणित करावयाची शिल्लक आहेत, अशी सेवा पुस्तके कार्यालय प्रमुखांनी स्वतः तपासून पहावीत तसेच या पुस्तकातील वेतन पडताळणी पथकांनी घेतलेल्या आक्षेपांचे निराकरण करून ही सर्व सेवा पुस्तके लवकरात लवकर संबंधित लेखा अधिकारी, वेतन पडताळणी पथकांकडे पाठविण्यात यावीत. कार्यालयांनी याबाबत वेतन पडताळणी पथकांना सहकार्य दिले तरच वेतन पडताळणी हे काम या वर्ष अखेरपर्यंत पूर्ण करणे शक्य होईल.

२. ज्या कर्मचाऱ्यांची वेतन निश्चिती होऊन ज्यांची सेवा पुस्तके प्रमाणित केलेली आहेत, अशा सर्व सेवा पुस्तकांची कार्यालय प्रमुखांनी तपासणी केली पाहिजे व लेखा अधिकारी, वेतन पडताळणी पथक यांच्या अभिप्रायाप्रमाणे अशा सेवा पुस्तकात सुधारित नोंदी घेतल्या पाहिजेत व चुकीचे वेतन निश्चितीमुळे अशा कर्मचाऱ्यांना जादा दिलेले वेतन त्यांच्याकडून वसूल केले पाहिजे. आस्थापना अधिकारी/आह्रण व संवितरण अधिकारी यांनी हे वसुलीचे काम विनाविलंब हाती घेतले पाहिजे, की जेणेकरून संबंधित कर्मचाऱ्यांना पुढे अडचणीचे होणार नाही. त्याचप्रमाणे विभागीय व कार्यालय प्रमुखांनी जातीने लक्ष घालून आपल्या कार्यालयातील कर्मचाऱ्यांची सर्व सेवा पुस्तके लवकरात लवकर प्रमाणित करून घ्यावीत अशी त्यांना विनंती करण्यात येत आहे.

३. विभाग प्रमुख/कार्यालय प्रमुख यांनी आपल्या कार्यालयातील संबंधित आस्थापना/आह्रण व संवितरण अधिकार्यांना या कामात जातीने लक्ष देण्याबाबत योग्य त्या सूचना देण्यात याव्यात. तसेच या कामास गती देण्यासाठी कार्यालय प्रमुखांनी आपल्या कार्यालयातील सर्व सेवा पुस्तकांची तपासणी करून नोव्हेंबर १९८४ च्या वेतन देयकाबरोबर खालीलप्रमाणे प्रमाणित दोन प्रतीमध्ये जोडावे. जे कार्यालय प्रमुख वेतन देयकाबरोबर असे प्रमाणपत्र जोडणार नाहीत, त्यांची वेतन देयके अधिदान व लेखा अधिकारी/कोषाधिकारी यांनी पास करू नयेत.

## प्रमाणपत्र

असे प्रमाणित करण्यात येते की, महाराष्ट्र नागरी सेवा (सुधारित वेतन) नियम, १९७८ अन्वये ज्या अराजपत्रित कर्मचाऱ्यांची निश्चिती करावयाची आहे, अशा या कार्यालयांतील सर्व कर्मचाऱ्यांची सेवा पुस्तके मी स्वतः तपासली आहेत. सेवा पुस्तकात प्रमाणित केल्या प्रमाणे आवश्यक तेथे सुधारित नोंदी घेतल्या आहेत. त्याचप्रमाणे ज्यांना जादा दिलेले वेतन वसूल करावयाचे आहे त्यांची वसुली करण्यात आली आहे/यित आहे. ज्या कर्मचाऱ्यांची वेतन निश्चिती प्रमाणित झाली नाही, अशा कर्मचाऱ्यांची यादी सोबत जोडली आहे. या सर्व कर्मचाऱ्यांची सेवा पुस्तके मी स्वतः तपासून वेतन पडताळणी पथकाच्या आक्षेपांची पूर्तता करून, सुधारित नोंदी घेऊन ती तयार ठेवली आहेत व वेतन पडताळणी पथक, मुंबई, पुणे, नागपूर व औरंगाबाद येथे संपर्क साधला आहे/साधीत आहे.

कार्यालय प्रमुख,

कार्यालयाचे नाव व पत्ता.

४. अधिदान व लेखाधिकारी/कोषाधिकारी यांनी प्रमाणपत्रे एकत्र करून ती संबंधित लेखाधिकारी, वेतन पडताळणी पथकाकडे १० डिसेंबर १९८४ पर्यंत कृपया पाठवावीत. लेखाधिकारी, वेतन पडताळणी पथक, मुंबई/पुणे/नागपूर/औरंगाबाद यांनी कृपया त्यांच्याशी संपर्क साधावा.

*Advancement of date of increment  
under proviso to Rule 9 of  
Maharashtra Civil Services  
Delegation of powers for*

G. R., F. D., No. P. C. R. 1084/CR/746-/SER- 10, dated 29th October, 1984.

Proviso to Rule 9 of the Maharashtra Civil Services (Revised Pay) Rules, 1978 provides for the advancement of dates of increments of the senior to those of their juniors in the cadre. The appointing authorities who maintain gradation lists have to advance such dates first and get them verified from the Pay Verification Units set up for the purpose of verification of pay fixed by the Departmental authorities under the Maharashtra Civil Services (Revised Pay) Rules, 1978. The question whether such cases should be referred to Pay Verification Units for verification was under consideration.

2. The Pay Verification Units have since finally certified pay fixation done by the respective offices in majority of cases and the remaining work of verification is expected to be completed by the end of February 1985. Since the Pay Verification Units should now concentrate on verification of pay fixation done by the respective offices and complete the work within the stipulated time, Government is pleased to direct that the cases of advancement of dates of increments of the senior(s) to those of juniors under proviso Rule 9 of the Maharashtra Civil Services (Revised Pay) Rules, 1978 need not be referred to the Pay Verification Units for verification. The Heads of Departments who are competent to make appointments and who also maintain the gradation lists of incumbents of the posts as on 1st April 1976 should pay personal attention to see that the work of advancement of dates of next increments is completed on priority basis. They should themselves verify all such cases so as to ensure that the advancement of dates of next increment is done strictly in accordance with Rule 9, bearing in mind in particular, the following points :—

(i) Proviso to rule 9 does not cover cases where on 31st March 1976 junior drew more pay or had the date of next increment earlier than the senior or seniors belonging to the same cadre.

(ii) The advancement of the date of next increment under the proviso to rule 9 is to be allowed only to the person who has opted for the revised scale on 1st April 1976 and not to the one who retains the existing scale.

(iii) Proviso to rule 9 is attracted only in those cases where solely as a result of operation of rule 9 the junior Government servant draws his next increment in the revised scale earlier and thereby draws more pay than his senior or seniors who (i) belong to the same cadre (ii) drew higher pay than that of junior on 31st March 1976.

(iv) In cases where the date of next increment in the revised scale of the senior/seniors is to be advanced with reference to that date of the junior, the advanced date may be postponed by the period which does not qualify for increment under the Maharashtra Civil Services Rules or other rules or orders made by competent authorities.

3. The work of advancement of the dates of next increments and their verification should be completed by Heads of Departments as early as possible.

G. R., F. D., No. SSP-1385/CR-126/ SER-10, dated 20th February 1985.

Under Government Resolution, Finance Department, No. SSP-1384/CR-182/SER-10, dated the 27th February 1984, orders were issued that Special Pays which have not been merged in the revised scales of pay effective from 1st April 1976 should be continued for a further period upto 28th February 1985. Government is now pleased to direct that the existing special pays should be continued at existing rates until further orders.

महाराष्ट्र नागरी सेवा (सुधारित वेतन)  
नियम, १९७८ वेतन पडताळणीसाठी  
वेतन पडताळणी पथके पुढे चालू  
ठेवण्याबाबत.

शा. नि., वि. वि., क्रमांक पीसीआर-१०८६/सीआर-१०५/एसईआर-१०, दिनांक १९ फेब्रुवारी १९८६.

महाराष्ट्र नागरी सेवा (सुधारित वेतन) नियम, १९७८ अनुसार अराजपत्रित शासकीय कर्मचाऱ्यांच्या वेतन निश्चितीच्या प्रकरणांची पडताळणी करण्यासाठी शासन निर्णय, वित्त विभाग, क्रमांक पीसीआर-१०८५/सीआर-१२/एसईआर-१०, दिनांक १४ ऑगस्ट १९८५ अन्वये मुंबई, पुणे, औरंगाबाद व नागपूर येथील वेतन पडताळणी पथकांसाठी मंजूर केलेली पदे २८ फेब्रुवारी १९८६ पर्यंत चालू ठेवण्यात आली होती. शासन आता असे आदेश देते की, मुंबई व औरंगाबाद येथील वेतन पडताळणी पथकांना मंजूर करण्यात आलेली खालील पदे ३१ ऑगस्ट १९८६ पर्यंत चालू ठेवण्यात यावीत. या पदांना नेहमीप्रमाणे महागाई भत्ता व इतर भत्ते अनुज्ञेय असतील. पुणे व नागपूर येथील वेतन पडताळणी पथके दिनांक १ मार्च १९८६ पासून बंद करण्यात यावीत.

| पदनाम                                                   | पद संख्या | वेतनश्रेणी (सुधारित)                 |
|---------------------------------------------------------|-----------|--------------------------------------|
| लेखा अधिकारी (महाराष्ट्र वित्त व लेखा सेवा<br>--वर्ग २) | २ (दोन)   | र. ६००-३०-७५०-द.रो.-४०-११५०.         |
| सहायक अधीक्षक                                           | २ (दोन)   | र. ३९५-१५-५००-२०-७००-विस्तार-२०-८००. |
| वरिष्ठ लिपिक                                            | ४ (चार)   | र. ३३५-१५-५००-२०-५८०-विस्तार-२०-६८०. |
| कनिष्ठ लिपिक                                            | २ (दोन)   | र. २६०-१०-३९०-१५-४२०-विस्तार-१५-४९५. |
| चपराशी                                                  | २ (दोन)   | र. २००-३-२३०-५-२५५-विस्तार-५-२८०.    |

१२ (बारा)

२. (अ) दिनांक १ मार्च १९८६ पासून लेखा अधिकारी, वेतन पडताळणी पथक, मुंबई यांनी खालील जिल्ह्यातील अराजपत्रित शासकीय कर्मचाऱ्यांच्या सेवा पुस्तकांची पडताळणी करावी :-

कोकण विभाग.-(१) मुंबई, (२) ठाणे, (३) रायगड, (४) रत्नागिरी, (५) सिंधुदुर्ग.

पुणे विभाग.-(१) पुणे, (२) सोलापूर, (३) सातारा, (४) सांगली, (५) कोल्हापूर.

नाशिक विभाग.-(१) नाशिक, (२) अहमदनगर, (३) धुळे, (४) जळगाव.

(ब) तसेच लेखा अधिकारी, वेतन पडताळणी पथक, औरंगाबाद यांनी १ मार्च १९८६ पासून खालील जिल्ह्यातील अराजपत्रित शासकीय कर्मचाऱ्यांच्या सेवा पुस्तकांची पडताळणी करावी :-

नागपूर विभाग.-(१) वर्धा, (२) नागपूर, (३) भंडारा, (४) चंद्रपूर, (५) गडचिरोली.

अमरावती विभाग.-(१) बुलढाणा, (२) अकोला, (३) अमरावती, (४) यवतमाळ.

औरंगाबाद.-(१) औरंगाबाद, (२) जालना, (३) परभणी, (४) बीड, (५) नांदेड, (६) उस्मानाबाद, (७) लातूर.

३. विभाग प्रमुख व कार्यालय प्रमुख यांनी जातीने लक्ष घालून आपल्या कार्यालयातील सर्व अराजपत्रित कर्मचाऱ्यांची सेवा पुस्तके संबंधित वेतन पडताळणी पथकांकडून ३१ ऑगस्ट १९८६ पूर्वी प्रमाणित करून घेतली पाहिजेत. वेतन पडताळणी पथकांनी काही प्रकरणी आक्षेप घेऊन सेवा पुस्तके परत केली आहेत. तरी या आक्षेपांची पूर्तता करून व सेवा पुस्तके पूर्ण करून १ एप्रिल १९७६ ची वेतन निश्चिती प्रमाणित करून घ्यावीत. त्यांनी वेतन पडताळणी पथकांना याबाबत योग्य सहकार्य विल्यासच सर्व शिल्लक काम ३१ ऑगस्ट १९८६ पर्यंत पुरे करता येईल. वेतन पडताळणी पथकांनी १ एप्रिल १९७६ रोजीची वेतन पडताळणी केली नाही तर निवृत्त झालेल्या कर्मचाऱ्यांना निवृत्ति वेतन मिळण्यास उशीर होतो. केवळ वेतन पडताळणी झाली नाही म्हणून निवृत्त झालेल्या होणाऱ्या कर्मचाऱ्यांना वेळेवर निवृत्ति वेतन मिळाले नाही तर त्याची जबाबदारी सर्वस्वी विभाग प्रमुख कार्यालय प्रमुख यांची राहिल.

४. लेखा अधिकारी, वेतन पडताळणी विभाग, मुंबई व औरंगाबाद यांना असे कळविण्यात येते की, प्रत्येक पथकांना आपल्या विभागातील १०० टक्के सेवा पुस्तके प्रमाणित करून दिनांक ३१ ऑगस्ट १९८६ पर्यंत सर्व शिल्लक काम पूर्ण केले पाहिजे. लेखा अधिकारी यांनी स्वतः जातीने लक्ष घालून जी सेवा पुस्तके प्रमाणित केलेली नाहीत किंवा आक्षेप घेऊन परत करण्यात आलेली आहेत ती संबंधित कार्यालयाकडून मागवून घ्यावी. शिल्लक काम पूर्ण करण्याबाबतची जबाबदारी लेखा अधिकारी यांची आहे. ती त्यांनी पार पाडावी. कोणत्याही परिस्थितीत वेतन पडताळणी पथकांनी शिल्लक राहिलेले काम ३१ ऑगस्ट १९८६ पर्यंत पुरे करावे.

शा. नि., वि. वि., क्रमांक पीसीआर-१२८६/सीआर-२५६/८६/सेवा-१०, दिनांक २४ जुलै १९८६.

वर अनुक्रमांक (१) येथे नमूद केलेल्या शासन निर्णयानुसार टंकलेखक या पदासाठी रुपये २६०-४९५ अशी सुधारित वेतनश्रेणी दिनांक १ एप्रिल १९७६ पासून मंजूर करण्यात आली आहे. तसेच अनुक्रमांक (२) येथे नमूद केलेल्या शासन निर्णयानुसार लिपिक संवर्गातील जे टंकलेखक केवळ टंकलेखनाचे काम करतात व त्यांनी लिपिक संवर्गातील उच्च पदावर बढती मिळण्याचा आपला हक्क सोडून दिला आहे असे लेखी लिहून दिले असल्यास अशा टंकलेखकांना दिनांक १ एप्रिल १९७६ पासून अथवा त्यांच्या विकल्पानुसार पुढील कोणत्याही दिनांकापासून रुपये २९०-५४० अशी उच्च वेतनश्रेणी देण्यात यावी असे आदेश काढलेले आहेत. दिनांक १ जुलै १९७८ च्या आदेशानुसार रुपये २९०-५४० ही वेतनश्रेणी घेण्यासंबंधीचा पर्याय देण्याची सवलत दिनांक १ एप्रिल १९७६ रोजी सेवेत असलेल्या टंकलेखकांसच फक्त आहे, की त्यानंतर नियुक्त होणाऱ्या टंकलेखकांसही आहे अशी विचारणा करण्यात येत आहे.

२. भोळे वेतन आयोगाने पर्याय देण्याची सवलत सेवेत असलेल्या टंकलेखकांस द्यावी, व यापुढे नियुक्त होणाऱ्या टंकलेखकांस रुपये २९०-५४० या वेतनश्रेणीत नेमणूक देण्यात यावी अशी शिफारस केलेली होती. पर्याय देण्यासंबंधीचे आदेश दिनांक १ जुलै १९७८ रोजी काढलेले असल्यामुळे त्या दिवशी सेवेत असलेल्या टंकलेखकांसच फक्त पर्याय देण्याची सवलत उपलब्ध होती. पण तत्संबंधीचा स्पष्ट खुलासा त्या आदेशामध्ये केला नव्हता. महाराष्ट्र लोकसेवा आयोगाने लिपिक वर्गीय स्पर्धा परीक्षेसाठी १९८० साली दिलेल्या जाहिरातीमध्ये टंकलेखकासाठी रुपये २९०-५४० अशी वेतनश्रेणी प्रथमच दर्शविली होती. त्या आधीच्या जाहिरातीमध्ये रुपये २६०-४९५ हीच वेतनश्रेणी दर्शविली होती. यामुळे दिनांक १ जुलै १९७८ नंतरही रुपये २६०-४९५ या वेतनश्रेणीत आयोग पुरस्कृत टंकलेखकांची नेमणूक झाली, असे निदर्शनास आले आहे.

३. वरील परिस्थिती विचारात घेऊन आता शासन असे आदेश देत आहे की,

(अ) दिनांक १ जुलै १९७८ पूर्वी बृहन्मंबईबाहेरील शासकीय कार्यालयामध्ये ज्या टंकलेखकांची नियुक्ती झाली असेल व जे केवळ टंकलेखनाचे काम करतात, अशा टंकलेखकांनी वित्त विभागाच्या दिनांक १ जुलै १९७८ च्या आदेशात नमूद केल्याप्रमाणे संबंधित वेतनश्रेणीचा पर्याय यापूर्वी दिलेला नसेल तर त्यांनी तसा पर्याय घ्यावा.

(ब) बृहन्मंबईतील शासकीय कार्यालयामध्ये महाराष्ट्र लोकसेवा आयोगाच्या लिपिकवर्गीय स्पर्धा परीक्षेसाठी १९८० पूर्वी दिलेल्या जाहिरातीस अनुसरून ज्या उमेदवारांची टंकलेखक म्हणून रुपये २६०-४९५ या वेतनश्रेणीत नियुक्ती झाली असेल व जे केवळ टंकलेखनाचे काम करतात, अशा टंकलेखकांनी वित्त विभागाच्या दिनांक १ जुलै १९७८ च्या आदेशात नमूद केल्याप्रमाणे वेतनश्रेणीचा पर्याय यापूर्वी दिलेला नसेल तर त्यांनी सुद्धा असा पर्याय घ्यावा.

(क) वरील पर्याय दिनांक १५ ऑक्टोबर १९८६ च्या आत देण्यात यावा.

(ड) ज्या टंकलेखकांनी दिनांक १५ ऑक्टोबर १९८६ च्या आत असा पर्याय दिला नसेल तर त्यांनी लिपिक वर्गाचीच वेतनश्रेणी रुपये २६०-४९५ स्वीकारली आहे असे मानले जाईल.

कार्यालय व विभाग प्रमुखांनी हे आदेश संबंधित टंकलेखकांच्या नजरेस आणून त्यांच्याकडून विहित मुदतीत लेखी पर्याय घ्यावा. एकदा दिलेला पर्याय अंतिम राहील.

४. वित्त विभागाच्या शासन निर्णय क्रमांक पीसीआर-१२७८/सीआर-४६१/एसईआर-१०, दिनांक २० सप्टेंबर १९७८ मधील मुद्दा क्रमांक ३ समोरील खुलाशामध्ये फेरबदल करून शासन असे आदेश देत आहे की, यापुढे अल्पकालावधीसाठी किंवा रजा मुदतीच्या रिक्त पदावर नियुक्त होणाऱ्या टंकलेखकांना रुपये २९०-५४० ही वेतनश्रेणी देण्यात यावी. या आदेशाच्या पूर्वी ज्यांना रुपये २६०-४९५ या वेतनश्रेणीमध्ये वेतन देण्यात आलेले आहे अशी प्रकरणे पुन्हा उपस्थित करू नयेत.

५. हे आदेश लिपिक टंकलेखकांना, ज्यांना काही काळ लिपिकाचे किंवा टंकलेखनाचे काम करावे लागते अशांना लागू नाहीत.

महाराष्ट्र नागरी सेवा (सुधारित वेतन)  
नियम, १९७८ अनुसार वेतन पडताळणी  
साठी निर्माण केलेली वेतन पडताळणी  
पथके बंद करण्याबाबत.

शा. प., वि. वि., क्रमांक पीसीआर-१०८६/आर-३६०/सेवा-१०, दिनांक २० ऑगस्ट १९८६.

संचालक, लेखा व कोषागारे यांच्या अधिपत्याखाली, मुंबई, पुणे, औरंगाबाद व नागपूर येथे महाराष्ट्र नागरी सेवा (सुधारित वेतन) नियम, १९७८ अनुसार अराजपत्रित शासकीय कर्मचाऱ्यांची वेतन निश्चितीच्या प्रकरणांची पडताळणी करण्यासाठी जानेवारी १९७९ मध्ये चार वेतन पडताळणी पथके निर्माण करण्यात आली होती. वेतन पडताळणी पथकांचे बहुतांश काम पुरे झाले होते म्हणून शासन निर्णय, वित्त विभाग, क्रमांक पीसीआर-१०८६/सीआर-१०५/एसईआर-१०, दिनांक १९ फेब्रुवारी १९८६ अन्वये पुणे व नागपूर येथील वेतन पडताळणी पथके दिनांक १ मार्च १९८६ पासून बंद करण्यात आली आहेत व शिल्लक राहिलेले काम वेतन पडताळणी पथके, मुंबई व औरंगाबाद यांच्याकडे सोपविण्यात आले होते. वेतन पडताळणी पथकांनी जवळ जवळ १०० टक्के सेवा पुस्तके तपासली आहेत. वेतन पडताळणी पथकांनी प्रमाणित केलेल्या सेवा पुस्तकांपैकी १० टक्के सेवा पुस्तके महालेखापाल, मुंबई व नागपूर यांनी निर्माण केलेल्या खास वेतन पडताळणी कक्षाने चाचणी दाखल तपासली आहेत. वेतन

पडताळणीचे काम आता जवळ जवळ संपत आले आहे. म्हणून शासन असे आदेश देत आहे की, मुंबई व औरंगाबाद येथील वेतन पडताळणी पथकेही दिनांक १ सप्टेंबर १९८६ पासून बंद करण्यात यावीत. मंत्रालय विभाग, विभाग प्रमुख, कार्यालय प्रमुख यांनी त्यांच्या कार्यालयात राहिलेली शिल्लक सेवा पुस्तके दिनांक ३१ ऑगस्ट १९८६ पूर्वी संबंधित वेतन पडताळणी पथकांकडून प्रमाणित करून घ्यावीत. जर सेवा पुस्तके प्रमाणित करावयाची शिल्लक राहिल्यास त्यांची जबाबदारी सर्वस्वी त्या त्या विभागाची/कार्यालयाची राहिल. १ सप्टेंबर १९८६ नंतर मुंबई व औरंगाबाद येथील वेतन पडताळणी पथकांकडे सेवा पुस्तके पाठविण्यात येऊ नयेत. जर एखाद्या प्रकरणात स्पष्टीकरण किंवा शासनाचे आदेश आवश्यक वाटल्यास अशी प्रकरणे योग्य मागनि संबंधित मंत्रालयीन विभागाकडे पाठवावीत.

२. वेतन पडताळणी पथकांनी शिकस्तीचे प्रयत्न करूनही जर काही सेवा पुस्तके प्रमाणित करावयाची शिल्लक राहिल्यास वेतन पडताळणी पथकांनी/महालेखापाल, मुंबई/नागपूर यांच्या कक्षांनी प्रमाणित केलेल्या इतर सेवा पुस्तकातील अभिप्रायानुसार संबंधित कार्यालय प्रमुखाने त्यांनी दिनांक १ एप्रिल १९७६ किंवा विकल्पाप्रमाणे केलेली वेतन निश्चिती बरोबर आहे किंवा नाही याची खात्री करून घ्यावी, व अशी अप्रमाणित सेवा पुस्तकांमध्ये खालीलप्रमाणे प्रमाणपत्राची नोंद घ्यावी. हे काम दिनांक ३१ डिसेंबर १९८६ पर्यंत पूर्ण करावे.

#### प्रमाणपत्र

प्रमाणित करण्यात येते की, कार्यालयीन आदेश क्रमांक ..... दिनांक ..... अन्वये माझ्या कार्यालयाने केलेली वेतन निश्चिती वेतन पडताळणी पथके/महालेखापाल, मुंबई/नागपूर यांच्या कक्षांनी या विभागातील इतर कर्मचाऱ्यांच्या प्रमाणित केलेल्या सेवा पुस्तकातील अभिप्रायानुसार परत तपासण्यात आली व माझ्या कार्यालयाने दिनांक १ एप्रिल १९८६ किंवा विकल्पाप्रमाणे केलेली वेतन निश्चिती बरोबर आहे.

दिनांक १९८६.

विभाग प्रमुख/कार्यालय प्रमुख

महाराष्ट्र नागरी सेवा (सुधारित वेतन) नियम, १९७८ अनुसार वेतन पडताळणी-साठी निर्माण केलेली वेतन पडताळणी पथके पुढे चालू ठेवण्याबाबत.

शा. नि., वि. वि., क्रमांक पीसीआर-१०८६/सीआर-१०५/सेवा-१०, दिनांक ४ सप्टेंबर १९८६.

महाराष्ट्र नागरी सेवा (सुधारित वेतन) नियम, १९७८ अनुसार अराजपत्रित कर्मचाऱ्यांच्या वेतन निश्चितीच्या प्रकरणांची पडताळणी करण्यासाठी मुंबई व औरंगाबाद येथील वेतन पडताळणी पथकांसाठी मंजूर केलेली पदे वर अनुक्रमांक १ येथे नमूद केलेल्या शासन निर्णयानुसार दिनांक ३१ ऑगस्ट १९८६ पर्यंत पुढे चालू ठेवण्यात आली होती. वर अनुक्रमांक २ येथे नमूद केलेल्या परिपत्रकानुसार ही दोन्ही वेतन पडताळणी पथके दिनांक १ सप्टेंबर १९८६ पासून बंद करण्यात यावीत व मंत्रालयीन विभाग, विभाग प्रमुख हत्यादींनी त्यांच्या कार्यालयात राहिलेल्या शिल्लक सेवा पुस्तकांची पडताळणी संबंधित वेतन पडताळणी पथकांकडून दिनांक ३१ ऑगस्ट १९८६ पूर्वी करून घ्यावी अशा सूचना देण्यात आल्या होत्या. शासनाच्या असे निदर्शनास आले आहे की, दोन्ही पथकांकडील शिल्लक सेवा पुस्तकांची एकूण संख्या जवळजवळ ३१६० असून त्यांच्या पडताळणीचे काम ३१ ऑगस्ट १९८६ पूर्वी करणे अशक्य आहे. तसेच ही सेवा पुस्तके संबंधित कार्यालयाकडे पाठवून त्याची रीतसर पोच घेणे आवश्यक आहे. हे सर्व ज्वरित काम पुरे होण्यासाठी सुमारे एक महिन्याचा कालावधी लागेल. म्हणून शासन असे आदेश देत आहे की, वर नमूद केलेल्या विशिष्ट कामासाठी मुंबई व औरंगाबाद येथील वेतन पडताळणी पथके त्यांना मंजूर केलेल्या पदांसहित दिनांक ३० सप्टेंबर १९८६ पर्यंत पुढे चालू ठेवण्यात यावीत.

#### ANNEXURE I

*How to regulate pay fixation cases under Rule 12 of the Maharashtra Civil Services (Revised Pay) Rules, 1978.*

Under Rule 12 of the Maharashtra Civil Services (Revised Pay) Rules, 1978, the benefit of past service in the post prior to 1st April 1976 to the extent it is admissible under proviso the Bombay Civil Services Rules 41 has been given to Government servants reappointed to that post after 1st April 1976. Under the proviso the past service on pay equal to or higher counts for increment. This is illustrated in example A and B below :—

#### EXAMPLE A

A Government Servant officiating in the post of a clerk and drawing pay as follows was promoted to the post of Assistant for the period from 1st June 1974 to 31st August 1974. He was not holding the post of Assistant on 1st April 1976. He was again promoted as Assistant with effect from 10th May 1976. His pay is regulated as shown below :—

*Clerk*

115-4-135-5-160-EB-5-185-6-215 (pre 76)

260-10-390-15-420-Extn.-15-495 (post 76)

3-5-74 Rs. 145

1-6-74 to 31-8-74

3-5-75 Rs. 150

1-4-76 Rs. 340

[Pay fixation under Maharashtra Civil Services (Revised Pay) Rules 1978].

1-5-76 Rs. 350

10-5-76 Rs. (350)

10-2-77 i. e. 1-2-77

*Assistant*

190-10-290-EB-15-410-20-450 (pre 76)

365-15-500-20-660-Extn.-20-760  
(post 76).

Rs. 190

Rs. 380

Rs. 395

On 1st June 1974 the pay on promotion to the post of Assistant was fixed at Rs. 190 i. e. at the minimum, under the normal rule. He drew this pay till 31st August 1974, with effect from 1st September 1974 he was reverted as Clerk. On 1st April 1976 he was not holding the post of Assistant and hence his pay on 1st April 1976 under Maharashtra Civil Services (Revised Pay) Rules, 1978 was fixed at Rs. 340 in the post of Clerk with the date of next increment 1st May 1976 raising his pay to Rs. 350. On 10th May 1976 the Government Servant was again promoted as Assistant. Under the normal rule the pay in the post of Assistant would have been fixed at Rs. 365 with reference to the pay in the lower post. But here Rule 12 of the Maharashtra Civil Services (Revised Pay) Rules, 1978 comes into the picture and the service rendered for the period from 1st June 1974 to 31st August 1974 in the unrevised scale on Rs. 190 will have to be taken into account for the fixation of pay because under Rule 12 if he were to hold the post of Assistant on 1st April 1976, his notional Pay on 1st April 1976 would have been fixed at Rs. 380 as shown below :-

Rs. 190

D.P. 163

25 (under rule 8 (b) of the MCS (R.P.) Rules,  
1978.Rs. 378 Next stage in the revised scale of Assistant  
Rs. 380.

Hence, on 10th May 1976 his pay will have to be fixed at Rs. 380 with the date of next increment 10th February 1977 as shown below :-

1-6-74 to 31-8-74

.. 0-3-0

10-5-76 to 9-2-77

.. 0-9-0

1-0-0

Date of next increment 10th February 1977 i. e. 1st February 1977. This date is worked out as per the method which was in existence prior to 15th August 1981.

**EXAMPLE B**

On the other hand in the following type of cases past service rendered in the higher post prior to 1st April 1976 in the unrevised scale will not count for fixation of pay under rule 12 of the Maharashtra Civil Services (Revised Pay) Rules, 1978 on subsequent re-appointment to that post after 1st April 1976.

A Government servant officiating in the post of Superintendent and drawing pay as follows was promoted to the post Accounts Officer for the period from 1st October 1975 to 31st December 1975. He was not holding the post of Accounts Officer on 1st April 1976. He was again promoted as Accounts Officer on 1st August 1976. His pay is regulated as shown below :

*Superintendent*

260-15-380-EB-20-520 (Pre 76)

500-20-700-25-900 (Post 76)

1-6-73 460

1-6-74 480

1-6-75 500

1-10-75 (500)

to

31-12-75

1-4-76

775; Pay fixation under M.C.S.(R.P.)  
Rules, 1978.

1-6-76 800

1-8-76 800

*Account Officers*340-20-500-25-550-EB-25-650-30-830  
(Pre 1976.)

600-30-750-EB-40-1150 (Post 76)

525

830

On 1st October 1975 the pay on promotion to the post of Accounts Officer was fixed at Rs. 525 under the normal rule. He drew this pay till 31st December 1975. With effect from 1st January 1976 he was reverted as Superintendent on 1st April 1976 he was not holding the post of Accounts Officer and hence his pay on 1st April 1976 under Maharashtra Civil Service (Revised Pay) Rules, 1978 was fixed at Rs. 775 in the post of Superintendent with the date of next increment 1st June 1976 raising his pay to Rs. 800. On 1st August 1976 he was again promoted as Accounts Officer and under the normal rule his pay in the revised pay scale on this date was fixed at Rs. 830 with reference to the pay in the lower post with the date of next increment 1st August 1977. But in this case the past service rendered in the post of Accounts Officer in the unrevised scale for the period from 1st October 1975 to 31st December 1975 will *not* count for fixation of pay under rule 12, on his re-appointment to that post after 1st April 1976, being on lower pay. Because if he were to hold the post of Accounts Officer on 1st April 1976 his notional pay on this date would have been fixed at Rs. 790 as shown below :

|       |     |                                                 |
|-------|-----|-------------------------------------------------|
| Rs.   | 525 |                                                 |
| D. P. | 208 |                                                 |
|       | 26  | under rule 8 (b) of the M.C.S.(R.P.) Rule 1978. |

759      Next stage in the revised scale of Accounts Officer Rs. 790.

- (b) The stage in the revised scale next above the present pay.      Rs. 200
- (c) The lower of the following two dates:—
- (i) Present pay increased by an amount of Rs. 185 + 30—215.  
Rs. 30.
- (ii) The stage in the revised scale next above Rs. 200 + Nil = 200.  
the present pay increased by increments for completed years of service.

The highest of three rates admissible under the above alternatives (a) (b) and (c) i. e. 200.

Since under Rule 14 (2) of the M. C. S. (R. P.) Rules, 1969 the benefit of past service in the post prior to 1st April 1966 to the extent it is admissible under the proviso to B.C.S.R. 41 has been given to Government servants re-appointed to that post after 1st April 1966 the service rendered by the Government servant in the post of Senior Assistant for the period prior to 1st April 1966 will count for increments, being on the *same* pay, as shown below:—

|                   |           |
|-------------------|-----------|
| 3-9-63 to 2-10-63 | ... 0-1-0 |
| 6-8-64 to 5-9-64  | .. 0-1-0  |
| 7-8-66 to 6-6-67  | .. 0-10-0 |

Date of next increment 7th June 1967.

## CHAPTER V

*Allocated Government Servants Rules, 1957*

This Chapter contains orders issued by the then Political and Services Department and Finance Department under Allocated Government Servants (Absorption, Seniority, Pay and Allowances) Rules 1957 in the matter of fixation of pay as on 1st November 1956.

Part-I consists of orders issued by the then Political and Services Department and Part-II consists of orders issued by the Finance Department.

## प्रकरण पाच

## वाढप्राप्त शासकीय कर्मचारी नियम, १९५७

वाढप्राप्त शासकीय कर्मचारी (समावेशन, ज्येष्ठता, वेतन आणि भत्ते) नियम, १९५७ अनुसार १ नोव्हेंबर १९५६ रोजी वेतन निश्चिती करण्यासंबंधीचे आदेश, त्या वेळच्या राजकीय व सेवा विभागाने व वित्त विभागाने काढले होते. त्यांचा अंतर्भाव या प्रकरणामध्ये केलेला आहे.

राजकीय व सेवा विभागाने काढलेले आदेश भाग-१ मध्ये व वित्त विभागाने काढलेले आदेश भाग-२ मध्ये दिलेले आहेत.

## PART I

*Subject.*—The Allocated Government Servants (Absorption, Seniority, Pay and Allowances) Rules.

Government has sanctioned the following rules for regulating the absorption, seniority, pay and allowances of the Government servants allocated to the State of Bombay on 1st November 1956 as a result of the re-organisation of States. The rules have been promulgated in exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and with due regard to the proviso to sub-section (7) of section 115 of the States Reorganisation Act, 1956.

G. R., P. & S. D., No. SR/INT-1957-VI, dated 18th October 1957.

(1) These rules shall be called "The Allocated Government Servants" (Absorption, Seniority, Pay and Allowances) Rules, 1957.

(2) In these rules unless there is anything repugnant in the subject or context—

(a) "Allocated Government servant" means a person allotted for service in the State of Bombay under the provisions of section 115 of the States Reorganisation Act, 1956 and includes the Government servants of the former Bombay State continued in the service of the new State of Bombay.

(b) "Equivalent post" means (i) a post in the former State of Bombay or (ii) any other post which may be declared as equivalent to a post, whether permanent or temporary, sanctioned by the Government of any of the former States of Madhya Pradesh, Hyderabad, Saurashtra and Kutch and held by an allocated Government servant immediately before the 1st November 1956 in permanent or officiating or temporary capacity and hereinafter referred to as "the corresponding post in the former State".

*Note 1.*—In the case of a Government Servant of the former State of Bombay continued in the service of the new State of Bombay after the 31st October 1956, the corresponding post in the former State means the post held by such Government servant on that date.

*Note 2.*—In the case of an allocated Government servant on deputation to another department, Government or a foreign employer "the post in the former State" means the post in the parent department, which would have been held but for such deputation.

(c) "The Bombay scale" means the "prescribed scale" sanctioned by the Government of the former Bombay State under the Bombay Civil Services (Revision of Pay) Rules, 1948 or the scale prescribed by it in the orders issued from time to time thereafter and in force on the 1st of November 1956.

*Note.*—In the case of scales of pay in which higher starting pay according to educational qualifications are allowed to fresh recruits, the Bombay scale means the part of the relevant scale commencing from the stage equal to the higher starting pay so allowed—

(d) "Officiating" or "officiated" refers to periods of service during which an allocated Government servant had actually officiated as also periods during which he would have officiated but for the following causes :—

(1) Leave during which but for the Government servant proceeding on such leave he would have continued to officiate in the same post or a post on the same time-scale.

(2) Appointment to higher post during which but for such an appointment the Government servant would, have continued to hold such post.

(3) When the Government servant is appointed to another post during which the conditions necessary for eligibility of the benefit of the next below rule would operate.

(4) Foreign service during which but for such service the Government servant would have continued to officiate in such post.

(5) Suspension followed by reinstatement in the same post where period of suspension is treated as duty or leave.

(6) Deputation on training during which period the Government servant would be considered as on duty and would have officiated in the post but for such training.

(7) Leave and such joining time during which the Government servant would have continued to hold the same post.

(8) Deputation out of India provided that but for such deputation the Government servant would have continued to hold the same post.

*Note 1.*—The periods during which an allocated Government servant would have officiated but for the causes mentioned above will be admitted on the basis of a certificate to the effect that he would have so officiated given by the authority in the new State of Bombay competent to make appointment to the equivalent post.

*Note 2.*—An allocated Government servant holding a post in a provisionally substantive capacity shall, for the purpose of these rules, be deemed to be officiating in that post.

(e) "Post of absorption" means the cadre or the post in the new State of Bombay in which an allocated Government servant is absorbed or is deemed to have been absorbed irrespective of whether the post is permanent or temporary.

(f) "Basic pay" means the amount drawn monthly by a Government servant as pay as defined in Bombay Civil Services Rule 9 (39) (a) (i), that is to say, exclusive of special pay, pay granted in view of personal qualifications, technical pay, personal pay or other emoluments specially classed as pay.

## Section I

### Absorption

(3) An allocated Government servant belonging to a local cadre which is not reconstituted on account of reorganisation of States, who is deemed to have been appointed to a post under section 116 of the States Reorganisation Act, 1956, shall as on the 1st November 1956, be deemed to have been absorbed in that post.

*Note.*—In this rule "local cadre" means a cadre other than an all States cadre. A cadre is said to be reconstituted if it includes posts in areas from more than one of the former States.

G. R., P. and S. D., No. SR/INT-1058-VI, dated 27th November 1958.

(4) (i) The appointing authority concerned shall as soon as it may be after the equivalent posts are declared by Government in respect of a Department, issue an order absorbing an allocated Government servant, other than the one covered by Rule (3) above, as on the 1st November 1956 and such absorption shall be in an equivalent post.

Provided that an allocated Government servant may be absorbed in a lower post if an equivalent post is not available in the sanctioned establishment and if he—

(a) was the substantive holder of a corresponding permanent post in the former State but had been appointed substantively to that post by an order issued after the 1st October 1955, and had not rendered continuous service (both officiating and substantive) in that post or a post on the same time scale for a period of not less than three years immediately before the 1st November 1956, or

(b) while holding a lien on any other permanent post, had not officiated in the corresponding post or a post on the same time scale in the former State continuously for a period of not less than three years immediately before the 1st November 1956, or

(c) was a temporary Government servant :

Provided further that in the case of a permanent Government servant who had not officiated in the corresponding post or a post on the same time scale in the former State for a period of not less than three years immediately before the 1st November 1956, such lower post shall not be lower than the permanent post (or the post equivalent thereto) to which he was appointed in a substantive capacity by an order issued on or before the 1st October 1955, or the post (or the post equivalent thereto) held by him in an officiating capacity for a continuous period of not less than three years immediately before the 1st November 1956.

(ii) A person who may, under sub-rule (i) above, be absorbed in a lower post shall be the person who is due for reversion on the basis of the seniority lists prepared in accordance with Rule 7 below.

(iii) Where under these rules, an allocated Government servant may not be absorbed in a lower post and an equivalent post is not available within the sanctioned establishment for his absorption, the appointing authority shall, before issuing orders of absorption, obtain the orders of Government about the post in which such allocated Government servant should be absorbed.

G. R., P. and S. D., No. SR/INT-1057-VI; dated 18th October 1957.

(5) An allocated Government servant who was the substantive holder of a permanent post in a former State shall be deemed to be the permanent holder of that post or a post equivalent thereto for all purposes irrespective of whether on or after the 1st November 1956 he holds a lien on a permanent post or not.

(6) (i) Notwithstanding anything contained in these Rules Government may direct that an allocated Government servant or a class of allocated Government servants shall be absorbed otherwise than in accordance with these Rules.

(ii) Nothing in these Rules shall be deemed to prevent or to have prevented a competent authority from passing in relation to an allocated Government servant any order affecting his continuance in the post in which he is absorbed under these Rules.

## Section II

### Seniority

G. R., P. and S. D., No. SR/INT-1059-VI, dated 3rd February 1960.

(7) (i) Subject to the provisions hereinafter continued seniority of an allocated Government servant in the post or cadre of absorption shall, as on the 1st November 1956, be determined by the length of continuous service, whether officiating or permanent, rendered by him immediately before that date in the corresponding post or posts on the same time scale in the former State excluding periods of fortuitous appointments which are in the nature of stop gap arrangements.

(ii) For the purposes of sub-rule (i) above the continuous service shall, notwithstanding the date on which it actually commenced, be deemed to have commenced—

(a) in the case of an allocated Government servant other than the one covered by clauses (b) and (c) below who in the former State was assigned seniority otherwise than on the basis of length of continuous service, from the date on which his continuous service would have commenced had he been appointed to the corresponding post in the order of seniority as on the 31st October 1956, of the Government servant allocated in the same cadre from the same State.

### Illustration

Let it be assumed that five First Grade Clerks have been allocated from one of the former States and their seniority *inter se* in that cadre as on the 31st October 1956 and actual dates of commencement [of continuous service in that State were as shown in columns 1 and 2 of the table below. In that case the deemed dates of commencement of their continuous service will be as shown in column 3 of the said table—

Name of the allocated  
Government servants

Actual date of commencement of  
continuous service Deemed date

A 1st August 1952

.. 7th June 1951.

B 7th June 1951

.. 1st August 1952.

C 9th April 1953

.. 5th October 1952.

D 5th October 1952

.. 6th February 1953.

E 6th February 1953

.. 9th April 1953.

(b) In the case of an allocated Government servant appointed by direct recruitment to the corresponding post and given a higher seniority for special considerations such as higher qualifications, income before appointment to Government service, age, experience, etc. from

the date preceding the date on which the service of the Government servant allocated next below him in the same cadre according to the seniority *inter se* in the former State on the 31st October 1956, commenced.

*Note.*—Where the date of commencement of continuous service of the allocated Government servant next below is a date deemed under clause (a) above of this sub-rule, the deemed date under this clause shall be the date preceding the deemed date of allocated Government servant next below:—

(c) In the case of a servant of a former Princely State absorbed in a cadre of the former Bombay State and allocated in the same cadre, from the date following the date of the commencement of continuous service of the Government servant senior to him in the former Bombay State with reference to whose pay the seniority of such Princely State Servant was fixed on absorption in the latter State.

(iii) Notwithstanding anything contained in this rule Government may, where it appears to it necessary for removal of anomalies or for securing just and equitable treatment to the allocated Government servants, direct that the seniority of an allocated Government servant or a class of allocated Government servants shall be fixed in such manner as it may by a general or special order prescribe.

*Note.*—Where appointment to a post was made after a course of training, service for the purposes of seniority shall count from the date of commencement of active service after the completion of training irrespective whether the period of training counts as duty for the purposes of increments in the time scale or not.

G. R., P. and S. D., No. SR/INT-1057-VI, dated 18th October 1957.

(8) Where the length of service in the corresponding post in the former State is equal, the allocated Government servant senior in age shall be deemed to be senior.

(9) Notwithstanding anything contained in the foregoing rules seniority *inter se* of allocated Government servants who before the 1st November, 1956 belonged to the same former State, as it existed before that date shall not be disturbed except by general or special orders of Government.

### Section III

#### (A) Pay scales

(10) The pay scale applicable to an allocated Government servant on the 1st November 1956 shall except where Government otherwise directs, be—

(i) if he was a Government servant of the former State of Bombay, the Bombay scale of the post which was held or may be held by him in the Bombay State on or after the 1st November 1956, as if he had continued to be in the service of the former State of Bombay;

(ii) if he was allotted from a State other than the former State of Bombay's, the Bombay scale of the equivalent post:

Provided that in any case an allocated Government servant may—

(a) If he was the substantive holder of a permanent post in the former State;

or

(b) if he was a permanent employee of the former State and had officiated continuously in a post or posts carrying the identical scale of pay in his parent department in that State for a period of not less than three years immediately before the 1st November 1956 or would have to officiate but for his officiating appointment to a post a higher scale of pay or proceeding on leave or deputation;

or

(c) If he was a temporary employee of the former State and had held a post or posts carrying the identical scale of pay continuously for a period not less than five years immediately before the 1st November, 1956 and also on or after that date continues to hold a post not lower than the corresponding post in the former State;

Elect to retain the pay scale applicable to the post so held in a substantive capacity or officiating capacity or temporary capacity as the case may be:—

Provided further that where an allocated Government servant is on or after the 1st November 1956, absorbed in a post which is other than the corresponding post in the former State or the equivalent Bombay post, the pay scale applicable shall unless the Government otherwise directs, be the Bombay scale of the post scale absorption or in the case of allocated Government servants referred to in clauses (a), (b) and (c) of the first proviso above, the pay scale applicable immediately before the 1st November 1956, to the post held by him in substantive capacity or officiating capacity or temporary capacity as the case may be, as the allocated Government servant may elect.

(11) The election referred to in rule (10) above shall be exercised in writing by the allocated Government servant within three months of the date of orders of absorption and in the case of an allocated Government servant covered by rule 3, within three months of the date of orders declaring the equivalent post his corresponding post in the former State and shall be intimated by him to—

(a) if he is a gazetted Government servant, his Accounts officer ;

(b) if he is a non-gazetted Government servant, the Head of his office, and a copy thereof shall be submitted to the Head of the Department or, if he is the Head of the Department to Government in the administrative Department concerned.

Election once exercised shall be final and if it is not exercised within the prescribed period and in the prescribed manner, the pay scale applicable to the allocated Government servant shall be the Bombay Scale.

(12) Notwithstanding anything contained in the foregoing rules the pay scales applicable to the allocated Government servant who immediately before the 1st November 1956 held a post to which the Government has not declared an equivalent post or has decided that it is not necessary to declare an equivalent post, shall be the pay scale which would have been applicable had the allocated Government servant continued in the service of the former State or such other pay scale as Government may by general or special orders prescribe :

Provided that if under these rules the pay scale prescribed by Government, the allocated Government servant shall, if he belongs to a category referred to in clauses (a), (b) and (c) of the first proviso to rule (10) above have the option to exercise the elections referred to in the said rule 10 in the manner and within the period prescribed in rule (11).

G. R., P. and S. D., No. SR/INT-1058-VI, dated 6th August 1958.

(13) An allocated Government servant belonging to a category referred to in clauses (a) and (b) of the first proviso to rule (10) above, who under that rule, elects to retain the pay scale applicable before the 1st November 1956, to the post held, by him in a substantive or officiating capacity as the case may be, may on appointment to a higher post elect to retain the pay scale which would have been applicable to him in the former State on appointment to a post corresponding to that higher post provided that such corresponding post was next higher in responsibility to the post referred to in the said clauses (a) and (b) in the regular flow of promotion.

The election under this rule shall be exercised simultaneously with the election referred to in rule (10) above and in the manner and within the period prescribed in rule (11).

#### (B) Fixation of Pay

G. R., P. and S. D., No. SR/INT-1057-VI, dated 18th October 1957.

(14) The pay of an allocated Government servant as on the 1st November 1956 in the scale of pay applicable to him under these rules shall except where Government by a special order otherwise direct and subject to the other provisions of these rules, be fixed under the Bombay Civil Services Rules as if the pay of his post has changed. For the purposes of this rule—

(a) the pay and pay scale admissible to the allocated Government servant immediately before the 1st November 1956 shall if he belonged to a category referred to in clauses (a), (b) and (c) of the first proviso to rule (10) above be or be deemed to be his substantive pay and pay scale

and

(b) if he was a temporary employee of the former State and had officiated in a post or posts carrying the identical scale of pay continuously for a period of not less than three years immediately before the 1st November 1956 and also on and after that date continues to hold a post not lower than the corresponding post, the admissible to him immediately before the 1st November 1956 shall be protected.

(15) If an allocated Government servant was a temporary employee of the former State and had officiated in a post or posts carrying the identical scale of pay continuously for a period of not less than three years immediately before the 1st November, 1956 and if such an allocated Government servant is on or after that date appointed to a post lower than the corresponding post in the former State, his pay in the pay scale applicable to him on or after that date shall not be less than what it would have been had the continuous temporary service in the pay scale applicable immediately before that date, been rendered in the pay scale applicable after that date.

(16) (a) For the purposes of these rules Government may declare that the pay scale applicable to an allocated Government servant prior to the 1st November 1956 shall be deemed to be a Bombay City Scale.

(b) Where the pay scale applicable to an allocated Government servant is a Bombay City Scale and Government has not made a declaration under sub-rule (a) above, the basic pay for the purposes of these rules shall be deemed to be the basic pay admissible in the pay scale applicable before

the 1st November, 1956 or the date on which he chooses to come on to the Bombay City scale under Bombay Civil Services Rule 44 (a) increased by a sum equal to four-fifth of the sum of compensatory local allowance and the house rent allowance that would have been admissible on that pay had the rules prescribed by the former State of Bombay in this behalf for its servants serving in the city of Bombay been applicable.

G. R., P. and S. D., No. SR/INT-1058—VI, dated 16th June 1958.

*Exception.*—Where under the rules relating to the grant of rent-free quarters of house rent allowance in Bombay City prescribed by the former Bombay State, a Government servant is entitled to rent-free quarters or house rent allowance in lieu thereof, the basic pay calculated under Rule 16 (b) should be the basic pay admissible in the pay scale applicable before the 1st November 1956, or the date on which he chooses to come on to the Bombay City scale under Bombay Civil Services Rule 44 (a) increased by a sum equal to four-fifths of the compensatory local allowance that would have been admissible on that pay had the rules prescribed by the former State of Bombay in this behalf for its servants serving in the city of Bombay been applicable.

*Note.*—Where under the rules relating to the grant of house-rent allowance in Bombay City prescribed by the former Bombay State a Government servant is entitled to reimbursement of house rent up to a percentage of his pay, house rent allowance that would have been admissible under these rules shall be deemed to be an amount equal to 8 per cent of the pay of the Government servant.

(17) Where an allocated Government servant belonging to the categories referred to in (a) and (b) in rule (14) above was immediately before the 1st November 1956, in receipt of a special pay which may be declared by Government to have been drawn in lieu of a higher time-scale and the post in which he is absorbed on or after that date does not carry a special pay, the basic pay for the purposes of rules in this sub-section shall be the basic pay admissible in the pay scale applicable immediately before the 1st November 1956, increased by an amount equal to the special pay so drawn.

G. R., P. and S. D., No. SR/INT-1057-VI, dated 18th October 1957.

(18) (a) Where in the case of an allocated Government servant belonging to a category referred to in clauses (a), (b) and (c) of the first proviso in rule (10) above, a portion of the dearness allowance admissible before the 1st November 1956 was treated as dearness pay.

(i) and if the allocated Government servants under that rule elects to retain the pay scale applicable immediately before that date, the amount of dearness allowance that was treated as dearness pay or such other amount as would have been treated as dearness pay had the rules relating to dearness pay applicable before that date continued to be applicable after that date, shall, in respect of the dearness allowance applicable after that date, be treated as dearness pay for the purposes for which it was so treated before that date, as if the rules applicable before that date continued to be applicable after that date.

(ii) and if the allocated Government servant does not under that rule elect to retain the pay-scale applicable immediately before that date, the amount of dearness allowance that was treated as dearness pay immediately before that date shall in respect of the dearness allowance admissible after that date, be treated as dearness pay for the purposes for which it was so treated under the rules applicable before that date :

Provided that the amount so treated as dearness pay shall be reduced by the amount of increases in pay drawn from time to time on or after the 1st November 1956 :

Provided further that the sum of pay and dearness pay, shall, for a period of five years from the 1st November 1956, be not less than what it would have been under (i) above.

(b) where in the case of an allocated Government servant belonging to the category referred to in (b) in rule (14) above, a portion of the dearness allowance admissible before the 1st November 1956 was treated as dearness pay, an amount equal to the amount of dearness allowance so treated shall in respect of dearness allowance admissible after that date, be treated as dearness pay for the purposes for which it was so treated under the rules applicable before that date :

Provided that the amount so treated as dearness pay shall be reduced by the amount of increase in pay drawn from time to time on or after the 1st November 1956.

G. R., P. and S., D. No. SR/INT-1058-VI, dated 6th August 1958.

(c) Where in the case of an allocated Government servant belonging to a category referred to in clauses (a) and (b) of the first proviso to rule (10) above a portion of the dearness allowance admissible before the 1st November 1956, was treated as dearness pay and the allocated Government servant under rule (13) above elects to retain the pay scale which would have been applicable to him in the former State on appointment to a post corresponding to the higher posts to which he is promoted, the amount of dearness allowance that would have been treated as dearness pay in the higher post had the rules relating to dearness pay applicable before the 1st November 1956, continued to be applicable after that date, shall in respect of the dearness allowance

admissible in the higher post be treated as dearness pay for the purposes for which it was so treated before the 1st November 1956, as if the rules applicable before that date continued to be applicable after that date.

(d) Where in the case of an allocated Government servant belonging to a category referred to in clauses (a) and (b) of the first proviso to rule (10) above, a portion of the dearness allowance admissible before the 1st November 1956, was treated as dearness pay and the allocated Government servant under the said rule (10) elects to retain the pay scale applicable immediately before that date and does not under rule (13) above elect to retain the pay scale which would have been applicable to him in the former State on appointment to a post corresponding to the higher post to which he is promoted—

(i) and if the appointment to such higher post is in an officiating capacity and the pay drawn by him from time to time in such higher post is less than the sum of pay and dearness pay that would have been admissible to him in the lower post referred to in the said clauses (a) and (b) of Rule 10, the amount of dearness allowance in the higher post equal to the difference between the pay in the higher post and the sum of pay and dearness pay in the said lower post shall be treated as dearness pay for the purposes for which it was so treated under the rules applicable before the 1st November 1956;

(ii) and if the appointment to such higher post is in a substantive capacity and the pay drawn by him from time to time in such higher post is less than the sum of pay and dearness pay admissible in the lower post referred to in the clauses (a) and (b) of Rule 10 above immediately before the date of substantive appointment to the higher post, the amount of dearness allowance admissible in the higher post equal to the difference between the pay in the higher post and the sum of pay and dearness pay admissible in the said lower post immediately before the date of substantive appointment to the higher post shall be treated as dearness pay for the purposes for which it was so treated under the rules applicable before that date.

(e) Where in the case of an allocated Government servant belonging to a category referred to in clauses (a) and (b) of the first proviso to rule (10) above a portion of the dearness allowance admissible before the 1st November was treated as dearness pay and the allocated Government servant does not under that rule elect to retain the pay scale applicable immediately before that date and is therefore not under rule (13) above entitled to retain the pay scale which would have been applicable to him in the former State on appointment to a post corresponding to the higher post to which he is promoted, and if the pay drawn by him from time to time in such higher post is less than the sum of pay and dearness pay that would have been admissible to him in the lower post under clause (a) (ii) above but for his promotion to the said post, the amount of dearness allowance admissible in the higher post equal to the difference between the pay in the higher post and the sum of pay and dearness pay so admissible in the lower post shall be treated as dearness pay for the purposes for which it was so treated under the rules applicable before the 1st November 1956.

G. R., P. and S. D., No. SR/INT-1057-VI, dated 18th October 1957 and G. R., P. and S. D., No. SR/INT-1058, dated 8th March 1958.

(19) The allowance such as dearness allowance, house rent allowance, compensatory local allowance, city allowance, uniform allowance, etc., admissible to an allocated Government servant on or after the 1st November 1956 shall unless otherwise prescribed by Government be the allowances and at the rates sanctioned in the former State of Bombay as modified from time to time for its servants serving in the areas posts and pay scales etc., as the case may be.

Provided that where an allocated Government servant belonging to the categories referred to in (a) and (b) in rule (14) above was immediately before the 1st November 1956 in receipt of (i) dearness allowance and/or (ii) house rent allowance and or (iii) compensatory local allowance or city allowance and after that date continues to serve in the post or the pay scale or the area in which such dearness allowance, house rent allowance, compensatory local allowance or the city allowance as the case may be is admissible under these rules or was admissible under the rules of the former State.

And further where in such a case the sum of pay and dearness allowance and/or house rent allowance and/or compensatory local allowance as the case may be, drawn by the allocated Government servant immediately before the 1st November 1956, was more than the sum of pay and similar allowances admissible under these rules on that date, the difference shall be continued as Special Compensatory Allowance which shall be reduced/increased by the amount of increases/reductions in pay and/or allowances drawn from time to time.

G. R., P. & S. D., No. SR/INT-1057-VI, dated 18th October 1957.

(20) Notwithstanding anything contained in the foregoing rules fixation of pay of an allocated Government servant whose pay on appointment to a post in the former State, was fixed otherwise than in accordance with the normal rules in force in the State or in a pay-scale which was sanctioned as personal to him shall be referred to the Government for orders.

(21) The arrears of pay and allowances which may become due to an allocated Government servant on the fixation of his pay as on the 1st November 1956, under these rules shall be payable only with effect from the date from which he became available for service in the State of Bombay or would have been so available but for the causes mentioned in clause (d) of rule (2). For the purposes of this rule the appointing authority shall as soon as it may be, declare the date from which an allocated Government servant became available or would have been available for service in the State of Bombay.

(22) These rules are applicable to all Government servants who are under the rule-making control of the Government of Bombay, except the following whose cases should be referred to Government for orders:—

- (i) Officers engaged on contract;
- (ii) Part-time or daily rated employees;
- (iii) Re-employed pensioners;
- (iv) Persons paid from contingencies.

(23) On the fixation of pay and allowances of an allocated Government servant under these Rules the orders specified in the schedule annexed hereto shall cease to be in force in their application to such Government servant and the pay and allowances of such Government servant shall be fixed in accordance with these Rules as if these Rules came into force on and with effect from the 1st November 1956. Recoveries, if any, which may arise on the fixation of pay under these rules shall first be effected by adjustment against arrears of pay and allowances which may become due under these rules and the balance if any, shall be recovered in suitable monthly instalments each not less than 1/12th of the emoluments of the allocated Government servant excluding dearness allowance.

#### Clarifications regarding the A. G. S. (A. S. P. & A.) Rules, 1957

G. C. P. & S. D., No. SR/INT-1058-VI, dated 20th August 1958.

2. *Cadres referred to in rule (3).*—The cadres referred to rule (3) of the Rules, viz. local cadre or all State cadre are those which could have existed on the 1st November 1956 if they had been organised on the pattern existing in the former Bombay State. Accordingly, an allocated Government servant should be deemed to be belonging to an all State cadre or a local cadre according as the post held by him on 31st October 1956, is equated to a post in the former Bombay State which was borne on an all-State cadre or a local cadre respectively in that State.

G. R., P. & S. D., No. SR/INT-1058-VI, dated 2nd December 1958.

3. *Option regarding scales of pay.*—In the case of an allocated Government servant absorbed in a post higher than the post referred to in clauses (a), (b) or (c) as the case may be of the first proviso to rule (10), he is required to exercise an option, as required under rules (10) and (13) to elect the former State scale or the Bombay scale of the post referred to in the said clause (a), (b) or (c), as the case may be, even though he may not have actually held that post (or a post declared equivalent thereto) on and after 1st November 1956 and that this option should also be exercised within the period prescribed.

Example.—A permanent Naib Tahsildar in Vidarbha who had officiated as Tahsildar continuously for more than three years and was officiating as Extra Assistant Commissioner on the 31st October 1956, is absorbed as Extra Assistant Commissioner on the Bombay scale of Rs. 300-350-30-500-E.B.-30-650 with effect from the 1st November 1956. In the event of his reversion from the post of Extra Assistant Commissioner after 1st November 1956 he may like to retain the pay scale of Rs. 200-15-305-E.B.-15-350-25/2-375 applicable to the post of Tahsildar before the 1st November 1956, in preference to the Bombay scale of Mamlatdar, Grade II, namely Rs. 200-250-15-325.

He may also like to elect under rule 13, the pay-scale of Rs. 250-250-25-400-E.B.-20-600-600-E.B.-25-750 applicable to Extra Assistant Commissioners before the 1st November 1956, in preference to the Bombay scale of Rs. 300-350-30-500-E.B.30-650 in which case he will first have to exercise an option under rule (10) in regard to the pay-scale applicable to the Tahsildar in the former Madhya Pradesh.

G. C. P. & S. D. No. & SR/INT-1058-VI, dated 24th December 1958

4. *Seniority.*—In the case of an allocated Government servant who had superseded his seniority for the purpose of promotion to the post held by him on the 31st October 1956 and who is absorbed in a lower post under the proviso to rule (4) along with the superseded person, he will be placed in the gradation list below his senior according to the provisions of rules (7) to (9) and their eligibility for subsequent promotion will have to be considered under the normal rules.

G. R., P. & S. D., No. SR/INT-1059-VI, dated 3rd February 1960.

5. *Deemed dates.*—The deemed dates which may be assigned under rule (7) are intended for the limited purposes of determining the relative seniority as on the 1st November 1956, of Government servants allocated from different States. For other purposes, such as protection of pay and pay scale, etc, the actual length of service that may have been rendered by a Government servant in the corresponding post in the former State should be taken in to account.

G. Cs., P. & S. D., No. SR/INT-1058-VI, dated 19th December 1958, SR/INT-1059-VI, dated 13th May 1959.

6. *Fixation of pay.*—(1) In cases where two comparatively higher and lower posts or two posts on comparatively higher and lower grades allocated from the former States of M. P. and Hyderabad have both been equated with one post or with posts in the same cadre in the former Bombay State e.g. Senior Clerks in the scale of Rs. 75-3-105-E.B.-5-120 as well as Senior Clerks in the scale of Rs. 40-3-70 are equated with clerks in the Bombay scale of Rs. 46-3-85-E.B.-4-125-5-130, the pay drawn in the higher post or grade immediately before the first November 1956 should be taken as the basic pay for the purposes of fixation of pay under rule (14) of the A.G.S. (A.S.P. & A.) Rules 1957 e.g., the pay of substantive Junior clerk on Rs. 40-3-70 officiating as a Senior Clerk on Rs. 75-120 and drawing an officiating pay of Rs. 78 on the 31st October 1956 should be fixed at Rs. 76 plus Rs. 2 as personal pay (to be merged in the next increment) in the scale of Rs. 46-130 with effect from the 1st November 1956. This principle should not, however be applied in cases, where the two comparatively higher and lower posts have been equated with posts in different cadres though the later may carry identical pay-scales for example Girdawars (Revenue Inspectors) on the scale of Rs. 68-2-81-E.B.-3-116 from former Hyderabad State have been equated with Circle Inspectors on Rs. 46-3-85-E.B.-4-125-5-130 and Third Grade Clerks on Rs. 50-2-75-E.B.-3-105 have been equated with clerks on Rs. 46-3-85-E.B.-4-125-5-130 (for those who have studied upto Matric or who possess higher qualifications). The pay drawn by an officiating Girdawar in the post of Girdawar on the 31st October 1956, cannot be taken as the basic pay for the purposes of fixation of pay in the post of Clerk if he reverts to that post on or after 1st November 1956. In that event he will have to be allowed the pay he would have drawn as, clerk had he not been appointed as Girdawar.

G. C., P. S. & D., No. SR/INT-1058-VI, dated 3rd January 1959.

(2) In the former type of cases if the promotions to the higher of the two posts or grade are given on or after the 1st November 1956, it is not correct to allow the promotees to draw pay in the former State scale of the higher post or grade. The correct position is that as a consequence of the equation of posts, the former State scales of pay have ceased to exist on and from the 1st November 1956 and the Bombay scales of the equivalent posts have come into force with retrospective effect from that date. Pay drawn in the scales applicable prior to 1st November 1956, after that date is, therefore, irregular and not admissible. Government has, therefore, directed that the pay of such persons should be refixed immediately with effect from the 1st January 1959, as if appointments to the higher post or grade had not been made. The quasi permanent Government servants allocated from the former Madhya Pradesh State in whose respect a declaration of eligibility mentioned in rule 3 of the Madhya Pradesh Government servants (Temporary and Quasi Permanent Services) Rules, 1954, was issued by the competent appointing authorities (that is, those competent to make permanent appointments to the posts concerned) before the 1st November 1956 should for purposes of fixation of their pay under the Allocated Government servant's (Absorption Seniority, Pay and Allowances) Rules, 1957 be treated as substantive holder of the permanent post in respect of which the declaration was issued provided that the Government servants concerned are continued in such posts or posts equivalent to such posts in the new State of Bombay. For the purposes of absorption under rule (4) of the Allocated Government servants (Absorption, Seniority, Pay and Allowances) Rules, 1957, however, such Government servants should be treated as temporary employees.

G. R., P. and S. D., No. S. R./INT-1059-VI, dated 9th February 1959.

(3) The pay of allocated Government servants who had not completed their period of probation in the corresponding post on the 31st October 1956 and who are absorbed in equivalent posts for which a fixed probationary pay below the minimum of the time scale is prescribed as its first stage and the minimum of the time scale as second stage should be fixed in the following manner :—

(a) Where the probationary pay drawn on the 31st October 1956, and the minimum of the pay-scale of the corresponding post in the former State are equal to or less than the first stage of the Bombay scale of the equivalent post, the probationer should remain on that stage until he completes one year or until he completes the balance of the period of probation prescribed in the former State, whichever is later. For example a probationary Deputy Collector allocated from the former State of Saurashtra, drawing Rs. 200 per month on the 31st October 1956, who completes the period of probation satisfactorily on 1st April 1957 will remain on Rs. 300 from the 1st November 1956 to 31st October 1957 and will move on to Rs. 350 from 1st November 1957; a probationary Deputy Collector from the same State who completes the period of probation satisfactorily on 1st February 1958, will remain on Rs. 300 till that date and will move on to Rs. 350 on that date.

(b) Where the probationary pay drawn on the 31st October 1956, is higher than the first stage of the Bombay scale of the equivalent posts, orders of Government should be obtained regarding fixation of pay in the Bombay scale of pay.

G. R., P. and S., D., No. SR/INT-1056-VI, dated 13th May 1959.

(4) The pay of such of the allocated Stenographers from ex-Hyderabad State who were in receipt of the Steno allowance on 31st October 1956, at the old rate as sanctioned under Government of Hyderabad, F. D. Cir. No. 46, dated 2nd July 1951 should be fixed under the Allocated-Government Servants (Absorption, Seniority, Pay and Allowances) Rules, 1957, on the basis of the basic pay drawn on 31st October 1956, and that if the pay so fixed is less than the sum of the basic pay and the Steno allowance drawn on 31st October 1956 [the sum of the basic pay plus four-fifths of Compensatory Local Allowance and House Rent Allowance thereon (as calculated under Rule 16 of the said Rules) and the Steno Allowance drawn on 31st October 1956 in the case of those who are absorbed in posts carrying Bombay City scales of pay] the difference should be allowed as personal pay to be absorbed in future increments. In the case of such of these allocated II Grade Stenographers as opt for the pay scale of the former State of Hyderabad the allowance should be continued on and after 1st November 1956 and should be absorbed in the increase of pay on subsequent promotions only.

G. R., P. and S. D., No. SR/INT-1058-VI, dated 2nd September 1958.

(5) Consequent upon the revision of scales of pay in Osmania Sikka and introduction pay scales in Indian Government currency with effect from the 1st August 1954, the Government of the former State of Hyderabad had sanctioned personal pay to its non-gazetted employees to save them from loss in emoluments. As an exception to rule (2) (f) of the Allocated Government Servants' (Absorption, Seniority, Pay and Allowances) Rules, 1957, such personal pay admissible on the 31st October 1956, to the Government servants allocated from the former State of Hyderabad should be treated as part of basic pay for the purposes of fixation of their pay under the said Rules.

G. Ca., P. and S. D., No. SR/INT-1058-VI, dated 6th June 1958 and 3rd March 1959.

7. *Regulation of the date of Increment.*—The date of next increment of an allocated Government servant whose pay is fixed with effect from 1st November 1956 and to whom rule (16) (b) above is applicable should be regulated in accordance with the provisions of B.C.S.R. 44 read with B.C.S.Rs. 41 and 57 in the following manner :—

(a) Where the basic pay admissible immediately before the 1st November 1956, plus four-fifths of the sum of compensatory local allowance and house rent allowance admissible in Bombay City [subject to the Note below Rule (16) (b)] is more than the minimum of the Bombay City scale of the equivalent post, the allocated Government servant should be allowed to draw the next increment in the Bombay City scale on the date on which he would have drawn an increment in the former State scale or on the date on which an increment becomes due in the Bombay City scale, whichever is earlier.

(b) In cases other than those referred to at (a) above, the next increment should be allowed on completion of the period after which an increment is earned in the Bombay City scale.

G. R., P. and S. D., No. SR/INT-1058-VI, dated 3rd February 1958.

8. Where by the operation of these Rules an allocated Government servant is absorbed in a post which in the light of the orders issued in regard to the equation of posts, is lower than the post to which he was provisionally appointed on or after the 1st November 1956, he should for the period for which he has actually performed the duties of the higher post to which he was provisionally appointed, be allowed the pay and allowances to which he would have been entitled had he been promoted from the post of absorption to the said higher post.

G. R., P. and S. D., No. SR/INT-1058-VI, dated 28th November 1958.

9. *Authorities who should fix pay.*—The fixation of pay of allocated Government servants under the rules mentioned in paragraph 1 should be done by the drawing and disbursing officers concerned unless the appointing authority directs to the contrary for any special reasons.

**Clarifications regarding certain points in connection with the  
implementation or application of the Allocated  
Government Servants (Absorption, Seniority,  
Pay and Allowances) Rules**

G. R., P. and S. D. No. SR/INT-1059-VI, dated 24th April 1959.

10. Following clarifications have been issued by Government in regard to various points in connection with the implementation or application of the Allocated Government Servants' (Absorption, Seniority, Pay and Allowances) Rules, 1957 :—

(1) *Absorption of allocated Government Servants.*—Order of absorption and seniority of allocated Government servants should in all cases be issued with retrospective effect from 1st November 1956, by the appointing authority concerned of the Department/Office in which they are finally absorbed, irrespective of the fact that they were initially attached to or appointed provisionally in any other Department/Office. A copy of such orders should also be forwarded to the Department/Office where they were posted provisionally.

(2) *Fixation of pay.*—Unless fotherwise specified, pay of the Government servants referred to in sub-paragraph (1) above should be fixed from the 1st November 1956, in the posts of final absorption as if they had held them from that date. Arrears of pay and allowances and recoveries of over-payments, if any, should be paid/made in accordance with the provisions of rules (21) and (23) of the said rules by the Drawing and Disbursing officers concerned of the Department/office in which they are finally absorbed and debited/credited to the same head of account of expenditure and receipt. Details of such arrears and of recoveries should, however, be intimated to the Department/Office in which the allocated Government servants served prior to their final absorption for the purpose of taking notes in copies of bills and other records.

(3) *Pay and allowances for duty in posts higher than posts of final absorption.*—If an allocated Government servant held, during his provisional postings, a post higher than that of final absorption, he would be entitled to the pay of that higher post.

(4) *Pay and allowances during joining time.*—Subject to the provisions in sub-paragraph (6) below during joining time on or after 1st November 1956 the pay and allowances as in sub-paragraph (2) will be admissible.

(5) *Pay and allowances during the period of compulsory waiting.*—Under Government Circular, Political and Services Department, No. SR/INT-1056-I, dated 23rd January 1957, the period from the 1st November 1956 to the date of receipt of posting orders has been treated as period of compulsory waiting counting for duty. During such period of compulsory waiting at any place whether alone or preceded or followed by joining time, the same pay and allowances as in sub-paragraph (2) will be admissible.

(6) *Pay and allowances in case of absorption of allocated Government servants in posts carrying Bombay City Scales.*—(i) Pay and allowances in the posts borne on the Bombay City scales will be admissible from the date of joining duties in any post in Bombay City.

(ii) During the period of joining time and compulsory waiting in mofussil area or service in the posts on mofussil scales, the mofussil equivalent of City pay will be admissible and the period will count for increment in the city scale. The mofussil equivalent of city pay should be calculated as indicated in Table I given in Annexure I, in the case of non-gazetted class III, Government servants. The mofussil equivalents of City rates of pay of Class IV Government servants are prescribed in the accompanying Table II given in Annexure I. Cases of gazetted officers should be referred to Finance Department for calculation of the mofussil equivalent of the city pay.

G. R. P. and S. D., No. SR/INT-1058-VI, dated 23rd January 1959.

11. *Regulation of personal scales of pay allocated Government servants of ex-Hyderabad State.*—Consequent on the revision of scales of pay in Osmania Sikka currency and introduction of pay scales in India Government currency with effect from 1st August 1954, the Government of the former State of Hyderabad had allowed certain officers the option to elect to retain the Osmania Sikka scales of pay of their posts which were sanctioned as personal to them. These Osmania Sikka scales of pay which were allowed as personal scales on conversion of posts into posts of India Government currency scales by the former Hyderabad Government, should be treated as sanctioned scales of the former State of Hyderabad for the posts held by the incumbent and not as personal scales within the meaning of rule (20) and the incumbents should if they so choose, be allowed to opt to retain the Osmania Sikka scales of the corresponding posts under rule (10) of the Allocated Government servants' (Absorption, Seniority, Pay and Allowances) Rules, 1957. Option for Osmania Sikka scales of pay in respect of higher posts should not, however, be allowed under rule (13) of the said rules. For the purposes of the said rule, the scale applicable to the higher post in the former State of Hyderabad should be India Government-Currency scale sanctioned in that State for that post.

## Schedule

[Please see Rule (23) in Paragraph 1]

| Serial No. | No. and date of Government orders                            | Subject                                                                                                                             |
|------------|--------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| 1          | G. R. F. D. No. PAY-1056-XXIII, dated the 5th November 1956. | Pay and allowances on posting in the new State of Bombay.                                                                           |
| 2          | G. R. F. D. No. PAY-1056/R-2, dated the 27th November 1956.  | Grant of pay to Class III and Class IV Government servants of the former States of Madhya Pradesh, Hyderabad, Saurashtra and Kutch. |
| 3          | G. R. F. D. No. PAY-1056/R-2, dated the 24th December 1956.  | Pay and allowances on posting in the new Bombay State                                                                               |
| 4          | G. R. F. D., No. PAY-1057/ R-2, dated the 9th February 1957. | do.                                                                                                                                 |

## Annexure I

[Please see Paragraph 10 (6) (ii) ]

*Table showing the amounts to be deducted from City rates of pay of non-gazetted Class III Government servants to arrive at their Mofussil equivalents*

TABLE I

| Pay in City scales | Element of Compensatory Local Allowance and House Rent Allowance to be deducted | Pay in City scales | Element of Compensatory Local Allowance and House Rent Allowance to be deducted |
|--------------------|---------------------------------------------------------------------------------|--------------------|---------------------------------------------------------------------------------|
| 1                  | 2                                                                               | 3                  | 4                                                                               |
| Rs.                | Rs.                                                                             | Rs.                | Rs.                                                                             |
| 50—68              | 14                                                                              | 326—330            | 33                                                                              |
| 59—70              | 15                                                                              | 331—335            | 34                                                                              |
| 71—                | 16                                                                              | 336—345            | 35                                                                              |
| 72—                | 17                                                                              | 346—355            | 36                                                                              |
| 73—80              | 18                                                                              | 356—370            | 37                                                                              |
| 81—                | 19                                                                              | 371—390            | 38                                                                              |
| 82—100             | 20                                                                              | 391—405            | 39                                                                              |
| 101—105            | 21                                                                              | 406—425            | 40                                                                              |
| 106—115            | 22                                                                              | 426—440            | 41                                                                              |
| 116—120            | 23                                                                              | 441—455            | 42                                                                              |
| 121—125            | 24                                                                              | 456—470            | 43                                                                              |
| 126—130            | 25                                                                              | 471—490            | 44                                                                              |
| 131—165            | 26                                                                              | 491—505            | 45                                                                              |
| 166—170            | 27                                                                              | 506—520            | 46                                                                              |
| 171—230            | 28                                                                              | 521—535            | 47                                                                              |
| 231—235            | 29                                                                              | 536—555            | 48                                                                              |
| 236—300            | 30                                                                              | 556—570            | 49                                                                              |
| 301—305            | 31                                                                              | 571—600            | 50                                                                              |
| 306—325            | 32                                                                              |                    |                                                                                 |

TABLE II

*Table showing conversion of City rates of pay of Class IV servants into Mofussil rates*

| City | Mofussil | City | Mofussil |
|------|----------|------|----------|
| Rs.  | Rs.      | Rs.  | Rs.      |
| 34   | 30       | 45   | 39       |
| 34/8 | 30/8     | 46   | 40       |
| 35   | 31       | 47   | 41       |
| 35/8 | 31/8     | 48   | 42       |
| 36   | 32       | 49   | 43       |
| 36/8 | 32/8     | 50   | 44       |

## Annexure I—contd.

TABLE II—contd.

| City<br>Rs. | Mofussil<br>Rs. | City<br>Rs. | Mofussil<br>Rs. |
|-------------|-----------------|-------------|-----------------|
| 37 ..       | 33              | 51          | 45              |
| 37/8 ..     | 33/8            | 52          | 46              |
| 38 ..       | 34              | 53          | 47              |
| 38/8 ..     | 34/8            | 54          | 48              |
| 39 ..       | 34/8            | 55          | 49              |
| 39/8 ..     | 34/8            | 56          | 50              |
| 40 ..       | 34/8            | 57          | 51              |
| 41 ..       | 35              | 58          | 52              |
| 42 ..       | 36              | 59          | 53              |
| 43 ..       | 37              | 60          | 54              |
| 44 ..       | 38              |             |                 |

## PART II

*Pay and Allowances on posting  
in the New Bombay State.*

G. R., F. D., No. PAY 056/XXIII, dated 5th November 1956.

The question of integrating the personnel transferred to the Bombay State and sanctioning them suitable pay scales and allowances is separately under consideration of Government. Government is, pleased to direct that personnel transferred to any place in Bombay State from the Madhya Pradesh, Saurashtra, Kutch and Hyderabad areas shall, with effect from the appointed date and until further orders in the matter, draw pay and dearness allowance in their 'existing' scales, i. e., pay and dearness allowance drawn before transfer, irrespective of the designation of the posts held. The following order are also issued in this respect :—

(i) Such persons shall be eligible (in addition to their existing pay, and dearness allowance for the Compensatory Local Allowance and House Rent Allowance according to the rules and rates) in the Bombay State.

(ii) The Compensatory Local Allowance and House Rent Allowance admissible, if any, under rules in force up to the 31st October 1956 to such personnel, shall not be drawn.

(iii) The above-mentioned Compensatory Local Allowance and House Rent Allowance shall not be admissible to personnel employed in Kutch upto the 31st October 1956.

*Grant of pay to class III and  
class IV Government servants of  
the former States of Madhya  
Pradesh, Hyderabad, Saurashtra  
and Kutch.*

G. R., F. D., No. PAY—1056-R-2, dated 27th November 1956.

Read Government Resolution, Finance Department, No. PAY 1056/XXIII, dated the 5th November 1956.

The pay-scales of some categories of Class III and Class IV employees of the former States of Saurashtra, Kutch, Madhya Pradesh and Hyderabad who have come over to the Bombay State are low in comparison with the Bombay State's pay-scales for the corresponding posts. Their pays and allowances are to be regulated in accordance with the Government Resolution mentioned above till rules are framed regarding the re-fixation of their pay. The forming of the rules may take sometime. to avoid hardship to the persons who are appointed in the more expensive places, Government is pleased to direct, in amplification of the Government Resolution mentioned above, that as an interim arrangement a Class III or a Class IV Government servant of the former States of Madhya Pradesh, Hyderabad, Saurashtra and Kutch, who is posted within the municipal limits of Greater Bombay, Poona, or Ahmedabad and whose pay on the 31st October 1956 was less than the minimum of the Bombay Government's pay-scale of the corresponding post, should be given pay equal to such minimum with effect from the 1st November 1956. In the case of persons posted in Greater Bombay, however, the minimum of the mofussil scale for the corresponding post and the usual compensatory and house rent allowances admissible in such cases should be given. where a service is divided into two or more grades, e. g., junior clerks and senior clerks, peons and naiks, the benefit of this order will be available in respect of the minimum of the lowest grade only.

2. This order does not apply to employees who were on work-charged establishment or were paid from contingencies in the former States.

*Pay and allowances on posting in  
the new Bombay State.*

G. R., F. D., No. PAY-1056/R-2, dated 24th December 1956.

In Government Resolution, Finance Department, No. PAY-1056/XXIII, dated the 5th November 1956, Government has directed that the Government servants who belonged to the former States of Madhya Pradesh, Saurashtra, Kutch or Hyderabad and who have been transferred to the Bombay State shall draw Compensatory Local Allowance and House Rent Allowance according to the rules and rates in the Bombay State with effect from 1st November 1956. But no rates of Compensatory Local Allowance or House Rent Allowance have been sanctioned by the Bombay Government for the areas which formed parts of the former State mentioned above before 1st November 1956. Government is, therefore, pleased to direct that Government servants mentioned above who are posted to the areas of the Bombay State which before 1st November 1956 formed part of the former State of Madhya Pradesh, Saurashtra, Kutch or Hyderabad shall be eligible to draw with effect from 1st November 1956 and until further orders Compensatory Local Allowance and/or House Rent Allowance admissible under the orders of the former States.

2. The concession sanctioned in Government Resolution, Finance Department, No. 6567/33, dated the 13th October 1950 (printed as an accompaniment) under which a Government servant transferred to a new station is permitted to draw the House Rent Allowance admissible in the old Station subject to certain conditions and limits, shall also be admissible in respect of House Rent Allowance sanctioned under these orders.

Accompaniment to Government Resolution, Finance Department, No. PAY/1056/R-2, dated the 24th December 1956.

*House Rent allowance: Grant of  
on transfer*

G. R., F. D., No. 6567/33, dated 13th October 1950.

Government has sanctioned house rent allowance for certain expensive localities under Government Resolution, Finance Department, No. 6567/33-IV, dated, the 15th January 1948, and Government Resolution, Finance Department, No. 6567/33-II, dated the 7th July 1948.

2. On account of the shortage of housing accommodation, it often happens that a Government servant, who is transferred, in the public interest, from one station to another has for sometime to leave his family behind in the old station and that for such period he does not get any house rent allowance even though the allowance may have been sanctioned for both the old and the new stations. In respect of Government servants transferred between two such stations, Government is pleased to direct that, if the family of the transferred Government servant continued to stay in the residence occupied by him in the old station immediately before his transfer, and if he is not for the time being, entitled to house rent allowance in the new station, he may during such period, but for not more than 6 months from the date of his assuming charge of new post, continued to draw the allowance at the rate at which he was drawing it before his transfer. The allowance should, however, be limited to maximum amount of house rent allowance admissible to him in the new station.

1. In addition to the conditions laid down for the drawal on the allowance under the normal circumstances the concession mentioned in paragraph 2 will be further subject to following condition:—

The claim for the drawal of the house rent allowance should be accompanied, in the case of non-gazetted Government servants drawing house rent allowance at percentage rates by a certificate of the Controlling Officer, to the effect that the person concerned was not able to secure any accommodation suitable to his status in the place to which he had been transferred, and that he continued to maintain the residence occupied by him in the old station, immediately before his transfer, and in the case of Gazetted Officer, by a similar certificate of the officer himself with the counter signature of the authority of empowered to approve the scale of his accommodation.

4. These orders should be given effect from 1st January 1958 and should remain in force to 31st March 1951.

*Arrears of claims of pay, allowances,  
etc. of Government servants in respect  
of periods prior to 1st November 1956*

G. C., F. D., No. A. S. L. 1257/R-1, dated 13th March 1957.

As a result of re-organisation States, Government has under consideration the question of settlement of arrears of claims of pay, allowances, etc. of Government servants in respect of the periods prior 1st November 1956. Government is pleased to issue the following instruction in the matter which will have effect from 1st November 1956.

2. *Pay and allowances and leave salary in respect of leave other than leave preparatory to retirement.*—The arrears on account of these charges shall be borne by the successor State to which the Government servant has been allotted. Thus, the arrears of claims of Government servants of the former Hyderabad and Madhya Pradesh States who have been allotted to the Bombay State should be borne by this State while those of the former Bombay Government servants who have been allotted to Mysore and Rajasthan States will be borne by those States.

3. Leave salary in respect of leave preparatory to retirement of a Government servant

(a) who has not been allotted to a particular State and (b) who has been allotted to a particular state:—

(a) above.—The expenditure should be borne by the successor State to which the Government servants is allotted. However, to avoid inconvenience to the person concerned, in cases where the employee was at the time of proceeding on leave, posted in the Office of a Head of Department having state-wise jurisdiction or in any other office of which headquarters are located at a place falling within the jurisdiction of the principal successor State, the initial payment may be made by the principal successor State. In such cases the necessary debit should be raised against the State to which he has been allotted.

(b) above.—This should be borne initially by the principal successor State. Orders regarding financial adjustment, if any, will be issued in due course.

The Heads of Departments concerned and the Accountant General Bombay, should maintain a separate account of the transactions where the expenditure is initially borne by the Government of Bombay as Principal successor State.

4. Arrears of pay and allowances, etc., of Government Servants who had died in service before 1st November 1956. The liability should be borne by the principal successor State, without any financial adjustments with other states.

5. Arrears of pay and allowances, etc., of Government servants who were under orders of suspension, removal or dismissal on 1st November 1956.

(i) The liability should be borne by the principal successor State, without any financial adjustments with other States in all cases where the removal suspension or dismissal is not followed by subsequent reinstatement.

(ii) In a case, however, in which a Government servant under orders of suspension, removal or dismissal on the appointed day is subsequently reinstated as a result of successful appeal and allotted to one of the re-organised States, the State to which he is finally allotted should be responsible for the payment of the arrears, if any, due to him without any financial adjustment with other States.

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*Grant of pay to Class III and Class IV Government Servants of the former State of Madhya Pradesh, Hyderabad, Saurashtra and Kutch.*

G. R., F. D., No. PAY—1058/R-2 dated 31st March 1958

Read Government Resolution, Finance Department, No. PAY-1058/R-2, dated [the 27th November 1956.

With a view to avoiding hardship to the persons appointed in the more expensive places, it was directed in this Department Resolution mentioned above that, as interim arrangement, a Class III or a Class IV Government servant of the former States of Madhya Pradesh, Hyderabad, Saurashtra and Kutch, posted within the Municipal limits of Greater Bombay, Poona or Ahmedabad and whose pay on the 31st October 1956 was less than the minimum of the Bombay Government's pay scale of the corresponding post, should be given pay equal to such minimum with effect from the 1st November 1956.

2. In amplification of the said Government Resolution, Government is pleased to direct that such persons should be allowed to draw, where due, an increment over that minimum, i.e. the minimum admissible after the expiry of the incremental period should be the next higher stage in accordance with the normal rules.

3. These orders will remain in force till the pay and allowances of the allocated Government servants are fixed in the accordance with the Government Resolution, Political and Services Department No. SR-INT-1057-VI, dated the 18th October 1957.

*The Allocated Government Servant  
(Absorption, Seniority, Pay and Allowances)  
Rules, 1957.*

*Regulation of date of increments.*

G. C., F. D., No. AGS-PF-1059/S-1, dt. 9th June 1959

A question has been raised as to how the grant of increment should be regulated after fixing the pay under the Allocated Government Servants (Absorption, Seniority, Pay and Allowances) Rules, 1957, in cases of the allocated Government servants who were held up at Efficiency Bars in a scales of former States. Government is pleased to issue the following instructions in this regard:-

In the case of a Government Servant whose date of increment in the former State scale is earlier than the date on which it is earned in the new Bombay scales, increment on the earlier date should be allowed only if the competent authority has certified that the Government servant is fit to receive it. In all other cases, viz. if increment is due after incremental period in the new Bombay scale, it should be allowed without the certificate referred to above.

*The Allocated Government Servants (Absorption, Seniority, Pay and Allowances) Rules 1957.*

*Fixation of pay of allocated Government Servants under .—*

G. R., F. D., No. AGS-PF-1059-S-1, dated 15th June 1959.

It has been represented to Government that as a result of fixation of pay in the new State under the Allocated Government Servants' (Absorption, Seniority, Pay and Allowances) Rules, 1957 some Government servants would receive less pay than their juniors in the same cadre in the former State. For example, if the pays of two Extra-Assistant Commissioners of the former Madhya Pradesh State whose pays were Rs. 460 and Rs. 440 in the scale of Rs. 250-250-25-400-E.B.-20-600-600-E.B.-25-750 with the dates of increments being 17th July and 2nd November, respectively, have to be fixed on 1st November 1956 in the equivalent posts of Deputy Collectors in scale of Rs. 300-350-30-500-E.B.-30-600 at Rs. 440 Plus Rs. 20 as personal pay (to be absorbed in future increment) and Rs. 440 respectively, the senior officer whose date of increment in the corresponding scale is earlier will be in an unfavourable position as compared with his junior. In order to remove this anomaly, Government is pleased to direct as follows :—

2. In cases in which, solely as a result of fixation of pay under the allocated Government Servants' (Absorption, Seniority, Pay and Allowances) Rules, 1957 read with Bombay Civil Services Rule 44 a junior allocated Government servant draws his next increment on a date earlier than his senior or seniors who belonged to the same cadre in the same former State concerned to which a junior Government servants belonged, the date of the next increment of the senior or seniors shall be advanced to the date on which the junior Government servants draws his next increment.

This concession should not, however, be admissible to a senior in respect of any period for which his increment in the prescribed scale is postponed due to causes unconnected with any of the provisions of the Allocated Government Servants' (Absorption, Seniority, Pay and Allowances) Rule, 1957. e. g., withholding of increments, overstay of leave, grant of extra-ordinary leave not specially allowed to count for increments, or in the case of a Government servant who is officiating in a post for less than 3 years, grant of any kind of leave, etc. In other words, the period by which the next increment is to be accelerated should exclude periods which do not qualify for increment under to Bombay Civil Services Rules or other rules for orders made by Competent Authorities.

Subsequent increments in the prescribed scales should however be regulated in the usual manner.

*Allocated Government Servants  
Fixation of pay of—*

G. C., F. D., No. AGS-PF-1059-V-2, dated 29th September 1959

A question has been raised as to how the pay of an allocated Government servant who had drawn pay at the maximum of the former State scale attached to a permanent post held by him in a substantive capacity prior to re-organisation would be fixed in the scale of equivalent post in which he is absorbed after re-organisation. Government is pleased to clarify that in accordance with proviso I to Bombay Civil Services Rules 41 read with Note 5 thereunder, Service at the maximum stage in the old scale will count for increment in the new scale and if such service exceeded more than one incremental period the pay in the new scale will be fixed at a stage next above the pay he drew in the old scale on 31st October 1956.

The benefit in paragraph 1 above will also be admissible to an allocated Government servant who was not a substantive holder of a permanent post on 31st October 1956, but whose pay and pay scale have been deemed to be substantive under (a) in Rules 14 of the Allocated Government servants (Absorption, Seniority, Pay and Allowances) Rules, 1957.

*Allocated Government Servants  
Fixation of pay of—on appointment  
to other posts.*

G. R., F. D., No. AGS-PF-1059-V-2, dated 2nd November 1959

After absorption, a Government servant allocated from the former States of Madhya Pradesh, Hyderabad, Saurashtra and Kutch may be appointed to another post or promoted to a higher post. It may happen that this allocated Government servant may have rendered service in his former State in a post corresponding to the post of his new appointment. A question has now been raised whether the service rendered by such an allocated Government servant in the corresponding post in this former State will count for purposes of pay fixation in his new appointment. Government considers that such cases should be regulated under the normal rules of Bombay Civil Services Rules, viz. Rules, 41, 56 and 57. Accordingly, Government is pleased to direct that service rendered in the former State in a post corresponding to the one of new appointment in the reorganised State of Bombay should be deemed to be services rendered in the "same post" for purposes of item (i) of proviso I (1) and of proviso II (1) to Bombay Civil Services Rule 41.

*Allocated Government Servants :  
Fixation of pay of—*

G. R., F. D., No. AGS-PF-1059-V-2, dated 14th November 1959.

A question has been raised as to how the pay of allocated Government servants, whose increments were withheld before 1st November 1956 for failure to pass the Departmental or language examination, should be fixed in the scale of pay of equivalent Bombay post in which they are absorbed on 1st November 1956. Government is pleased to issue the following orders in this behalf :—

(i) If the Government servant has already exhausted all chances of passing the examination, his pay should be fixed in the Bombay scale on the basis of the actual pay drawn on 31st October 1956, in the corresponding post. He will not be entitled to draw any increments.

(ii) If Government servant has not exhausted all chances of passing the examination, or has been given an extra chance under the orders of a competent authority, his pay on the date of absorption should be fixed on two different basis, viz., (1) on the basis of the actual pay drawn on 31st October 1956, in the corresponding post and (2) on the basis of the pay which the Government servant would have drawn in the corresponding post on 31st October 1956 had the increment not been withheld. The pay fixed under first alternative shall be drawn as long as the increments continue to be withheld and the pay admissible under second alternative shall be effective from the date on which increments are released after the Government servant has passed the examination or from the date on which increments are released under the orders of a competent authority.

G. A., F. D., No. AGS-PF-1059-144-980-V-2 dated 19th November 1959

*Subject.*—Fixation of pay of Typists of the former State of Saurashtra.

The undersigned presents compliments to the Assistant Accounts Officer, Pay Fixation Unit, Rajkot and with reference to his letter No. FB-PFO-1353 dated 9th September 1959, is directed to state that the orders issued in Government Resolution, Political and Service Department No. SR-INT-1059-VI, dated the 8th July 1959, contemplate merger of special pay drawn by the Typists allocated from the former state of Saurashtra on 31st October 1956, in the basic pay at the time of fixation of pay in the Bombay Scale. The Typists who have opted to retain the former Saurashtra scale permanently or till a particular date should be allowed to draw the special pay separately in addition to basic pay.

The Typists whose pay is fixed as indicated in the Government Resolution referred to in para 1 above shall be allowed to draw their next increment on the date on which it would have been earned in the former State scale or on the date on which an increment is earned in the Bombay scale, whichever is earlier, irrespective of the date from which they started drawing the special pay in the former State of Saurashtra.

*Allocated Government servants:  
Payment of arrears to.—*

G. C., F. D., No. AGS-PF-1059-V-2 dated 23rd November 1959

According to Government Resolution, Political and Services Department, No. SR-INT-1058-VI, dated the 15th December 1958, the arrears of pay and allowances which may accrue to the allocated Government servants on fixation of pay under the Allocated Government servants. (Absorption, Seniority, Pay and Allowances) Rules 1957 are payable as soon as the officers of this Department detailed for the purpose of verification of pay fixation cases have certified correctness of pay fixed by the Drawing and Disbursing Officer. The pay Fixation Units of this Department which have been stationed, one each at Bombay, Nagpur, Rajkot and Aurangabad, have by now, checked large number of pay fixation cases and are expected to complete all cases early. In view of the impending breakup to the present Bombay State. Government is anxious to see that arrears wherever they are due are claimed and paid as early as possible before the end of the current year. All Heads of Departments and Offices are, therefore, requested to instruct the officers concerned to take immediate steps to draw and disburse arrears as soon as pay fixed by them is certified by the Assistant Accounts officers of the Pay Fixation Units of the Finance Department.

*Allocated Government Servants' (Absorption, Seniority, Pay and Allowances) Rules, 1957.*

Pay Fixation of allocated Government servants under .—

G. R., F. D., AGS-PF/1060/V-2, dated the 1st May 1960.

The fixation of pay of allocated Government servants in accordance with Allocated Government Servants' (Absorption, Seniority, Pay and Allowances) Rules, 1957 issued under Government. Resolution, Political and Services department No. SR/INT-1057-VI, dated the 18th October 1957 has resulted in excess payment on account of pay and allowances in a number of cases. The overpayments, broadly categorised in the orders mentioned below, are on account of regulation of pay and allowances of the allocated Government Servants, and have occurred as a result of uncertainties following the reorganisation of States :—

(a) Provisional Payment of pay and allowances under Government Resolution, Finance Department No. PAY-1056/XXIII, dated the 5th November 1956, and Finance Department. Orders No. PAY-1056/R-2, dated the 24th December 1956 and 9th February 1957 and its subsequent regularisation in accordance with the Allocated Government servants' (Absorption, Seniority Pay and Allowances) Rules, 1957.

(b) Provisional protection of gazetted status under Government Resolution, Political and Services Department No. SR/INT-1057/II, dated the 25th February 1957, and its subsequent regulation under Government Resolution, Political and Services Department, No. SR/INT-1158-II, dated the 14th January 1958.

(c) Provisional payment of special emoluments of the nature of special pay etc. under Government Resolution, Political and Services Department, No. SR/INT/1957/II, dated the 21st November 1957 and its regulation on the fixation of pay under the Allocated Government Servants' (Absorption, Seniority, Pay and Allowances) Rules.

(d) Recoveries ordered under Government Resolution Finance Department No. PAY-1059/203884/S-2, dated the 7th December 1959.

After careful consideration, Government is pleased to direct that overpayment made to the allocated Government servants on the strength of the orders mentioned in paragraph 1 above, and in the context of the pay finally fixed in accordance with the rules in Government Resolution, Political and Services Department, No. SR/INT-1057/VI, dated the 18th October 1957, should be adjusted against any arrears due to them, and the over payments alone should be waived, wherever the recoveries have already been ordered after the final fixation of pay. It is possible that in a number of cases the pay might not have been finally fixed. where the pay of allocated Government servants has not been finally fixed on or before the 30th April 1960, the overpayments in such cases, as calculated upto the 30th April 1960 alone, should be waived.

Government is also pleased to direct that the overpayments on account of pay and allowances which resulted in accordance with Government Resolution, Finance Department, No. PAY-1058/S-2, dated the 28th May 1959, and were ordered to be recovered under Government Resolution, Finance Department, No. PAY-1059/203884/S-2, dated the 7th December 1959, should also be adjusted as directed above.

Government is further pleased to direct that wherever the recoveries have already been effected, the amount so recovered should be regulated under paragraphs 3 and 4 above, and the net amount should be refunded to the allocated Government servants concerned.

These orders apply to the allocated Government servants who are retained in the Maharashtra State only.

*Fixation of pay of allocated Government servants under the Allocated Government Servants (Absorption, Seniority, Pay and Allowances) Rules, 1957.*

G. R., F. D., No. AGS/PF 1061/V dated 25th September 1961.

After a careful consideration of the various issues involved in the Government Resolution, Finance Department, No. AGS/PF/1059/S-1, dated the 15th June 1959, Government has come to the conclusion that there is some justification for reconsideration of the matter, and is accordingly pleased to direct as follows :—

"The absorbed Government servants who had opted for the pay scales of the former Bombay State after earning the next or subsequent increment, instead of from 1st November 1956, and whose pay on account of that option worked out less than that of their juniors who had opted for those pay scales from 1st November 1956, may be given a fresh option, if they so choose, to move on to the pay scales of the former Bombay State with effect from 1st November 1956. This fresh option should be exercised within three months from the date of this Government Resolution. Where such option is exercised, the pay of the Government servants concerned will be fixed in the pay scales of the former Bombay State accordingly, and arrears of pay allowed or overpayments recovered, as the case may be".

## CHAPTER VI

Alternative Employment and Fixation of Pay of  
Ex-Civil Supplies Department Personnel

This Chapter contains orders issued by the then Political and Services Department and the Finance Department regarding benefits to be given to the personnel of the Ex-Civil Supplies Department and its subordinate offices who were retrenched on account of the decontrol policy of the then Government and were subsequently absorbed in other Government Offices. Accordingly, the ex-C.S.D. personnel re-employed either before or after actual retrenchment in Class III or Class IV posts which were either equivalent to or lower than the posts held by them prior to their absorption were granted one advance increment for every three completed years of service in the appointment/s provided to them on certain conditions. This benefit is available only to those in whose case there is physical break between the service in the Civil Supplies Department and the service in the Department of absorption. In the case of those who were re-employed without physical break in service in a post carrying identical time scale, the benefit of past continuous service was allowed to count for increments as per Government Resolution, Finance Department, No. INC-1063/3223/V, dated 11th March 1964 as further amended under Government Resolution, Finance Department, No. INC-1065/V, dated 19th October 1965.

## प्रकरण सहा

भूतपूर्व नागरी पुरवठा विभागातील कर्मचारीवर्गांना दिलेल्या पर्यायी नोकऱ्या व त्यामुळे होणारी वेतन निश्चिती

त्यावेळच्या शासनाच्या नि-नियंत्रणाच्या घोरणामुळे भूतपूर्व नागरी पुरवठा विभाग व त्याखालील दुय्यम कार्यालयातील नोकर कंत्राटीमुळे जे कर्मचारी कमी केले व नंतर दुसऱ्या शासकीय कार्यालयांमध्ये सामावून घेतले गेले, अशा कर्मचाऱ्यांना जो फायदा द्यावयाचा त्यासंबंधीचे जे आदेश, त्यावेळच्या राजकीय व सेवा विभागाने व वित्त विभागाने काढले होते, त्यांचा या प्रकरणासंबंधी अंतर्भाव केलेला आहे. यानुसार भूतपूर्व नागरी पुरवठा विभागातील ज्या कर्मचाऱ्यांना नोकरीतून कमी करण्यापूर्वी अगर प्रत्यक्षात कमी केल्यानंतर समतुल्य अगर त्यापेक्षा कमी दर्जाच्या वर्ग-३ किंवा वर्ग-४ च्या पदावर सामावून घेतले गेले अशांना त्यांच्या नवीन पदावर नियुक्त करताना काही अटीवर, पूर्वीच्या (नागरी पुरवठा विभागातील) पदावरील पूर्ण केलेल्या प्रत्येक ३ वर्षांच्या सेवेकरिता एक, याप्रमाणे आंशिक वेतनवाढ देण्यात आली. हा फायदा फक्त त्यांच्या पूर्वीच्या नागरी पुरवठा विभागातील सेवा व सामावून घेतलेल्या नवीन विभागातील सेवा यांमध्ये हे प्रत्यक्ष सेवा खंड झालेल्या कर्मचाऱ्यांनाच देण्यात आला आहे. जे कर्मचारी प्रत्यक्ष सेवेत खंड न पडता नवीन जागांवर समरूप समय श्रेणीत पुननियुक्त झाले, अशा कर्मचाऱ्यांना त्यांची पूर्वीची सलग सेवा, शासन निर्णय वित्त विभाग क्रमांक आयएनसी-१०६३/३२२३/५, दिनांक ११ मार्च १९६४ व हाच निर्णय पुढे सुधारित झालेल्या शासन निर्णय, वित्त विभाग, क्रमांक आयएनसी-१०६५/५, दिनांक १९ ऑक्टोबर १९६५ अनुसार, वेतनवाढीसाठी जमेस धरण्याचा फायदा देण्यात आला आहे.

*Subject.*—Alternative employment to Ex-C. S. D. personnel.

On the winding up the former Civil Supplies Department and its subordinate offices orders were issued sanctioning a scheme for providing alternative employment to the personnel who were then retrenched. Orders were also issued by Government from time to time in connection with the absorption of the C. S. D. personnel in Government service. These orders are given below.

## Relaxation of Age Limits

G. R., P. and S. D. No. 9530/34, dated 12th March 1953.

2. The age-limits prescribed for the various posts and services should be generally relaxed in the case of persons who were temporarily employed and where discharged on or after 1st June 1952 and who were registered for alternative employment with the Establishment Officer of the Civil Supplies Department or the Collectors of Districts provided that they possessed the required qualifications and provided also that they were within the age-limits at the time of their last appointment.

G. R., P. and S. D., No. AEM-1153, dated 31st December 1953.

3. Persons who were over-age at the time of their first appointment in the Civil Supplies Department and offices under it and are not eligible for appointment in alternative posts according to or to general age concessions mentioned in paragraph 2 above should be allowed relaxation of age-limits by one year for every three completed years of service in addition to the age concession mentioned in paragraph 2 above.

### Grant of Advance increments

G. Rs., P. and S. D., No. AEM-1153, dated 31st December 1953, No. AEM-1155 dated 18th January 1955, Government letter, P. and S. D., No. AEM-1155/51448-J, dated 5th August 1955, Government letter, P. and S. D., No. AEM-1155-90640-J, dated 14th January 1956 and Government letter, P. and S. D., No. AEM-1255-155560-J, dated 29th March 1956.

4. The persons from the C. S. D. and offices under it, qualified as well as non-qualified and over-aged, are eligible to draw, if they are re-employed before or after actual retrenchment from that Department, in class III (clerical or non-clerical) or in class IV posts, which are either equivalent to or lower than the posts held by them prior to their absorption one advance increment for every three completed years of service, in the appointment or appointments provided to them during the currency of the alternative employment scheme irrespective of the nature of the vacancies i. e. leave vacancies or temporary vacancies, in which they are re-employed.

G. L., P. and S. D., No. ASL-1156-93740-J, dated 22nd October 1956.

*Note 1.*—Persons retrenched from various other temporary offices such as Controller of Iron and Steel and Cement etc., who were treated as on par with the ex-C. S. D. employees for purposes of alternative employment should not be held eligible for the advance increments.

G. L., P. and S. D. S., No. AEM-1256-110840-3749-J, dated 10th September 1957.

*Note 2.*—The advance increment should be granted not only at the time of first appointment but also on subsequent refixation of pay, on return from leave, to the extent that the refixation does not result in withdrawing the benefit of advance increments.

G. R., P. and S. D., No. AEM-1157-J, dated 5th June 1957 and G. L., P. and S. D., No. ASC-1155-112244-J, dated 13th January 1956.

*Note 3.*—The equivalence of posts, for purposes of this concession is decided according to the scales of pay of the posts, their average costs and the duties and responsibilities attached to them. In respect of clerical posts, however, it has been decided that clerical posts in the C. S. D. carrying the scale of pay of Rs. 75—140 should be treated as equivalent to the posts carrying pay scales of Rs. 75—200 or Rs. 75—220 in other Departments. Similarly persons working in mofussil scale if absorbed in the city scale should also be held eligible for advance increments in the City Scale.

Encl. No. AEM-1257-72952-J- 5274, dated 14th October 1957.

G. Endt. No. AEM-1257-72-95-J-5274, dated 14th October 1957.

5. (a) Service rendered by Class IV Government servants in the Ex-C. S. D. in the pre and post 1931 scales (fixed) which were equated with the time scale of Rs. 35½—40 should be allowed to count for purposes of advance increments.

G. R., P and S. D., No. AEM-1138-J, dated 25th July 1958 and C. L., P. and S. D., No. AEM-1256-10384-7979-J, dated 12th July 1957.

(b) Class IV Government servants of the Ex-Civil Supplies Department, who were working on a fixed pay i.e., pay exclusive of Dearness Allowance which was higher than or equal to the minimum pay of the posts in which they are absorbed, should be held eligible for drawing advance increments.

G. L., P and S. D., No. AEM-1156-9233-J. dated 11th February 1956.

6. Persons with more than 3 years' service but less than 5 years' service in the Civil Supplies Department as on 31st December 1953 should also be held eligible for the benefit of advance increments.

### Service to be counted for advance increments

7. (i) The principle underlying grant of advance increments is that the service in which increment were drawn in Civil Supplies Department should count for advance increments at the rate of one increment for every three years' service, if the service was in an equivalent or higher scale. If therefore a person was debarred from earning increments in Civil Supplies Department the service in respect of which increments were not allowed should not count for increments. Accordingly a person should not be allowed to count for advance increments his service for which increments were withheld in Civil Supplies Department.

G. L., P. and S. D., No. AEM-1255-J, dated 24th August 1955 and Government Circular, P. and S. D., No. AEM-1156-J, dated 1st May 1956.

(ii) Only continuous service in the Civil Supplies Department should be counted for advance increments. In the case of persons discharged from the Civil Supplies Department and offices under it in 1948-49 as a result of partial decontrol and re-employed in the Civil Supplies Department later, their continuous service prior to their discharge in 1948 should also be taken into account along with the continuous service rendered by them after re-employment in the Civil Supplies Department upto the date of their discharge from that Department after the 1st June 1952 for purposes of grant of advance increments.

(iii) In the cases of persons who were absorbed in other Departments after their retrenchment from the Civil Supplies Department in 1948-49 and were again re-employed in the Civil Supplies Department with or without any interruption in service their service in the other Departments should be excluded for purposes of grant of advance increments.

G. L., P. and S. D., No. AEM-1155/70159-J, dated 9th February 1956.

8. While computing service for the purpose of grant of advance increments the periods of leave including extraordinary leave should be taken into account.

G. L., P. and S. D., No. ASC-1155-112244-J, dated 13th January 1956.

9. Persons working in the mofussil scale, if absorbed in the city scale, should also be held eligible for advance increments in the city scale.

Government Letter, P. and S. D. No. FPS-1055-1155-48446-F, dated 1st August 1956.

10. In respect of temporary ex-State servants who have been appointed under the alternative employment scheme, their past service in ex-State should not be taken into account for granting them advance increments or their re-employment.

G. L., P. and S. D., No. AEM-1156-92140-J, dated 10th December 1956.

11. Terminal leave does not form part of service in the Civil Supplies Department and hence it constitutes a break in service. Terminal leave should not, therefore, be taken into account for purposes of computing the service in the Civil Supplies Department for regulating the grant of advance increments.

G. C., P. and S. D., No. ABS-1354, dated 30th January 1956.

12. Such of the permanent ex-princely State, servants as were under notice of discharge at the time of integration of States, they being surplus to the requirements of the ex-Bombay Government, and were employed in the Civil Supplies Department without a break or with a break not exceeding six months, should be treated as having been absorbed in service under the Government but retained in temporary posts. On their absorption after retrenchment from the Civil Supplies Department their services should be treated according to the rules applicable to the merged State servants, break in the service being treated as leave.

G. R., P. and S. D., No. AEM-1156-J, dated 29th December 1956.

13. The persons discharged from the Revenue Department as a direct result of the retrenchment effected in the Civil Supplies Department and the Offices under it if re-employed in identical or other posts with physical break in service should be held eligible for advance increments. If they are absorbed in identical posts in other Departments without any physical break, they should be entitled to count the entire service in Revenue Department according to the normal rules.

Government letters, P. and S. D., No. AEM-1257-56084-3731-J and AEM-1257-80248-5866-J, dated 20th August 1957 and 30th March 1959.

G. L., P. and S. D., No. AEM-1259-14486-1166-I, dated 17th March 1959.

14. Ex-Civil Supplies Department persons who worked as Inspectors should also be held eligible for advance increments if absorbed in clerical posts.

#### Fixation of Pay

G. R., P. and S. D., No. AEM-1258, dated 27th february 1958.

15. Advance increment granted under the foregoing paragraphs to ex-Civil Supplies Department employees who have become qualified in service and who were re-employed in clerical posts should be regulated as follows :—

(a) The persons who are absorbed in clerical posts in the mofussil scales should be granted whichever of the following starting pays as is higher, viz :—

(i) The pay admissible by allowing advance increments based on their ex-Civil Supplies Department service counted from the date of their Matriculation, the increments being allowed on the starting pay of Rs. 55, and

(ii) The advance increments admissible after taking into account whole of their Civil Supplies Department service including the pre-matriculation service, these increments being allowed on the starting pay of Rs. 46.

(b) In the case of those who are absorbed in clerical posts in the city scales, the advance increments should be based on the whole Civil Supplies Department service including the pre-matriculation service.

(c) The orders as above should be applied irrespective of whether the previous service of the Civil Supplies Department employees was in a city or mofussil scale.

G. L., P. and S. D., No. AEM-1258-23-248-2695-J, dated 24th September 1958.

(d) The above principles will also be applicable *mutatis mutandis* to ex-Civil Supplies Department employees who were re-employed as clerks in mofussil scales and who are graduates at the time of their re-employment. In the case of those who are graduates and are absorbed in city scale they should be granted advance increments for the service rendered in the Civil Supplies Department over and above the pay admissible to a graduate clerk in the office where the person concerned is absorbed.

G. L., P. and S. D., No. AEM-1156. 68736-5092-J, dated 31st October 1957.

16. The fixation of pay of Class IV servants absorbed on or before the 31st March 1954, should be regulated as follows:—

(i) The persons concerned should be allowed one increment for every six completed years of service and if the balance of completed years of service which remains after giving such credit is 3 or more, they should be allowed one additional increment of annas eight with effect from the 1st April 1954 at the time of fixing their pay in the revised scale which came in force from that date. Accordingly if the total past service of a Class IV employee in Civil Supplies Department is between three and six years, the number of advance increments admissible to him at the rate of one for every six completed years of service will be nil but as the balance of years remaining will be three or more one additional increment of annas eight will be admissible to him with effect from 1st April 1954. Similarly if the total past service is between six and nine years, the balance remaining will be less than 3 years and therefore no additional increment of annas eight will be admissible from the 1st April 1954.

(ii) This concession will not be admissible to those Class IV employees who were confirmed before the 1st April 1954 and who have exercised the option under Bombay Civil Services Rule 44(a) to continue in their original pay scales till earning the next or subsequent increment.

G. L., P. and S. D., No. AEM-1156- 21887-J, dated 29th June 1956.

17. On promotion or transfer, if it is under the normal rules, the initial pay as fixed after the grant of advance increments should be protected.

*Counting of past continuous service for increments after fresh appointment of a Government Servants.*

G. R., F. D., No. INC/1063/3223/V dated 11th March 1964.

The benefit of past continuous service is given to Government servants under proviso II of the Bombay Civil Services Rule 41. In accordance with proviso II (2) (ii) of the Bombay Civil Services Rule 41, the past service in a temporary post which was at that time on indentical time scale, such post being on the same time-scale as a permanent post, is taken into account for purposes of fixation of pay. Under instruction I below the Bombay Civil Services Rule 43, the benefit to counting past services is also allowed to a Government servants who is re-employed without physical break in a post carrying indentical time-scale after discharge due to abolition or non-continuance of his post or due to the return of the permanent incumbent of the post, provided the conditions stipulated in Note 4 below the Bombay Civil Services Rule 41 are satisfied. A question is raised whether on re-employment of a Government servant to a post carrying indentical time-scale involving no physical break but which is not necessarily in public interest, the benefit of counting past service can be allowed to him. After careful consideration, Government is pleased to direct that in all such cases, the benefit of past service should be allowed. For this purpose, the following scales of pay may also be treated as indentical and the conditions stipulated under Note 4 below the Bombay Civil Services Rule 41 should be deemed to have been satisfied. Transfers from Mofussil to City scales and vice versa should be regulated under the Bombay Civil Services Rule 42 as at present:—

- |      |                                                  |                  |                 |
|------|--------------------------------------------------|------------------|-----------------|
| (I)  | Rs. 55-3-85-E.B.-4-125-5-130 (Unrevised)         | (Mofussil Scale) | Or part-scales. |
|      | Rs. 100-3-130-E.B.-4-170                         | (Revised)        |                 |
| (II) | Rs. 75-5-140-E.B.-8-220                          | (Unrevised)      | (City Scale)    |
|      | Rs. 120-5-160-E.B.-5-180-8-212-E.B.-8-260-10-270 | (Revised)        | (City Scale)    |
|      | Rs. 75-5-140-E.B.-6-200                          | (Unrevised)      | (City Scale)    |
|      | Rs. 120-5-160-E.B.-5-185-6-203-E.B.-6-265        | (Revised)        | (City Scale)    |

In the case of Government servants with past services in the former Civil Supplies Department note 4 below Bombay Civil Services Rule 41 is attracted. These orders are not, therefore applicable to them.

2 All past cases decide otherwise than in accordance with the above orders should be reviewed and arrears allowed with effect from the 1st May 1960.

*Counting of past continuous service for increments after fresh appointment of a Government Servant.*

G.R., F.D., No. INC-1065/V, dated 19th October 1965.

The Government Resolution, Finance Department, No. INC-1063/3223, dated 11th March 1964 *inter alia* provides that in the case of Government servants with past service in the former Civil Supplies Department, Note 4 below B.C.S.R. 41 is attracted and that therefore the orders contained in the Government Resolution are not applicable to them. On further consideration of the whole question Government is pleased to direct that the following words appearing in para, 1 of the Government Resolution in question should be deleted :—

“In the case of Government Servants with past service in the former Civil Suppliers Department Note 4 below B.C.S.R. 41 is attracted. These orders are not, therefore, applicable to them”.

2. Government is further pleased to direct that the following scales of pay may also be treated as identical and the conditions stipulated under Note 4 below B.C.S.R. 41 should be deemed to have been satisfied :—

- |                                                                                                                                                          |                                                                                        |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|
| (i) Rs. 140-10-200 (C) Deputy Accountant in the office of the Deputy Secretary and Chief Accounts Officer under Food and Civil Supplies Department.      | Identical with Rs. 120-10-200-E.B.-10-250 (City) Junior Assistants in the Sachivalaya. |
| (ii) Rs. 200-15-245 (C) Junior Accountant in the office of the Deputy Secretary and Chief Accounts Officer under the Food and Civil Supplies Department. | Identical with Rs. 120-10-200-E.B.-10-250 (City) Junior Assistants in the Sachivalaya. |
| (iii) Rs. 275-15-350 (C) Senior Account in the office of the Deputy Secretary and Chief Accounts Officer under the Food and Civil Supplies Department.   | Identical with Rs. 220-15-300 (C) Senior Assistant in the Sachivalaya.                 |
| (iv) Rs. 75-5-140 (C) Clerk.                                                                                                                             | Identical with Rs. 75-5-140-E.B.-6-200 (C) OR Rs. 75-5-140-E.B.-8-220 (C).             |

3. All past cases decided otherwise than in accordance with the above orders should be reviewed and arrears allowed with effect from 1st May 1960.

## CHAPTER VII

*Special Increases in Pay to certain Categories of Gazetted Officers on their Promotions*

This chapter contains orders regarding grant of special increases in pay to certain Gazetted Officers in the Revenue, Co-operation, Home and other Departments on their promotion.

*These orders were in existence till 31st March 1971.*

## प्रकरण सात

## काही प्रवर्गातील राजपत्रित अधिकाऱ्यांना पदोन्नतीनंतर मिळणाऱ्या वेतनातील विशेष वाढी

महसूल, सहकार, गृह व इतर काही विभागातील राजपत्रित अधिकाऱ्यांना पदोन्नतीनंतर वेतनामध्ये विशेष वाढी देण्यासंबंधी काढलेल्या आदेशांचा अंतर्भाव या प्रकरणामध्ये केलेला आहे.

हे आदेश दिनांक ३१ मार्च १९७१ पर्यंत अस्तित्वात होते.

Provincial and Subordinate Services  
Pay

## Special increases in

G. R., F. D., No. 4328/33, dated 3rd February 1945

In certain cases, under the Government orders specified below, pay on promotion is first fixed under the normal operation of Bombay Civil Services Rule 41 and the difference, if any, between the pay so fixed and that admissible under the special orders governing the case is treated as personal pay to be observed in increments. In partial modification of the orders specified below\*.

Government is now pleased to direct that the personal pay should be regulated in accordance with the following formula :—

Subject to pay *plus* personal pay at no stage exceeding the maximum of the pay-scale, there should be no absorption of the personal pay in the Second increment and subsequent increments i.e. any balance of personal pay, after absorption of such pay in the first increment, should continue to be drawn as personal pay.

The accompaniment to this Resolution illustrates the working of the formula.

\* Government Circular, Finance Department, No. 428/33, dated 6th November 1940.  
Government Memorandum, Revenue Department, No. 5802-E/33, dated 4th February 1941.  
Government Memorandum, Revenue Department, No. 5802-C/33, dated 4th February 1941.  
Government Memorandum, Revenue Department, No. 5802-A/33, dated 4th February 1941.  
Government Memorandum, Revenue Department, No. 5802-H/33, dated 4th February 1941.

2. These orders should take effect retrospectively from 6th November 1940.

3. In regard to promotions to posts of Deputy Superintendents of Police the orders contained in Government Resolution, Home Department, No. 8429/3, dated 6th October 1942, continued in force and the above orders do not apply as, by virtue of the Resolution of 6th October 1942, the concession now sanctioned in paragraphs 1 and 2 above have, in this case, already been secured.

No. of 1945

Copy forwarded for information and guidance to.—

Accompaniment to Government Resolution No. 4328/33, dated 3rd February 1945.

The following examples illustrate the working of the new orders :—

(I) A Mamlatdar on a substantive pay of Rs. 370/- p. m. when promoted as Deputy Collector.

Deputy Collector's Scale : Rs. 300-20-420-E.B.-20-480-E.B.20-520.

|          | Under the old orders    |              |       | Under the new Orders.   |              |       |
|----------|-------------------------|--------------|-------|-------------------------|--------------|-------|
|          | Pay as Deputy Collector | Personal Pay | Total | Pay as Deputy Collector | Personal Pay | Total |
|          | Rs.                     | Rs.          | Rs.   | Rs.                     | Rs.          | Rs.   |
| 1st Year | 380                     | +            | 40    | 380                     | +            | 40    |
| 2nd Year | 400                     | +            | 20    | 400                     | +            | 20    |
| 3rd Year | 420                     | +            | Nil   | 420                     | +            | 20    |
| 4th Year | 440                     | +            | Nil   | 440                     | +            | 20    |
| 5th Year | 460                     | +            | Nil   | 460                     | +            | 20    |
| 6th Year | 480                     | +            | Nil   | 480                     | +            | 20    |
| 7th Year | 500                     | +            | Nil   | 500                     | +            | 20    |
| 8th Year | 520                     | +            | Nil   | 520                     | +            | Nil   |

(II) Inspector of Excise on a substantive pay of Rs. 290 p. m. promoted as Superintendent of Excise.

Superintendent of Excise (Rs. 300-20-420-E.B.-30-660-E.B.-40-900)

|           | Under the old orders |   |              |       | Under the new orders. |   |              |       |
|-----------|----------------------|---|--------------|-------|-----------------------|---|--------------|-------|
|           | Pay                  |   | Personal pay | Total | Pay                   |   | Personal pay | Total |
| 1 st Year | 300                  | + | 100          | = 400 | 300                   | + | 100          | = 400 |
| 2nd Year  | 320                  | + | 80           | = 400 | 320                   | + | 80           | = 400 |
| 3rd Year  | 340                  | + | 60           | = 400 | 340                   | + | 80           | = 420 |
| 4th Year  | 360                  | + | 40           | = 400 | 360                   | + | 80           | = 440 |
| 5th Year  | 380                  | + | 20           | = 400 | 380                   | + | 80           | = 460 |
| 6th Year  | 400                  | + | Nil          | = 400 | 400                   | + | 80           | = 480 |
| 7th Year  | 420                  |   |              | = 420 | 420                   | + | 80           | = 500 |
| 8th Year  | 450                  |   |              | = 450 | 450                   | + | 80           | = 530 |
| 9th Year  | 480                  |   |              | = 480 | 480                   | + | 80           | = 560 |
| 10th Year | 510                  |   |              | = 510 | 510                   | + | 80           | = 590 |
| 11th Year | 540                  |   |              | = 540 | 540                   | + | 80           | = 620 |
| 12th Year | 570                  |   |              | = 570 | 570                   | + | 80           | = 650 |
| 13th Year | 600                  |   |              | = 600 | 600                   | + | 80           | = 680 |
| 14th Year | 630                  |   |              | = 630 | 630                   | + | 80           | = 710 |
| 15th Year | 660                  |   |              | = 660 | 660                   | + | 80           | = 740 |
| 16th Year | 700                  |   |              | = 700 | 700                   | + | 80           | = 780 |
| 17th Year | 740                  |   |              | = 740 | 740                   | + | 80           | = 820 |
| 18th Year | 780                  |   |              | = 780 | 780                   | + | 80           | = 860 |
| 19th Year | 820                  |   |              | = 820 | 820                   | + | 80           | = 900 |
| 20th Year | 860                  |   |              | = 860 | 860                   | + | 40           | = 900 |
| 21st Year | 900                  |   |              | = 900 | 900                   | + | Nil          | = 900 |

(III) Agricultural Officer on a substantive pay of Rs. 270/- p. m. promoted to Bombay Agricultural Service Class II.

Bombay Agricultural Service Class II Scale Rs. 170-10-250-E.B.-15-400-E.B.-20-500.

|           | Under the old orders |   |              |       | Under the new orders |   |              |       |
|-----------|----------------------|---|--------------|-------|----------------------|---|--------------|-------|
|           | Pay                  |   | Personal pay | Total | Pay                  |   | Personal pay | Total |
| 1st Year  | 280                  | + | 10           | = 290 | 280                  | + | 10           | = 290 |
| 2nd Year  | 295                  | + | Nil          | = 295 | 295                  | + | Nil          | = 295 |
| 3rd Year  | 310                  | + | Nil          | = 310 | 310                  | + | Nil          | = 310 |
| and so on |                      |   |              |       | and so on            |   |              |       |

*Revision of pay scales*

G. M. No. 6567/33-35611. -x dated 6th October 1948

The general question of the continuance of special increases in pay (granted under the orders quoted in Government Resolution No. 4328/33, dated 3rd February 1945), is under the consideration of Government. Pending decision on the question, the officiating pay of Deputy Collectors promoted from the ranks of Mamlatdars should be fixed in the prescribed scales in the manner indicated below:—

(i) Deputy Collectors who have been officiating from a date earlier than 1st January 1947 should continue to draw personal pay in accordance with Government Resolution, No. 4328/33, dated 3rd February 1945, the personal pay not being absorbable in the increase in pay admissible on refixation of pay under rule 8 of the Bombay Civil Services (Revision of Pay) Rules, 1948. In other words the personal pay will continue intact except in the case of those who have not yet drawn their first increment as Deputy Collectors in their case, the personal pay will be absorbable in the first increment admissible on or after 1st January 1947 in the prescribed scale, while it will be unaffected by the immediate increase accruing on 1st January 1947 under rule 8.

(ii) The Pay of Mamlatdars appointed to officiate as Deputy Collectors on or after 1st January 1947 should be fixed according to the ordinary rules, subject to the proviso that, if the pay plus personal pay already drawn under the Government Resolution of 3rd February 1945 referred to above exceeds the pay admissible under the ordinary rules in the Deputy Collectors' prescribed scale, the excess should be granted a personal pay to be absorbed in subsequent increments.

G.R., F.D., No. 6567/33/45035—X dated 10th November, 1948

The manner in which the officiating pay of Deputy Collectors promoted from the ranks of Mamlatdars should be fixed in the prescribed scales is indicated in this Department Memorandum, No. 6567/33/35611—X, dated 6th October 1948. The pay of Superintendents of Excise, Special Auditors of Co-operative Societies etc., mentioned in the letter under reply should be fixed in the prescribed scales as indicated below, pending decision on the general question of special increases in pay :—

(i) Those who have been promoted as Superintendents of Excise, Special Auditors, etc., from a date earlier than 1st January 1947 should continue to draw personal pay in accordance with Government Resolution No. 4328/33, dated 3rd February 1945 the personal pay not being absorbable in the increase in pay admissible on refixation of pay under rule 8 of the Bombay Civil Services (Revision of Pay) Rules, 1948. In other words, the personal pay will continue intact except in the case of those who have not yet drawn their first increment after promotion; in the case of the latter, the personal pay will be absorbable in the first increment admissible on or after 1st January 1947 in the prescribed scale, while it will be unaffected by the immediate increase accruing on 1st January 1947 under rule 8.

(ii) The pay of those promoted on or after 1st January 1947 should be fixed according to the ordinary rules, subject to the proviso that, if the pay *plus* personal pay already drawn under the Government Resolution of 3rd February 1945 referred to above exceeds the pay admissible under the ordinary rules in the prescribed scale, the excess should be granted as personal pay to be absorbed in subsequent increments.

*Provincial and Class III Services :  
Pay : Special increases in*

G.R., F.D., No. 6567/33. dated 20th April 1950 as amended  
by G.R., F.D., No. 6567/33 dated 25th November 1950.

Government has had under consideration the question whether the special increase in pay granted under the various orders cited in Government Resolutions No. 4328/33, dated 3rd February, 1945, should be continued in view of the substantial improvement in pay scales effected in the general (post-war) revision of pay. The special increases, with the exception of the one mentioned in sub-para (2) below, should be continued and should be regulated in the manner indicated in Government Resolution. No. 428/33. dated 3rd February 1945 subject to the following modifications :—

(1) The pay of Mamlatdars appointed to officiate as Second Grade Deputy Collectors in the prescribed scale of Rs. 350-30-500—E.B.—30-560 should be regulated as shown below :—

|                 |    | Substantive pay as<br>Mamltidar | Officiating pay as Deputy<br>Collector<br>Rs. |
|-----------------|----|---------------------------------|-----------------------------------------------|
| Second Grade    | .. | 250                             | 350                                           |
|                 | .. | 265                             | 350                                           |
|                 | .. | 280                             | 350                                           |
|                 | .. | 295                             | 350                                           |
|                 | .. | 310                             | 350                                           |
|                 | .. | 325                             | 380                                           |
| First Grade     | .. | 340                             | 380                                           |
|                 | .. | 355                             | 410                                           |
|                 | .. | 370                             | 410                                           |
|                 | .. | 385                             | 440                                           |
|                 | .. | 400                             | 440                                           |
|                 | .. | 420                             | 470                                           |
| Selection Grade | .. | 440                             | 500                                           |
|                 | .. | 460                             | 500                                           |
|                 | .. | 480                             | 530                                           |
|                 | .. | 500                             | 560                                           |

(2) The special increase in pay granted to Head Accountants promoted as Deputy Collectors should be discontinued.

(3) The 'Pay of Head Accountants appointed to officiate as Hujur Mamlatdars should be regulated as shown below :—

| Substantive pay as Head Accountant |    | Officiating pay as Hujur Mamlatdar |
|------------------------------------|----|------------------------------------|
| Rs.                                |    | Rs.                                |
| 160                                | .. | 250                                |
| 170                                | .. | 250                                |
| 180                                | .. | 250                                |
| 190                                | .. | 250                                |
| 200                                | .. | 250                                |
| 210                                | .. | 250                                |
| 220                                | .. | 250                                |
| 230                                | .. | 250                                |
| 240                                | .. | 265                                |
| 250                                | .. | 265                                |
| 260                                | .. | 280                                |
| 270                                | .. | 295                                |
| 280                                | .. | 295                                |
| 290                                | .. | 310                                |
| 300                                | .. | 325                                |

(4) The pay of District Inspectors of Land Records appointed to officiate as Superintendents of Land Records should be regulated as shown below :—

|              | Substantive pay as District Inspector of Land Records | Officiating pay Superintendent of Land Records |
|--------------|-------------------------------------------------------|------------------------------------------------|
|              | Rs.                                                   | Rs.                                            |
| Second Grade | 250                                                   | 350                                            |
|              | 265                                                   | 350                                            |
|              | 280                                                   | 350                                            |
|              | 295                                                   | 350                                            |
|              | 310                                                   | 350                                            |
|              | 325                                                   | 380                                            |
| First Grade  | 340                                                   | 380                                            |
|              | 355                                                   | 410                                            |
|              | 370                                                   | 410                                            |
|              | 385                                                   | 440                                            |
|              | 400                                                   | 440                                            |

(5) Agricultural Officers in the pre-1931 first or second grade and those in the post-1931 or prescribed first grade when appointed to officiate in class II of the Bombay Agricultural Service should be granted an increase of Rs. 20 per month over their substantive pay. A similar increase of Rs. 20 per month over their substantive pay should be granted to the Junior and Senior Superintendents in the office of the Director of Agriculture appointed to officiate in the post of Personal Assistant to the Director of Agriculture.

(6) Auditors and District Co-operative Officers when appointed to officiate as Special Auditor of Co-operative Societies should be granted an increase of Rs. 20 per month over their substantive pay.

(7) Auditors and District Co-operative Officers promoted either substantively or in an officiating capacity as Assistant Registrars of Co-operative Societies should be granted an increase of Rs. 40 per month over their substantive pay in the lower post.

(8) The Office Superintendents in the Office of the Registrar of Co-operative Societies when appointed to officiate as Special Auditors of Co-operative Societies should be granted an increase of Rs. 20 per month over their substantive pay.

(9) Assistant Masters and Assistant Deputy Educational Inspectors in Bombay Educational Service, Class III, promoted to the posts of Head Masters in Class II of the Bombay Educational Service, as well as Assistant Mistresses and Assistant Deputy Educational Inspectresses in Bombay Educational Service, Class III, promoted to the posts of Head Mistresses and Lady Superintendents in Class II of the Bombay Educational Service should be granted an initial pay of not less than Rs. 250 per month in the prescribed scale of Rs. 220-15-400-E.B.-20-500-E.B.-25-650.

(10) Assistant Masters and Assistant Deputy Educational Inspectors in the Bombay Educational Service, Class III, promoted to the posts of Principals of Primary Training Institutions in class II of the Bombay Educational Service, should be granted an initial pay of not less than Rs. 250 per month in the prescribed scale of Rs. 220-15-400-E.B.-20-500-E.B.-25-650.

\* (11) (i) Excise Inspectors Grade II when appointed as officiating Superintendents of Excise, Class II should be granted an initial pay in the scale of Rs. 220-15-400-E.B.-20-500-E.B.-25-650, at the next but one stage above their substantive pay.

(ii) Excise Inspectors grade II, when appointed as officiating Superintendents of Excise Class II while officiating as Excise Inspector Grade, I, should be granted, for the period from 1st January 1947 or the date of appointment as officiating Superintendent, whichever is later, to 1st April 1950, the initial pay at the stage equal to their officiating pay as Excise Inspector Grade I or if there is no such stage, at the next lower stage plus personal pay equal to the difference to be absorbed in the next increment.

(iii) Office Superintendents in the office of the Registrar of Co-operative Societies promoted either substantively or in an officiating capacity as Assistant Registrars of Co-operative Societies should be granted an increase of Rs. 40 per month over their substantive pay in the lower post.

2. The orders in paragraph 1 above should take effect from the 1st January 1947. The personal pay, if any, already drawn in accordance with Government Resolution No. 4328/33, dated 3rd February 1945, for any period from 1st January 1947 to the date of these orders, should be taken in reduction of the arrears of personal pay admissible for that period under these orders. The special pay of Rs. 30 per month attached to the posts of Principals of the Primary Training Colleges at Poona, Ahmedabad and Dharwar should be discontinued with effect from the date of these orders and the special pay drawn by the incumbents of the posts for any period from 1st January 1947 to the date of these orders should be taken in reduction of the arrears of personal pay admissible for that period.

3. The substantive holders of a post of Special Auditor of Co-operative Societies drawing less than the maximum in the scale of Rs. 220-15-400-E.B.-20-500-E.B.-650 should, when he is appointed to officiate as an Assistant Registrar, be allowed to draw a special pay of Rs. 20 per month as at present, subject to the conditions laid down in Government Letter, Revenue Department, No. 6958-J/45, dated 21st May 1948.

4. (1) Officers promoted to the rank of Deputy Superintendents of Police, Grade II, from the lower ranks of the Police Force, should be granted an initial pay of not less than Rs. 440 in the prescribed scale of Rs. 420-20-500. The pay of such officers should first be fixed under the normal operation of Bombay Civil Services Rule 41 in the prescribed scale and the difference, if any between the initial pay so fixed and Rs. 440 should be treated as personal pay to be absorbed, in future increments.

(2) European Inspectors of Police drawing a basic pay Rs. 400 per month on promotion as Deputy Superintendent of Police, should be allowed to draw Rs. 10 per month as extra personal pay to be absorbed in future increments.

(3) The orders in sub-paragraphs (1) and (2) of this paragraph should take effect from 1st January 1947. The personal pay if any already drawn by promoted Deputy Superintendent of Police for any period from 1st January 1947 to the date of these orders should be taken in reduction of the arrears of personal pay admissible for that period under these orders.

*Provincial and Class III Services Pay  
Special increases in*

G.R., F.D., No. Pay 1153, dated 10th November 1953

Government has cancelled the orders in Government Resolution, Finance Department, No. 5667/33, dated 6th October 1952.

2. In amplification of the orders issued in Government Resolution, Finance Department, No. 6567/33, dated 20th April 1950, it is clarified that the phrase "Substantive Pay" wherever it is used in the above Government Resolution, means that pay in respect of a permanent post only.

G.R., F.D., No. ROP 1157 S-2 dated 14th January 1957

Questions have been raised regarding the manner in which the pays of the Government servants should be fixed under Government Resolution, Finance Department, No. 6567/33, dated 20th April 1950 in the following circumstances :—

I. A Mamlatdar officiating as Deputy Collector is promoted substantively to the selection grade of Mamlatdar after 1st January 1947.

II. A person officiating in the higher post from a date prior to 1st January 1947 reverts to his lower substantive post after 1st January 1947 and is subsequently re-appointed to the higher post.

III. A person who was officiating in the higher post was reverted before 1st January 1947 and was re-appointed to officiate in the higher post after 1st January 1947.

IV. A person who first started officiating in the higher post after 1st January 1947 reverts from it, and is subsequently reappointed to the higher post.

In cases II, III and IV the reversion may be either on account of taking leave and joining time or for any other reason.

2. In supersession of all previous orders, Government is pleased to direct that in the above cases the pay should be fixed as under :—

Category I.—According to orders contained in Government Resolution, Revenue Department, No. 1931, dated 24th March 1936 a Mamlatdar promoted to the selection grade before 1st January 1947 had the option of having his officiating pay as District Deputy Collector refixed. This concession continues after 1st January 1947 also. A Mamlatdar promoted to the selection grade after 1st January 1947 will, therefore, have the option of having his officiating pay refixed under the Government Resolution of 20th April 1950 on the basis of his substantive pay in the selection grade.

Categories II, III and IV.—The pay will have to be fixed according to one of the following two modes.—

(A) The basic pay plus personal pay if any drawn before reversion.

(B) The Pay admissible under the normal rules i. e. Bombay Civil Services Rules 41 and 57 without the special increase in pay.

The personal pay referred to in mode (A) in the case of Category II is that admissible under Government Resolution, Finance Department No. 4328/33, dated 3rd February 1945, read with paragraph of Government Memorandum No. 6567/33-35611-X, dated 6th October 1948, in the case of Category III that admissible under Government Resolution Finance, Department, No. 4328/33, dated 3rd February 1945, and in the case of Category IV that admissible under Government Resolution, Finance Department No. 6567/33, dated 20 April 1950, read with Government Resolution, Finance Department No. 4328/33, dated 3rd February 1945.

The mode should be determined in accordance with the following rules.—

(1) If the pay admissible under mode (B) is equal to or greater than the sum of the basic pay and personal pay admissible under mode (A) then the pay should be fixed under mode (B).

(2) If the basic pay admissible under mode (A) is equal to the pay admissible under mode (B) then the pay should be fixed under mode (A).

(3) In cases which do not fall either under rule (1) or rule (2) i. e. where the pay admissible under mode (B) exceeds the basic pay admissible under mode (A) but is less than the basic pay plus personal pay admissible under that mode the pay should be fixed as follows :—

(a) If the personal pay admissible under mode (A) is the balance of personal pay which has remained after absorption in the first increment in accordance with the orders in Government Resolution, Finance Department, No. 4328/33, dated 3rd February 1945, the pay should be fixed under mode (A).

(b) If the personal pay has not been absorbed in the first increment then the basic pay plus the personal pay which would become admissible to the Government servant under mode (A) after he earns the next increment in higher post should be compared with pay which would become admissible to him under mode (B) after he earns the next increment in the higher post. If the later is equal to or greater than the former, the pay should be fixed under mode (B). If the later is less than the former the pay should be fixed under mode (A).

The above comparison of hypothetical pays due after earning the next increment should be made irrespective of whether the Government servants would actually earn the next increment or not.

3. These orders take effect from 1st January 1947 but cases already decided otherwise should not be reopened, unless the Government servant concerned applies for refixation within six months from the date of issue of this Government Resolution. If he applies and the pay is refixed as a result, no back payment should be made for the period up to the date of this Government Resolution if over payment has been made to him up to that date the recovery of such over payment should be waived.

4. The questions referred to above do not arise in the case of Government Servants mentioned in paragraphs 3 and 4 of Government Resolution, Finance Department, No. 5667/33, dated 20th April 1950. These orders are not, therefore, applicable, to such Government Servants. Their pay on promotion to the higher post should be fixed under the Government Resolution of 20th April 1950 only.

*Special increase in pay*  
Fixation of pay of Deputy Collectors, etc.

G.C., F.D., No. ROP/1159/S-2, dated 27th February 1959.

*Read.—*

- (i) Government Resolution, Finance Department, No. 6567/33, dated 20th April 1950.
- (ii) Government Resolution, Finance Department, No. ROP-1157/S-2, dated 14th January 1957.

The object of the second Government Resolution quoted above is that the benefit of the increase in pay sanctioned under the first Government Resolution should not be received by a Government servant more than once in respect of the same post. It sometimes happens that when the Government servant was previously appointed to officiate in the higher post he was also officiating in the lower post and the increase in pay being admissible over the substantive pay in the lower post the Officer failed to get its benefit at the time of his last appointment. Government is, therefore, please to direct that in such a case when the Government servant is re-appointed to the higher post he should be given the benefit of the increase in pay admissible under the Government Resolution of 20th April 1950, if he has been confirmed in the lower post before the date of re-appointment to the higher post.

2. For the same reason, where the Government servant continues to officiate in the higher post till he is confirmed in it and is holding the lower post substantively on that date, then when fixing his pay on confirmation he should be given the benefit of increase in pay admissible under the Government Resolution No. 6567/33, dated 20th April 1950, if he had not received that benefit at the time of his officiating appointment, because he was not holding the lower post substantively on that date.

*State and Class III Services Pay :*

Special increases in continuance in the revised scales.

G.R., F.D., No. RPS/3067/103937/V, dated 31st July 1967.

The revised scales of pay sanctioned under the Maharashtra Civil Services (Revised Pay) Rules 1963 have come into force with effect from 1st July 1962. Government is, therefore, pleased to direct that the special increases in pay continued under Government Resolution, Finance Department No. 6567/33, dated the 20th April 1950, should be regulated in the manner indicated in Government Resolution, Finance Department No. 4328/33, dated the 3rd February 1945 and Government Resolution, Finance Department No. 6567/33, dated the 19th December 1952 subject to the following modification on account of revision of pay scales.

(i) The pay of Mamlatdars appointed to officiate as Deputy Collectors in the revised scale of Rs. 400-30-610-E.B.-40-730-45-955 should be regulated as shown below :—

*Substantive pay as Mamlatdar (Revised)*

*Officiating pay as Deputy Collector (Revised)*

|     |     |
|-----|-----|
| 300 | 400 |
| 315 | 400 |
| 330 | 400 |
| 345 | 400 |
| 360 | 400 |
| 375 | 430 |
| 390 | 430 |
| 405 | 460 |
| 420 | 460 |
| 435 | 490 |
| 450 | 490 |
| 470 | 520 |
| 490 | 550 |
| 510 | 550 |
| 530 | 580 |
| 550 | 610 |

(ii) The pay of District Inspector of Land records appointed to officiate as Superintendents of Land Records should be regulated as shown below :—

*Substantive pay as District Inspector of Land Records (Revised)*

*Officiating as Superintendent of Land Record (Revised)*

|     |     |
|-----|-----|
| 300 | 400 |
| 315 | 400 |
| 330 | 400 |
| 345 | 400 |
| 360 | 400 |
| 375 | 430 |
| 390 | 430 |
| 405 | 460 |
| 420 | 460 |
| 435 | 490 |
| 450 | 490 |

(iii) Agricultural Officers when appointed to officiate in the Maharashtra Agriculture Service Class II should be granted an increase of Rs. 20/- per month over their substantive pay. A similar increase of Rs. 20/- per month over their substantive pay should be granted to the Superintendent in the Directorate of Agriculture appointed to officiate in the post of Assistant Administrative Officer in the General State Service Class II.

(iv) Auditors and District Co-operative Officers when appointed to officiate as Special Auditors of Co-operative Societies should be granted an increase of Rs. 20/- p. m. over their substantive pay.

(v) Auditors and District Co-operative Officers promoted either substantively or in as officiating capacity as Assistant Registrars of Co-operative Societies should be granted an increase of Rs. 40/- p. m. over their substantive pay in the lower post.

(vi) The Office Superintendents in the Office of the Registrar of Co-operative Societies when appointed to officiate as Assistant Registrars or Special Auditors of Co-operative Societies should be granted an increase of Rs. 40 per month over their substantive pay.

(vii) Assistant Masters and Assistant Deputy Educational Inspectors in the Maharashtra Educational Service Class III, promoted to the posts of Head Masters in Class II of the Maharashtra Educational Services, as well as Assistant Mistresses and Assistant Deputy Educational Inspectresses in Maharashtra Educational Service Class III, promoted to the posts of Head Mistress, and Lady superintendents in class II of the Maharashtra Educational Services in the revised Maharashtra Educational Service, Class II Scale of Rs. 250-270-15-390-E.B.-15-450-20-490-E.B.-25-715 should be granted an initial pay of not less than Rs. 300/- p. m.

(viii) Assistant Masters and Assistant Deputy Educational Inspectors in the Maharashtra Educational Services, Class III promoted to the posts of Principals of primary Training Institutions in Class II of the Maharashtra Educational Service in the revised Maharashtra Educational Service Class II scale of Rs. 250-270-15-390-E.B.-15-450-20-490-E.B.-25-715, should be granted an initial pay of not less than Rs. 300/- p. m.

(ix) District Inspectors of prohibition and Excise when appointed as officiating Superintendents of Prohibition and Excise, Class I should be granted an initial pay in the scale of Rs. 250-270-15-390-E.B.-20-490-E.B.-25-715 at the next but one stage above their substantive pay.

2. The orders in para 1 above should take effect from 1st July 1962. The personal pay, if any, already drawn in accordance in Government Resolution, Finance Department No. 6567/33, dated the 20th April 1950, as modified by Government Resolution, Finance Department No. 6567/33, dated the 25th November 1950 for any period upto the date of these orders should be taken in reduction of the arrears of personal pay admissible for that period under these orders.

3. The substantive holder of a post of Special Auditor of Co-operative Societies, drawing less than the maximum in the revised scale of Rs. 270-15-390 E.B.-15-450-20-490-E.B.-25-715 should, when he is appointed to officiate as an Assistant Registrar, be allowed to draw a special pay of Rs. 20 per month subject to the conditions laid down in Government Resolution, Revenue Department No. 5958/J/45, dated the 21st May 1948.

4. Officers promoted to the rank of Deputy Superintendent of Police in the revised scale of Rs. 300-30-350-20-470-20-550-E.B.-30-820 from the lower ranks of the Police Force should be granted an initial pay of not less than Rs. 490/- p. m. The pay of such officers should be fixed under the normal operation of Bombay Civil Services Rule 41 in the prescribed scale and the difference, if any, between the initial pay so fixed and Rs. 490/- should be treated as personal pay to be absorbed in future increment. This should take effect from the 1st July 1962. The personal pay, if any, already drawn in accordance with Government Resolution, Finance Department No. 6567/(ix)/33, dated the 20th April 1950 and No. 6567/33, dated the 25th November 1950 for any period up to the date of these orders, should be taken in reduction of the arrears of personal pay admissible for such period under these orders.

5. The pay of Government servants who are retrospectively confirmed in the lower post should also be refixed in the post of promotion after taking into account these orders.

6. Government is also pleased to direct that the personal pay admissible as on 1st July 1962 under the provisions of Government Resolution, Finance Department No. 6567/33, dated the 20th April 1950 and No. 6567/33, dated the 25th November 1950 should also be taken into account for the purpose of present emoluments. However, the pay in the revised scale fixed after taking in to account this personal pay should be split up in to pay plus personal pay which was taken into account for computing present emoluments. This personal pay should be merged in future increment as usual.

This is illustrated as follows :—

A substantive Mamlatdar drawing pay of Rs. 480 per month on promotion as Deputy Collector on 1st April 1962, will draw pay of Rs. 500+Rs. 30/- personal pay. Accordingly after fixation of pay on 1st July 1962 in the revised scale his pay will be as follows :—  
Pay Rs. 550+personal pay Rs. 45(30+15)  
Pay Rs. 580+personal pay Rs. 15 on 1st April 1963.

*Date of next increment.*

*Pay Rs. 610 on 1st April 1964 Date of next Increment.*

7. The general clarification issued under Development Department letter No. CSP-5961/93154-D, dated the 23rd November 1954 in respect of the Officers of the Co-operative Department, should continue to be applied even after the issue of these orders.

8. The continuance or otherwise of these special increases in pay will be subject to review in the light of Government orders on the recommendations of the Pay Commission.

*Special increases in pay.  
On promotion to higher posts—*

G. R. F. D. No. PCR 1871/681/XXVI dated 5th May 1971.

Government has under consideration the question whether the special increases in pay last continued in Government Resolution, Finance Department, No. RPS-3067/103937-V, dated 31st July 1967 should be continued beyond 1st April 1966 in view of the recent revision of pay scales sanctioned with effect from that date. Government is pleased to direct that pay of the officers promoted on or after the 1st April 1966 to the posts in which the benefit of special increases was admissible prior to that date should be fixed in the revised scale of the posts prescribed under Maharashtra Civil Services (Revision of Pay) Rules, 1969 in the manner stated in para 2 below.

2. The special increases in pay were admissible in the following cases.—

(i) Substantive holders of the 'posts of Mamlatdars appointed to officiate as Deputy Collectors.

(ii) Substantive holders of the posts of District Inspectors of Land Records appointed to officiate as Superintendents of Land Records.

(iii) Substantive holders of the posts of Agriculture Officers appointed to officiate in the Maharashtra Agriculture Services Class II.

(iv) Substantive holders of the posts of Superintendents in the Directorate of Agriculture appointed to officiate in the post of Assistant Administrative Officer in G. S. S., Class II.

(v) Substantive holders of the posts of Auditors and District Co-operative Officers in the Co-operative Department and Office Superintendents in the Office of the Registrar of Co-operative Societies appointed to officiate as Special Auditors of Co-operative Societies or Assistant Registrars of Co-operative Societies.

(vi) Substantive holders of the posts of Assistant Masters/Assistant Mistresses and Assistant Deputy Educational Inspectors/Assistant Deputy Educational Inspectresses in Maharashtra Educational Service Class III appointed to officiate as Head Masters/Head Masteresses/Lady Superintendents/Principals of Primary Training Institutions in Maharashtra Educational Service Class II.

(vii) Substantive holders of the posts of District Inspectors of Prohibition and Excise, appointed to officiate as Superintendents of Prohibition and Excise Class II.

(viii) Officers promoted to the rank of Deputy Superintendent of Police from their substantive (lower) ranks in the Police force.

Government is pleased to direct that in the cases referred to above the initial pay of an officer on his promotion to the higher post shall be fixed in the time scale of the higher post at a stage next above the pay notionally arrived at by increasing his substantive pay in respect of the lower post by one increment at the stage at which such pay has accrued.

3. The pay of Government servants who are confirmed retrospectively from 1st April 1966 or any subsequent date should also be refixed from the date of confirmation in the post of promotion after taking into account these orders.

4. Anomalies, if any, arising as a result of these orders (e. g. cases where a junior officer starts drawing a higher pay than his senior who was promoted prior to 1st April 1966) should be reported to Government in the concerned Administrative Department of the Secretariat for orders with full details.

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## CHAPTER VIII

*Fixation of pay in cases of transfers from posts on Mofussil scales to posts in Bombay City Scales. and Vice-Versa.*

This Chapter lays down procedure for fixation of pay in cases of transfers from posts on mofussil scales to posts on Bombay City Scales and *Vice-Versa*. Prior to 1st April 1966 two types of pay scales viz. Mofussil pay scales and Bombay City Pay scales were in existence. City pay scales were sanctioned to posts in Bombay Offices only. These pay scales were inclusive of House Rent Allowance and Compensatory Local Allowance and as such, Government employees drawing pay in city scales were not eligible for these allowances whereas employees drawing pay in mofussil pay scales were held eligible for these allowances wherever sanctioned. With effect from 1st April 1966, uniform pay scales were prescribed for all posts under this Government abolishing city scales of pay except in the case of technical and operative posts, under Dairy Development Department, covered by the pay scales prescribed by the Bilgrami Committee, which were continued in the City scales of pay even after 1st April 1966. With the revision of pay scales effective from 1st April 1976 under Maharashtra Civil Services (Revised Pay) Rules, 1978, mofussil pay scales have been sanctioned even to the technical and operative posts under the Dairy Development Department. Thus from 1st April 1976 all pay scales under State Government are mofussil scales of pay.

The pay, in cases of transfers from posts on mofussil pay scale to posts on Bombay City pay scales and *vice-versa* was required to be fixed under Rule 42 of the Bombay Civil Services Rules, 1959 and required specific sanction at Government level.

Government servants stationed at certain places were entitled for C.L.A. and/or H.R.A. in order to compensate them for higher cost of living at those places. Since there was a large number of Government servants stationed in Bombay City and many of these were more or less permanently there certain posts in Bombay City were said to be in City Scales which included the element of H.R.A. and C.L.A. Thus persons appointed to such posts drew pay in the City scales. Rule 42 of the Bombay Civil Services Rules merely says that pay in such cases is fixed by Government.

The formula followed in fixing pay under this rule was as follows :—

In the case of Class IV Government servants *point to point* credit was given while fixing the pay under B.C.S.R. 42 on transfer from city to mofussil pay scales or *vice versa* as explained below.

#### I City Pay Scale

Rs. 35- $\frac{1}{2}$ -40 (pre 62) Pay after four increments in the City Pay Scales = Rs. 37.

#### Mofussil Pay Scale

Rs. 30- $\frac{1}{2}$ -35 (Pre 62) Pay after four increments in the mofussil Pay Scale = Rs. 32.

#### II City Pay Scale

Rs. 72-1-82-(post 62) Pay after two increments in the City Pay Scale = Rs. 74.

#### Mofussil Pay Scale

Rs. 65-1-75 (post 62) Pay after two increments in the mofussil Pay scale = Rs. 67.

The benefit of counting *point to point* service was available to junior clerks only on transfer from city scales of pay to mofussil scales. Their pay fixation was regulated as follows :—

#### I City Pay Scale

Rs. 75-5-140-E.B.-8-220-(Pre 62) Pay after 3 increments in the City Pay Scale = Rs. 90.

#### Mofussil Pay Scale

Rs. 55-3-85-E.B.-4-125-5-130 (pre 62) Pay after 3 increments in the mofussil Pay Scaled = Rs. 64.

#### II City Pay Scale

Rs. 120-5-160-E.B.-5-180-8-212-E.B.-8-260-10-270 (post 62) Pay after 3 increments in the City Pay scaled = Rs. 135.

#### Mofussil Pay Scale

Rs. 100-3-130-E.B.-4-170 (post 62) Pay after 3 increments in the mofussil pay scale = Rs. 109.

After fixing the pay in respect of the Class IV employee and junior clerk under B.C.S.R. 42 as explained above, the date of increment remains unchanged.

In the case of transfer of a junior clerk from mofussil to city pay scale, the pay was fixed at the city equivalent of mofussil pay arrived at by adding  $\frac{4}{5}$  of H.R.A. and C.L.A. appropriate to the mofussil pay as shown below.

A junior clerk drawing pay at Rs. 124/- in the post 1962 mofussil pay scale of Rs. 100-3-130 E.B.-4-170, if transferred as junior clerk in the city pay scale of Rs. 120-5-160-E.B.-5-185-6-203-E.B.-6-245, his pay under B.C.S.R. 42 was fixed as under.—

City Pay = Mofussil Pay +  $\frac{4}{5}$  (H.R.A. + C.L.A.)

City Pay = Rs. 124 +  $\frac{4}{5}$  (Rs. 20 + 10%)

City Pay = Rs. 124 +  $\frac{4}{5}$  (Rs. 20 + 12.40)  
 City Pay = Rs. 124 +  $\frac{4}{5}$  (Rs. 32.40)  
 City Pay = Rs. 124 + 25.92.  
 City Pay = Rs. 149.92 (as this is not a stage in the city pay scale he gets lower stage + personal pay)

i. e. Rs. 145 + 4.92 p.p. to be absorbed in future increment.  
 The date of next increment will remain unchanged.

If a Government servant was transferred from city pay scale to mofussil pay scale and *vice-versa* on promotion, the pay was first required to be determined in the lower post as mentioned above before the pay was fixed in the higher post under the normal rule of the B.C.S.R.S. 1959.

In order to avoid hardship to Government servants who were drawing H.R.A. on percentage basis and were required to bear part of house rent which was equal to 10 % of pay plus C.L.A., half of the admissible percentage was taken for deducting or adding (as the case may be)  $\frac{4}{5}$  of H.R.A. To illustrate, where H.R.A. was admissible at 15%, 12 $\frac{1}{2}$ % or 10% for the purpose of converting into city scales or mofussil scales, H.R.A. at 8%, 6% or 5% only was taken. On the basis of this method of conversion of city pay of Rs. 250 in the pay scale of Rs. 200-10-300 (Post 62) into mofussil pay would work out as shown below.

#### General formula

Mofussil Pay = City pay  $\times \frac{4}{5}$  (CLA + HRA)  
 Mofussil Pay = Rs. 250 -  $\frac{4}{5}$  (8% + 15%) of M  
 Mofussil Pay = Rs. 250 -  $\frac{4}{5}$  (8% + 8%) of M  
 Mofussil Pay = Rs. 250 -  $\frac{4}{5} \times \frac{16}{100}$  of M.  
 Mofussil Pay = Rs. 250 -  $\frac{16}{125}$  of M  
 $M + \frac{16}{125} M = \text{Rs. } 250$   
 $125 M + 16 M = \text{Rs. } 250 \times 125$   
 $141 M = 31250$   
 $M \text{ pay} = 31250/141$   
 $M \text{ pay} = \text{Rs. } 221.63$

In case of Non Gazetted Government Servant getting Rs. 320 as City Pay in the pre 1962 pay scale of Rs. 250-10-350 mofussil conversion will be as follows :

Mofussil Pay - City Pay -  $\frac{4}{5}$  (CLA + HRA)  
 " = Rs. 320 -  $\frac{4}{5}$  (Rs. 20 + 10%) of M  
 " = Rs. 320 -  $\frac{4}{5}$  (Rs. 20 + 5%) of M  
 " = Rs. 320 - 16 -  $\frac{1}{25} M$   
 " = Rs. 304 -  $\frac{1}{25} M$   
 $M + \frac{1}{25} M = \text{Rs. } 304$   
 $\frac{26}{25} M = \text{Rs. } 304$   
 $26 M = \text{Rs. } 304 \times 25 = 7600$   
 $M = \text{Rs. } 292.30$

On the other hand if a Gazetted Government servant drawing pay at Rs. 450 in the mofussil pay scale of Rs. 250-270-715 (Post 1962) was transferred to city pay scale of Rs. 250-300-815 (Post 1962) his pay was required to be fixed as illustrated below.

City Pay = Mofussil Pay  $\times \frac{4}{5} +$  (CLA + HRA)  
 City Pay = Rs. 450 +  $\frac{4}{5}$  (Rs. 50 + 15%)  
 City Pay = 450 +  $\frac{4}{5}$  (Rs. 50 + 8%)  
 City Pay = Rs. 450 +  $\frac{4}{5}$  (Rs. 50 + Rs. 36)  
 City Pay = Rs. 450 +  $\frac{4}{5}$  (Rs. 86)  
 City Pay = Rs. 450 +  $\frac{4}{5} \times 86/1$   
 City Pay = Rs. 450 + Rs. 68.80  
 i.e. Rs. 518.80  
 i. e. Rs. 515 + 3.80pp.

For fixation of pay under Maharashtra Civil Services (Revision of Pay) Rules, 1969 and Maharashtra Civil Services (Revised Pay) Rules, 1978 in the revised pay scales from city pay to mofussil pay, specific provisions indicating the amount to be deducted from the basic pay has been made in Rule 5(6) (i) of the M. C. S. (R. of P.) Rules, 1969 and in Rule 5 (ii) and (iii) of the M. C. S. (R. P.) Rules, 1978.

In the case of technical and operative staff in whose case Bilgrami City pay scales were in existence in the Bombay City area even after 1st April 1966, the pay in cases of transfer from Bilgrami City Scale to Bilgrami mofussil scale to equivalent post or on promotion to higher post or in cases of transfer from Bilgrami City Scale to Badkas mofussil and *vice-versa* etc. was regulated as follows

( i ) When a person was transferred from Bilgrami city scale to Bilgrami mofussil scale and *vice-versa*, his pay was to be fixed on *point to point* basis.

(ii) When a person was transferred on promotion from Bilgrami city scale to Bilgrami mofussil scale or *vice versa*, his pay, mofussil or city pay in Bilgrami scale was to be determined as indicated at (i) above before his pay was fixed in the higher post under BCSR 41 [New rule 11 of the M. C. S. (Pay) Rules, 1981].

(iii) When a person was transferred from Bilgrami mofussil scale to Badkas mofussil scales and *vice-versa*, the pay fixation was to be regulated under the normal rules of B. C. S.] Rule MCS (PAY) Rules, 1981].

(iv) When a person was transferred from Bilgrami city scale to Bilgrami mofussil scale or from the Badkas mofussil scale to Bilgrami city scale, the element of CLA as shown in rule 5 (6) of the Maharashtra Civil Services (Revision of Pay) Rules, 1969 was to be deducted or added before the pay was fixed under BCSRs. 41 [New rule 11 of the MCS (PAY) Rules, 1981].

Rates of H. R. A. and C. L. A. which were in existence prior to 1st July 1962 were shown in appendix XV and appendix XVII of the Bombay Civil Services Rules, Volume II. Rates of HRA and CLA for the period from 1st July 1962 to 31st March 1966, 1st April 1966 to 31st March 1976 and 1st April 1976 onwards are shown in G. R. F. D. No. LCA 3063/XXVI dated 15th February 1963, G. R. F. D. No. PCR 1469/PC dated 15th January 1969 and G. R. F. D. No. CPA 1478/CR-251/SER-5, dated 17th April 1978. (These orders are printed in the relevant chapters regarding "Revision of pay scales").

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## प्रकरण आठ

## मुफसल श्रेणीतील पदावरून शहरी वेतनश्रेणीतील पदावर बदली झाल्यावर अगर त्याच्या उलट प्रकरणामध्ये करावयाची वेतन निश्चिती

मुफसल श्रेणीतील पदावरून शहरी श्रेणीतील पदावर बदली झाल्यावर अगर त्याच्या उलट प्रकरणामध्ये वेतन निश्चिती कशी करावयाची यासंबंधीची पद्धती या प्रकरणात समाविष्ट केली आहे. १ एप्रिल १९६६ पूर्वी मुफसल वेतनमान व मुंबई शहरी वेतनमान अशी दोन प्रकारची वेतनमाने अस्तित्वात होती. फक्त मुंबई मधील कार्यालयांना शहरी वेतनमान मंजूर करण्यात आले होते. या वेतनमानामध्ये घरभाडे भत्ता व स्थानिक पुरक भत्ता यांचा अंतर्भाव केलेला असल्याने, शहरी वेतनमानामध्ये वेतन घेणाऱ्या कर्मचार्यांना हे भत्ते अनुज्ञेय नव्हते, याच्या उलट, ज्या ठिकाणी हे भत्ते मंजूर करण्यात आले होते त्या ठिकाणी मुफसल वेतनमानामध्ये वेतन घेणाऱ्या कर्मचार्यांना हे भत्ते अनुज्ञेय होते. १ एप्रिल १९६६ पासून शहरी वेतनमान नाहीसे करून सर्व पदांना एकाच तऱ्हेचे वेतनमान मंजूर केले गेले. मात्र, दुग्ध विकास विभागातील बिलग्रामी समितीने १ एप्रिल १९६६ पासून सुधारित केलेली तांत्रिक व यंत्र चालकांची पदे पुढेही शहरी वेतनमानामध्ये चालू राहली. परंतु नंतर महाराष्ट्र नागरी सेवा (सुधारित वेतन) नियम, १९७८ अनुसार १ एप्रिल १९७६ पासून दुग्ध विकास विभागांमधील तांत्रिक व यंत्र चालकांच्या पदांनासुद्धा मुफसल वेतनमान मंजूर करण्यात आले. याप्रमाणे १ एप्रिल १९७६ पासून शासनातील सर्व वेतनमाने ही मुफसल वेतनमाने आहेत.

मुफसल वेतनमानातील पदावरून शहरी वेतनमानातील पदावर आणि त्याच्या उलट, जर बदली झाली तर ती वेतन निश्चिती मुंबई नागरी सेवा नियम, १९५९ मधील नियम ४२ अनुसार आणि शासकीय स्तरावर विशेष मंजूरीने करावी लागत असे.

काही ठराविक ठिकाणी असणाऱ्या शासकीय कर्मचार्यांना तेथील उच्च राहणीच्या खर्चाची भरपाई व्हावी म्हणून स्थानिक पुरक भत्ता आणि/किंवा घरभाडे भत्ता मिळत असे. बहुसंख्य शासकीय कर्मचारी मुंबई शहरात असल्याकारणाने आणि त्यांच्या पंकी बरेचसे कमी अधिक प्रमाणात तेथे कायम स्वरूपात रहात असल्यामुळे, मुंबई शहरामधील काही पदे, शहरी वेतनमानातील पदे म्हणून गणली गेली व त्या वेतनमानात घरभाडे भत्ता व स्थानिक पुरक भत्त्यांचा भाग अंतर्भूत होता. म्हणून अशा पदांवर नियुक्त झालेले कर्मचारी शहरी वेतनमानामध्ये वेतन घेत होते. मुंबई नागरी सेवा नियम, १९५९ मधील नियम ४२ मध्ये अशा, प्रकरणांमध्ये शासनाकडून वेतन निश्चिती केली जाते एवढाच उल्लेख आहे. या नियमावलीतील वेतन निश्चिती ज्या सुवानुसार करण्यात येत असे ते खालीलप्रमाणे:—

चतुर्थश्रेणी कर्मचार्यांच्या बाबतीत शहरी वेतनमानातून मुफसल वेतनमानामध्ये आणि त्याच्या उलट प्रकारे बदली झाल्यानंतर मुंबई नागरी सेवा नियम, १९५९ मधील नियम ४२ अनुसार वेतन निश्चिती करताना, बिंदूस बिंदू (Point to Point) या तत्त्वावर फायदा देऊन वेतन निश्चिती खाली स्पष्ट केल्याप्रमाणे करण्यात येईल.

| (१) शहरी वेतनमान                                                                        | मुफसल वेतनमान                                                                                  |
|-----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| रु. ३५-३-४० (१९६२ पूर्वीची)<br>४ वेतनवाढी मिळून होणारे शहरी वेतनमानातील वेतन = रु. ३७.  | रुपये ३०-३-३५ (१९६२ पूर्वीची).<br>४ वेतनवाढी मिळाल्यानंतरचे मुफसल वेतनमानातील वेतन = रुपये ३२. |
| (२) शहरी वेतनमान                                                                        | मुफसल वेतनमान                                                                                  |
| रुपये ७२-१-८२ (१९६२ नंतरची) २ वेतनवाढी मिळाल्यानंतरचे शहरी वेतनमानातील वेतन = रुपये ७४. | रुपये ६५-१-७५ (१९६२ नंतरची) २ वेतनवाढी मिळाल्यानंतरचे मुफसल वेतनमानातील वेतन = रुपये ६७.       |

कनिष्ठ लिपिकांच्या बाबतीत बिंदूस बिंदू ह्या तत्त्वाचा फायदा फक्त शहरी वेतनमानातून मुफसल वेतनमानात बदली झाल्यावरच देय होता. त्यांची वेतन निश्चिती खालीलप्रमाणे विनिश्चित केली जात असे:—

| (१) शहरी वेतनमान                                                                                                                   | मुफसल वेतनमान                                                                                                  |
|------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|
| रुपये ७५-५-१४०-द. शे.-८-२२० (१९६२ पूर्वीची)<br>शहरी वेतनमानामध्ये ३ वेतनवाढी घेतल्यानंतरचे वेतन = रुपये ९०.                        | रुपये ५५-३-८५-द. शे.-४-१२५-५-१३० (१९६२ पूर्वीची) मुफसल वेतनमानामध्ये ३ वेतनवाढी घेतल्यानंतरचे वेतन = रुपये ६४. |
| (२) शहरी वेतनमान                                                                                                                   | मुफसल वेतनमान                                                                                                  |
| रुपये १२०-५-१६०-द. शे.-५-१८०-८-२१२-द. शे. ८-२६०-१०-२७० (१९६२ नंतरची) शहरी वेतनमानामध्ये ३ वेतनवाढी घेतल्यानंतरचे वेतन = रुपये १३५. | रुपये १००-३-१३०-द. शे. ४-१७० (१९६२ नंतरची) मुफसल वेतनमानामध्ये ३ वेतनवाढी घेतल्यानंतरचे वेतन = रुपये १०९.      |

बर्ग ४ चे कर्मचारी व कनिष्ठ लिपिक यांची, मुंबई नागरी सेवा नियम, १९५९ मधील नियम ४२ नुसार वरीलप्रमाणे वेतन निश्चिती झाल्यावर त्यांचा वेतनवाढीचा दिनांक बदलत नाही.

मुफसल वेतनमानातून शहरी वेतनमानामध्ये बदली झालेल्या कनिष्ठ लिपिकांचे वेतन, मुफसल वेतनाला समुचित असलेल्या घरभाडे भत्ता व स्थानिक पूरक भत्ता यांचा ४/५ इतका भाग मिळवून जे मुफसल वेतनाचे शहरी सममूल्य वेतन येते त्यावर निश्चित केले जात असे ते खालीलप्रमाणे:—

१९६२ नंतरच्या रुपये १००-३-१३०-द.शे.-४-१७० या मुफसल वेतनमानामध्ये रुपये १२४ या दराने वेतन घेणाऱ्या कनिष्ठ लिपिकांची जर रुपये १२०-५-१६०-द.शे.-५-१८५-६-२०३-द.शे.-६-२४५ या शहरी वेतनमानामध्ये बदली झाली तर, मुंबई नागरी सेवा नियम, १९५९ मधील नियम ४२ नुसार त्याची वेतन निश्चिती खालीलप्रमाणे केली जात असे:—

शहरी वेतन = मुफसल वेतन +  $\frac{४}{५}$  (घरभाडे भत्ता + स्थानिक पूरक भत्ता).

शहरी वेतन = रुपये १२४ +  $\frac{४}{५}$  (रुपये २० + १० टक्के).

„ = रुपये १२४ +  $\frac{४}{५}$  (रुपये २० + १२.४०).

„ = रुपये १२४ +  $\frac{४}{५}$  (रुपये ३२.४०)

„ = रुपये १२४ + २५.९२.

„ = रुपये १४९.९२ (शहरी वेतनमानात हा टप्पा नसल्याने, लगतच्या खालच्या टप्प्यावर वेतन निश्चित होऊन उरलेली रक्कम वैयक्तिक वेतन होईल).

म्हणजेच शहरी वेतन = रुपये १४५ + ४.९२ हे वैयक्तिक वेतन पुढील वेतनवाढीमध्ये विलीन होईल आणि वेतनवाढीच्या पुढील दिनांकात बदल होणार नाही.

जर पदोन्नतीने एखादा कर्मचारी शहरी वेतनमानातील पदावरून मुफसल वेतनमानातील पदावर अगर त्याच्या उलट, बदलून गेला तर मुंबई नागरी सेवा नियम, १९५९ मधील नेहमीच्या नियमाप्रमाणे पदोन्नत पदावर वेतननिश्चिती करण्यापूर्वी अशा कर्मचार्यांचे वेतन प्रथम वर नमूद केलेल्या सूत्राप्रमाणे खालच्या पदावर निर्धारित करावे.

जे शासकीय कर्मचारी घरभाडे भत्ता टक्केवारीच्या तत्वावर घेत होते आणि ज्यांना एकूण घरभाडेघापेची वेतन अधिक स्थानिक पूरक भत्ता यांच्या १० टक्के इतका भाग सोसावा लागत होता अशा कर्मचार्यांना झळ लागू नये म्हणून त्यांच्याबाबतीत, अनुज्ञेय असलेल्या टक्केवारीचा भाग हा, घरभाडे भत्त्याचा ४/५ भाग वजावटीसाठी किंवा भर घालण्यासाठी विचारात घेतला जात असे. उदाहरणार्थ, ज्या ठिकाणी घरभाडे भत्ता १५ टक्के, १२ $\frac{१}{२}$  टक्के किंवा १० टक्के दराने अनुज्ञेय होता, त्या ठिकाणी शहरी वेतनमानामध्ये किंवा मुफसल वेतनमानामध्ये रुपांतरित करण्याकरिता फक्त ८ टक्के, ६ टक्के किंवा ५ टक्के या दराने घरभाडे भत्ता विचारात घेतला जात असे. या पद्धतीच्या आधारावर रुपये २००-१०-३०० (१९६२ नंतरची) या शहरी वेतनमानातील रुपये २५० या वेतनाचे मुफसल वेतन रुपांतर खालीलप्रमाणे होईल:—

#### सर्वसाधारण सूत्र

|                      |                                                         |
|----------------------|---------------------------------------------------------|
| मुफसल वेतन           | = शहरी वेतन -- ४/५ (स्थानिक पूरक भत्ता + घरभाडे भत्ता). |
| „                    | = रुपये २५० -- मुफसलच्या ४/५ (८ टक्के + १५ टक्के)       |
| „                    | = रुपये २५० -- मुफसलच्या ४/५ (८ टक्के + ८ टक्के).       |
| „                    | = रुपये २५० -- ४/५ × मुफसलच्या १६/१००                   |
| „                    | = रुपये २५० -- मुफसलच्या १६/१२५                         |
| मुफसल + १६/१२५ मुफसल | = रुपये २५०.                                            |
| १२५ मुफसल + १६ मुफसल | = रुपये २५० × १२५                                       |
| १४९ मुफसल            | = रुपये ३१,२५०.                                         |
| मुफसल वेतन           | = ३१२५०/१४९                                             |
| मुफसल वेतन           | = रुपये २२१.६३                                          |

१९६२ पूर्वीच्या रुपये २५०-१०-३५० या शहरी वेतनमानामध्ये रुपये ३२० वेतन घेणाऱ्या अराजपणित शासकीय कर्मचार्यांच्या बाबतीत मुफसल वेतनामधील रुपांतर खालीलप्रमाणे होईल:—

|                    |                                                         |
|--------------------|---------------------------------------------------------|
| मुफसल वेतन         | = शहरी वेतन -- ४/५ (स्थानिक पूरक भत्ता + घरभाडे भत्ता). |
| „                  | = रुपये ३२०-मुफसलच्या ४/५ (रुपये २० + १० टक्के)         |
| „                  | = रुपये ३२०-मुफसलच्या ४/५ (रुपये २० + ५ टक्के).         |
| „                  | = रुपये ३२०-१६-मुफसलच्या १/२५                           |
| „                  | = रुपये ३०४ -- मुफसलच्या १/२५                           |
| मुफसल + १/२५ मुफसल | = रुपये ३०४.                                            |
| २६/२५ मुफसल        | = रुपये ३०४.                                            |
| २६ मुफसल           | = रुपये ३०४ × २५ = रुपये ७,६००                          |
| मुफसल              | = रुपये २९२.३०.                                         |

याच्या उलट रुपये २५०-२७०-७१५ (१९६२ नंतरच्या) या मुफसल वेतनमानामध्ये रुपये ४५० वेतन घेणारा राजपत्रित कर्मचारी रुपये २५०-३००-८१५ (१९६२ नंतरच्या) या शहरी वेतनमानामध्ये बदलून गेला तर त्याचे वेतन खाली दर्शविल्याप्रमाणे निश्चित होईल:-

|           |   |                                                      |
|-----------|---|------------------------------------------------------|
| शहरी वेतन | = | मुफसल वेतन + ४/५ (स्थानिक पुरक भत्ता + घरभाडे भत्ता) |
| "         | = | रुपये ४५० + ४/५ (रुपये ५० + १५ टक्के)                |
| "         | = | रुपये ४५० + ४/५ (रुपये ५० + ८ टक्के)                 |
| "         | = | रुपये ४५० + ४/५ (रुपये ५० + रुपये ३६).               |
| "         | = | रुपये ४५० + ४/५ (रुपये ८६).                          |
| "         | = | रुपये ४५० + ४/५ × ८६/१                               |
| "         | = | रुपये ४५० × रुपये ६८.८०.                             |
|           |   | म्हणजेच रुपये ५१८.८०.                                |
|           |   | म्हणजेच रुपये ५१५ + ३.८० वैयक्तिक वेतन.              |

महाराष्ट्र नागरी सेवा (वेतन पुनर्रचना) नियम, १९६९ आणि महाराष्ट्र नागरी सेवा (सुधारित वेतन) नियम, १९७८ खाली शहरी वेतनमानातून मुफसल वेतनमानामध्ये वेतननिश्चिती करण्यासाठी, मुळ वेतनातून किती रक्कम वजा करावी लागते हे दाखविण्यासाठी महाराष्ट्र नागरी सेवा (वेतन पुनर्रचना) नियम, १९६९ मधील नियम ५ (६) (एक) व महाराष्ट्र नागरी सेवा (सुधारित वेतन) नियम, १९७८ मधील नियम ५ (दोन) व (तीन) मध्ये विशिष्ट तरतूद केलेली आहे.

ज्या तांत्रिक व यंत्रचालक कर्मचाऱ्यांच्या बाबतीत १ एप्रिल १९६६ नंतरसुद्धा बिलग्रामी शहर वेतनमाने अस्तित्वात होती, अशा कर्मचाऱ्यांची बिलग्रामी शहर वेतनमानातून बिलग्रामी मुफसल वेतनमानामधील समान अथवा वरिष्ठ पदावर किंवा बिलग्रामी शहर वेतनमानातून बडकस मुफसल वेतनमानामध्ये किंवा याच्या उलट बदली झाली तर अशा कर्मचाऱ्यांचे वेतन खालीलप्रमाणे विनियमित केले जात असे:-

(एक) ज्या वेळी एखाद्या कर्मचाऱ्याची बिलग्रामी शहर वेतनमानातून बिलग्रामी मुफसल वेतनमानामध्ये आणि त्याच्या उलट बदली होत असे त्यावेळी त्याची वेतननिश्चिती बिदूस बिदू ह्या तत्वावर होई.

(दोन) ज्यावेळी एखाद्या कर्मचाऱ्याची पदोन्नतीने बिलग्रामी शहर वेतनमानातून बिलग्रामी मुफसल वेतनमानामध्ये आणि त्याच्या उलट बदली होत असे, त्यावेळी मुंबई नागरी सेवा, नियम, १९५९ मधील नियम ४१ प्रमाणे [महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नवीन नियम ११] वरच्या पदावर वेतन निश्चिती करण्यापूर्वी प्रथम वर (एक) मध्ये दर्शविल्याप्रमाणे त्याचे बिलग्रामी वेतनमानातील मुफसल किंवा शहर वेतननिश्चिती करावी लागे.

(तीन) ज्यावेळी एखाद्या कर्मचाऱ्याची बिलग्रामी मुफसल वेतनमानातून बडकस मुफसल वेतनमानामध्ये आणि त्याच्या उलट बदली होत असे त्यावेळी त्याची वेतननिश्चिती, मुंबई नागरी सेवा नियम, १९५९ [महाराष्ट्र नागरी सेवा (वेतन) नियम १९८१] मधील नेहमीच्या नियमाप्रमाणे विनियमित करावी लागे.

(चार) ज्यावेळी एखाद्या कर्मचाऱ्याची बिलग्रामी शहर वेतनमानामधून बिलग्रामी मुफसल वेतनमानामध्ये किंवा बडकस मुफसल वेतनमानामधून बिलग्रामी शहर वेतनमानामध्ये बदली होत असे, त्यावेळी मुंबई नागरी सेवा नियम, १९५९ मधील नियम ४१ [महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नवीन नियम ११] खाली त्या कर्मचाऱ्याचे वेतन निश्चित करण्यापूर्वी, महाराष्ट्र नागरी सेवा (वेतन पुनर्रचना) नियम, १९६९ मधील नियम ५ (६) मध्ये दर्शविलेली पुरक भत्त्याची रक्कम प्रथम वजा अथवा मिळवावी लागते.

१ जुलै १९६२ पूर्वी अस्तित्वात असलेले घरभाडे भत्ता व स्थानिक पुरक भत्ता यांचे दर, मुंबई नागरी सेवा नियम, खंड २ मधील परिशिष्ट पंधरा व सतरामध्ये दर्शविलेले आहेत. तसेच १ जुलै १९६२ ते ३१ मार्च १९६६, १ एप्रिल १९६६ ते ३१ मार्च १९७६ व १ एप्रिल १९७६ पासून पुढील कालावधीचे घरभाडे भत्ता व स्थानिक पुरक भत्त्याचे दर शासन निर्णय, वित्त विभाग, क्रमांक एलसीए-३०६३/सव्हीस, दिनांक १५ फेब्रुवारी १९६३, शासन निर्णय, वित्त विभाग क्रमांक पीसीआर-१४६९/पीसी, दिनांक १५ जानेवारी १९६९ व शासन निर्णय, वित्त विभाग, क्रमांक सीपीए-१४७८/सीआर-२५१/सिआ-५, दिनांक १७ एप्रिल १९७८ मध्ये दाखविलेले आहेत (हे आदेश संबंधित वेतन पुनर्रचनेच्या प्रकरणांमध्ये छापलेले आहेत).

## CHAPTER No. IX

*Fixation of pay of a Government Servant on promotion/appointment to a higher post or on appointment to an equivalent post.*

This Chapter contains orders on fixation of pay a Government servant on his promotion/appointment to a higher/equivalent post. The rules have undergone changes from time to time which are as follows :—

As is well known, the relevant rule for fixation of pay on promotion to a higher post or equivalent post was Rule 41 of the Bombay Civil Services Rules. Under this rule, the initial substantive pay of a Government Servant who was appointed substantively to a post on a time scale of pay was regulated as follows :—

When appointment to the new post involved assumption of duties or responsibilities of greater importance than those attached to the post on which he was holding a lien, the initial pay in the second post was fixed at the stage next above his substantive pay. Thus this rule allowed the pay at a stage next above the substantive pay and *not* above the officiating pay. Similarly, in cases where appointment to the new post did not involve assumption of higher duties and responsibilities, the pay on the second post was fixed at the same level as was drawn in the first post, if that was a stage in the time scale of the second post, otherwise it was fixed at the stage next below his pay in the old post and the difference, if any, was given as personal pay which was absorbed in future increments.

As a result of the above position in the the matter of fixation of pay a Government servant who was appointed to a post carrying duties and responsibilities of greater importance than those attached to the post in which he was officiating before promotion and in which he would have continued but for promotion, used to get less pay and in the case of a Government servant who was appointed to a post carrying duties and responsibilities equivalent to those attached to the post in which he was officiating before such appointment and in which he would have continued but for such an appointment, his officiating pay was not protected unless his case was covered under Rule 57 of the Bombay Civil Services Rules. In order to rectify these anomalies, orders were issued in *Government Resolution, Finance Department No. PAY-1860-V-dated 9 November 1960* directing that, subject to fulfilment of certain conditions mentioned therein, the initial pay of a Government servant appointed to a post carrying duties and responsibilities of greater importance, should be fixed at the next stage treating his officiating pay in the lower post as if it was a substantive pay and in cases where the appointment to the appointment to the second post did not involve assumption of duties and responsibilities of greater importance, the pay should be fixed at the same stage of the time scale of the new post and should be equal to his officiating pay in respect of the first post, or, if there was no such stage, at the stage next below that pay, *plus* personal pay equal to the difference if any, the personal pay being absorbed in future increments. Pay fixation in these cases in respect of non-Gazetted Government Servants was to be done by invoking provisions of Rule 51 of the Bombay Civil Services Rules, 1959, by the authorities competent to make appointments to the post and they were delegated with powers to fix pay under G. R. dated 9th November, 1960 by invoking Rule 51. In respect of Gazetted Government servants the pay in way was to be fixed by the concerned Administrative Departments. Other cases not satisfying all the conditions mentioned in *Government Resolution, Finance Department, dated 9th November, 1960* were, however, required to be referred to Government.

By *Government Resolution, Finance Department, dated 3rd May 1961*, orders issued in *Government Resolution, Finance Department, dated 9th November, 1960* were made applicable to Government servants who were appointed to post by nomination (i. e. direct recruits) as distinct from promotion orders issued in G. R., F. D., dated 9th November 1960 were in force till 31st March 1971.

*With effect from 1st April 1971*, rule 41 along with rules 42, 51, 56 and 57 of the Bombay Civil Services Rules, 1959, Volume I, was amended under *Government Notification, Finance Department, No. PAY-1075/1078/Unit-I, dated the 20th March 1971*. Under the provisions of the so revised Rule 41 of the Bombay Civil Service Rules, the distinction between officiating and substantive pay arising at the time of fixation of pay was done away with and the benefit of notional increment in the lower post was held admissible in both cases before fixing the pay in the higher post. Accordingly, the pay of a Government servant on his promotion/appointment to a higher post was required to be fixed at a stage next above the pay notionally arrived at be, increasing his pay, in respect of the lower post by one increment, if the rate of increment in that post was Rs. 30 or less and if he was drawing pay in the pay scale of that post at a stage lower than the maximum. After the introduction of the revised Rule 41 of the Bombay Civil Service Rule, 1959 with effect from 1st April 1971, some clarificatory orders in the matter of fixation of pay and for removal of anomalies in the pay of senior and junior person arising, out of application of revised Bombay Civil Service Rule 41 have also been issued. These are as under :—

(1) *Government Resolution, Finance Department No. PAY-1871/3846/S-1 dated the 16th February 1972.*

(2) *Government Resolution, Finance Department No. PAY-1871/4311/S-1, dated 1st May 1972.*

(3) *Government Resolution, Finance Department No. PAY-1072/36/S-1, dated 19th September, 1972,*

(4) *Government Resolution, Finance Department No. PAY-1873/1131/S-1 dated 22nd August 1973.*

- (5) Corrigendum, Finance Department, No. PAY-1874/339/S-1, dated 14th March 1974,  
 (6) Government Resolution, Finance Department No. PAY-1074/5478/S-1 dated 10th March 1975, and  
 (7) Government Resolution, Finance Department No. PAY-1079/CR-1127/SER-3, dated the 21st June 1979 (copies enclosed).

Even so, a Government servant who had reached the maximum of the pay scale of the old (lower) post was not eligible for the benefit of notional increment in that post for fixation of his pay on promotion to a higher post. Therefore, with effect from 9th January 1976 under Government Resolution, Finance Department, No. PAY-1074/52/S-1, dated 9th January, 1975, the benefit of notional increment equivalent to the increment last drawn for purpose of fixation of pay on promotion to the higher post was also held admissible to those Government servants who had reached maximum of the pay scale of the old (lower) post subject to the condition that the rate of increment at the stage below the *maximum was Rs. 30/ or less*. As a result of these orders, in some cases, a senior Government servant stagnating at the maximum and promoted to a higher post prior to 9th January 1975 drew a lower rate of pay in the higher post than another Government servant junior to him in the lower post but promoted/appointed to the higher post on or after 9th January 1975. In order to remove this anomalous position, orders were issued in Government Resolution, Finance Department No. PAY-1075/13/S-1, dated 21st July 1975 directing stepping up the pay of the senior Government servant promoted to the higher post prior to 9th January 1975, to a figure equal to the pay of his junior promoted to the higher post on or after 9th January 1975. The stepping up was to be done with effect from the date of promotion of the junior Government servant and it was subject to the conditions mentioned in the Government Resolution, Finance Department, dated the 21st July 1975.

*Due to general revision of pay scales with effect from the 1st April 1976, rule 41 (a)*

of the Bombay Civil Services Rules, 1959, as revised with effect from 1st April 1971 was again amended under Government Notification, Finance Department, No. PAY-1079/CR-1186/SER-3, dated 20th July 1979 according to which the benefit of notional increment was held admissible also to a Government servant holding a post not higher than a Class II post, on his promotion/appointment to a higher post involving assumption of duties and responsibilities of greater importance than those attaching to the old post. For the purpose of this rule, a post carrying a scale of pay, the maximum of which did not exceed Rs. 1150 was considered as a post not higher than a Class-II post.

*This amendment was effective from 1st April 1976.*

With effect from 1st April 1971, a proviso was added to rule 57 of the Bombay Civil Services Rules, 1959 and the benefit of refixation of pay to a Government servant has been allowed. This proviso corresponds to new Rule 17 (2) of the Maharashtra Civil Services (Pay) Rules, 1981. According to this rule, if a Government servant is officiating in a post carrying duties and responsibilities of greater importance than those attached to the post held by him in a substantive capacity and if there is an enhancement in his substantive pay as a result of increment or otherwise, his pay in the pay scale of the higher post is refixed at the stage next above his substantive pay, if such refixation is to his advantage.

N. B. — This benefit is not permissible in cases where—

- (i) increment is withheld for failure to pass within prescribed period a regional language or Hindi examination or a departmental examination;
- (ii) where increment is withheld as a measure of punishment;
- (iii) a Government servant is on probation.

There was no [provision in the Bombay Civil Services Rules now Maharashtra Civil Services (pay) Rules, 1981] which permitted protection of officiating pay, a Government servant would have drawn in the lower post, if he were to continue in such a post but for appointment by promotion to a higher post even if it exceeded the pay in the higher post. Such cases arose while fixing the pay as on 1st April 1976 under Maharashtra Civil Services (Revised Pay) Rules, 1978. With a view to ensuring that such a Government servant while discharging duties of a higher post does not draw less than what he would have drawn in an officiating capacity in the lower post but for his appointment by promotion to a higher post, orders were issued in Government Resolution, Finance Department No. PAY-1078/CR-902/SER-3, dated 16th October, 1979 directing that if the officiating pay in the lower post at any time *exceeds* the pay in the higher officiating post, the difference between the pay that would have been admissible if he were to continue to officiate in the lower post and that admissible in the higher post should be allowed as personal pay to be absorbed in future increases in pay. This protection is, however, subject to the certificate that but for officiating in the higher post, the Government servant concerned would have officiated/continued to officiate in the lower post and also that the officiating appointment to the higher post is in direct line of promotion. The personal pay is to be granted under Rule 9 (44) (b) of the Bombay Civil Services Rules, 1959 [Now rule 9 (41) (b) of the Maharashtra Civil Services (pay) Rules, 1981] by the authority competent to fix the pay. The protection was/is admissible only for so long as it was/is certified that the Government servant would have continued to officiate in the lower post but for his officiation in the higher post by promotion.

*These orders are effective from 1st April 1976.*

It was further noticed that due to the refixation of substantive pay on 1st April 1976 under the Maharashtra Civil Services (Revised Pay) Rules, 1978, substantive pay is, in some cases, fixed equal to or more than the officiating pay in respect of the higher post actually held by a Government servant on 1st April 1976 also fixed under the Maharashtra Civil Services (Revised Pay) Rules, 1978 and certified by the concerned Pay Verification Unit. It has, therefore, been directed under Government Resolution, Finance Department No. PAY 1081/CR-807/SER-3, dated 6th May 1983 that in such cases if the substantive pay fixed on 1st April 1976 in respect of the lower post notionally arrived at on 1st April 1976 happens to be equal to or more than the officiating pay fixed on 1st April 1976 in respect of the higher officiating post actually held on 1st April 1976, the officiating pay on 1st April 1976 certified by the Pay Verification Unit should be refixed under the proviso to Bombay Civil Services Rule 57 [now rule 17 (2) of the Maharashtra Civil Services (Pay) Rules, 1981] if such refixation is to the advantage of the person concerned. Entry of such refixation of pay has, however, to be taken in the service book of the concerned Government servant.

Under Government Notification, Finance Department No. SPY-1374/107/S-4, dated 10th July, 1974 clause (d) has been added after clause (c) in rule 41 of the Bombay Civil Services Rules, as amended under Government Notification, Finance Department No. PAY-1071/1078/Unit-I, dated 20th March 1971 according to which, pay of a Government servant on appointment to a Selection Grade post was required to be fixed at a stage next above the pay drawn by him immediately before such appointment, if his pay exceeds the minimum of the Selection Grade. *This amendment is effective from 1st April 1974.* By application of this sub-rule, in some cases, a Senior Government servant appointed to Selection Grade post prior to 1st April 1974 draws a lower rate of pay in that grade than his junior in the ordinary Grade but appointed to Selection Grade post on or after 1st April 1974. Orders were, therefore, issued in Government Letter, Finance Department No. PAY-1075/777/S-1, dated 18th February 1975 asking the Administrative Departments of the Secretariat to refer such type of anomalies to Finance Department for obtaining orders of Government for rectification.

The sub-clause (d) as mentioned above is, however, applicable in cases where the Selection Grade has been sanctioned in the conventional sense as a relief against stagnation etc. With the revision of pay scales effective from 1st April 1976 under Maharashtra Civil Services (Revised Pay) Rules, 1978 no selection grades have been sanctioned in any cadre. In non-gazetted pay scales (Grades I to IX), five additional increments have been provided by extension of pay scales as a relief against stagnation. Exception has been made only in a few cases such as Selection Grade Deputy Collectors, Selection Grade Stenographers etc. But these are higher level posts and pay fixation on promotion to these posts is regulated under Bombay Civil Services Rules 41 (1) (i) [new Rules 11 (1) (a) of the Maharashtra Civil Services, (Pay) Rules, 1981].

Promotion of a Junior person to a higher post, after accrual of his increment in the lower post, gives rise to an anomaly in pay of a person senior to him, who though promoted earlier had not drawn at any time less pay than that of his Junior in the lower post. In order to remove the aforesaid anomaly, orders were issued in Government Resolution, Finance Department No. PAY-1082/CR-1100/(i)/SER-3, dated 6th November, 1984 allowing Government servant to give option for fixation of his pay on promotion either (i) under rule 11 (1) (a) of the Maharashtra Civil Services (Pay) Rules, 1981 straightway on promotion without any further review on accrual of increment in the pay scale of the lower post or (ii) to get the pay first fixed on promotion initially in the manner as provided under Rule 11 (1) (b) of the Maharashtra Civil Services (Pay) Rules, 1981 which may later be got refixed under the provisions of Rule 11 (1) (a) on the date of accrual of next increment in the scale of pay of the lower post. *These orders are effective from 1st May 1981* and are applicable to promotions upto Class II level. If an option is exercised for (ii) above, the manner of pay fixation would be as indicated above. The next date of increment in this case is on completion of 12 months qualifying service from the date, the pay is refixed on the second occasion.

N. B. —Such an option is admissible only to a Government Servant promoted on regular basis and a Government servant promoted on *ad hoc* basis is not eligible for this benefit. However, if such temporary promotion without any break is followed by regular promotion then such a Government Servant can exercise his option in the matter of fixation of pay according to para 1 (b) of the Government Resolution, Finance Department dated 6th November 1984, from the date of initial promotion. But the concerned Government servant has to exercise the option within one month from the date of orders regarding regularising the promotion are issued.

It is possible that a senior Government servant promoted prior to 1st May 1981 in whose case the pay was fixed directly under rule 11 (1) (a) of the Maharashtra Civil Services (Pay) Rules, 1981, will draw less pay than his Junior promoted on or after 1st May 1981 in whose case the pay was fixed in terms of para 1 (b) of the Government Resolution, Finance Department No. PAY-1082/CR-1100/(i)/SER-3, dated 6th November 1984. In order to remove the aforesaid anomaly, it has been directed in the above orders to step up the pay of the Senior Government servant in the higher post to a figure equal to the pay as fixed in respect of the Junior Government servant in that higher post from the date of occurrence of the anomaly viz. from the date the pay of the Junior is refixed in the higher post. This stepping up is, however, subject to the conditions mentioned in the above orders.

Similar orders in respect of class I officers have been issued in Government Resolution, Finance Department, No. PAY-1082/CR-1100(ii)/SER-3, dated 6th November, 1984. *These orders are, however, effective from 5th October, 1981.* According to these orders the benefit of notional increment has also been held to be admissible for fixation of pay in cases of promotion/appointment upto Class I post whose pay scale starts from Rs. 1500. p. m. These orders also permit the officers an option either to get the pay fixed on promotion under Rule 11 (1) (a) of the Maharashtra Civil Services (Pay) Rules, 1981 straightway or to exercise an option that the pay under Rule (11) (1) (a) should be fixed after accrual of next increment in the lower post (before promotion), taking into account the pay in the lower post after accrual of such an increment. If an officer exercises such an option for refixation, his pay immediately on promotion is first fixed in the manner as provided in Rule 11 (1) (b) and he draws this pay till his next increment in the lower post accrues. On the date of accrual of the next increment in the lower post, the pay is refixed in the post of promotion under Rule 11 (1) (a) taking into account the pay in the lower post after accrual of such an increment in the lower post and he draws this pay thereafter. In this case the date of next increment will fall due on completion of 12 months of qualifying service from the date, the pay is refixed on the second occasion.

*N. B.*—Such an option is admissible only to officers promoted on regular basis and officers promoted on *ad hoc* basis are not eligible for this benefit. However, if such temporary promotion without any break is followed by regular promotion then such a Government officer can exercise his option in the matter of fixation of pay as per para 1 (b) of the Government Resolution, Finance Department, dated 6th November, 1984, from the date of initial promotion. But the concerned Government officer has to exercise the option within one month from the date, orders regarding regularising the promotion are issued.

The provisions of this rule are, however, not applicable where a Government officer holding a Class I post is promoted or appointed to a higher post which is also a Class I post and carries a pay scale where the minimum exceeds Rs. 1500 (i.e. where the minimum is Rs. 1501 and above), the benefit is not permissible. These orders also permit stepping up the pay of a senior Class I officer, who is promoted to another Class I post prior to 5th October 1981, but drawing less pay than his junior, who is promoted to such a higher post on or after 5th October 1981, to a figure equal to the pay as fixed for the junior in that higher post. This stepping up is to be done with effect from the date of promotion of the junior officer and is subject to the conditions mentioned in the said Government Resolution, dated 6th November 1984.

In short, the two orders both dated 6th November 1984 for the first time allow refixation of pay on post of promotion on accrual of increment in the lower post which falls due after promotion, if option to that effect is exercised within prescribed time. The only distinction between the two orders being that the orders contained in G. R., F. D., No. PAY-1082/CR-1100 (i)/SER-3, dated 6th November 1984 *are effective from 1st May 1981* and are applicable to cases of promotion upto Class II level, whereas the orders contained in G. R., F. D., No. PAY-1082/CR-1100(ii)/SER-3, dated 6th November 1984 *are effective from 5th October 1981* and apply to cases of promotion to Class I posts also where the minimum is upto Rs. 1500 only.

Certain clarifications regarding extension of time limit for exercising option and admissibility of option in terms of Government Resolution, Finance Department No. PAY-1082/CR-1100(i) and (ii)/SER-3, dated 6th November 1984 have been issued in Government Resolution, Finance Department, No. PAY-1082/CR-1100(i)/(ii)/SER-3, dated 29th January 1985, Government Resolution, Finance Department, No. PAY-1085/CR-909/SER-3, dated 15th October 1985, Government Resolution, Finance Department, No. PAY-1085/CR-799/85/SER-3, dated 5th December 1985, Corrigendum, Finance Department No. PAY-1086/CR-151/SER-3, dated 25th March 1986.

Option in respect of both the officers governed by G. R., F. D., No. PAY-1082/CR-1100(i)/SER-3, dated 6th November 1984 and PAY-1082/CR-1100(ii)/SER-3, dated 6th November 1984 is to be exercised within one month from the date of regular promotion. In order that Government servants should be made aware of the benefit of option and the time limit for exercising option, G. R., F. D., No. PAY-1085/CR-909/SER-3, dated 15th October 1985 lays down that the order of promotion itself should ask for such an option within one month. All offices should follow this procedure in order to avoid future complications :

The above orders have further been liberalised under Government Resolution, Finance Department, No. RPS-1288/580/SER-10, dated 18th October 1988 and the limits on pay scale for exercising option on promotion has been removed.

These orders are effective from 1st January 1986. In other words the restriction of pay scale for taking advantage of the facility to exercise an option regarding fixation of pay in a particular way was removed. Therefore, with effect from 1st January 1986 an officer can exercise option for getting his pay fixed in a particular way in terms of G. R., F. D., No. PAY-1082/CR-1100(ii)/SER-3, dated 6th November 1984 irrespective of the pay scale of the post of promotion.

## प्रकरण नऊ

शासकीय कर्मचाऱ्यांची वरच्या पदावर पदोन्नती/नियुक्ती झाल्यानंतर किंवा सममूल्य पदावर नियुक्ती झाल्यानंतर करावयाची वेतन निश्चिती

वरच्या किंवा सममूल्य पदावर पदोन्नती/नियुक्ती झाल्यानंतर वेतन निश्चिती कशी करावयाची यासंबंधीचे आदेश या प्रकरणामध्ये अंतर्भूत केलेले आहेत. संबंधित नियमात वेळोवेळी जे बदल होत गेले ते खालीलप्रमाणे:—

वरच्या पदावर किंवा सममूल्य पदावर पदोन्नती झाल्यानंतरची वेतन निश्चिती मुंबई नागरी सेवा नियम १९५९ मधील नियम ४१ अनुसार होत असे हे सुप्रसिद्ध आहे. या नियमाप्रमाणे, ज्या कर्मचाऱ्याची नियुक्ती समय श्रेणीतील पदावर कायम स्वरूपात होत असे अशा कर्मचाऱ्यांचे प्रारंभिक कायम पद वेतन खालीलप्रमाणे नियमित होत असे.

एखाद्या पदावर धारणाधिकार असलेल्या पदापेक्षा नव्याने नियुक्त झालेल्या पदाची कर्तव्ये व जबाबदाऱ्या अधिक महत्वाच्या असत, त्यावेळी अशी नियुक्ती झाल्यानंतर त्या कर्मचाऱ्याचे दुसऱ्या पदावरील प्रारंभिक वेतन त्याच्या कायम पदवेतनाच्या पुढील टप्प्यावर निश्चित करण्यात येत असे. अशा प्रकारे या नियमाप्रमाणे स्थानापन्न वेतनाच्या पुढील टप्प्यावर वेतन निश्चिती न होता ती कायम पद वेतनाच्या पुढील टप्प्यावर होत असे. तसेच जेथे अशा नियुक्तीने अधिक कर्तव्ये/जबाबदाऱ्या येत नसतील त्यावेळी दुसऱ्या पदावरील वेतन निश्चिती करताना, त्याच्या नवीन पदाच्या समय श्रेणीमध्ये त्याच्या जुन्या पदाच्या वेतनाएवढ्या रकमेचा टप्पा असेल तर त्या टप्प्यावर आणि जर टप्पा नसेल तर त्याच्या जुन्या पदाच्या वेतनाच्या पूर्वीच्या टप्प्यावरील वेतन अधिक त्या दोहोंमधील तफावतीच्या रकमेएवढे वैयक्तिक वेतन, अशी वेतन निश्चिती होई. हे वैयक्तिक वेतन पुढील वेतन वाढीत सामावून घेण्यात येई.

वेतन निश्चितीसंबंधीच्या वरील नियमाचा परिणाम म्हणून जो शासकीय कर्मचारी पदोन्नतीच्यापूर्वी स्थानापन्न या नात्याने काम करीत असलेल्या आणि पदोन्नती मिळाली नसती तर ज्या पदावरील नियुक्ती पुढे चालू राहिली असती अशा पदाला संलग्न असणाऱ्या जबाबदाऱ्या व कर्तव्ये यापेक्षा अधिक कर्तव्ये व जबाबदाऱ्या असणाऱ्या पदावर नियुक्त झाल्यानंतर, त्याला कमी वेतन मिळते आणि जो शासकीय कर्मचारी अशा नियुक्तीपूर्वी स्थानापन्न म्हणून नियुक्त असलेल्या पदाच्या तुलनेत सारखीच कर्तव्ये व जबाबदाऱ्या असलेल्या पदावर नियुक्त होई आणि दुसऱ्या पदावरची स्थानापन्न नियुक्ती झाली नसती तर पूर्वीची स्थानापन्न, नियुक्ती चालू राहिली असती तर त्याच्या स्थानापन्न वेतनाला, मुंबई नागरी सेवा नियम १९५९, मधील नियम ५७ खाली येणारी प्रकरणे वगळून संरक्षण मिळत नसे. अशा प्रकारची विसंगती दूर करण्यासाठी शासन निर्णय, वित्त विभाग क्रमांक पीएचय-१८६०/पाच दिनांक ९ नोव्हेंबर १९६० अन्वये आदेश काढण्यात आले. या आदेशाप्रमाणे वरील निर्णयातील कांही अटीच्या प्ररूपीच्या अधीन राहून असे ठरविण्यात आले की, अधिक महत्वाच्या जबाबदाऱ्या व कर्तव्ये असणाऱ्या पदावर नियुक्त होणाऱ्या शासकीय कर्मचाऱ्यांचे प्रारंभिक वेतन, त्याचे खालच्या पदावरील स्थानापन्न वेतन हे कायम पद वेतन आहे असे समजून, पुढील टप्प्यावर निश्चित करावे. त्याचप्रमाणे ज्या प्रकरणांमध्ये दुसऱ्या पदावरील नियुक्ती अधिक महत्वाच्या जबाबदाऱ्या व कर्तव्ये नसलेल्या पदावर होत असे त्यावेळी, नवीन पदाच्या समयश्रेणीमधील त्याच टप्प्यावर वेतन निश्चित होई व त्याच्या पहिल्या पदाच्या स्थानापन्न वेतनाएवढे वेतन त्याला मिळते किंवा जर असा टप्पा नसेल तर त्याच्या जुन्या पदाच्या वेतनाच्या लगतपूर्वीच्या टप्प्यावरील वेतन अधिक त्या दोहोंमधील तफावतीच्या रकमेएवढे वैयक्तिक वेतन मिळते व ते वेतन पुढील वेतनवाढीमध्ये समाविष्ट होई. या प्रकरणांतील अराजपत्रित शासकीय कर्मचाऱ्यांची वेतन निश्चिती, मुंबई नागरी सेवा नियम, १९५९ मधील नियम ५१ मधील तरतुदीखाली, अशी नियुक्ती करण्यास सक्षम असणाऱ्या प्राधिकाऱ्याने करावयाची, होती आणि नियम ५१ खालील अधिकार, वापरून दिनांक ९ नोव्हेंबर १९६० च्या आदेशानुसार वेतननिश्चिती करण्याचे अधिकार सक्षम अधिकाऱ्यांना दिलेले होते. राजपत्रित शासकीय कर्मचाऱ्यांची अशा प्रकारची वेतन निश्चिती संबंधित प्रशासकीय विभागाने करावयाची होती. शासन निर्णय, वित्त विभाग दिनांक ९ नोव्हेंबर १९६० मध्ये तयार केलेल्या शर्तीची पूर्तता न होणारी प्रकरणे शासनाकडे पाठविणे आवश्यक होते.

शासन निर्णय, वित्त विभाग, दिनांक ९ नोव्हेंबर १९६० मधील आदेश, शासन निर्णय, वित्त विभाग, दिनांक ३ मे १९६१ अन्वये पदोन्नतीहून वेगळ्या म्हणजेच नामनिर्देशनाने नियुक्त होणाऱ्या (म्हणजेच थेट प्रविष्ट) शासकीय कर्मचाऱ्यांनाही लागू करण्यात आले. शासन निर्णय, वित्त विभाग, दिनांक ९ नोव्हेंबर १९६० मधील वेतन निश्चितीसंबंधीचे आदेश दिनांक ३१ मार्च १९७१ पर्यंत अस्तित्वात होते.

मुंबई नागरी सेवा नियम, १९५९, खंड-१ मधील नियम ४२, ५१, ५६ आणि ५७ यासंहित, शासन अधिसूचना, पीवायए-१०७५/१०७८/पथक-१, दिनांक २० मार्च १९७१ अनुसार दिनांक १ एप्रिल १९७१ पासून नियम ४१ दुसस्त करण्यात आला. मुंबई नागरी सेवा नियम, १९५९ मधील सुधारित नियम ४१ च्या तरतुदीप्रमाणे वेतननिश्चितीच्या संदर्भात उद्भवणारी स्थानापन्न व कायम पद वेतन यामधील विभिन्नता काढून टाकण्यात आली आणि दोन्ही प्रकरणी वरच्या पदावर वेतन निश्चिती करण्यापूर्वी खालच्या पदावर मानीव वेतनवाढ देण्याचा फायदा देण्यात आला. त्यानुसार शासकीय कर्मचाऱ्यांची वरच्या पदावर पदोन्नती/नियुक्ती झाल्यानंतर, त्याची वरच्या पदावरील वेतन निश्चिती करताना, जर खालच्या पदाच्या वेतनमानात वेतनवाढीचा दर रुपये ३० किंवा त्याहून कमी असेल आणि त्या पदाच्या कमाल वेतनमानाच्या खालच्या टप्प्यावर जर तो वेतन घेत असेल तर, खालच्या पदावर जे त्याचे वेतन असेल त्यामध्ये एक वेतनवाढ मिळविल्यावर जे मानीव वेतन येईल त्याच्या पुढील टप्प्यावर वेतन निश्चिती होत असे. १ एप्रिल १९७१ पासून मुंबई नागरी सेवा नियम, १९५९ मधील सुधारित नियम ४१ अमलात

बाल्यान्तर या सुधारित नियमाप्रमाणे वेतन निश्चितीच्या संदर्भात आणि वरिष्ठ व कनिष्ठ यांच्या वेतनामध्ये ज्या विसंगती निर्माण झाल्या त्या दूर करण्याच्या दृष्टीने स्पष्टीकरण करण्यासंबंधीचे आदेश खालीलप्रमाणे काढण्यात आले आहेत:—

(१) शासन निर्णय, वित्त विभाग, क्रमांक पीएवाय-१८७१/३८४६/एस-१, दिनांक १६ फेब्रुवारी १९७२; (२) शासन निर्णय, वित्त विभाग क्रमांक पीएवाय-१८७१/४३११/एस-१, दिनांक १ मे १९७२; (३) शासन निर्णय, वित्त विभाग, क्रमांक पीएवाय-१०७२/३६/एस-१, दिनांक १९ सप्टेंबर १९७२; (४) शासन निर्णय, वित्त विभाग, क्रमांक पीएवाय-१८७३/११३१/एस-१, दिनांक २२ ऑगस्ट १९७३; (५) वित्त विभागाचे शुद्धिपत्र क्रमांक पीएवाय-१८७४/३३९/एस-१, दिनांक १४ मार्च १९७४; (६) शासन निर्णय, वित्त विभाग, क्रमांक पीएवाय-१०७४/५४७८/एस-१, दिनांक १० मार्च १९७५; (७) शासन निर्णय, वित्त विभाग, क्रमांक पीएवाय-१०७९/सीआर-११२७/एसईआर-३, दिनांक २१ जून १९७९ (प्रती जोडल्या आहेत).

तरीसुद्धा खालच्या पदाच्या वेतनमानात कमाल टप्प्यावर पोहोचलेल्या शासकीय कर्मचाऱ्याला वरच्या पदावर पदोन्नत झाल्या नंतर वेतन निश्चितीसाठी जुन्या (खालच्या) पदावरील मानीव वेतनवाढीचा फायदा अनुज्ञेय नव्हता. म्हणून खालच्या पदाच्या वेतनमानात कमाल टप्प्यावर पोहोचलेल्या शासकीय कर्मचाऱ्यांना सुद्धा वरच्या पदावर पदोन्नत झाल्यानंतर वेतन निश्चितीसाठी जुन्या (खालच्या) पदाच्या वेतनमानातील शेवटी घेतलेल्या वेतनवाढीइतक्या मानीव वेतनवाढीचा फायदा देण्याचे आदेश, शासन निर्णय, वित्त विभाग, क्रमांक पीएवाय-१०७४/५२/एस-१, दिनांक ९ जानेवारी १९७५ अनुसार देण्यात आले. हे आदेश ९ जानेवारी १९७५ पासून लागू आहेत. मात्र हा फायदा वेतनमानाच्या कमाल टप्प्याच्या खालील वेतनवाढीचा दर रुपये ३० किंवा त्याहून कमी असेल या अटीवर देण्यात आला. या आदेशाचा परिणाम म्हणून, काही प्रकरणी वेतनमानाच्या कमाल टप्प्यावर कनिष्ठ असलेल्या परंतु दिनांक ९ जानेवारी १९७५ पूर्वी वरच्या पदावर पदोन्नत झालेला वरिष्ठ कर्मचारी, त्याला खालच्या पदावर कनिष्ठ असलेल्या परंतु ९ जानेवारी १९७५ नंतर वरच्या पदावर नियुक्त/पदोन्नत झालेल्या कर्मचाऱ्यापेक्षा कमी वेतन घेत असे. ही विसंगती दूर करण्यासाठी शासन निर्णय, वित्त विभाग, क्रमांक पीएवाय-१०७५/१३/एस-१, दिनांक २१ जुलै १९७५ अनुसार ९ जानेवारी १९७५ पूर्वी वरच्या पदावर पदोन्नत झालेल्या वरिष्ठ कर्मचाऱ्यांचे वेतन, ९ जानेवारी १९७५ रोजी किंवा त्यानंतर वरच्या पदावर पदोन्नत झालेल्या कनिष्ठ कर्मचाऱ्याच्या वेतनाच्या रकमेएवढे वाढवून देण्याचे आदेश देण्यात आले. ही वाढ ज्या दिनांकापासून कनिष्ठ कर्मचारी पदोन्नत झाला त्या दिनांकापासून व शासन निर्णय, वित्त विभाग, दिनांक ३१ जुलै १९७५ मधील शर्तीच्या अधीन राहून देण्यात आली.

१ एप्रिल १९७६ पासून सर्वसाधारण वेतन पुनर्रचना झाल्यामुळे, शासन अधिसूचना, वित्त विभाग, क्रमांक पीएवाय-१०७९/सीआर-११८६/एसईआर-३, दिनांक २० जुलै १९७९ अन्वये १ एप्रिल १९७६ पासून मुंबई नागरी सेवा नियम, १९५९ मधील १ एप्रिल १९७१ पासून सुधारित केलेला, नियम ४१ (ए) पुन्हा दुरुस्त करण्यात आला. या सुधारित नियमाप्रमाणे; वर्ग दोनच्या पदापेक्षा वरच्या दर्जाचे नसलेले पद धारण करणाऱ्या कर्मचाऱ्याला सुद्धा जुन्या पदाची कर्तव्ये/जबाबदाऱ्या यापेक्षा अधिक महत्वाची कर्तव्ये/जबाबदाऱ्या असणाऱ्या पदावर त्याची पदोन्नती/नियुक्ती झाल्यानंतर त्याला खालच्या पदावर एक मानीव वेतनवाढ देऊन नंतर वरच्या पदावर वेतन निश्चिती करण्याचा फायदा देण्यात आला. या नियमाच्या प्रयोजनार्थ ज्या वेतनमानातील कमाल वेतन रुपये ११५० पेक्षा अधिक नसेल अशा वेतनमानाचे पद वर्ग दोनच्या पदापेक्षा उच्च नसणारे पद असल्याचे समजण्यात आले. ही दुरुस्ती १ एप्रिल १९७६ पासून अंमलात आलेली होती.

१ एप्रिल १९७६ पासून मुंबई नागरी सेवा नियम, १९५९ मधील नियम ५७ खाली एक परंतुक घालण्यात येऊन शासकीय कर्मचाऱ्यांना वेतनाच्या पुननिश्चितीचा फायदा देण्यात आला. महाराष्ट्र नागरी सेवा (वेतन), १९८१ मधील नियम १७ (२) च्या तरतुदी या परंतुकाप्रमाणे आहेत. या नियमाप्रमाणे एखाद्या शासकीय कर्मचारी, त्याने कायम म्हणून धारण केलेल्या पदापेक्षा अधिक महत्वाची कर्तव्ये व जबाबदाऱ्या असलेल्या पदावर स्थानापन्न या नात्याने काम करित असेल आणि वेतनवाढ मिळाल्यामुळे अथवा अन्य प्रकारे त्याच्या कायम पद वेतनामध्ये वाढ झाली असेल, तर त्याचे वरच्या पदाच्या वेतनमानातील वेतन त्याच्या कायमपद वेतनाच्या लागत नंतरच्या टप्प्यावर, जर तसे करणे त्याच्या फायद्याचे असेल तर, पुन्हा निश्चित करता येते.

सूचना.—हा फायदा—

- (१) जेथे ठराविक मुदतीत प्रादेशिक भाषा जर हिंदी अगर विभागीय परीक्षा पास न केल्यामुळे वेतनवाढ रोखून ठेवली असेल;
  - (२) जेथे शिक्षा म्हणून वेतनवाढ रोखून ठेवली असेल;
  - (३) जेथे शासकीय कर्मचारी परिविक्षा काळावर असेल,
- अशा ठिकाणी अनुज्ञेय नाही.

पदोन्नतीने वरच्या पदावर नियुक्त न झाल्यामुळे एखादा कर्मचारी खालच्या पदावर काम करित राहिला असता व त्या पदावर त्याला देय होणारे स्थापनापत्र वेतन जर वरच्या पदाच्या वेतनापेक्षा अधिक झाले तर, अशा खालच्या पदावरील स्थानापन्न वेतनाला संरक्षण देण्यासंबंधीचा नियम, मुंबई नागरी सेवा नियम, १९५९ [सध्याचा महाराष्ट्र नागरी सेवा (वेतन) नियम १९८१] मध्ये नाही. अशी प्रकरणे महाराष्ट्र नागरी सेवा (सुधारीत वेतन) नियम, १९७८ अनुसार १ एप्रिल १९७६ ची वेतननिश्चिती करताना उद्भवली होती. तेव्हा वरच्या पदाची कर्तव्ये पार पाडीत असलेल्या कर्मचाऱ्याला तो जर पदोन्नतीने वरच्या पदावर नियुक्त न झाल्यामुळे खालच्या पदावर राहिला असता आणि स्थानापन्न नात्याने त्या खालच्या पदावर देय होणाऱ्या वेतनापेक्षा त्याला कमी वेतन मिळू नये या उद्देशाने, शासन निर्णय, वित्त विभाग, क्रमांक पीएवाय-१०७८/सीआर १०२/एसईआर-३, दिनांक १६ ऑक्टोबर १९७९ अन्वये आदेश काढण्यात आले. या आदेशानुसार असे निर्देशित करण्यात आले की, खालच्या पदावरील स्थानापन्न वेतन जर कधी वरच्या स्थापनापत्र पदाच्या वेतनापेक्षा वाढले तर त्या कर्मचाऱ्याला खालच्या स्थानापन्न पदावर राहिल्यामुळे जे वेतन मिळाले असते ते वेतन आणि वरच्या पदावरील अनुज्ञेय वेतन या दोहोमधील तफावतीच्या रकमेएवढे वैयक्तिक वेतन द्यावे व ते पुढील वेतनवाढीमध्ये समाविष्ट करावे. तथापि हे वेतन संरक्षण, तो कर्मचारी जर वरच्या पदावर स्थानापन्न

नात्याने नियुक्त झाला नसता तर खालच्या पदावर स्थानापन्न नात्याने राहिला असता/त्याची नियुक्ती पुढे चालू राहिली असती आणि वरच्या पदावरील स्थानापन्न नियुक्ती ही पदोन्नतीच्या सरळ मार्गाने झालेली आहे अशा प्रमाणपत्राच्या अधीन राहून अनुज्ञेय आहे. हे वैयक्तिक वेतन मुंबई नागरी सेवा नियम, १९५९ मधील नियम ९ (४४) (बी) (सध्याचा महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ९ (४१) (बी)) खाली वेतन निश्चिती करण्यास सक्षम असणाऱ्या प्राधिकाऱ्याने मंजूर करावे लागते. हे वेतन संरक्षण तो कर्मचारी, पदोन्नतीने वरच्या पदावर स्थानापन्न या नात्याने राहिला नसता तर तेवढ्या कालावधीकरीता त्याची खालच्या पदावरील स्थानापन्न नियुक्ती चालू राहिली असती या प्रमाणपत्राच्या आधारावर तेवढ्या कालावधीकरीता अनुज्ञेय राहिल. हे आदेश दिनांक १ एप्रिल १९७६ पासून अमलात आलेले आहेत.

असेही निदर्शनास आले होते की, काही प्रकरणांमध्ये महाराष्ट्र नागरी सेवा (सुधारित वेतन), नियम १९७८ मधील नियमानुसार १ एप्रिल १९७६ रोजी पुनर्निश्चित केलेले कायमपद वेतन हे, महाराष्ट्र नागरी सेवा (सुधारित वेतन) नियम, १९७८ अनुसार १ एप्रिल १९७६ रोजी प्रत्यक्ष धारण करित असलेल्या आणि ज्याची १ एप्रिल १९७६ ची वेतन निश्चिती वेतन पडताळणी पथकाकडून तपासली गेली आहे अशा स्थानापन्न पदाच्या वेतनाएवढे किंवा त्याहून अधिक होते. म्हणून शासन निर्णय वित्त विभाग क्रमांक पीएवाय-१०८१/सीआर-८०७/एसईआर-३, दिनांक ६ मे १९८३ अनुसार असे निर्देशित केले आहे की, अशा प्रकरणांमध्ये मानीव म्हणून १ एप्रिल १९७६ रोजी निश्चित केलेले खालच्या पदावरील कायम पद वेतन जर १ एप्रिल १९७६ रोजी प्रत्यक्ष धारण केलेल्या व वेतन पडताळणी पथकाकडून तपासल्या गेलेल्या वरच्या स्थानापन्न पदाच्या वेतनाएवढे किंवा त्याहून अधिक असेल तर, १ एप्रिल १९७६ रोजी वेतन पडताळणी पथकाकडून तपासल्या गेलेल्या स्थानापन्न वेतनाची, जर अशी पुनर्निश्चिती फायदेशीर असेल तर, मुंबई नागरी सेवा नियम, १९५९ मधील नियम ५७ खाली दिलेल्या परंतुकानुसार [महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम १७ (२)] पुनर्निश्चिती करावी. तथापि अशा प्रकारच्या वेतनाच्या पुनर्निश्चितीची नोंद सेवा पुस्तकात घेणे आवश्यक आहे.

शासन अधिसूचना, वित्त विभाग क्रमांक पीएवाय-१०७१/१०७८/युनिट-१, दिनांक २० मार्च १९७१ अन्वये १ एप्रिल १९७१ पासून दुरुस्त करण्यात आलेल्या मुंबई नागरी सेवा नियम, १९५९ मधील नियम ४१ मधील खंड (सी) च्या नंतर खंड (डी) घालण्यात आला. ही दुरुस्ती १ एप्रिल १९७४ पासून अमलात आली आहे. या दुरुस्तीप्रमाणे जर एखादा कर्मचारी निवडश्रेणी पदावर नियुक्त झाला व त्याचे वेतन निवड श्रेणी पदाच्या वेतनापेक्षा अधिक असेल तर, अशा कर्मचार्याचे वेतन अशा नियुक्तीच्या लगतपूर्वी त्याला जेवढे वेतन मिळत होते त्या वेतनाच्या लगतनंतरच्या टप्प्यावर निश्चित करण्यात येते. हा नवीन पोटनियम लागू केल्यामुळे काही, प्रकरणी १ एप्रिल १९७४ पूर्वी निवड श्रेणी पदावर नियुक्त झालेला वरिष्ठ कर्मचारी सामान्य श्रेणीमध्ये त्याला कनिष्ठ असलेल्या परंतु १ एप्रिल १९७४ रोजी किंवा त्यानंतर निवडश्रेणी पदावर नियुक्त झालेल्या कर्मचार्यापेक्षा कमी वेतन घेई म्हणून अशा प्रकारची उद्भवणारी विसंगती दुरुस्त करण्याच्या दृष्टीने, शासन पत्र, वित्त विभाग क्रमांक पीएवाय-१०७५/७७७/एस-१, दिनांक १८ फेब्रुवारी १९७५ अनुसार मंत्रालयीन प्रशासकीय विभागाना अशा प्रकारची प्रकरणे दुरुस्त करून शासनाचे आदेश घेण्यासाठी वित्त विभागाकडे पाठविण्यास निदेशित करण्यात आले होते.

तथापि वरील परिच्छेदामध्ये उल्लेख केलेला उपखंड (डी) हा, जे निवडश्रेणी पद पुढील पदोन्नती नसल्याने आलेल्या कुठितेवर उपाय म्हणून संकेताधीन मंजूर केलेले असते अशा प्रकरणांमध्येच लागू असतो. महाराष्ट्र नागरी सेवा (सुधारित वेतन) नियम, १९७८ अनुसार १ एप्रिल १९७६ पासून अमलात आलेल्या वेतनमानांमध्ये कोणत्याही संवर्गामध्ये निवड श्रेणी पदे मंजूर केलेली नाहीत. मात्र कुठितेवर उपाय म्हणून श्रेणी १ ते ९ या अराजपत्रित पदांच्या वेतनमानात ५ अतिरिक्त वेतनवाढी देवून त्या पदांचे वेतनमान वाढविले आहे. ह्याला फक्त निवड श्रेणी उपजिल्हाधिकारी, निवड श्रेणी लघुलेखक इत्यादी काही पदांचा अपवाद केला आहे. पण ही पदे उच्च स्तरावरील पदे गणली गेली आहेत व या पदांवर पदोन्नती मिळाल्यानंतर वेतन निश्चिती मुंबई नागरी सेवा नियम, १९५९ मधील नियम ४१ (ए) (एक) (महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील आताचा नियम ११ (१) (ए) अनुसार नियमित केली जाते.

ज्यावेळी कनिष्ठ कर्मचारी खालच्या पदावर वेतनवाढ घेवून नंतर वरच्या पदावर पदोन्नत होतो, त्यावेळी वरिष्ठ कर्मचार्याच्या वेतनामध्ये जरी अशा वरिष्ठ कर्मचार्याने खालच्या पदावर असताना आपल्या कनिष्ठ कर्मचार्यापेक्षा कधीही कमी वेतन घेतलेले नसले तरी, एक प्रकारची विसंगती निर्माण होत असते. अशा प्रकारची विसंगती दूर करण्याच्या दृष्टीने, शासन निर्णय, वित्त विभाग क्रमांक पीएवाय-१०८२/सीआर-११००/(एक)/एसईआर-३, दिनांक ६ नोव्हेंबर १९८४ अनुसार आदेश काढण्यात आले. या आदेशाद्वारे, पदोन्नतीनंतर (१) एकतर खालच्या पदावरील वेतनमानात देय होणाऱ्या वेतनवाढीचा विचार न करता सरळ महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ११ (१) (ए) अनुसार वरच्या पदावरील वेतन निश्चिती करून घेण्याचा किंवा (२) पदोन्नतीनंतर, पदोन्नत पदावरील सुरुवातीचे वेतन, महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ११ (१) (बी) मध्ये दर्शविलेल्या रीतीप्रमाणे निश्चित करून घेण्याचा आणि खालच्या पदावरील वेतनमानात पुढील वेतनवाढ देय झाल्यानंतर नियम ११ (१) (ए) खाली पदोन्नत पदावरील वेतनाची पुनर्निश्चिती करून घेण्याचा विकल्प शासकीय कर्मचार्यास देण्यात आला. हे आदेश दिनांक १ मे १९८१ पासून अमलात असून ते वर्ग २ पर्यंतच्या पदोन्नतीस फक्त लागू आहेत. जर वरील (२) प्रमाणे विकल्प देण्यात आला असेल तर वर दर्शविल्याप्रमाणे वेतन निश्चिती होईल. अशा प्रकरणी पुढील वेतनवाढ दुसऱ्यावेळी वेतनाची पुनर्निश्चिती झाल्यानंतर वेतन पुनर्निश्चिती केलेल्या दिनांकापासून १२ महिन्यांची अहंताकारी सेवा पूर्ण झाल्यानंतरच देय होईल.—

**सूचना.**—अशा तऱ्हेचा विकल्प ज्या शासकीय कर्मचाऱ्यांची पदोन्नती नियमित स्वरूपाची आहे त्यालाच अनुज्ञेय आहे व ज्या कर्मचाऱ्यांची पदोन्नती तदर्थ स्वरूपाची आहे त्याला हा फायदा देय नाही. तथापि तात्पुरत्या स्वरूपातील पदोन्नती खंडीत न होता ती पुढे नियमित झाली तर अशा कर्मचाऱ्याला प्रारंभीच्या पदोन्नतीच्या दिनांकापासून वेतन निश्चितीच्या संदर्भात दिनांक ६ नोव्हेंबर १९८४ च्या शासन निर्णयातील परिच्छेद १ (ब) अनुसार विकल्प देता येईल. मात्र अशा विकल्प संबंधित कर्मचाऱ्याने पदोन्नती नियमित केल्याचे आदेश निर्गमित झाल्याच्या दिनांकापासून एक महिन्याच्या आत दिला पाहिजे.

१ मे १९८१ पूर्वी पदोन्नत झाल्यामुळे ज्या वरिष्ठ कर्मचाऱ्यांची पदोन्नत पदावरील वेतन निश्चिती महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ११ (१) (ए) अनुसार झालेली आहे अशा कर्मचाऱ्यास, १ मे १९८१ रोजी किंवा त्यानंतर पदोन्नत होऊन, शासन निर्णय, वित्त विभाग क्रमांक पीएचए-१०८२/सीआर-११०० (एक), दिनांक ६ नोव्हेंबर १९८४ मधील परिच्छेद १ (बी) प्रमाणे वेतन निश्चितीचा फायदा मिळालेल्या कर्मचाऱ्यापेक्षा कमी वेतन मिळण्याची शक्यता होती. ही विसंगती दूर करण्याच्या उद्देशाने वरील आदेशानुसार असे निदेशित करण्यात आले आहे की, कनिष्ठ कर्मचाऱ्याचे वरच्या पदावरील वेतन निश्चिती केल्यामुळे ज्या दिनांकापासून वेतनातील विसंगती उद्भवली असेल म्हणजेच ज्या दिनांकापासून वरच्या पदावरील वेतनाची पुनर्निश्चिती केल्यामुळे विसंगती उद्भवली असेल, त्या दिनांकापासून वरिष्ठ कर्मचाऱ्याचे वरच्या पदावरील वेतन त्या वरच्या पदावर कनिष्ठ कर्मचाऱ्याकरिता निश्चित करून दिलेल्या वेतनाच्या रकमेएवढे वाढवून द्यावे आणि ते वरील शासन निर्णयातील शर्तीच्या अधीन असावे.

वर्ग १ च्या अधिकाऱ्यांच्या बाबतीत सुद्धा अशाच प्रकारचे आदेश शासन निर्णय, वित्त विभाग क्रमांक पीएचए-१०८२/सीआर ११०० (दोन)/एसईआर-३, दिनांक ६ नोव्हेंबर १९८४ अनुसार काढण्यात आले आहेत. तथापि हे आदेश दिनांक ५ ऑक्टोबर १९८१ पासून लागू आहेत. या आदेशानुसार ज्या वर्ग १ मधील पदांच्या वेतनमानाचा प्रारंभ रुपये १५०० ने सुरू होतो अशा वर्ग १ च्या पदापर्यंत पदोन्नती/नियुक्ती होणाऱ्या वर्ग-१ च्या अधिकाऱ्यांच्या बाबतीत सुद्धा वेतन निश्चितीसाठी मानोव वेतनवाढीचा फायदा ग्राह्य धरण्यात आला. या आदेशानुसार पदोन्नतीनंतर आपल्या वेतनाची निश्चिती सरळ महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ११ (१) (ए) अनुसार करून घेण्याचा किंवा खालच्या पदावरील (पदोन्नती पूर्वीच्या) वेतनवाढ देय झाल्यानंतर होणारे वेतन विचारात घेऊन नियम ११ (१) (ए) खालील वेतनाची पुनर्निश्चिती करून घेण्याचा विकल्प देण्याची परवानगी देण्यात आली आहे. अशा प्रकारचा वेतनाची पुनर्निश्चिती करून घेण्याचा विकल्प जर एखाद्या अधिकाऱ्याने दिला तर अशा अधिकाऱ्याची पदोन्नतीच्या दिवशी वेतन निश्चिती प्रथम नियम ११ (१) (बी) मध्ये वर्णविल्याप्रमाणे करावी व याप्रमाणे निश्चित झालेले वेतन तो खालच्या पदावरील वेतनवाढ देय होईपर्यंत घेईल. खालच्या पदावरील वेतनवाढ ज्या दिनांकाला देय होईल त्या दिवशी ती वेतनवाढ घेऊन होणारे खालच्या पदावरील वेतन विचारात घेऊन पदोन्नत पदावरील वेतनाची पुनर्निश्चिती नियम ११ (१) (ए) अनुसार केले जावे व याप्रकारे निश्चित झालेले वेतन तो त्यानंतर वेतन रहातो अशा प्रकरणांमध्ये पुढील वेतनवाढ ही वेतनाची दुसऱ्या वेळी पुनर्निश्चिती झाल्यानंतर, वेतनपुनर्निश्चिती केलेल्या दिनांकापासून १२ महिन्यांचा अंतीकारी सेवा पूर्ण झाल्यानंतर देय होईल.

**सूचना.**—अशा प्रकारचा विकल्प फक्त नियमित स्वरूपात पदोन्नती मिळणाऱ्या अधिकाऱ्यांनाच अनुज्ञेय आहे. तदर्थ म्हणून पदोन्नत होणाऱ्या अधिकाऱ्यांना अशा प्रकारचा फायदा अनुज्ञेय नाही. तथापि तात्पुरत्या स्वरूपातील पदोन्नती खंडीत न होता ती पुढे नियमित झाली तर अशा अधिकाऱ्याला प्रारंभीच्या पदोन्नतीच्या दिनांकापासून वेतन निश्चितीच्या संदर्भात दिनांक ६ नोव्हेंबर १९८४ च्या शासन निर्णय क्रमांक पीएचए-१०८३/सीआर ११०० (एक)/एसईआर-३ मधील परिच्छेद १ (ब) अनुसार विकल्प देता येईल. मात्र, असा विकल्प संबंधित अधिकाऱ्याने पदोन्नती नियमित केल्याचे आदेश निर्गमित झाल्याच्या दिनांकापासून एक महिन्याच्या आत दिला पाहिजे.

तथापि, या नियमामधील तरतुदी ज्याठिकाणी वर्ग १ चा अधिकारी ज्या पदाच्या वेतनमानातील किमान टप्पा रुपये १५०० पेक्षा जास्त आहे अशा दुसऱ्या एखाद्या वर्ग १ च्या पदावर ज्यावेळी पदोन्नत किंवा नियुक्त होत असे त्यावेळी लागू केल्या जात नव्हत्या. म्हणजेच ज्यावेळी पदाचे किमान वेतन रुपये १५०१ आणि त्याहून अधिक असे अशा वेळी हा फायदा अनुज्ञेय नव्हता परंतु हा फरक दिनांक १ जानेवारी १९८६ पासून दूर करण्यात आला. दिनांक ५ ऑक्टोबर १९८१ पूर्वी पदोन्नत झालेला वर्ग १ चा वरिष्ठ अधिकारी जर त्याला कनिष्ठ असलेल्या परंतु दिनांक ५ ऑक्टोबर १९८१ नंतर पदोन्नत झालेल्या वर्ग १ च्या अधिकाऱ्यापेक्षा कमी वेतन घेत असेल तर अशा वरिष्ठ अधिकाऱ्याचे वेतन त्या वरच्या पदावर वेतन निश्चिती केलेल्या कनिष्ठ अधिकाऱ्याच्या वेतनाच्या रकमेएवढे वाढवून द्यावे असेही वरील आदेशाद्वारे निदेशित करण्यात आले आहे. परंतु असा प्रकारची वाढ वरील शासन निर्णयामधील शर्तीच्या अधीन राहून तसेच ज्या दिनांकापासून कनिष्ठ अधिकारी पदोन्नत झाला असेल त्या दिनांकापासून करावी लागते.

थोडक्यात ६ नोव्हेंबर १९८४ हा दिनांक असलेल्या या दोन आदेशानुसार, तसा विकल्प दिला असेल तर, पदोन्नती नंतर केवळ खालच्या पदावरील वेतनवाढीनंतर, पदोन्नतीच्या पदावरील वेतनाची पुनर्निश्चिती करण्याची पहिल्यांदाच मुभा दिलेली आहे. ह्या दोन आदेशातील फरक एवढाच की, शासन निर्णय, वित्त विभाग क्रमांक पीएचए/सीआर-११०० (एक)/एसईआर-३, दिनांक ६ नोव्हेंबर १९८४ हा आदेश १ मे १९८१ पासून लागू असून वर्ग २ पर्यंतच्या पदोन्नतीच्या प्रकरणी तो लागू आहे, तर शासन निर्णय, वित्त विभाग, क्रमांक पीएचए/१०८२/सीआर/११००/(दोन)/एसईआर-३, दिनांक ६ नोव्हेंबर १९८४ हा आदेश दिनांक ५ ऑक्टोबर १९८१ पासून लागू असून येथे पदोन्नतीच्या पदाचे किमान वेतन रुपये १५०० पर्यंत आहे. अशा प्रकरणी तो लागू आहे.

शासन निर्णय, वित्त विभाग, क्रमांक पीएचए-१०८२/सीआर-११०० (एक) आणि (दोन) दिनांक ६ नोव्हेंबर १९८४ च्या संदर्भात विकल्प देण्याची कालमर्यादा आणि विकल्पाची अनुज्ञेयता या संबंधीचे स्पष्टीकरण शासन निर्णय, वित्त विभाग, क्रमांक पीएचए-१०८२/सीआर-११०० (एक)/(दोन)/एसईआर-३, दिनांक २९ जानेवारी १९८५, शासन निर्णय, वित्त विभाग

क्रमांक पीएचआय-१०८५/सीआर-१०९/एसईआर-३, दिनांक १५ ऑक्टोबर १९८५, शासन निर्णय, वित्त विभाग क्रमांक पीएचआय-१०८५/सीआर-७९९/८५/एसईआर-३, दिनांक ५ डिसेंबर १९८५, शासन शुद्धिपत्र वित्त विभाग क्रमांक पीएचआय-१०८६/सीआर-१५१/एसईआर-३, दिनांक २४ फेब्रुवारी १९८६ आणि शासन निर्णय वित्त विभाग क्रमांक पीएचआय-१०८६/सीआर-१६०/एसईआर-३, दिनांक २५ मार्च १९८६ द्वारे करण्यात आले आहे.

शासन निर्णय, वित्त विभाग, क्रमांक पीएचआय-१०८२/सीआर-११००-(एक)/एसईआर-३, दिनांक ६ नोव्हेंबर १९८४ व शासन निर्णय, वित्त विभाग क्रमांक पीएचआय-१०८२/सीआर-११०० (दोन)/एसईआर-३, दिनांक ६ नोव्हेंबर १९८४ खाली येणाऱ्या दोन्ही तऱ्हेच्या अधिकाऱ्यांनी नियमितरित्या पदोन्नत झाल्यावर एक महिन्याच्या आत असा विकल्प दिला पाहिजे. शासकीय कर्मचाऱ्यांना विकल्पाच्या सवलतीची आणि त्यासाठी असलेल्या कालमर्यादेची जाणीव करून द्यावी ह्या उद्देशाने शासन निर्णय, वित्त विभाग, क्रमांक पीएचआय-१०८५/सीआर-१०९/एसईआर-३, दिनांक १५ ऑक्टोबर १९८५ अनुसार पदोन्नतीच्या आवेशांमध्येच कर्मचाऱ्याकडून एका महिन्याच्या आत अशा तऱ्हेचा विकल्प मागावा असे आदेश देण्यात आले आहेत. पुढील गुंतागुंत टाळण्यासाठी सर्व कार्यालयांनी ही पद्धत अनुसरावी.

उपरोक्त आदेश हे शासन निर्णय, वित्त विभाग, क्रमांक वेपूर-१२८८/५८०/सेवा-१०, दिनांक १८ ऑक्टोबर १९८८, अन्वये आणखी शिथिल करण्यात आले आणि पदोन्नतीनंतर विकल्प देण्यासंबंधीची वेतनश्रेणी मर्यादा काढून टाकण्यात आली.

हे आदेश दिनांक १ जानेवारी १९८६ पासून लागू आहेत. दुसऱ्या शब्दात म्हणावयाचे झाले तर विशिष्ट पद्धतीने वेतन निश्चिती करण्यासंबंधीचा विकल्प देण्याबाबत जे वेतनश्रेणीचे बंधन होते ते दिनांक १ जानेवारी १९८६ पासून काढून टाकण्यात आले. म्हणून दिनांक १ जानेवारी १९८६ पासून कोणताही अधिकारी त्याच्या पदोन्नतीच्या पदाची वेतनश्रेणी कोणतीही असली तरी शासन निर्णय, वित्त विभाग क्रमांक पीएचआय-१०८२/सीआर-११०० (२)/एसईआर-३, दिनांक ६ नोव्हेंबर १९८४ मध्ये नमूद केलेल्या विशिष्ट पद्धतीने वेतननिश्चिती करण्यासंबंधीचा विकल्प देऊ शकतो.

वेतन निश्चितीच्या नियमांच्या संदर्भात वेळोवेळी केलेल्या सुस्त्यांमुळे सुधारित व सुलभ सेवा नियमांची गरज भासू लागली व त्याप्रमाणे शासन अधिसूचना वित्त विभाग क्रमांक एमएससी १०८१/२/एम.सी.एस.आर-सेल, दिनांक २३ जुलै १९८१ द्वारे महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ प्रसिद्ध करण्यात आले. हे नियम सध्या अस्तित्वात असून ते दिनांक १५ ऑगस्ट १९८१ पासून अंमलात आले आहेत.

#### *Fixation of pay of Government servant- Removal of anomalies in—*

G. R., F. D., No. PAY 1860-V, dated 9th November 1960.

Under the relevant rules in the Bombay Civil Services Rules, the officiating pay of a Government servant in a post is not taken into consideration for fixing his initial pay on appointment to another post. As a result of this, it has been observed in the following categories of cases that a Government servant who is appointed to another post incurs monetary loss when his officiating pay in the second post is fixed. (I) In the case of a Government servant who is appointed to a post carrying duties and responsibilities higher than those attached to the post in which he was officiating before promotion and in which he would have continued but for promotion, he receives less pay. (II) In the case of a Government servant who is appointed to a post carrying duties and responsibilities equivalent to those attached to the post in which he was officiating before such appointment and in which he would have continued but for such appointment, his officiating pay is not protected.

In order to rectify these anomalies and devise a uniform method for the fixation of pay in such categories of cases, Government is pleased to decide as follows :—

(1) In the cases coming under category (I) above and satisfying all the conditions specified below the initial pay of a Government servant appointed to a post carrying duties and responsibilities higher than those attached to the lower post should be fixed treating his officiating pay in the lower post as if it were substantive pay :—

- The lower post continues to exist on a long term basis.
- The Government servant would have continued to work in the lower post or cadre but for his promotion to the higher post.
- That the Government servant is qualified to be confirmed in the lower post and that he has acquired stability of tenure therein by holding it continuously for a period not less than 3 years before the date of promotion.
- The promotion is in the direct line of appointment.

(2) In the cases coming under category (II) above and satisfying all the conditions specified below, the pay of a Government servant appointed to second post carrying duties and responsibilities equivalent to those attached to the post in which he was officiating before such appointment should be to the same stage of the time-scale which is equal to his officiating pay in respect of the first post, or, if there is not such stage, the stage next below that pay, plus personal pay equal to the difference to be absorbed in future increments :—

- (a) The first post continues to exist on a long term basis.
- (b) The Government servant would have continued to work in the first post or cader but for his appointment to second post.
- \* (c) That the Government servant is qualified to be confirmed in the first post and that he has acquired stability of tenure therein by holding it continuously for a period not less than 3 years before the date of appointment.

(3) Such a fixation of pay in the categories mentioned above shall be made in each such affected case by invoking provisions of Bombay Civil Services Rules, 51.

3. It has further been decided that the power to order such Fixation of pay by invoking Bombay Civil Services Rules, 51 in cases satisfying all the relevant conditions in respect of non gazetted Government servants shall be delegated to the authorities competent to make appointments to the posts. The cases relating to Gazetted Government servants and other cases not satisfying all the conditions mentioned above shall be referred to Government.

4. Past cases which arise after 1st November 1956 and were dealt with otherwise than in accordance with these orders may be reviewed in the light of these orders, but no arrears may be paid as a result of such review.

5. Necessary note below Bombay Civil Services Rules 51 and amendment to Appendix of Bombay Civil Services Rules Volume II will be issued in due course.

\*Condition (c) is deleted as per G. R., F. D., No. pay 1861/12648/397/V, dated 8th June 1963.

By order and in name of Governor of Maharashtra.

*Fixation of pay of Government servants :*

*Removal of anomalies in—*

(G. C., F. D., No. PAY 1861 /V, dated 2nd May 1961).

In para 4 of the Government Resolution, Finance Department No. PAY/1860-V, dated 9th November 1960 Government has issued orders that past cases which arose after 1st November 1956 and were dealt with otherwise than in accordance with the orders contained in that Government Resolution are to be reviewed in the light of that Government Resolution but no arrears are to be paid as a result of such review. A doubt has been raised whether arrears for the period from 9th November 1960 viz. the date of issue of the orders should or should not be paid in such cases. Government has now clarified that arrears accruing from 9th November 1960 as a result of the review and re-fixation of in accordance with Government Resolution of 9th November 1960 should be paid. Government has further clarified that cases which arose after 1st November 1956 but have been pending, should be dealt with in accordance with orders contained in the Government Resolution of 9th November 1960 and in those cases also the arrears accruing from 9th November 1960 should be paid.

*Fixation of pay of Government Servants.*

*Removal of anomalies in—*

G.R., F.D., No. PAY-1861(2)-V, dated 3rd May 1961.

A question has been raised whether the order contained in the Government Resolution, Finance Department No. PAY-1860-V, dated the 9th November 1960 are applicable to the Government servants who are appointed to posts by nomination (i.e. direct recruit) as distinct from promotion. Government is pleased to direct that these orders should be made applicable to such Government servants also.

*Fixation of pay of Government Servants:*

*Removal of anomalies in—*

G. R., F. D., No. PAY-1862-V, dated 8th November 1962.

In accordance with G. R., F. D., No. PAY 1860-V, dated 9th November 1960 the officiating Pay of a Government servant appointed to a post carrying duties and responsibilities higher than those attached to the lower post is to be treated as substantive pay for purposes of fixation of initial pay provided all the stipulated conditions are satisfied. In the case of a Government servant who is appointed to a post, carrying duties and responsibilities, equivalent to those attached to the post in which he was officiating before such appointment, the officiating pay is to be protected provided the conditions laid down are satisfied.

2. In accordance with G.R., F. D. No. PAY-1861-V, dated 2nd May 1961, cases arising after 1st November 1956, but which were pending and those which were dealt with otherwise, than in accordance with G. R., F. D., No. PAY-1860-V, dated 9th November 1960, are to be reviewed and arrears accruing from 9th November 1960 only are to be paid. In practice this operates harsh as the pay so admissible does not become operative till 9th November 1960. The main intention of the orders of 9th November 1960 is to save a Government servant from monetary loss consistent with equity. In such cases, the benefit of protection of officiating pay should be allowed. The concession of protection of officiating pay is admissible at the time of initial appointment only to a higher and equivalent post and not at any subsequent stages in the time-scale of pay in which he was officiating.

*Fixation of pay of Government servants—  
Removal of anomalies in—*

G. R., F. D., No. PAY-1861/12648/397-V, dated 8th June 1963

Government is pleased to direct that the condition (c) which reads as follows :—

“ That the Government servant is qualified to be confirmed in the lower post and that he has acquired stability of tenure therein by holding it continuously for a period of not less than 3 years before the date of promotion ”.

Prescribed in sub-paragraphs (1) and (2) of paragraph 2 of Government Resolution No. PAY-1860-V, dated the 9th November 1960 in regard to the fixation of pay of the two categories of Government servants viz. (i) who are appointed to the posts involving higher duties and responsibilities than those attached to the posts in which they were officiating before promotion and (ii) Government servants who are appointed to posts carrying equivalent duties and responsibilities, should be deleted.

These orders should take effect from the date of issue.

*Fixation of pay of Government servants—  
Removal of anomalies in—*

G. R., F. D., No. PAY/1861/12648/397-V, dated 1st October 1963

Orders deleting condition (c) appearing in paragraphs (1) and (2) of Government Resolution, Finance Department No. PAY-1860/V, dated the 9th November 1960 viz., three years officiating in the lower post, have been issued under Government Resolution, Finance Department No. PAY-1861/12648/397-V, dated the 8th June 1963. It has been stated therein that these orders take effect from the date of issue. But on reconsideration it has been decided that these orders should be given retrospective effect. Accordingly Government is pleased to direct that past cases which arose on or after 1st November 1956 and were dealt with otherwise than in accordance with the orders contained in Government Resolution, Finance Department dated the 8th June 1963 may be reviewed in the light of these orders, but no arrears prior to 8th June 1963 may be paid as a result of such review.

2. Pay of the persons who retired on or after 8th June 1963, should also be reviewed in the light of above orders for the payment of arrears being due from 8th June 1963.

*Fixation of pay of Government servants—  
Removal of anomalies in—*

G. R., F. D., No. PAY-1062/92/V, dated 6th March 1964.

After careful consideration, Government is pleased to direct that the power to fix pay of Gazetted Officers by invoking Bombay Civil Services Rule, 61, in cases satisfying conditions stipulated in Government Resolution Finance Department No. PAY-1860-V, dated 9th November 1960 as amended from time to time, should be delegated to the concerned Administrative Departments of the Secretariat. The cases where all conditions are not satisfied should continue to be referred to the Finance Department.

G. R., F. D., No. PAY-1071 /1078/Unit I, dated 20th March 1971.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Maharashtra is hereby pleased to make the following rules to amend the Bombay Civil Services Rules, Volume First, Edition 1959, namely :—

1. These rules may be called the Bombay Civil Services (4th Amendment) Rules, 1971.
2. In the Bombay Civil Services Rules,—

For the existing Rules 41, 42, 51, 56 and 57 together with all the Notes, Instructions, Exceptions etc. thereunder, the following rules shall be substituted :—

"41. Save as provided in Rules 42, 43, 56, 57 and 66 where a Government servant holding a post in a substantive, temporary or officiating capacity is promoted or appointed in a substantive, temporary for officiating capacity to another post, including an ex-cadre post, his initial pay shall be regulated as follows :—

(a) When the appointment to the new post involves assumption of duties or responsibilities of greater importance than those attaching to the old post and,—

(i) If he is drawing pay in the pay-scale of the old (lower) post at a stage lower than the maximum and the rate of increment above that stage in that pay-scale is Rs. 30 or less, his initial pay in the time-scale of the higher post shall be fixed at a stage next above the pay nationally arrived at by increasing his pay in respect of the lower post by one increment at the stage at which such pay has accrued; and

(ii) if the conditions laid down in clause (i) of this sub-rule are not satisfied, he will draw as initial pay the stage of the time-scale next above his pay in respect of the old (lower) post;

(b) if the appointment to the new post does not involve such assumption, he will draw as initial pay the stage of the time scale which is equal to his pay in respect of the old post, or if there is no such stage, the stage next below that pay, plus personal pay equal to the difference and in either case will continue to draw that pay until such time as he would have received an increment in the time scale of the old post, or for the period after which an increment is earned in the time scale of the new post, whichever is less. But if the minimum pay of the time-scale of the new post is higher than his pay in respect of the old post, he will draw that minimum as initial pay.

(c) When appointment to the new post's made on his own request under Rule 22 (a) or at his option under B, C, S, Rs.266, and the maximum pay in the time-scale of that post is less than his pay in respect of the old post, he will draw that maximum as initial pay :

Provided that in cases covered by both clauses (a) and (b), if the Government servant had previously held the same post or another post on the same or identical time-scale then save as provided in Rule 43, his initial pay shall not be less than the pay other than the special pay, personal pay or emoluments classified as pay, by Government under Rule 9 (39) (a) (iii) which he drew on the last such occasions and he shall count the period during which he drew that pay on such last and any previous occasion for increments in the stage of the time-scale equivalent to that pay :

Provided further that where the Government servant has reverted from an ex-cadre post to a post in the parent cadre, the initial pay shall not be higher than the pay to which he would have been entitled on the date of reversion had he not been appointed to the ex-cadre post.

*Note 1.*—For the purposes of this rule a declaration as to the relative degrees of responsibility of the two posts in the same department should be obtained from the administrative head of the department. In regard to post in different departments such a declaration should be obtained from Government. A declaration is, however, necessary only when the relative degrees of responsibility are not obvious beyond doubt.

*Note 2.*—The appointment of a reservist on a fixed rate of pay to a post on a time-scale of pay of the cadre on which he is a reservist does not involve the assumption of duties and responsibilities of greater importance. But notwithstanding anything contained in this rule, when a reservist is appointed to officiate in such a post his initial officiating pay should be fixed at the minimum of the time-scale and his officiating service should be allowed to count for increments.

*Note 3.*—A time-scale may be of recent introduction, whereas the cadre or class to which it is attached may have been in existence on a different time-scale. If a Government servant has held a post in the cadre or class prior to the introduction of a new scale, and has drawn during the period pay equal to a stage, or intermediate between two stages, in the new scale, then such period may be counted for increment in the same stage, or if the pay was intermediate between two stages, in the lower stage of that scale.

*Note 4.*—For the purpose of this rule and rule 44 a temporary post on a certain rate of pay (fixed or time-scale) which is converted into a permanent post on a different rate of pay is not the "same post" as the permanent post even though the duties remain the same. In other words in view of rule 9(56) the temporary post is to be regarded as having ceased to exist and to have been replaced by the permanent post. The incumbent of the temporary post is thus entitled only to the pay of the permanent post if it is on a fixed rate of pay or to the minimum of the time-scale of the permanent post if it is on a time-scale unless his case is covered by proviso to this rule. This should not be interpreted as affecting the provisions of clause (1) of rule 240.

*Note 5.*—In applying this rule as well as rule 57 in respect of a Government servant appoint to a post to which a fixed probationary pay below the minimum of the time-scale is prescribed, such

probationary pay should be deemed to be the first stage of the time-scale of the post and the minimum as the second stage (*vide* Government Circular, P. and S. D., No. 3868/46, dated 1st March 1966 and Government Circular, P. and S. D. No. 3868/46, dated 14th April 1959).

42. (a) The provisions of Rule 41 do not apply in the case of a Government servant appointed from a higher post to a lower post due to reduction of establishment or reverting to a lower post on termination of his officiating promotion to a higher post. Where the Government servant reverts to a lower post after a spell of promotion in a higher post, his pay in the lower post should be fixed at the stage in the time-scale of the lower post at which the Government servant would have drawn pay but for his appointment to the higher post as admissible under rule 50.

(b) The provisions of Rule 41 do not also apply in the case of a Government servant who has elected to retain a city scale under the Maharashtra Civil Service (Revision of Pay) Rules, 1969. His pay on appointment to a post carrying the revised scale (Mofussil scale) shall be fixed as provided in Rule 14 of these rules i.e. on the basis of the "present pay" as defined in Rule 5 (6) of the said rules.

51. An authority may grant a premature increment to a Government servant on a time-scale of pay if it has power to create a post in the same cadre on the same scale of pay.

*Note.*—In the absence of a clear declaration to the effect that the normal date of increment is not to be affected (that is to say that the next increment after premature increment is to be given on the usual date of increment regardless of the fact that the Government servant concerned will have been at one stage of the time-scale for less than the normal period) an order authorising the grant of a premature increment shall be deemed to imply that the recipients is to remain on the enhanced rate of pay for the full interval prescribed between successive stage of the time-scale before becoming eligible to draw the next increment after the premature increment.

*Instruction.*—A proposal to grant an increment to a Government servant on a time-scale of pay in advance of the due date should be scrutinised with special jealousy. Such a grant of advance increment should not, therefore, be recommended or allowed except under circumstances which would justify the grant of personal pay to a Government servant, that is to say, on first appointment to Government service, or for outstanding work or some other special reasons.

56. A Government servant who while holding a post in a substantive, temporary or officiating capacity is appointed in an officiating capacity to a Selection grade post, shall continue to draw pay, which he would have drawn but for his appointment to the Selection grade post, till he is appointed to it substantively. On his substantive appointment to the post his pay should be fixed under rule 41 (b) from the date of the substantive appointment.

57. Except in the cases covered by rule 41 (c), if the pay of a Government servant officiating in a post is at any time, less than his substantive pay, he shall draw his substantive pay;

Provided that if he is officiating in a post carrying duties and responsibilities of greater importance than those attaching to the post held by him in a substantive capacity and if there is an enhancement in his substantive pay as a result of increment or otherwise his pay shall be refixed in the pay-scale of the higher post at the stage next above his substantive pay, if such refixation is to his advantage.

*Note 1.*—The provisions contained in this rule will not be applicable in the following cases :—

(a) in the case of a Government servant whose increment in the officiating post is withheld for failure to pass within the prescribed period a regional language examination or the Hindi examination or other prescribed departmental examination;

(b) in the case of a Government servant whose increment is withheld with or without permanent effect, as a measure of punishment;

(c) in the case of a Government servant who is on probation.

3. For the figure '6' appearing in Note 3 below Rule 44 (substituted under correction slip No. 3) the figure '3' should be substituted.

4. The existing sub-rule (49) of Rule 9 shall be re-numbered as (49-A) and the following shall be inserted as sub-rule (49) below sub-rule (48) of the same rule :—

"(49) Selection grade means a scale of pay which has been sanctioned specifically as a Selection Grade by an order of Government."

5. Note 2 below Rule 619 should be deleted.

6. These amendments shall take effect from the 1st April 1971.

*Fixation Pay during the probationary period—under  
Note 7 below Rule 41 of the Bombay Civil Services  
Rules.*

G. R., F. D., No. PAY-1067/80007/S-1, dated 1st January 1972.

Under the provisions contained in Note 5 below Rule 41 of the Bombay Civil Services Rules as amended under Government Notification, Finance Department No. PAY-1071/1078/Unit-I, dated the 20th March 1971, probationary pay below the minimum of the time scale is deemed to be the first stage of the time scale of the post. Recruitment rules for many posts for which a probationary stage below the minimum of the time scale is prescribed provide for appointment of candidates by nomination (direct recruits) as well as by promotion of suitable persons in the department. Generally, no probationary period is prescribed when appointment is made by promotion. Even so, in view of Note 5 below Bombay Civil Services Rule 41, such promotees have also to start on the probationary pay below the minimum of the time unless by virtue of their pay in the lower post, they become entitled to the minimum or to a higher stage in the time scale of the higher post. It has been represented that such promotees, by virtue of their knowledge of and experience in the Department are not required to be on probation in the higher post and should not therefore be required to start on the probationary pay below the minimum of the scale, like direct recruits who have no experience of the Department. It has been represented that all promotees should be exempted from the operation of Note 5 below Bombay Civil Services Rule, 41.

2. After careful consideration, Government has decided that the probationary pay below the minimum of the time scale, should not be treated as the first stage of the time scale in the case of departmental promotees.

3. Necessary amendment to the Bombay Civil Services Rule should be issued separately.

*Regulation of the initial pay on promotion/appointment  
to a higher post under Revised Rule 41 of the Bombay  
Civil Services Rules—*

G. R., F. D., No. PAY-1871/3846/S-1, dated 16th February 1972.

Under the provisions of the revised rule 41 of the Bombay Civil Services Rules, issued under Government Notification, Finance Department No. PAY-1071/1078/Unit-I, dated the 20th March 1971, the pay of a Government servant on his promotion to the higher post is required to be fixed at a stage next above the pay notionally arrived at by increasing his pay in respect of the lower post by one increment, if the rate of increment is Rs. 30 or less.

2. A question has been raised whether in the case of a Government servant who has reached the Efficiency-Bar stage in the lower post, the increase by one increment in the lower scale, as contemplated under the Revised Rule 41 of the Bombay Civil Services Rules should be given as a matter of course while fixing the pay in the higher post or whether an order of the competent authority under rule 46 of the Bombay Civil Services Rules allowing the Government servant to cross the Efficiency-Bar in the lower scale, should be required to be obtained before fixing his pay in the higher post. It has been decided that no orders of crossing the Efficiency-Bar in lower scale are necessary for the purpose of fixing the pay in the higher post in such cases.

*Regulation of initial pay on promotion/  
appointment to a higher post under the  
revised Rule 41 the. Bombay Civil  
Services Rules*

*Removal of anomalies in the-*

G. R., P. D., No. PAY 1871/4311/S-1, dated 1st May 1972

Under Government Notification, Finance, Department, No. PAY/1071/1078/Unit-I, dated the 20th March 1971, rules 41, 42, 51, 56 and 57 of the Bombay Civil Services Rules concerning fixation of pay have been revised with effect from the 1st April 1971. The main principle underlying the fixation of pay under the revised rule 41 of the Bombay Civil Services Rules is that on promotion to a higher post, the pay is first increased by one increment in the lower scale and then fixed in the higher scale at the stage next above the notional pay in the lower post. In doing so no distinction is made on the ground that the lower post was held in a permanent or temporary capacity.

2. By a strict application of the revised rule 41 of the Bombay Civil Services Rules, it may happen that a Government servant promoted and appointed to a higher post prior to 1st April 1971 may draw a lower rate of pay in that post than another Government servant, junior to him in the lower grade but promoted and appointed subsequently to another identical post on or after 1st April 1971. In order to remove this anomaly, Government is now pleased to direct that in such cases

the pay of the senior Government servant in the higher post should be stepped upto a figure equal to the pay as fixed for the junior Government servant in that higher post. The stepping up should be done, under the rule 51 of the Bombay Civil Services Rules, with effect from the date of promotion of the junior Government servant, and it should be subject to the following conditions, Viz.

(A) Both, the junior and senior Government servants should belong to one and the same cadre and the post in which they have been promoted or appointed, should be identical and in the same cadre and in the same line of promotion.

(B) The scales of pay of the lower and higher post in which they are entitled to draw pay should be identical;

(C) The anomaly should be directly as result of the application of revised rule 41 of the Bombay Civil Services Rules. For example if even in the lower post the junior Government servant draws from time to time a higher rate of pay than the senior by virtue of fixation of pay under the normal rules or by grant of advance increment (s) for any other reason, the provisions contained in this Resolution shall not be involed to step up the pay of the senior Government servant.

3. The orders refixing the pay of senior person in accordance with the provision of this Resolution should be issued under rule 51 of the Bombay Civil Services Rules. The next increment of the senior person whose pay has vbeen stepped up in accordance with the provisions contained in this Resolution, should be drawn on completion of the requisite qualifying service, with effect from the date of refixation of pay.

4. The powers to order the refixation of pay of the senior Government servant in accordance with the provisions contained in this Resolution under rule 51 of the Bombay Civil Services Rules in respect of Gaezatted and non-Gaezatted posts, Should be delegated to the Admisistrative Departments of the Secretariate and the Heads of Departments, respectively.

5. These orders should take effect from the date of issue of this Resolution. Cases of Senior persons promoted to the higher post on or after 1st April 1966 but drawing less pay than their juni- or who is promoted on or after 1st of April 1971 may be regulated under these orders but the arrears of pay and allowances admissible as a result of such refixation of pay should be admissible from the date of issue of of these orders.

6. Some points of doubt, which may arise in implementing the above orders have been clarified in the Annexure \*accompanying this Resolution. The authorities competent to order re-fixation of pay of a senior Government servant under this Resolution should specifically take into consideration the clarifications given in the Annexure before the powers delegated under rule 51 of of the Bombay Civil Services Rules as above, are exercised.

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ACCOMPANIMENT TO GOVERNMENT RESOLUTION, FINANCE DEPARTMENT,  
NO. PAY 1871/4311/S-1, Dated the 1st May 1972.

ANNEXURE

Clarifications on certain points which may arise in connection with the application of the orders contained in Government Resolution, Finance Department, No. PAY-1871/4311/S-1, dated the 1st May 1972 read with revised Rule 41 of the Bombay Civil Services Rules.

Points

— 25 —

Clarification

(1) Whether it would be permissible to step up the pay of senior Government servant if the promotion of his junior is in a leave short term vacancy.

The benefit of stepping up of the pay of the senior person can be given except in a case where the junior gets a fortuitous promotion. The pay so stepped up will not be reduced at the time of the reversion of the Junior Government servant nor will it be stepped up again when the junior is re-promoted.

(2) Whether these orders would apply to persons drawing pay in the pre-revised scale (i. e. the scale prescribed under M. C. S. (R. P.) Rules, 1963). If the corresponding pay in the revised scale prescribed under M. C. S. (R. of P.) Rules, 1969, would be less than the pay of a Junior Government servant promoted to the identical revised scale after 1st April 1971 while the other conditions set out in the said Government Resolution are satisfied.

No. There can be no comparison between pay in the pre-revised scale and the pay in the revised scale on the assumption that had the pay been fixed in the corresponding revised scale, the orders would have been made applicable. In this connection reference is invited to para. 3 (B) *ibid* wherein it has been clearly laid down that the scale of pay of the lower and higher posts in which the junior and senior Government servants are entitled to draw pay should be identical.

## Points

## Clarification

(3) How these orders will be applied in cases where the pay of a senior Government servant promoted before 1st April 1971 has been withheld or has been reduced to a lower stage in the time-scale in the higher post with or without cumulative effect.

In cases where the increment in the higher post has been withheld or where a Government servant's pay is reduced to lower stage in the time-scale of the higher post without cumulative effect these orders will be applicable from the date of expiry of the penalty (after 1st April 1971) by which time a junior Government servant has already been promoted, subject to the fulfilment of the conditions contained in para. 3 of the said Resolution.

In the cases of persons whose increment has been withheld or whose pay has been reduced to a lower stage in the time-scale of the higher post, with cumulative effect, the orders will not be applicable.

(4) Whether in the case of a person promoted on or after 1st April 1971 in a leave vacancy first and a regular vacancy, later on, while continuing in a leave vacancy, the pay on appointment to the regular vacancy can be refixed under revised Rule 41 of the BCSRs on the basis of the pay in the lower post on that date.

No. The pay first fixed under the orders contained in revised Rule 41 of the B.C.S.R.s on promotion in a leave vacancy cannot be refixed for so long as the person does not actually revert to the lower post and is shown against a regular vacancy.

In the cases of persons promoted in leave vacancies before 1st April 1971 and continuing to hold such posts without reversion, these orders will be applicable as set out in point (1) above.

No refixation of pay under the orders contained in the revised rule 41 of the B.C.S.R.s should be made in respect of Government servant who was originally appointed on promotion to a post earlier than 1st April 1971 or on or after 1st April 1971 and who proceeds on leave and rejoins on the expiry of leave after 1st April 1971, if it is certified that he would have continued to officiate in that post but for his proceeding on leave.

(There is however, no objection in the case of Government servants who were appointed on promotion before 1st April 1971 being regulated under these orders if otherwise admissible.)

(5) The provision that the next increment after stepping up of normal date may create an anomaly in that another senior person whose pay is equal to the pay of the junior promoted after 1st April 1971 and who does not derive the benefit of the above mentioned orders may draw his increment at a later date. Is it the intention to remove such anomalies too?

No. This anomaly can, in a way be said to arise even under the normal operation of the rules.

(6) Whether the orders would apply to persons whose junior's pay in the lower post was inflated on account of the benefit of counting past service in that post for the purpose of pay fixation under the *proviso* to rule 41 of the B.C.S.R.s (prior to its amendment under G. N. F. D. dated 20th March 1971) or under any other Rule or order issued by Government allowing the past service or advance increment for the purpose of pay fixation in the lower post.

If as a result of application of the *proviso* to rule 41 (prior to its amendment) or due to application of any other Rule/order the pay of the junior is more than that of the senior in the lower post, there would be no question of stepping up of the pay of the senior in the higher post. If despite the application of the *proviso* to Rule 41 or any other Rule/Order, the junior's pay is less than that of the senior and on promotion of the junior on or after 1st April 1971 his pay happens to be more than that of the senior because of pay fixation under revised Rule 41, the senior pay will have to be stepped up with reference to the actual pay drawn by the junior in the higher post.

*Points*

(7) Whether these orders would be applicable even in respect of persons, promoted on or after 1st April 1966 if there be anomalies in their cases.

(8) Whether these orders would be applicable to the Government servants junior in the lower post who is promoted to the higher post before 1st April 1971 earlier than his senior due to high ranking in seniority or due to accelerated promotion given to him, if the senior in the lower post who is promoted on or after 1st April 1971 gets higher pay.

(9) Whether the benefit can be extended to a Government servant promoted prior to 1st April 1971 but confirmed prior to the promotion of his junior after 1st April 1971 and who draws a lower rate of pay than his junior in the higher post, the other conditions set out in the said Government Resolution having satisfied.

*Clarification*

Yes. There is no objection to the orders being made applicable in such cases too. But cases of seniors promoted on or prior to 31st March 1966 should not be reviewed under these orders.

No. The orders are not applicable in cases where the junior Government servant in the lower post is promoted prior to 1st April 1971 due to the high ranking given to him in seniority or accelerated promotion and the senior Government servant is promoted on or after 1st April 1971.

No. The anomaly that a confirmed person draws less pay in the higher post than his junior who is officiating in that higher post may arise even under the normal operation of the rules. This generally happens in cases of Government servants where the pay scales are overlapping. As the Government servant on being confirmed in the higher post cases to have any connection with the lower post the question of removing the anomaly in terms of these orders does not arise.

*Regulation of initial pay on promotion/appointment on a higher post under revised rule 41 of the Bombay Civil Services Rules,  
Removal of anomalies in the...*

G. R., F.D., No. PAY-1072/36/S-1, dated 19th September 1972.

The pay of a Government servant holding a post in a substantive, temporary or officiating capacity, on promotion or appointment to another post carrying duties and responsibilities of greater importance than those attached to the former is fixed under revised Rule 41 (a) (1) of the Bombay Civil Services Rules in respect of cases arising on or after 1st April 1971 with reference to the pay drawn immediately, before such promotion. It may sometimes happen that the pay of a Government servant, permanent in post 'A' but officiating in post 'B' and subsequently transferred/promoted to post 'C' fixed with reference to the officiating pay in post 'B' may work out to be less than the pay fixed with reference to the substantive pay in post 'A'. In order to remove this anomaly, Government is pleased to direct that in such cases pay should be fixed under the revised Rule 41 (a) (i) of the Bombay Civil Services Rules with reference to the substantive pay or the officiating pay, whichever, may be beneficial to the Government servant.

2. These orders will take effect from the date of their issue and past cases already decided otherwise should not be re-opened.

G. N., F. D., No. PAY-1067/80007/S-1, dated 23rd July 1973.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Maharashtra is hereby pleased to make the following rules to amend the Bombay Civil Services Rules, Volume I, First Edition, 1959, namely :—

1. These rules may be called the Bombay Civil Services (8th Amendment) Rules, 1973.

2. In the Bombay Civil Services Rules—

In the Note 5, below Rule 41 the following shall be added at the end, namely :—

“This Note will not apply in case of appointment by promotion from a lower post, where the Government Servant is not on probation”.

3. This amendment shall take effect from the 1st January 1972.

G. R., F. D., No. PAY-1873/1131/S-1, dated 22nd August-1973.

Under the provisions of the revised rule 41 of the Bombay Civil Services Rules, issued in Government Notification, Finance Department, No. PAY-1071/1078/Unit-I, dated 20th March 1971, the pay of a Government servant on his promotion to a higher post is required to be fixed at a stage next above the pay notionally arrived at, by increasing his pay in respect of the lower post by one increment, if the rate of increment is Rs. 30 or less; The pays in the higher post so fixed, under this amended Rule, Bombay Civil Services Rule 41, may, in some cases get fixed at a stage above the Efficiency Bar in the pay scale of the higher post. A question has been raised as to whether, in such cases, the pay above the Efficiency Bar should be authorised as matter of course or whether, before such pay is authorised, an order of the competent authority allowing the Government servant to cross Efficiency Bar under Bombay Civil Services Rule 46 would be necessary. Government is pleased to direct that no orders of crossing the Efficiency Bar are necessary for the purpose of fixing pay in the higher post at a stage next above the Efficiency Bar stage, in such cases.

*Regulation of the initial pay on promotion/appointment to a higher post under the Revised Rule 41 of the Bombay Civil Services Rules.*

G. Corri., F. D., No. PAY-1874/339/S-1, dated 14th March 1974.

In line 8 of para. 1 of Government Resolution, Finance Department No. PAY-1871/3846/S-1' dated 16th February 1972 for the words, "less than Rs. 30", read "Rs. 30 or less".

2. In line 7 of Government Resolution, Finance Department No. PAY-1871/1131/S-1, dated 22nd August 1973, for the words, "less than Rs. 30", read "Rs. 30 or less".

G. N., F. D., No. SPY-1374/107/S-4, dated 10th July 1974.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India the Governor of Maharashtra is hereby pleased to make the following rules further to amend the Bombay Civil Services Rules, 1959, as follows :—

1. These rules may be called the Bombay Civil Services (3rd Amendment) Rules, 1974.
2. In Bombay Civil Services Rule, in Rule 41, after clause (c) the following shall be added as clause (d) namely :—

(d) Notwithstanding anything contained in the above clauses, where a Government servant is appointed to a Selection Grade, his pay shall be fixed at a stage next above the pay drawn by him immediately before such appointment if his pay exceeds the minimum of the Selection Grade."

3. Rule 56 shall be deleted.

4. This amendment shall take effect from 1st April 1974.

[Rule 41 of Bombay Civil Services Rules was last amended under Government Notification, Finance Department, No. PAY-1071/1078/Unit-I, dated the 20th March 1971.]

*Pay fixation under revised Bombay Civil Services Rule 41.*

G. R. F. D., No. PAY/1074/52/S-1, dated 9th January 1975.

Under Bombay Civil Services Rule 41 (a) (i), when the appointment to the new post involves assumption of duties or responsibilities of greater importance than those attached to the old post, pay of a Government servant is fixed at a stage next above the pay notionally arrived at by increasing his pay in respect of the old (lower) post by one increment if he is drawing pay in the pay-scale of that post at a stage lower than the maximum and the rate of increment above that stage in that pay scale is Rs. 30 or less. A Government servant who has reached maximum of the pay scale of the old (lower) post does not get benefit of notional increment in that post for fixation of his pay on promotion to a higher post. Government is now pleased to direct that the notional pay of a Government servant drawing pay at the maximum of the lower post shall be arrived at by increasing that pay by an amount equivalent to the last increment in the pay-scale of the old (lower) post subject to the condition that the rate of increment at the stage below the maximum is Rs. 30 or less, for the purpose of fixation of his pay in the higher post.

2. These orders should take effect from the date of issue of this Resolution.

G. N. F. D. No. PAY-1074/52/S-I, dated 9th January 1975.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India the Governor of Maharashtra is hereby pleased to make the following rules to amend the Bombay Civil Services Rules, Volume I, First Edition, 1959, Namely :—

These rules may be called the Bombay Civil Services (1st Amendment) Rules, 1975.

"In the Bombay Civil Services Rules, for the existing Rule 41 (a) (i), the following rule shall be substituted:—

41 (a) (i) if he is drawing pay in the pay-scale of the old (lower) post at a stage lower than the maximum or at the maximum and the rate of increment at such stage or the last stage in that pay-scale is Rs. 30 or less his initial pay in the time scale of the higher post shall be fixed at a stage next above the pay notionally arrived at by increasing his pay in respect of the lower post by one increment at the stage at which such pay has accrued and in the case of a Government Servant drawing pay at the maximum of the pay-scale by an amount equivalent to the last increment."

2. This amendment shall take effect from the date of issue.

*Regulation of initial pay on promotion/appointment to a higher post under the revised Rules 41 of the Bombay Civil Services Rules Removal of anomalies in the —*

G.R., F.D., No. PAY-1074/5478/S-I, dated 10th March 1975.

Under Government Resolution, Finance Department, No. PAY-1871/4311/S-1, dated the 1st May 1972, the pay of a senior Government servant promoted in higher post on or after 1st April, 1966 but prior to 1st April, 1971 and drawing less pay than his junior is stepped up to a figure equal to the pay of his junior promoted on or after 1st April, 1971 under Bombay Civil Services Rule 51 subject to the fulfilment of the conditions mentioned therein. The question of granting similar benefit to a senior Government servant promoted on or after 1st April, 1971 but drawing less pay than his junior promoted subsequently to the higher post was under consideration of Government. Government is now pleased to direct that the pay of senior Government servant promoted to higher post on or after 1st April, 1971 and drawing less pay than his junior should be stepped up to a figure equal to the pay of his junior Government servant promoted subsequently to higher post. The stepping up should be done under the Bombay Civil Services Rule 51 with effect from the date of promotion of the Junior Government servant and it should be subject to the following conditions viz.:—

(a) Both the junior and senior Government servants should belong to one and the same cadre and the posts in which they have been promoted or appointed should be identical and in the same cadre and in the same line of promotion.

(b) The scales of pay of the lower and higher post in which they are entitled to draw pay should be identical.

(c) The anomaly should be directly as a result of the application of rule 41 of the Bombay Civil Services Rules. For example, if even in the lower post the junior Government servant draws from time to time a higher rate of pay than the senior by virtue of fixation of pay under the normal rules or by grant of advance increment (s) for any other reason, the provisions contained in this Resolution shall not be invoked to step up the pay of the senior Government servant.

2. The orders refixing the pay of senior Government servant in accordance with the provisions of this Resolution should be issued under rule 51 of the Bombay Civil Services Rules. The next increment of the said senior Government servant whose pay has been stepped up in accordance with the provisions contained in this Resolution, should be drawn on completion of the requisite qualifying service, with effect from the date of refixation of pay.

3. The powers to order the refixation of pay of the senior Government servant in accordance with the provisions contained in this Resolution under rule 51 of the Bombay Civil Services Rules in respect of Gazetted and non-Gazetted post, should be delegated to the Administrative Departments of the Secretariat and the Heads of Departments respectively.

4. These orders should take effect from the date of issue of this Resolution. Cases of senior Government servants promoted to higher posts on or after 1st April, 1971 but drawing less pay than their junior promoted subsequently to higher post may be regulated under these orders but the arrears of pay and allowances admissible as a result of such refixation of pay should be admissible from the date of issue of these orders.

*Pay fixation under revised Bombay Civil Services Rules 41.*

Rectification of anomalies arising out of —

G.R., F.D., No. PAY-1075/13/S-1, dated 21st July 1975.

Under Government Resolution, Finance Department No. PAY-1074/52/S-1, dated the 9th January 1975 it has been directed that, for the purposes of pay fixation in higher post, the notional pay of a Government Servant drawing pay at the maximum of the lower post shall be arrived by increasing that pay by an amount equivalent to the last increment in the pay scale of the old (lower) post subject to the condition that the rate of increment at the stage below the maximum is Rs. 30 or less. These orders are effective from 9th January 1975. This benefit of notional increment above the maximum was not admissible to Government servants promoted to higher posts prior to 9th January 1975. As a result of these orders it may happen that a Government servant stagnating at the maximum and promoted to higher post prior to 9th January 1975 may draw a lower rate of pay in higher post than another Government servant Junior to him in the lower post but promoted/appointed to higher post on or after 9th January 1975. In order to remove this anomalous position, Government is pleased to direct that the pay of such senior Government servant promoted to higher post prior to 9th January 1975 should be stepped up to a figure equal to the pay of his junior Government servant promoted to higher post on or after 9th January 1975. The stepping up should be done with effect from the date of promotion of the junior Government servant and it should be subject to the following conditions viz.

(a) Both the junior and the senior Government servants should belong to one and the same cadre and the posts in which they have been promoted should be identical and in the same cadre and in the same line of promotion.

(b) The scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical.

(c) The anomaly should be directly as a result of the application of the orders contained in the Government Resolution, Finance Department No. PAY-1074/52/S-1, dated the 9th January 1975.

2. The orders refixing the pay of senior Government servant in accordance with the provisions of this Resolution should be issued under Rule 51 of the Bombay Civil Services Rules. The next increment of the said senior Government servant whose pay has been stepped up should be drawn on completion of the requisite qualifying service with effect from the date of refixation of pay.

3. The power to order the refixation of pay of the senior Government servant in accordance with the provisions contained in this Resolution under rule 51 of the Bombay Civil Services Rules in respect of Gazetted and non-Gazetted posts, should be delegated to the Administrative Departments of the Secretariat and the Heads of Departments respectively.

4. Cases of senior Government servants promoted to higher posts prior to 9th January 1975 but drawing less pay than their juniors promoted to higher posts on or after 9th January 1975 may be regulated under these orders and the arrears of pay and allowances admissible as a result of such refixation of pay should be admissible from the date the pay of the senior person is stepped up.

*Pay fixation in the revised scale.*

Rectification of anomalies arising out of—

G.R., F.D., No. PAY-1079/CR/1127/SER-3, dated 21st June 1979.

Cases have come to the notice of Government in which a senior Government servant promoted to a higher post before 1st April 1976 draws less pay in the revised pay scale than his junior who is promoted to the higher post on or after 1st April 1976. The question of removal of this anomaly was under consideration of Government for some time past. Government is now pleased to direct that in such cases, pay of the senior Government servant drawing pay in the revised scale in the higher post should be stepped up to a figure equal to the pay as fixed for the junior Government servant in that higher post promoted on or after 1st April 1976. The stepping up should be done with effect from the date of promotion of the junior Government servant and should be subject to the following conditions :—

(a) Both the junior and the senior Government servants should belong to the same cadre and the posts in which they have been promoted should be identical and in the same cadre and in the same line of promotion.

(b) The unrevised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical.

(c) The anomaly should be directly as a result of the application of the provisions of Bombay Civil Services Rule 41 in the revised scale. For example, if even in the lower post the junior Government servant was drawing more pay in the unrevised scale than the senior by virtue of fixation of pay under the normal rules or any advance increment(s) granted to him, the provisions contained in this Government Resolution should not be invoked to step up the pay of the senior Government servant.

2. The orders refixing the pay of senior Government servant in accordance with the provisions of this Resolution should be issued under Rule 51 of the Bombay Civil Services Rules. The next increment of the said senior Government servant whose pay has been stepped up should be drawn on completion of the requisite qualifying service with effect from the date of refixation of pay.

3. The power to order the refixation of pay of the senior Government servant in accordance with the provisions contained in this Resolution under Rule 51 of the Bombay Civil Services Rules in respect of Gazetted and non-Gazetted employees should be delegated to the Administrative Departments of the Mantralaya and the Heads of Departments respectively.

4. Cases of senior Government servants promoted to higher posts prior to 1st April 1976 but drawing less pay than their juniors promoted to higher post on or after 1st April 1976 may be regulated under these orders and the arrears of pay and allowances admissible as a result of such refixation of pay should be admissible from the date the pay of the senior person is stepped up.

G.N., F.D., No. PAY-1079/CR/1186/SER-3, dated 20th July 1979.

No. PAY-1079/CR-1186/SER-3.—In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Maharashtra is hereby pleased to make the following rules further to amend the Bombay Civil Services Rules, 1959, Volume I, First Edition, namely:—

1. These rules may be called the Bombay Civil Services (Second Amendment) Rules, 1979.

2. In the Bombay Civil Services Rules, for the existing Rule 41(a), the following rule shall be substituted:—

“(a) When the appointment to the new post involves assumption of duties or responsibilities of greater importance than those attaching to the old post and—

(i) if he is holding a post not higher than a Class II post, his initial pay in the time scale of the higher post shall be fixed at the stage next above the pay notionally arrived at by increasing his pay in respect of the lower post by one increment at the stage at which such pay has accrued and in the case of a Government servant drawing pay at the maximum of the pay scale by an amount equivalent to the last increment; and

(ii) if he is holding a post higher than a Class II post, he will draw as initial pay the stage of the time scale next above his pay in respect of the old (lower) post.”

3. The following explanation shall be added after the second proviso to Bombay Civil Services Rule 41.

“Explanation.—For the purpose of sub-rule (a) above, a post carrying a scale of pay of which maximum does not exceed Rs. 1,150 should be considered as a post not higher than a Class II post.”

4. These amendments shall take effect from the 1st April 1976.

*Officiating pay in the lower post—Protection of*—

G.R.F.D., No. PAY-1078/CR-902/SER 3, dated 16th October 1979.

It has come to the notice of Government that in some cases due to revision of scales of pay effective from 1st April 1976, the pay, a Government employee would have drawn if he were to continue to officiate in the lower post but for his appointment by promotion to a higher post, is higher than the pay in the higher post in which he is actually officiating. Except in cases covered by Bombay Civil Services Rule 41 (c), refixation of pay of a Government servant officiating in a post carrying duties and responsibilities of greater importance than those attaching to the post held by him in a substantive capacity is allowed under the proviso to Bombay Civil Services Rule 57 with reference to the enhanced substantive pay as a result of increment or otherwise, at a stage next above his substantive pay, if such refixation is advantageous to him. There is however, no provision in the Bombay Civil Services Rules which permits protection of officiating pay, a Government servant would have drawn in the lower post if he were to continue in such post but for appointment by promotion to a higher post even if it exceeds the pay in the higher post. With a view therefore, to ensuring that such a Government employee while discharging duties of a higher post does not draw less than what he would have drawn in on officiating capacity in the lower post, but for his appointment by promotion

to a higher post. Government is pleased to direct that if the officiating pay in the lower post at any time exceeds the pay in the higher post in which he is officiating by promotion, the difference between the pay that would have been admissible if he were to continue to officiate in the lower post and that admissible in the higher post, may be allowed as personal pay to be absorbed in future increases in pay, provided it is certified that but for officiating in the higher post, the employee concerned would have officiated/continued to officiate in the lower post and the officiating appointment to a higher post is in direct line of promotion. The protection should be admissible only so long as it is certified that he would have continued to officiate in the lower post but for his officiating in the higher post by promotion. The personal pay should be granted under Bombay Civil Services Rule 9 (44) (b) by the authority competent to fix pay.

2. These orders take effect retrospectively from 1st April, 1976.

G.R., F.D., No. PAY 1081/CR-807/SER-3, dated 6th May 1983.

It has been brought to the notice of Government that due to the refixation of substantive pay on 1st April 1976 as per the Maharashtra Civil Services (Revised Pay) Rules, 1978, such substantive pay is, in some cases, fixed equal to or more than the officiating pay in respect of the higher post actually held by a Government servant on 1st April 1976, also fixed under the Maharashtra Civil Services (Revised Pay) Rules, 1978 and certified by the concerned Pay Verification Unit Government, is, therefore, pleased to direct that in such cases, if the substantive pay on 1st April 1976 in respect of the lower post notionally arrived at on 1st April 1976 happens to be equal or more than the officiating pay on 1st April 1976 fixed in respect of the higher post actually held on 1st April 1976, the officiating pay on 1st April 1976 certified by the concerned Pay Verification Unit should be refixed under rule 17 (2) of the Maharashtra Civil Services (Pay) Rules, 1981 to extend the benefit of that rule to the Government servant concerned.

*Option for pay fixation at the time of promotion*

G.R., F.D., No. PAY-1082/CR-1100(i) SER-3, dated 6th November 1984.

The existing provisions regarding fixation of pay of a State Government employee on his promotion to the next higher post are contained in Rule 11 of the Maharashtra Civil Services (Pay) Rules, 1981. It has been represented to Government that under these provisions promotion of a junior person to the higher post after accrual of his increment in the lower post, gives rise to an anomaly in pay of a person senior to him, who though promoted earlier and had not drawn, at any time, pay less than that of his junior in the lower post. Government has considered this matter and is pleased to direct that an employee may be given an option for fixation of his pay on promotion as under :—

(a) Either his initial pay may be fixed in the higher post on the basis of Rule 11 (1) (a) of the Maharashtra Civil Services (Pay) Rules, 1981 straightway without any further review on accrual of increment in the pay-scale of the lower post;

OR

(b) His pay on promotion may be fixed initially in the manner as provided under Rule 11 (1) (b) of the Maharashtra Civil Services (Pay) Rules, 1981, which may be refixed on the basis of the provisions of Rule 11 (1) (a) of the said Rules on the date of accrual of next increment in the scale of pay of the lower post.

2. If the pay is fixed under (b) above, the date of next increment will fall due on completion of 12 months of the incremental period from the date the pay is refixed on the second occasion.

3. It may happen that a Government servant so promoted to a higher post draws less pay than his junior promoted to such higher post. In order to remove such anomaly, Government is pleased to direct that the pay of the senior person in the higher post should be stepped-up to a figure equal to the pay as fixed for the junior person in that higher post. Stepping-up may be done with effect from the date of promotion of the junior person and will be subject to the following conditions :—

(i) Both the senior and junior person should belong to the same cadre and the post in which they have been promoted on regular basis, should be identical and in the same cadre and in the same line of promotion;

(ii) Scales of pay of the lower and higher post in which they are entitled to draw pay should be identical; and

(iii) The anomaly should be directly as a result of these orders. For example, if even in the lower post the junior person was in receipt of higher pay than the senior person by virtue of fixation of pay under the normal rules; or due to any advance increments granted to him; or fixation of pay of the junior person on promotion was regulated under different provisions other than these orders, then the provisions contained in this Government Resolution should not be evoked to step-up the pay of the senior person.

4. The orders refixing the pay of the senior officer in accordance with the provisions of these orders should be issued under Rule 40 of the Maharashtra Civil Services (Pay) Rules, 1981 and the next increment of such senior person should be drawn on completion of the required qualifying service with effect from the date of refixation of pay. The powers to refix the pay of a Government servant under these orders are hereby delegated to the Heads of Departments in respect of Non-gazetted Government servants and to the Administrative Departments of the Mantralaya in respect of Gazetted Government Officers.

5. These orders shall take effect from 1st May 1981. Persons promoted on or after 1st May 1981 and the date of issue of these orders should be given three months' time from the date of issue of this Government Resolution, for exercising the necessary option. Persons who will be promoted hereafter should also be given option for getting their pay fixed in terms of these orders, within one month from the date of promotion. In both the cases, the option once exercised shall be final.

6. Arrears payable on account of re-fixation of pay should be paid in cash from 1st October 1984. Arrears due for the period from 1st May 1981 to 30th September 1984 should be credited to the Provident Fund Account of the individual. However, in respect of persons who have already retired during the period from 1st May 1981 to 30th September 1984 the arrears should be paid in cash.

7. Necessary amendments to the relevant Rules of the Maharashtra Civil Services (Pay) Rules 1981 will be issued in due course.

*Fixation of pay on promotion from one Class-I post to another Class-I post.*

G. R., F. D., No. PAY/1082/CR-1100 (ii)/SER-3, dated 6th November 1984.

Under Rule 11 (1) (b) of the Maharashtra Civil Services (Pay) Rules, 1981 the pay of a Government servant on his promotion/appointment from one Class-I post to another Class-I post carrying higher duties and responsibilities, is fixed at the stage next above the pay drawn in the scale of the lower post. It has been represented to Government that in application of these rules, the increase in pay that accrues to an individual has not, in all cases, been commensurate with the increased duties and responsibilities devolving on him. Government has examined this matter and is pleased to direct that in respect of promotions/appointments to Class-I post with starting pay upto Rs. 1,500 the pay of the employee should be fixed under the provisions of Rule 11 (1) (a), i. e. his pay should be fixed at a stage in the scale of the pay of the higher post next above the pay drawn in the lower post which is notionally increased by one increment.

2. These orders shall take effect from 5th October 1981. The benefit of option under para. 1 of Government Resolution, Finance Department, No. PAY-1082/CR-1100 (i)/SER-3, dated 6th November 1984 should be allowed, in cadre promotions made on or after 5th October 1981 where the fixation of pay is regulated under these orders. An Officer promoted on or after 5th October 1981 and the date of issue of these orders should be given three month's time from the date of issue of this Government Resolution for exercising the option. Officers who will be promoted hereafter should also be given option for getting their pay fixed in terms of these orders within one month from the date of promotion. In both the cases option once exercised shall be final.

3. It may happen that a Class-I Officer so promoted to a higher post draws less pay than his junior promoted to such higher post. In order to remove such anomaly, Government is pleased to direct that the pay of the senior officer in the higher post should be stepped-up to a figure equal to the pay as fixed for the junior officer in that higher post. Stepping-up may be done with effect from the date of promotion of the junior officer and will be subject to the following conditions :—

(a) Both the senior and junior officer should belong to the same cadre and the post in which they have been promoted on regular basis should be identical and in the same cadre and in the same line of promotion;

(b) Scales of pay of the lower and higher post in which they are entitled to draw pay should be identical; and

(c) The anomaly should be directly as a result of these orders. For example, if even in the lower post the junior officer was in receipt of higher pay than the senior officer by virtue of fixation of pay under the normal rules or due to any advance increments granted to him; or, fixation of pay of the junior officer on promotion was regulated under different provisions other than these orders, then the provisions contained in this Government Resolution should not be evoked to step-up the pay of the senior officer.

4. The orders refixing the pay of the senior officer in accordance with the provisions of these orders should be issued under Rule 40 of the Maharashtra Civil Services (Pay) Rules, 1981 and the next increment of such senior officer should be drawn on completion of the required qualifying service with effect from the date of refixation of pay. The powers to fix the pay of a Government Officer under these orders are hereby delegated to the Administrative Departments of the Mantralaya.

5. Arrears payable on account of refixation of pay should be paid in cash from 1st October 1984. Arrears due for the period from 5th October 1981 to 30th September 1984 should be credited to the Provident Fund Account of the individual. However, in respect of persons who have already retired during the period from 5th October 1981 to 30th September 1984, the arrears should be paid in cash.

6. Necessary amendments to the relevant rules of the Maharashtra Civil Services (Pay) Rules, 1981 will be issued in due course.

- (i) Option for pay fixation at the time of promotion
- (ii) Fixation of pay on promotion from one Class I post to another Class I post.

Clarification regarding

G.R., F.D., No. PAY-1082/CR-1100 (i)/(ii)/SER-3, dated 29th January 1985.

With reference to the orders issued under Government Resolution, Finance Department, No. PAY-1082/CR-1100 (i) and (ii)/SER-3, dated the 6th November 1984, the Pay and Accounts Officer has raised certain points in his letter No. Accts./Comptroller/TM/ADM-13-VII/431, dated the 20th December 1984. These points are clarified as follows for the information and necessary action of all the Administrative Departments and Heads of Offices thereunder :—

(i) Under Government Resolution Finance Department No. PAY-1082/CR-1100 (i) and (ii)/SER-3, dated 6th November 1984 the powers of re-fixation of (Audit Officers in the case of Gazetted Officers) delegated to the Administrative Departments certain to the anomalies likely to arise as a result of re-fixation of pay. These delegated powers, however, do not relate to the pay fixation under Rule 11 (1) (a) and Rule 11(1) (b) of the Maharashtra Civil Services (Pay) Rules, 1981. Therefore, if the pay of Gazetted Officers is to be fixed under Rule 11 (1) (a) and Rule 11 (1) (b) of Maharashtra Civil Services (Pay) Rules, 1981 as a result of the option exercised by them as indicated in para. 1 (a) and/or of Government Resolution, Finance Department No. PAY-1082/CR-1100 (i)/SER-3, dated 6th November 1984, their fixation of pay will continue to be done by the concerned Audit Officers only. All the concerned Gazetted officers will, therefore, send their options to the concerned Audit Officers within the prescribed time-limit.

(ii) If no option is received from the officers or employees on their promotion within the prescribed time limit, their pay will be fixed in accordance with the rule 11 (1) (a) of Maharashtra Civil Services (Pay) Rules, 1981.

(iii) According to existing orders, the arrears payable on account of re-fixation of pay will be credited to the Provident Fund Accounts of the individual, irrespective of the fact whether the amount of arrears is small or big.

पदोन्नतीच्या वेळी वेतन निश्चिती करता  
विकल्प—

मुदत वाढ देणेबाबत—

शा. नि., वि. वि. क्रमांक पीएचए-१०८५/सीआर-१०९/सेवा-३, दिनांक १५ ऑक्टोबर १९८५.

बरील शासन निर्णयाद्वारे पदोन्नतीनंतर आपल्या वेतनाची निश्चिती सरळ महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ११ (१) (ए) खाली करून घेण्यासंबंधीची अथवा पदोन्नती नंतर ताबडतोब खालच्या पदावर वेतनवाढ देय झाल्या-नंतर आपल्या वेतनाची पुननिश्चिती करून घेण्यासंबंधीचा विकल्प शासकीय कर्मचाऱ्यांना देण्यात आला होता. १ मे १९८१ किंवा नंतर आणि दिनांक ६ नोव्हेंबर १९८४ पर्यंत पदोन्नत झालेल्या सेवकांना जरूर तो विकल्प देण्यासाठी दिनांक ६ नोव्हेंबर १९८४ पासून ३ महिन्यांचा कालावधी देण्यात आला होता व दिनांक ६ नोव्हेंबर १९८४ नंतर पदोन्नत होणाऱ्या कर्मचाऱ्यांना त्यांच्या पदोन्नतीच्या दिनांकापासून एक महिन्याचा कालावधी देण्यात आला होता.

२. बरील शासन निर्णयातील वेतन निश्चिती संबंधीच्या तरतुदी व त्या संदर्भात संबंधित कर्मचाऱ्याला द्यावा लागणारा विकल्प या बाबी कर्मचाऱ्यांच्या दृष्टीने महत्त्वाच्या आहेत. परंतु शासनाच्या आता असे निदर्शनास आले आहे की, बऱ्याच विभाग प्रमुख/कार्यालय प्रमुखांनी बरील शासन निर्णयातील तरतुदी आपल्या अधिकार क्षेत्रातील कर्मचाऱ्यांच्या दृष्टीस वेळेवर न आणल्यामुळे तसेच या तरतुदींचा सखोल अभ्यास न केल्यामुळे बरेचसे कर्मचारी पदोन्नतीनंतर द्यावा लागणारा आपला विकल्प निर्धारित मुदतीमध्ये देऊ शकले नाहीत. तसेच काही कर्मचाऱ्यांनी आपला विकल्प मुदत टळून गेल्यानंतर दिला. विकल्प देण्यापासून वचित राहिल्यामुळे तसेच निर्धारित कालमर्यादेनंतर दिलेला विकल्प स्वीकृत होत नसल्यामुळे इच्छित वेतन निश्चितीच्या अभावी होणारे आर्थिक नुकसान टाळण्याच्या दृष्टीने विकल्प देण्याची मुदत वाढवून देण्यासंबंधीची किंवा निर्धारित कालमर्यादेनंतर दिलेला विकल्प स्वीकारण्यास मंजुरी देण्यासंबंधीची बरीचशी प्रकरणे या विभागाकडे वेळ लागली. या सर्व गोष्टींचा विचार करून तसेच

इच्छित वेतन निश्चितीच्या अभावी संबंधित कर्मचार्यांचे पदोन्नतीनंतर आर्थिक नुकसान होऊ नये म्हणून शासन निर्णय, वित्त विभाग क्रमांक पीएचय-१०८२/सीआर-११००/(एक)/एसईआर-३, दिनांक ६ नोव्हेंबर १९८४ नुसार वेतन निश्चितीच्या संदर्भात खात्या लागणाऱ्या विकल्पाची मुदत हे आदेश काढल्याच्या दिनांकापासून आणखी तीन महिन्यांनी वाढवून देण्याचे आदेश या निर्णयाद्वारे देण्यात येत आहेत. ज्या कर्मचार्यांनी आपला विकल्प अजून दिलेला नाही किंवा ज्यांनी आपला विकल्प निष्कारित मुदतीनंतर दिलेला आहे परंतु स्वीकृत झालेला नाही अशा सर्व कर्मचार्यांनी आता हे आदेश निघाल्याच्या दिनांकापासून तीन महिन्यांच्या आत आपला विकल्प द्यावा. यानंतर मात्र कोणत्याही परिस्थितीत विकल्प देण्याची मुदत वाढवून मिळणार नाही सर्व विभाग प्रमुख/कार्यालय प्रमुख यांना विनंती करण्यात येत आहे की, त्यांनी हे आदेश तसेच शासन निर्णय, वित्त विभाग, दिनांक ६ नोव्हेंबर १९८४ मधील वेतन निश्चितीच्या तरतुदी आपल्या अधिकार क्षेत्रातील ज्यांना ह्याप्रमाणे विकल्प देता येतो अशा सर्व कर्मचार्यांच्या नजरेस ताबडतोब आणाव्यात.

३. या आदेशान्वये असेही निर्देशित करण्यात येत आहे की, यापुढे ज्यांना याप्रमाणे वेतन निश्चितीसंबंधीचा विकल्प देत येतो अशा कर्मचार्यांच्या पदोन्नतीचे आदेश काढताना त्या आदेशांमध्ये, शासन निर्णय, वित्त विभाग, क्रमांक पीएचय-१०८२-सीआर-११००-(एक)/एसईआर-३, दिनांक ६ नोव्हेंबर १९८४ अनुसार पदोन्नत होणाऱ्या कर्मचार्याने वेतन निश्चितीसंबंधीचा आपला विकल्प पदोन्नतीच्या दिनांकापासून एक महिन्यांच्या आत द्यावा, व अशा प्रकारचा विकल्प न दिल्यास, वेतन निश्चिती सरळ, महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम, ११ (१) (ए) खाली केली जाईल, असा आणखी एक परिच्छेद न चुकता घालावा.

४. ज्या राजपत्रित अधिकाऱ्यांनी दिनांक ६ नोव्हेंबर १९८४ च्या आदेशानुसार आपला विकल्प या अगोदरच दिला आहे परंतु तो विहित मुदतीत नसल्याने ज्यांवर अधिवान व लेखा अधिकारी महालेखापाल (लेखा व अनुज्ञेयता) मुंबई व महालेखापाल (लेखा व अनुज्ञेयता) नागपूर यांनी वेतन निश्चिती करता आलेली नाही अशा सर्व विकल्पांवर आता बरील लेखा अधिकाऱ्यांनी वेतन निश्चितीची कारवाई करावी. याकरिता पदोन्नत झालेल्या राजपत्रित अधिकाऱ्यांनी परत विकल्प भरून देण्याची आवश्यकता नाही. परंतु जेथे अशा राजपत्रित अधिकाऱ्यांना विकल्प मुदतीत नव्हता असे कळविण्यात आले होते अशा अधिकाऱ्यांनी मात्र आपला विकल्प परत पाठवावा.

#### पदोन्नतीच्या वेळी वेतन निश्चितीकरिता विकल्प—स्पष्टीकरण

खा. नि., वि. वि., क्रमांक पीएचय-१०८०/सीआर-७९९/८५/एसईआर-३, दिनांक ५ डिसेंबर १९८५

खालच्या पदावर वार्षिक वेतनवाढ देय झाल्यानंतर वेतनाची पुनर्निश्चिती करून घेण्यासंबंधीचा विकल्प शासकीय कर्मचार्यांना देण्यात आल्यानंतर या प्रकारच्या वेतन निश्चितीच्या संदर्भात काही विभागप्रमुखांकडून मुद्दे स्पष्टीकरणासाठी उपस्थित करण्यात आले होते. या विविध मुद्द्यांबाबत स्पष्टीकरण खालीलप्रमाणे करण्यात येत आहे—

| अनुक्रमांक | संदेहाचे मुद्दे                                                                                                                                                                                                                                                                                             | स्पष्टीकरण                                                                                                                                                                                                                                                                                                                                                                                 |
|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| १          | पदोन्नती जर तात्पुरत्या स्वरूपाची असेल तर वेतनाच्या पुनर्निश्चितीकरिता विकल्प देता येईल का ?                                                                                                                                                                                                                | नाही. पदोन्नती जर तात्पुरत्या स्वरूपाची असेल तर विकल्प अनुज्ञेय नाही. परंतु तात्पुरत्या स्वरूपातील पदोन्नती, खंडीत न होता ती पुढे नियमित झाली तर अशा कर्मचार्याला प्रारंभीच्या पदोन्नतीच्या दिनांकापासून वेतन निश्चितीच्या संदर्भात विकल्प देता येईल. मात्र असा विकल्प संबंधित कर्मचार्याने पदोन्नती नियमित केल्याचे आदेश निर्गमित झाल्याच्या दिनांकापासून एक महिन्यांच्या आत दिला पाहिजे. |
| २          | वरच्या पदावर पदोन्नती झाल्यामुळे जेथे वेतनाची निश्चिती महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ११ (१) (ए) प्रमाणे होते. अशा सर्व प्रकरणांमध्ये विकल्प अनुज्ञेय आहे का ?                                                                                                                           | नेहमीच्या पदोन्नतीच्या मागिने (Direct line of promotion) पदोन्नत न होता जर एखादा कर्मचारी संवर्गाबाहेरील पदावर बदलीने, प्रतिनियुक्तीने किंवा अन्य मागिने पदोन्नत झाला तर अशा कर्मचार्याला वेतन निश्चितीसंबंधीचा विकल्प अनुज्ञेय नाही.                                                                                                                                                      |
| ३          | ज्या प्रकरणामध्ये वेतनाची निश्चिती, शासन निर्णय वित्त विभाग क्रमांक पीएचय-१०८२/सीआर-११०० (एक)/एसईआर-३, दिनांक ६ नोव्हेंबर १९८४ मधील परिच्छेद १ (बी) प्रमाणे होते अशा प्रकरणामध्ये महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ११ खाली दिलेल्या पहिल्या परंतुकाप्रमाणे वेतन निश्चिती अनुज्ञेय आहे का ? | नाही. महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ११ खाली दिलेल्या पहिल्या परंतुकाप्रमाणे नियमित पदोन्नतीच्या पूर्वी तेच पद अथवा त्याच किंवा समरूप, समम अर्णांमधील अन्य पद धारण केले असेल तर शासन निर्णय, वित्त विभाग दिनांक ६ नोव्हेंबर १९८४ मधील परिच्छेद १ (बी) प्रमाणे वेतन निश्चितीचे प्रकरण नियमित करताना पूर्वीच्या अस्थायी वेतनाला संरक्षण मिळणार नाही.                      |

पदोन्नतीच्या वेळी वेतन निश्चितीकरिता  
विकल्प—स्पष्टीकरण

शा. नि., शुद्धिपत्र, वि. वि., क्रमांक पीएवाय-१०८६/सीआर-१५१/एसईआर-३, दिनांक २४ फेब्रुवारी १९८६.

शासन परिपत्रक जापन क्रमांक वेतन १०८५/सीआर-७९९/८५/सेवा-३, दिनांक ५ डिसेंबर १९८५ नुसार अनुक्रमांक १ मध्ये संदेहाचा मुद्दा व स्पष्टीकरण हे रद्द समजण्यात येऊन त्या ऐवजी पुढीलप्रमाणे अनुक्रमांक १ मध्ये संदेहाचा मुद्दा व स्पष्टीकरण सुधारित करण्यात येत आहे:—

अनुक्रमांक

संदेहाचा मुद्दा

स्पष्टीकरण

१ तदर्थ तत्त्वावर ( *Ad hoc basis* ) देण्यात आलेल्या पदोन्नतीच्या बाबतीतही विकल्प अनुज्ञेय असावा काय ?

नाही. तदर्थ तत्त्वावर देण्यात आलेल्या पदोन्नतीबाबतीत विकल्प अनुज्ञेय नाही. तथापि, अशा प्रकारच्या पदोन्नतीनंतर कोणताही खंड न पडता वरच्या पदावर नियमित नियुक्ती झालेली असेल त्याबाबतीत वरच्या पदावरील सुरवातीच्या नियुक्तीच्या दिनांकापासून हा विकल्प अनुज्ञेय असेल आणि तो अशा प्रकारच्या नियमित नियुक्तीच्या दिनांकापासून एकमहिन्याच्या आत संचालित लागेल.

एका वर्ग एक पदावरून दुसऱ्या वर्ग एक पदावर पदोन्नती झाल्यानंतर वेतन निश्चिती कायद्याबाबत स्पष्टीकरण

शा. नि., वि. वि., क्रमांक वेतन-१०८६/सीआर-१६०/सेवा-३, दिनांक २५ मार्च १९८६.

शासन निर्णय, वित्त विभाग, क्रमांक पीएवाय-१०८२/सीआर-११०० (२), दिनांक ६ नोव्हेंबर १९८४ च्या संदर्भात, अधिदान व लेखाधिकारी यांनी त्यांच्या क्रमांक अले/डीएम/एफ-३८-(३)/६३९, दिनांक ३१ डिसेंबर १९८५ च्या पत्रात असा मुद्दा उपस्थित केला आहे की, रुपये १५०० पर्यंत आरंभ होणाऱ्या वेतनश्रेणीत रुपये १,५००-१,९२५ या वेतनश्रेणीचा समावेश होतो किंवा नाही कारण रुपये १,५०० पर्यंत म्हणजे रुपये १,४९९.९९ असा अर्थ येतला जातो. त्याबाबत असे स्पष्टीकरण करण्यात येत आहे की, या वेतननिश्चितीचा फायदा रुपये १,५०० हून अधिक आरंभ वेतन असणाऱ्या वेतनश्रेणी पदोन्नती झालेल्यांना देय नाही म्हणजेच उदाहरणार्थ रुपये १,५००-१,९२५ या वेतनश्रेणीतील पदोन्नतीला फायदा मिळेल.

*Fixation of pay on promotion/appointment from one post to another carrying duties and responsibilities of greater importance.*

G. R., F. D., No. RPS/1288/580/SER-10, dated 18th October 1988.

Under G. R., F. D., No. PAY-1082/CR-1100-ii)-SER-3, dated 6th November 1984, orders have been issued that in respect of promotions/appointments to Class I posts with starting pay upto Rs. 1,500 in the existing scales, the pay of the employee should be fixed under the provisions of Rule 11 (1) (a) of the Maharashtra Civil Services (Pay) Rules, 1981 i.e., his pay should be fixed at a stage in the scale of pay of the higher post next above the pay drawn in the lower post which is notionally increased by one increment. The question of extending this benefit to other Class I officers was under consideration of Government for some time past.

2: In supersession of all the various existing orders, Government is pleased to direct that where a Government servant is promoted or appointed to another post carrying duties and responsibilities, of greater importance than those attached to the post held by him the provisions contained in Rule 11 (1) (a) of the Maharashtra Civil Services (Pay) Rules, 1981 shall apply without pay limits.

3. These order shall take effect from 1st January 1986.

4. The arrears payable on account of these orders in respect of the period from 1st January, 1986 to 31st August 1988 (both days inclusive) should be credited to the Provident Fund account of the Government servant and shall not be permitted to be withdrawn for three years upto 31st December 1991 except in the case of Government servants who have retired or ceased to be in Government service during this period.

5. The existing provisions of the Maharashtra Civil Services (Pay) Rules, 1981 in this respect should be deemed to have been amended to the extent of the provision of this resolution. A formal amendment to these rules will be made in due course.

एका पदावरून अधिक महत्वाची कर्तव्ये आणि  
जबाबदाऱ्या असलेल्या हुसत्या पदावर पदोन्नती  
नियुक्ती झाल्यानंतर करावयाची वेतन निश्चिती

शा., नि., वि. वि., क्रमांक वेपूर-१२८८/५८०/सेवा-१० दिनांक १८ ऑक्टोबर १९८८.

शासन निर्णय, वित्त विभाग, क्रमांक पीएवाय-१०८२/सीआर-११०० (दोन)/सेवा-३, दिनांक ६ नोव्हेंबर १९८४ अन्वये असे आदेश देण्यात आले आहेत की, वर्ग एक मधील ज्या पदांचे विद्यमान श्रेणीतील प्रारंभिक वेतन रुपये १५०० पर्यंत आहे अशा पदावर पदोन्नती/नियुक्ती झाल्यानंतर संबंधित कर्मचार्यांचे वेतन महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ च्या नियम ११ (१) (ए) मधील तरतुदीनुसार निश्चित करण्यात यावे. म्हणजेच, अशा कर्मचार्यांचे वेतन, वरच्या पदाच्या वेतनश्रेणीमधील अशा टप्प्यावर निश्चित करण्यात यावे जो टप्पा खालच्या पदामधील त्याने घेतलेले वेतन एक वेतनवाढ देऊन काल्पनिकरित्या वाढविल्यानंतरचा असेल. हा लाभ वर्ग एकमधील इतर अधिकाऱ्यांना देण्याचा प्रश्न शासनाच्या काही काळ विचाराधीन होता.

२. या संदर्भातील विद्यमान सर्व आदेशांचे अतिक्रमण करून शासन असा आदेश देत आहे की, जेव्हा शासकीय कर्मचार्याची, त्याने धारण केलेल्या पदाची कर्तव्ये आणि जबाबदाऱ्या यांपेक्षा अधिक महत्वाची कर्तव्ये आणि जबाबदाऱ्या असलेल्या पदावर पदोन्नती/नियुक्ती होईल तेव्हा महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ च्या नियम ११ (१) (ए) मधील तरतुदी कोणत्याही वेतनाची मर्यादा न घालता लागू करण्यात याव्यात.

३. हे आदेश दिनांक १ जानेवारी १९८६ पासून अंमलात येतील.

४. या आदेशामुळे देय होणारी दिनांक १ जानेवारी १९८६ ते ३१ ऑगस्ट १९८८ (दोन्ही दिवस धरून) पर्यंतच्या कालावधीची थकबाकी शासकीय कर्मचार्यांच्या भविष्य निर्वाह निधी खाल्यात जमा करण्यात यावी आणि ३१ डिसेंबर १९९१ पर्यंतच्या तीन वर्षांच्या कालावधीत ती काढून घेण्याची त्याला परवानगी असणार नाही. परंतु या कालावधीमध्ये शासकीय सेवेमधून सेवानिवृत्त झालेले किंवा अशा सेवेत राहण्याचे बंद झालेले शासकीय कर्मचारी याला अपवाद राहतील.

५. महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील या संबंधीच्या विद्यमान तरतुदी या निर्णयामधील तरतुदीच्या मध्यावरच्या सुधारित करण्यात आल्या आहेत असे समजण्यात यावे. या नियमांना औपचारिक सुधारणा यथावकाश करण्यात येईल.

६. या आदेशाची इंग्रजी प्रत सोबत जोडली आहे.

## CHAPTER X

### Fixation of Pay Under Secretaries Promoted to the Post of Deputy Secretaries

This Chapter contains orders regarding fixation of pay Under Secretaries promoted to the post of Deputy Secretaries. As per orders contained in G. R. Political and Services Department No. SRV-1056-D, dated 7th November 1956 read with G. R. F. D. No. No. RPR-3068-(IV)-XXVI, dated 5th November 1963 and G. R. G. A. D. No. SRV-1064/D, dated 22nd January 1964, pay of Under Secretaries promoted to the posts of Deputy Secretaries was fixed according to the provisions of Rule 41 of the Bombay Civil Service Rules, 1959 provided that on promotion they get minimum increase, of Rs. 100 on their pay as Under Secretaries. However, with the revision of pay scales the benefit of minimum rise of Rs. 100 was discontinued with effect from 1st April 1976 as per G. R. G. A. D., No. SRV-1379/46-XIV, dated 3rd May 1979.

#### प्रकरण दहा

#### अवर सचिवांची उपसचिव पदावर पदोन्नती झाल्यानंतर होणारी वेतन निश्चिती

अवर सचिवांची उपसचिव पदावर पदोन्नती झाल्यानंतर वेतन निश्चिती कशी करावयाची या संबंधीच्या आदेशांचा अंतिमर्ष या प्रकरणामध्ये केलेला आहे.

शा. नि., राजकीय व सेवा विभाग क्रमांक एमआरव्ही-१०५६-डी, दिनांक ७ नोव्हेंबर १९५६ तसेच शा. नि., वित्त विभाग क्रमांक आरपीआर-३०६३-(४)/२६, दिनांक ५ नोव्हेंबर १९६३ व शा. नि., सामान्य प्रशासन विभाग क्रमांक एसआरव्ही-१०६४-डी, दिनांक २२ जानेवारी १९६४ मधील एकत्रित आदेशानुसार उपसचिव पदावर पदोन्नती झाल्यानंतर अवर सचिवांची वेतन निश्चिती, मुंबई नागरी सेवा नियम, १९५९ मधील नियम ४९ अनुसार करण्यात येत होती. मात्र, पदोन्नत झाल्यानंतर त्यांना त्यांच्या अवर सचिवांच्या पदावरील वेतनावर रुपये १०० ची कमाल वाढ देण्यात येत होती. तथापि, वेतनमानात सुधारणा झाल्यामुळे पदोन्नतीनंतर मिळणारा रुपये १०० या किमान वाढीचा लाभ १ एप्रिल १९७६ पासून शा. नि., सामान्य प्रशासन विभाग क्रमांक एसआरव्ही-१३७९/४६-१४, दिनांक ३ मे १९७९ अन्वये बंद करण्यात आला.

#### Pay scales of certain posts in the Department of the Secretariat.

#### Revision of—

G. R., P. and S. D., No. SRV-1056-D, dated 7th November 1956.

Government had under consideration for some time the question of amalgamating the cadres of Under and Assistant Secretaries and also of Senior and Junior Superintendents in the Departments of the Secretariat as multiplicity of cadres without material difference in responsibilities was not conducive to efficiency. Government has now decided to effect the amalgamation of these cadres. Government is accordingly pleased to direct that (i) there should be a combined cadre of Under, and Assistant Secretaries in each of the Departments and the posts in this cadre should be designated as those of Under Secretaries, and (ii) there should be a combined cadre of Senior and Junior Superintendents in each Department and the posts in this cadre should be designated as those of Superintendents. Government is also pleased to sanction the following arrangements regarding pay-scales, appointment etc. to these posts.

I. *Under Secretaries.*—(a) (i) when held by members of the Secretariat Service the pay-scale for the posts should be Rs. 650-50-950-EB-50-1150 and (ii) when held by members of other services the officers concerned should be allowed a special pay of Rs. 150, in addition to pay in their respective scales and other allowances like Compensatory Local Allowance and House Rent Allowance (admissible under the rules).

(b) Appointment to the posts of the new cadres of Under Secretaries will be made by selection from amongst the holders of the existing posts of Assistant and Under Secretaries pending such, selection the present arrangements regarding Assistant and Under Secretaries will continue.

(c) The pay of Officers appointed to the new posts of Under Secretaries will be fixed in the scale prescribed for the posts as if the service previously put in by them in the posts of Under or Assistant Secretaries was in this scale and they will draw future increments in the scale of the date on which they would have drawn them had they continued in the old posts of Under or Assistant Secretaries. Those who had reached the maximum of the old scale of Assistant Secretaries however will draw the next increment after completing one year's service from the date of their appointment to the new cadres of Under Secretaries.

II. *Superintendents*.—The pay scale for these posts should be Rs. 320-20-400-E.B.-20-500-25-600. Those who are Senior or Junior Superintendents at present should start at the stage in the scale at which they will be drawing pay on the 1st November 1956 and should draw the next increment on the dates on which they would have drawn had they continued in the old scale of Senior or Junior Superintendents. Those who had reached the maximum of the old scale of Junior Superintendents (viz. Rs. 440) however will draw the next increment after completing one year's service from the 1st November 1956.

III. Consequent on the revision of the pay scales of Under Secretaries, Government is also pleased to direct that the posts of Deputy Secretaries to Government should carry a scale of Rs. 1000-50-1300 when held by Officers of the Secretariat Service promoted from the posts of Under Secretaries, Government is also pleased to direct that the pay of the Officers promoted to the posts of Deputy Secretaries should be fixed in this scale according to the provisions of Bombay Civil Services Rule 41 provided that on promotion they get a minimum increase of Rs. 100 on their pay as Under Secretaries. Government is also pleased to direct that so far as promotion of Officers of the Secretariat Service is concerned, the posts of Deputy Secretaries should be treated as 'Selection posts'.

The scale for the posts of Deputy Secretaries mentioned above will not, however, apply to Officers of other services who will continue to get in these posts a special pay of Rs. 200 p.m. in addition to their respective grade pay (subject to a minimum of Rs. 800 p.m.) and other allowances like the Compensatory Local Allowance and House Rent Allowance admissible under the rules.

*Amendments to the Maharashtra Civil Services (Revised Pay) Rules, 1963.*

G. R., F. D. No. RPR-3063/(IV)/XXVI, dated 5th November 1963.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Maharashtra is pleased to direct that the following amendment shall be made in the Maharashtra Civil Services (Revised Pay) Rules, 1963, issued under Government Resolution, Finance Department, No. RPR-3063/XXVI, dated the 15th February 1963.

**PART III**

On page 46, the following new entry shall be added :

**SECRETARIAT**

| Sr. No. | Designation      | Present Scale    | Revised Scale            |
|---------|------------------|------------------|--------------------------|
| 1       | 2                | 3                | 4                        |
| 2       | Deputy Secretary | 1000-50-1300 (c) | 1100-50-1200-60-1500 (c) |

2. The Government servants concerned shall exercise the option under Rules 6 and 7 of the Maharashtra Civil Services (Revised Pay) Rules, 1963, within 4 months from the date of issue of these orders.

3. The Pay of the Government servants shall be fixed under Rule 8 of the Maharashtra Civil Services (Revised Pay) Rules, 1963, as modified under Government Resolution, Finance Department, No. RPR-3063 (i)/XXVI, date the 1st June 1963 read with paragraph 8 of Government Circular Memorandum, Finance Department, No. RPS-1063/27-XXVI, dated the 22nd April 1963.

4. The initial fixation of pay of the Under Secretary Promoted as Deputy Secretary after 1st July 1962 will continue to be regulated as per Government Resolution, Political and Services Department, No. SRV-1056-D, dated the 7th November 1956.

5. The above orders shall come into effect from 1st July, 1962.

*Revised pay scale prescribed for the posts of Deputy Secretaries—Fixation of pay of Under Secretaries promoted to the posts of Deputy Secretaries*

G. R., G. A. D., No. SRV-1064-D, dated 22nd January 1964.

The Government of Maharashtra is pleased to direct that the pay of an Under Secretary belonging to the Secretariat Service who is promoted to the post of Deputy Secretary on or after the 1st July 1962, in the revised scale of Deputy Secretaries, viz., Rs. 1,100-50-1,200-60-1,500 should be so

fixed that if with the minimum increase of Rs. 100 admissible according to paragraph 4 of Government Resolution, Finance Department, No. RPR-3063 (iv) XXVI, dated the 5th November 1963, it does not form a stage in the scale it should be fixed at the next higher stage.

2. The Pay and Accounts Officer should refix the pay of the Officers to whom these orders apply with retrospective effect from the date of their appointment and allow them the arrears, if any, due to them.

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*Fixation of pay of Under Secretaries promoted to the posts of Deputy Secretaries.*

G.R., G.A.D., No. SRV-1379/46/XIV, dated 3rd May 1979

Orders were issued in Government Resolution, Political and Services Department, No. SRV-1056-D, dated the 7th November 1956, that the pay of an Under Secretary belonging to the Secretariat Service promoted to the post of Deputy Secretary should be fixed in the pay scale of the later post according to the provisions of Bombay Civil Services Rule, 41 provided that on promotion he gets a minimum increase of Rs. 100 on his pay as Under Secretary. This benefit of minimum increase of Rs. 100 in pay was continued by Government Resolution, Finance Department, No. RPR.-3063/(iv)/XXVI, dated 5th November 1963 and Government Resolution, General Administration Department No. SRV-1064-D, dated the 22nd January 1964. The question whether this benefit should be continued after the revision of the pay scales on the recommendation of the Second Maharashtra Pay Commission, was under the consideration of Government. It has now been decided that the benefit of minimum rise of Rs. 100 in the pay of an under Secretary belonging to the Mantralaya Service on his promotion to the post of Deputy Secretary should be discontinued with effect from the 1st April 1976.

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## CHAPTER XI

### Fixation of Pay of Higher Grade Stenographers on promotion to the post of Selection Grade Stenographers.

This Chapter contains orders regarding fixation of pay of Higher Grade Stenographers on promotion to the post of Selection Grade Stenographers. As per orders contained in GR/GAD No. SRV 1064/2539-D, dated 21st July 1964, the pay of a H. G. Stenographer on promotion to the post of Selection Grade Stenographer was fixed by allowing him an increase of Rs. 50 on his own pay. However, with the revision of Pay scales, these orders have been cancelled with effect from 1st April 1976 as per GR/GAD No. SSS-1079/71/XIV-A, dated 18th December 1979 and it has been decided to fix the pay of H. G. Stenographer on promotion to the post of Selection Grade Stenographer under Rule 41 (a) (i) of the B. C. S. Rs. [Now Rule 11 (i) (a) of the M. G. S. (Pay) Rules, 1981].

#### प्रकरण अकरा

#### उच्च श्रेणी लघुलेखकांची निवड श्रेणी लघुलेखक पदावर पदोन्नती झाल्यानंतर होणारी वेतन निश्चिती

उच्च श्रेणी लघुलेखकांची निवड श्रेणी लघुलेखक पदावर पदोन्नती झाल्यानंतर वेतन निश्चिती कशी करावयाची या संबंधीच्या आदेशांचा अंतर्भाव या प्रकरणामध्ये केलेला आहे. शा. नि., सामान्य प्रशासन, विभाग क्रमांक एसआरव्ही-१०६४/२५३९-डी दिनांक २१ जुलै १९६४ मधील आदेशानुसार, उच्च श्रेणी लघुलेखकाला निवड श्रेणी लघुलेखकाच्या पदावर पदोन्नती दिल्यानंतर त्याच्या स्वतःच्या वेतनावर रुपये ५० ची वाढ देऊन नंतर त्याचे वेतन निश्चित करावयाचे होते. तथापि, वेतनमानात सुधारणा झाल्यामुळे, शा. नि., सामान्य प्रशासन विभाग, क्रमांक एसएसएस-१०७९/७१/१४-अ, दिनांक १८ डिसेंबर १९७९ अन्वये हे आदेश १ एप्रिल १९७६ पासून रद्द करण्यात आले व असे ठरविण्यात आले की, निवड श्रेणी लघुलेखक पदावर पदोन्नती मिळाल्यानंतर उच्च श्रेणी लघुलेखकांचे वेतन हे, मुंबई नागरी सेवा नियम ४१ (ए) (एक) [महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नवीन नियम ११ (एक) (ए)] प्रमाणे निश्चित करावे.

#### *Stenographers in the Secretariat Revision of Pay scales of—*

G.R.GAD. No. SRV-1064/2539-D, dated 21st July 1964.

The question of revision of pay scales of the posts of Stenographers in the Secretariat was under consideration of Government for sometime. Government is now pleased to direct that the scales of pay of the posts of Stenographers should be revised as follows :—

|                           | Present scale         | Revised scale                 |
|---------------------------|-----------------------|-------------------------------|
| Higher Grade Stenographer | 180-10-310-15-400 (c) | 250-10-350-EB-15-500 (c)      |
| Lower Grade               | 140-8-220-10-270 (c)  | 200-8-280-EB-8-320-10-350 (c) |

2. With a view to providing avenues for promotion to Stenographers in the Higher Grade, Government is also pleased to direct that a Selection Grade of Rs. 350-20-470-EB-20-550-25-600 should be created for stenographers in the Secretariat. The number of posts in the Selection Grade will be equal to 15% raised to 25% as for G.R.GAD.No. SSS 15/5-J dated 9th December 1966 of the posts of Stenographers (Higher Grade).

3. These orders should be given effect to from the 1st July 1962.

4. The posts in the Selection Grade will be filled by promotion of Stenographers (Higher Grade). The pay of the Stenographer promoted to the Selection Grade will be fixed in that grade by allowing him an increase of Rs. 50 p.m. on his own pay provided that where the aggregate of the pay in the revised scale of the post of Stenographer (Higher Grade) and the increase of Rs. 50 is not a stage in the revised scale of the post of Stenographer (Selection Grade), the pay should be fixed at the stage next below such aggregate pay and personal pay to be absorbed in subsequent increments.

5. The special pay attached to the posts of Stenographer working with the Chief Secretary and certain other Secretaries should continue at the present rate and the incumbents thereof should draw it in addition to their grade pay.

6. Necessary amendments to the Maharashtra Civil Services (Revised Pay) Rules, 1963 will be issued by the Finance Department in due course.

*Fixation of pay of Higher Grade Stenographers promoted to the posts of Selection Grade Stenographers.*

G. R., G.A.D., No. SSS-1079/71/XIV-A, dated the 18th December 1979.

In view of the amendment to Bombay Civil Services Rule 41 (a) (i), *vide* Government Notification Finance Department No. PAY-1079/CR-1186/SER-3, dated 20th July 1979, the orders contained in para 4 of the Government Resolution, General Administration Department No. SRV-1064/2539-G, dated 21st July 1964 according to which the pay of Higher Grade Stenographers on promotion to the posts of Selection Grade Stenographers is fixed in that grade by allowing an increase of Rs. 50 become ineffective. It has therefore been decided that the orders in para 4 of the Government Resolution, General Administration Department referred to above should be cancelled with effect from 1st April 1976.

2. The pay of Higher Grade Stenographers promoted to the Selection Grade of Stenographers on 1st April 1976 and thereafter shall be fixed in that grade under the amended Bombay Civil Services Rule 41 (a) (i), issued under Government Notification, Finance Department No. PAY-1079/Cr-1186/SER-3, dated 20th July 1979.

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## CHAPTER. XII

### Fixation of pay of temporary/work-charged persons when transferred from one post to another and on appointment on regular establishment as Junior Clerks.

The pay of persons appointed on temporary and work-charged establishment in different cadres such as Karkoons, Time-Keepers, Computers, Work-takers, Metre readers, Assistant Store-keepers, Delivery Clerks, Chemical Karkoons, Telephone Attendants, Attendants, Chlorinators when transferred from one post to another for administrative convenience in the interest of Government or due to abolition of posts, was fixed at the minimum of the pay scale of the post to which they were transferred without consideration of the service rendered by them in the previous cadre because the duties and responsibilities of these two posts were neither same nor identical. Thus previous service on work-charged establishment was not counted for fixation of pay. In order to remove the hard-ship caused to such persons, certain pay scales were declared as identical for the purpose of fixation of pay under Rule 41 of the Bombay Civil Services Rules with effect from 17th September 1953 (except in the case of junior clerks.) as per GCM-PWD No. PAS-1354-H, dated 11th September 1958. The pay scales declared identical as per the above orders were further amended as per orders contained in G. R. B and CD No. PSE-1065/29498/E(2), dated 3rd October 1966, G. R. P. W. and Housing Department No. PSE-1074/Desk-17 dated 5th September 1975, G. R., P. W. and H. D., No. PSE-1074/Desk-17 (296), dated 15th July 1976, G. R. P. W. and H. D. No. PSE-1074/Desk No. 17 (296) dated 8th October 1976 and G. R., P. W. and H. D. No. PSE-2177-D. 17 (2263), dated 22nd September 1977. However cases of protection of pay of qualified persons working in lower posts whose pay scales were declared identical under G. C. M. P. W. D. dated 11th September 1958 when transferred as junior clerks was required to be referred to Government for consideration as per G. M. I and P. D. No. PSE-1159/5837-E(2) dated 2nd March 1961 read with G. C. I. and P. D. No. PSE-1164-E (2), dated 4th February 1964. The powers to fix the pay of qualified persons mentioned in G. C. M., P. W. D. No. PAS-1354/H, dated 11th September 1958 as further amended from time to time on their appointments to the posts of Junior clerks were delegated to the Additional Chief Engineers of the Public Works and Housing Departments and Irrigations Departments as per G. R. P. W. and H. D. No. PSE-2176/Desk -17 (1522), dated 3rd June 1977 subject to the conditions mentioned therein. Similarly as per G. M., I. and P. D. No. PNT-1065/105289-E(2), dated 21st January 1966, the leave admissible in accordance with para 86 (b) of the Maharashtra P. W. D. Manual, Fourth edition, 1963 was allowed to count for increments with effect from 1st April, 1965

### प्रकरण बारा

**आस्थायी/कार्यव्ययी आस्थापनेवरील कर्मचाऱ्यांची एका पदावरून दुसऱ्या पदावर बदली झाल्यानंतर आणि नियमित**

**आस्थापनेवर कनिष्ठ लिपिक म्हणून नेमणूक झाल्यावर करावयाची वेतन निश्चिती**

आस्थायी व कार्यव्ययी आस्थापनेवर, कारकून, टाईम कीपर, कॉम्प्युटर्स, वर्क टेकर्स, मीटर रीडर्स, असिस्टंट स्टोअर कीपर डिलीव्हरी क्लर्क, केमिकल कारकून टेलीफोन अटेंडन्ट, अटेंडन्ट, क्लोरीनेटर, या वेगवेगळ्या संवर्गांत नियुक्त झालेल्या कर्मचाऱ्यांची शासकीय हितास्तव प्रशासकीय सोईसाठी किंवा पदे नाहिशी झाल्यामुळे एका पदावरून दुसऱ्या पदावर बदलीने नियुक्ती झाल्यानंतर पूर्वीच्या संवर्गातील केलेली सेवा विचारात न घेता अशा कर्मचाऱ्यांचे वेतन बदली झालेल्या पदाच्या वेतनमानातील किमान वेतनावर निश्चित होत असे. कारण या दोन पदांची कर्तव्ये व जबाबदाऱ्या समान किंवा एकरूप नव्हत्या. अशा प्रकारे, कार्यव्ययी आस्थापनेवरील पूर्वीची सेवा वेतन निश्चितीसाठी गणली जात नव्हती. म्हणून अशा प्रकारच्या कर्मचाऱ्यांना सोसाय्या लागणाऱ्या हाल-अपेष्टा दूर करण्याकरिता, सार्वजनिक बांधकाम विभाग, परिपत्रक जापन क्रमांक पीएस-१३५४/एच, दिनांक ११ सप्टेंबर १९५८ अनुसार, मुंबई नागरी सेवा नियम ४१ खाली वेतन निश्चिती करण्यासाठी दिनांक १७ सप्टेंबर १९५३ पासून कांही वेतनमाने एकरूप घोषित करण्यात आली. याला फक्त कनिष्ठ लिपिकांचा अपवाद होता. वरील आदेशानुसार एकरूप घोषित केलेली वेतनमाने पुढे, शासन निर्णय, बांधकाम व दळणवळण विभाग क्रमांक पीएसई-१०६५/२९४९८/ई (२), दिनांक ३ ऑक्टोबर १९६६, शासन निर्णय, सार्वजनिक बांधकाम व गृहनिर्माण विभाग क्रमांक पीएसई-१०७४/कार्यासन-१७, दिनांक ५ सप्टेंबर १९७५ शासन निर्णय, सार्वजनिक बांधकाम व गृहनिर्माण विभाग क्रमांक पीएसई-१०७४/कार्यासन-१७ (२९६), दिनांक १५ जुलै १९७६, शासन निर्णय, सार्वजनिक बांधकाम व गृहनिर्माण विभाग, क्रमांक पीएसई-१०७४/कार्यासन-१७ (२९६), दिनांक ८ ऑक्टोबर १९७६ व शासन निर्णय, सार्वजनिक बांधकाम व गृहनिर्माण विभाग क्रमांक पीएसई-२१७७-डी-१७ (२२६३), दिनांक २२ सप्टेंबर १९७७ अनुसार दुस्त करण्यात आली. तथापि, दिनांक ११ सप्टेंबर १९५८ च्या सार्वजनिक बांधकाम विभागाच्या शासकीय परिपत्रकानुसार ज्यांची वेतनमाने एकरूप म्हणून घोषित केलेली होती अशा खालच्या पदावर काम करणाऱ्या अर्हताप्राप्त कर्मचाऱ्यांची कनिष्ठ लिपिक म्हणून बदली झाल्यावर त्यांच्या वेतनाबाबत संरक्षण देण्याची प्रकरणे शासन जापन, पाठबंदारे व वीज विभाग/ क्रमांक पीएसई-११५९/५८३७/ई-२, दिनांक २ मार्च १९६१ व शासन परिपत्रक, पाठबंदारे व वीज विभाग क्रमांक पीएसई-११६४/ई-२, दिनांक ४ फेब्रुवारी १९६४ अनुसार शासनाकडे विचारार्थ पाठवावी लागत असत. परंतु नंतर शासन परिपत्रक जापन, सार्वजनिक बांधकाम विभाग क्रमांक पीएस-१३५४/एच, दिनांक ११ सप्टेंबर १९५८ मध्ये नमूद केलेल्या

अहंताप्राप्त कर्मचाऱ्यांची, कनिष्ठ लिपिक पदावर नियुक्ती झाल्यानंतर, वेतन निश्चिती करण्याचे अधिकार, शासन निर्णय, सार्वजनिक बांधकाम व गृहनिर्माण विभाग क्रमांक पीएसई-२१७६/कार्यासन-१७. (१५२२), दिनांक ३ जुन १९७७ अनुसार, त्या आदेशात, नमूद केलेल्या अटीच्या अधीन राहून, सार्वजनिक बांधकाम व गृहनिर्माण आणि पाटबंधारे विभागाच्या अतिरिक्त मुख्य अभियंत्यांना प्रदान करण्यात आले. त्याचप्रमाणे शा. ज्ञा. पाटबंधारे व बीज विभाग क्रमांक पीएनटी-१०६५/१०५२८९-ई (२), दिनांक २१ जानेवारी १९६६ अनुसार १ एप्रिल १९६५ पासून महाराष्ट्र सार्वजनिक बांधकाम विभाग नियम पुस्तिका चौथी आवृत्ती १९६३ मधील परिच्छेद ८६ (बी) अनुसार अनुज्ञेय होणारी रजा ही वेतनवाढीसाठी हिशेबात धरण्यासाठी मान्यता देण्यात आली.

*Fixation of pay of temporary work charged persons when transferred from one post to another.*

G.C.M., P.W.D., No. PHS-1354-H, dated 11th September 1958.

Persons appointed on temporary and work-charged establishment in different cadres such as Karkuns, Time-keepers, Computers, Work-takers, Meter-readers, Assistant Store-keepers, Delivery clerks, Chlorinators, Chemical Karkuns, Attendants and Telephone Attendants are often required to be transferred from one post to another for administrative convenience in the interest of Government work or due to abolition of posts. The duties and responsibilities of these posts are neither "same" nor "identical" and as such their pay on transfer is required to be fixed at the minimum of the pay scale of the post to which they are transferred without consideration of the service rendered by them in the previous cadre. This cause hard-ship to such persons for no fault of theirs as they lose in their pay as well as in seniority. In order, therefore, to obviate such difficulties and to remove the discontent and anomalies and hard-ship to persons transferred from one of the 11 posts mentioned above to another post on account of administrative convenience, Government is pleased to pass the following orders in relaxation and supersession of all applicable rules and existing orders on the subject :—

(i) The following time scales of pay except in the case of Junior Clerks should be treated as "identical time scales of pay" for purposes of fixation of pay under Bombay Civil Service Rule 41.

- (1) 46-3-85-EB-4-105,
- (2) 46-3-85.
- (3) 55-3-85.

(ii) The establishment on the above time scales should be exempted from the operation of Rule 56 of the Bombay Civil Services Rules.

(iii) The provisions of note 4 below Bombay Civil Services Rule 41 will continue to apply when the appointment to a post involves transfer from one establishment to another i. e. from one office or Department to another.

(iv) The seniority of persons working in the pay scales mentioned above, when transferred from one post to another except in the cadre of Junior Clerk should be determined with reference to the date of appointment in the post to which they are transferred irrespective of the pay they get.

2. These orders should take effect from 17th September 1953.

CONFIDENTIAL  
No. PSE-1159/5837-E(2).

Irrigation and Power Department,  
Sachivalaya, Bombay-1.  
2nd March 1961.

#### MEMORANDUM :

Subject :— Fixation of pay of temporary/workcharged persons when transferred from one post to another.

The undersigned presents compliments to the Superintending Engineer, Central Circle Health Circle, and with reference to his letter No. G 43/17164 of 1959 and G. 43/18705 dated the 1st October 1959 and 3rd October 1960 on the subject mentioned above, is directed to state that E(3) PW-11-33 and 4944 of 1960 dated the 31st March 1960

his request to include the post of Junior Clerk in the Government Circular Memorandum; Public Works Department No. PAS-1354/H, dated the 11th September 1958 for the purpose of fixation of pay cannot be accepted. The post of Junior Clerk has been specifically excluded from the purview of these orders, so that non-qualified persons may not indirectly be appointed as clerks, the minimum qualification for which is the S. S. C. or equivalent examination and ultimately, deteriorate the efficiency of clerical cadre. Government may, however, consider the question of protection of pay in cases of qualified persons working in lower posts (whose pay scales have been declared identical under the Government Circular Memorandum cited above) who are transferred as Junior Clerks, on merits of each case. Such cases should be referred to Government for consideration, with full details, as and when they arise.

2. As regards, the request of the Superintending Engineer, Southern Public Health Circle to revise the date of giving effect to the orders in Government Circular Memorandum, Public Works Department, No. PAS-1354-H, dated 11th September 1958, from 1st January 1947 instead of from 17th September 1953, the Superintending Engineer is informed that the question has been considered by Government, carefully and Government does not think it necessary to revise the order already issued.

*Fixation of pay of temporary persons when transferred from one post to another.*

G. C., I and P. D., No. PSE-1164/E(2), dated 4th February 1964.

All the Heads of Departments and Officers in the Irrigation and power Department and the Buildings and Communications Department were informed under Government Confidential Memorandum, Irrigation and Power Department, No. PSE-1159/5837-E(2), dated the 2nd March 1961 that Government may consider the question of protection of pay in cases of qualified persons working in lower posts (whose pay scales have been declared identical under Government Circular Memorandum, Public Works Department, No. PAS/1354-H, dated the 11th September 1958) who are transferred as Junior Clerks, on merits of each case. It was also pointed out that such cases should be referred to Government for consideration, with full details, as and when they arise.

It is noticed that a numbers of past cases are being referred to Government even though the intention was made clear that past cases would not be considered. It is, therefore, reiterated that cases of transfer to the post of Junior Clerk prior to 2nd March 1961 should not be submitted to Government for consideration of the question of protection of pay.

G. M., I. P. D., No. PNT- 1065/1052-89/E (2), dated 21st January 1966.

Subject.—Counting of leave towards increment-Work charged Establishment.

The undersigned presents compliments to the Chief Engineer Koyna and which reference to his endorsement No. GR-37/(4) 8804/E dated the 13th October 1965 is directed to state that in supersession of Government orders in Government Memorandum, Irrigation and Power Department, No. INT-1063/76418-E(2) dated the 6th May 1964 Government is pleased to direct that the leave and admissible in accordance with para 86 (b) of the Maharashtra P. W. D. Manual, forth Edition 1963, counts for increment in pursuance of the note of the said para, with effect from 1st April 1965.

*Fixation of pay of Temporary work charged persons when transferred from on post to another.*

G. R. B., and C. D. No. PSE 1065/29498/E (2), dated 3rd October 1966.

According to the order issued in the Government Circular Memorandum, Public Works Department No. PAS-1354-H, dated the 11th September 1958 as amplified from time to time the scales of pay mentioned blow have been declared indential for the purpose of fixation of pay under Bombay Civil Services Rules 41 with a view to obviating difficulties to persons on work charge and temporary establishments when transferred from one post to another. The scales of pay have been revised under Government Resolution, Finance Department No. RJR-3063-XXVI, dated the 15th February 1963. A question has been raised whether the revised scales of pay corresponding to those declare indential should also be treated as identical. Government is pleased to direct that the following revised scales of pay corresponding to those declared identical earlier should also be treated as indential for the purposes of fixation of pay under Bombay Civil Services Rules 41.

Old Scales of pay declared indetical under Government Resolution, public Works Department No. PAS/1354/H, dated 11th September 1958 as amplified from time to time.

Corresponding revised scales of pay from 1st July 1962.

- |                                                                                                                                  |                           |
|----------------------------------------------------------------------------------------------------------------------------------|---------------------------|
| 1. Rs. 46-3-85-E.B.-4-105-(Meter readers and Assistant Store-Keeper).                                                            | Rs. 91-3-130-E.B.-4-170.  |
| 2. Rs. 46-3-85-(Karkoons, Time Keepers, Work-takers, Delivery Clerks, Chlorinators, Chemical Karkoons and Telephone Attendants). | Rs. 91-3-130-E.B.-4-170.  |
| 3. Rs. 55-3-85 (Attendants in Public Health Department under the Irrigation and Power Department).                               | Rs. 100-3-130.            |
| 4. Rs. 46-3-70 (Measurers and Canal Inspector).                                                                                  | Rs. 91-3-130.             |
| 5. Rs. 60-4-100 (Jeep Lorry and Roller Drivers)                                                                                  | Rs. 100-3-130-E.B.-4-150. |
| 6. Rs 55-3-85-E.B.-4-105-(Maistry)                                                                                               | Rs. 100-3-130-E.B.-4-170. |
| 7. Rs. 46-3-85-E.B.-4-105-(Computer)                                                                                             | Rs. 100-3-130-E.B.-4-170. |

2. Cases of fixation of pay of qualified persons transferred to the posts of Junior clerks from any one of the abovementioned posts should be referred to Government as before.

*Fixation of pay of temporary and work-charged persons when transferred from one post to another.*

G. R., P. W. and (H. D.) No. PSE-1074/Desk-17., dated 5th September 1975.

According to the orders issued in the Government Circular Memorandum, Public Works Department, No. PAS-1354/H, dated the 11th September, 1958, as amplified from time to time, the scales of pay mentioned therein have been declared identical for the purposes of fixation of pay under Bombay Civil Services Rule, 41, with a view to obviating difficulties to persons on work charged and temporary establishments when transferred from one post to another. The scales of pay have been revised under Government Resolution, Finance Department, No. PR-3063/XXVI, dated the 15th February, 1963 and on 15th January, 1969 when general revision of pay-scales took place. A question has been raised whether the revised scales of pay corresponding to those declared identical should also be treated as identical. Government is pleased to direct that the revised scales of pay corresponding to those declared identical earlier should also be treated as identical for the purposes of fixation of pay under Bombay Civil Services Rule 41, as shown in the accompanying statement.

2. Cases of fixation of pay of qualified persons transferred to the posts of Junior Clerks from any one of the posts mentioned in the accompanying statement should be referred to Government as before.

3. The orders issued in Government Resolution, Buildings and Communications Department, No. PSE.-1065/29498/E/11, dated the 3rd October, 1966 should be treated as cancelled.

| Sr No. | Name of Post                              | Old Scale             | Scale applicable after 1-7-1962                                 | Scale applicable after 1-4-1966               |
|--------|-------------------------------------------|-----------------------|-----------------------------------------------------------------|-----------------------------------------------|
| 1      | 2                                         | 3                     | 4                                                               | 5                                             |
| 1      | Meter Reader                              | Rs. 46-3-85-EB-4-105. | Rs. 91-3-130-EB-4-170.                                          | Rs. 100-3-130-EB-4-150-5-175                  |
| 2      | Assistant Storekeeper                     | .. do                 | 100-3-130-EB-4-170.                                             | 115-4-135-5-160-EB-5-185-6-215.               |
| 3      | Karkoons                                  | .. 46-3-85.           | 91-3-130-EB-4-170.                                              | do                                            |
| 4      | Time Keeper                               | .. do                 | 91-3-130-EB-4-150.                                              | do                                            |
| 5      | Delivery Clerks                           | .. do                 | 100-3-130-EB-4-170                                              | do                                            |
| 6      | Chlorinators                              | .. do                 | 91-3-130                                                        | 100-3-130-EB-4-150.                           |
| 7      | Chemical Karkoons                         | .. do                 | 91-3-130-EB-4-150.                                              | 115-4-135-5-160-EB-6-185-6-215.               |
| 8      | Telephone Attendance                      | .. do                 | 91-3-130                                                        | 100-3-130-EB-4-150                            |
| 9      | Attendants in Public Health Department... | ... 55-3-85.          | 100-3-130.                                                      | 110-3-122-4-150.                              |
| 10     | Measurer                                  | .. 46-3-70            | 91-3-130                                                        | 110-3-122-4-150-EB-5-195.                     |
| 11     | Canal Inspector                           | .. do                 | 91-3-130                                                        | 100-3-130-EB-4-150.                           |
| 12     | Jeep Driver                               | .. 60-4-100           | 100-3-130-EB-4-150.                                             | 110-3-122-4-150-EB-5-195.                     |
| 13     | Lorry Driver                              | .. do                 | do                                                              | do                                            |
| 14     | Roller Driver                             | .. do                 | do                                                              | do                                            |
| 15     | Maistry                                   | .. 55-3-85-EB-4-105.  | 100-3-130-EB-4-170.                                             | 115-4-135-5-160-EB-5-185-6-215.               |
| 16     | Computer                                  | .. 46-3-85-EB-4-105.  | 100-3-130-EB-4-170.                                             | do                                            |
| 17     | Record Keeper                             | .. --                 | 100-3-130.                                                      | 115-215.                                      |
| 18     | Bincard Clerk                             | .. --                 | 100-3-130-EB-4-170.                                             | do                                            |
| 19     | Water Rate Collector                      | .. --                 | 100-3-130-EB-4-170.                                             | do                                            |
| 20     | Statistical Clerk                         | .. --                 | do                                                              | do                                            |
| 21     | Laboratory Assistant                      | .. --                 | do                                                              | do                                            |
| 22     | Tracer                                    | .. --                 | 100-3-130-EB-4-170.                                             | do                                            |
| 23     | Log Book Keeper                           | .. --                 | 91-3-130-EB-4-170.<br>91-3-130-EB-4-150.<br>100-3-130-EB-4-170. | 100-175-(Non-qualified). 115-215 (Qualified). |

*Fixation of pay of persons on temporary and work charged establishment when transferred from one post to another.*

G. R., P. W. and H. D., No. PSE-1074/DSK-17 (296), dated 15th July 1976.

Orders regarding fixation of pay of persons on temporary and work charged establishment when transferred from one post to another have been issued in Government Resolution, Public Works and Housing Department No. PSE-1074/DSK-17, dated 5th September 1975.

2. Doubts have however, arisen amongst the Local Officers as to (1) the date from which the orders are effective and (2) whether the term 'karkun' includes the various categories of karkuns.

3. After careful consideration, Government is pleased to direct that the aforesaid orders are effectives from 1st July, 1962 and 1st April 1966 (the dates from which the revised pay scale are effective as the case may be).

4. It is further directed that the term "karkun" indicated in the said Government Resolution should include the following posts also :—(1) Karkun, (2) Section Karkun, (3) Muster Karkun (4) Ledger Karkun, (5) Reserved Karkun, (6) Works Karkun, (7) Gauge Karkun and (8) Store Karkun.

*Fixation of pay of persons on temporary and work-charged establishment when transferred from one post to another.*

G. R., P. W. and H. D., No. PSE-1074/Desk-17 (296), dated 8th October 1976.

Orders regarding Fixation of pay of persons on temporary and work-charged establishment when transferred from one post to another have been issued vide Government Resolution, Public Works and Housing Department of even number, dated the 5th September 1975 and 15th July 1976.

2. A doubt has, however, arisen as to whether all the categories of posts mentioned in at Resolution dated 5th September 1975 should have effect from the dates mentioned in para 3 of Government Resolution, dated 15th July 1976 referred to above. After careful consideration and in partial modification of para 3 of the orders contained in Government Resolution, Public Works and Housing Department, No. PSE-1074/Desk-17 (296), dated the 15th July 1976, Government is pleased to direct that orders dated the 5th September 1975 will have retrospective effect only in cases of fixation of pay of persons holding the posts included in Government Circular Memorandum, Public Works and Housing Department, No. PAS-1354-H, dated the 11th September 1958 as amended from time to time. The cases of persons holding posts which have been newly included in the Government Resolution, dated the 5th September 1975 i. e. from Sr. Nos. 16 to 23 of the accompaniment thereto will have prospective effect i. e. in their cases, the orders will take effect from the date of issue of the said Government Resolution.

3. The orders issued in Government Resolution of even number dated the 28th August 1976 should be treated as cancelled.

*Fixation of pay of temporary and work-charged persons when transferred from one post to another. Delegation of powers in respect of—*

G. R., P. W. and H. D. No. PSE-2176/Desk-17, (1522)/3rd June 1977.

The scales of pay mentioned in Government Resolution, Public Works and Housing Department No. PSE-1074-DSK-17, dated 5th September 1975 have been declared identical for the purposes of fixation of pay under Bombay Civil Services Rule, 41 with a view to obviating difficulties in the fixation of pay of persons on workcharged and temporary establishments when transferred from one post to another.

2. In accordance with para 2 of the aforesaid orders, cases of fixation of pay of qualified person transferred to the posts of Junior Clerks from any one of the posts mentioned in the statement accompanying the aforesaid orders are required to be referred to Government. The post of Junior Clerk was specifically excluded from the orders quoted in the preamble so that non-qualified persons may not get absorbed as Junior Clerks, the minimum qualifications for which post is the Secondary School Certificate or equivalent examination as that might eventually affect the efficiency of the clerical cadres. The cases of fixation of pay of Junior Clerks were required to be referred to the Chief Engineers, who were functioning from Mantralaya and were in overall charge of the non-gazetted establishment.

3. As the Chief Engineers of Public Works and Housing Department, Irrigation Department have now started functioning at the Regional level and are in overall control of the entire non-gazetted establishment, the question of delegation of powers to the Additional Chief Engineers of Regions regarding fixation of pay of the post of even Junior Clerks, which was hitherto being ordered from Mantralaya, was under the active consideration of Government. After careful consideration Government is pleased to deldelegate to the Additional Chief Engineers of Public Works and Housing Department and Irrigation Department. The powers of fixation of pay of persons on their absorption as Junior Clerks, in accordance with instructions contained in Government Resolution, Public Works and Housing Department No. PSE-1074-17(296), dated 5th September 1975, subject to the following conditions.

(i) The persons should fulfil the requirement relating to age and qualification at the time of initial requirement on work-charged establishment.

(ii) The appointment on work charged establishment is prior to the issue of Irrigation Department's Orders dated 10th October 1968 and further appointment of such persons on temporary establishment were not again required to be made through Employment Exchange.

(iii) Transfer to the post of Junior Clerk should be without any physical break.

4. The Regional Additional Chief Engineer should ensure that non-qualified persons are not appointed to the posts of Junior Clerks and that the appointments to the posts are made from amongst the post mentioned in Government Circular Memorandum, Public Works and Housing Department No. PAS/1354-H, dated 11th September 1958 as further amended from time to time.

*Fixation of Pay to persons on temporary and work-charged establishment when transferred from one post to another.*

G. R., P. W. and H. D. No. PSE-2177-D-17-(2263), dated 22nd September 1977.

The orders regarding declaration of certain posts as identical for the purposes of pay fixation of persons on temporary and workcharged establishment when transferred from one post to another, were issued in Government Resolution, Public Works and Housing Department No. PSE-1074-DSK-17, dated 5th September 1975 and Government Resolution, Public Works and Housing Department No. PSE-1074/DESK-17-(296), dated 15th July 1976.

2. The question of declaring certain more posts as identical for the purposes of pay fixation was under the consideration of Government. Government is now pleased to direct that the posts of (i) Store Clerk and (ii) Stock Clerk should be included in the statement accompanying Government Resolution, Public Works and Housing Department No. SPE-1074-Desk-17, dated 5th September 1975 and the persons holding these posts should be held eligible for protection of pay on their transfer.

This Resolution issues with the concurrence of Irrigation Department and Finance Department vide Finance Department un-official reference No. 1398/77/SER-3, dated 20th August 1977.

## CHAPTER XIII

**Regulation of pay in cases where a Government Servant is superseded for promotion to higher post or wrongfully reverted**

This Chapter contains orders issued by the General Administration Department and the Finance Department regarding regulation and fixation of pay in cases where a Government servant is superseded for promotion to higher post or wrongfully reverted.

Normally deemed dates of promotions retrospectively are assigned on the basis of the final gradation list, wrongful supersession and wrongful reversion. How to regulate pay and allowances in such cases has been clarified in the orders issued by the General Administration Department and Finance Department.

It has to be remembered that all cases, in which the question regarding assignment of deemed date of promotion because of wrongful supersession or wrongful reversion is involved, are required to be referred to Government in General Administration Department and Finance Department for approval. Copies of the relevant orders are, however, enclosed to this Chapter.

**प्रकरण तेरा**

**वरच्या पदावर पदोन्नती मिळण्यासाठी अधिक्रमित झालेल्या किंवा चुकीने पदावनती झालेल्या कर्मचाऱ्यावर वेतनाचे विनियमन**

वरच्या पदावर पदोन्नती मिळण्यासाठी अधिक्रमित झालेल्या किंवा चुकीने पदावनती झालेल्या कर्मचाऱ्याच्या वेतनाचे विनियमन व वेतन निश्चिती कशी करानी या संबंधी सामान्य प्रशासन विभाग व वित्त विभागाने काढलेल्या आदेशांचा अंतर्भाव या प्रकरणांमध्ये केलेला आहे.

सर्वसाधारणपणे, अंतिम जेष्ठता सूची, चुकीचे अधिक्रमण आणि चुकीची पदावनती या आधारावर पूर्वोक्त प्रभावाने पदोन्नतीच्या मानीव तारखा दिल्या जातात. अशा प्रकरणी वेतन व भत्ते कसे विनियमित केले जावेत याचे स्पष्टीकरण सामान्य प्रशासन विभाग व वित्त विभागाने निर्गमित केलेल्या आदेशांमध्ये केलेले आहे.

या ठिकाणी एक गोष्ट लक्षात ठेवणे आवश्यक की, ज्या प्रकरणांमध्ये चुकीने अधिक्रमित झाल्यामुळे किंवा चुकीने पदावनती झाल्यामुळे मानीव दिनांक देण्याचा प्रश्न उद्भवला असेल अशी सर्व प्रकरणे, सामान्य प्रशासन विभाग व वित्त विभागाकडे मान्यतेसाठी पाठविणे आवश्यक आहे. संबंधित आदेशांच्या प्रती या प्रकरणांमध्ये दिलेल्या आहेत.

*Regulation of cases of Government servants who are wrongfully reverted to lower posts and subsequently ordered to be reinstated to their original posts.*

G. R., F. D., No. DRS-1054, dated 5th November 1954.

The cases of Government servants who are wrongfully reverted to lower posts otherwise than as a result of departmental proceedings and are subsequently ordered to be reinstated to their original posts with effect from the date of reversion should be regulated as follows :—

The lower posts to which the Government servants are reverted should be upgraded retrospectively so as to cover the period of their reversion and they should be allowed the difference between the pay and allowances already drawn and those admissible in the upgraded posts.

Pending cases should be regulated in accordance with these orders.

2. In supersession of the provisions of Bombay Civil Services Rule 158, Government is pleased to direct that permanent posts vacated as a result of the dismissal, removal or reduction of Government servants should not be filled substantively until the expiry of a period of one year from the date of such dismissal, removal or reduction, as the case may be.

*Fixation of seniority and pay on promotion according to final gradation lists.*

G. C., P. and S. D., No. SR-INT-1059-VI, dated 10th March 1960.

Promotions made on and after the 1st November 1956, have been treated as provisional pending absorption of the personal and finalisation of gradation lists in accordance with the allocated Government Servants' (Absorption, Seniority, Pay and Allowances) Rules, 1957. They are also subject to review in the light of the changes that may be made in the gradation lists as a result of the decisions on the representations submitted by the Government Servants concerned. A question has been

raised as to how seniority and pay in the promotion post should be fixed in the case of a Government servant who in the light of the final gradation list, is promoted later than the date on which he was due for promotion. Government is pleased to direct that seniority and initial pay on promotion according to the final gradation list should be fixed as if the Government servant had been promoted on the date on which he would have been promoted had the gradation list been finalised on the 1st November 1956. The date on which he would have been promoted should be admitted on the basis of a certificate given by the appointing authority specifying the date. No arrears of pay should, however, be paid for the period prior to the *date of actual promotion*.

To illustrate, seniority of the following Clerks was provisionally fixed as under pending finalisation of the gradation lists :—

1. B.
2. M.
3. H.
4. S.
5. K.

A post of Senior Clerk on the scale of Rs. 100-8-140 fell vacant on 1st March 1957 and Shri B was promoted to it on that date, being considered the senior most according to the provisional seniority then existing. Seniority of the five clerks was finally fixed in November 1958, and it was found that M was the senior most in the cadre of clerks and not B. B was, therefore, reverted with effect from 1st December 1958 and M was promoted as Senior Clerk vice B. Another vacancy of Senior Clerk arose with effect from 15th December 1958 and Shri B was also promoted thereto being second in the seniority list.

Under these orders, M will count the period from 1st March 1957 for purposes of seniority in the cadre of Senior Clerks, while B. will count the period from 15th December 1958 only. Assuming that M's pay as Clerk was Rs. 85 on 1st March 1957, his pay as Senior Clerk on 1st December 1958, will be fixed at Rs. 108 (Had he been promoted on 1st March 1957, his pay on that date would have been fixed at Rs. 100 and on 1st December 1958, it would have been Rs. 108). He will be allowed to draw the next increment carrying his pay to Rs. 116 with effect from 1st March 1959, unless this date is postponed by periods of leave actually taken on an after 1st March 1957. Though M's pay will be fixed at Rs. 108 with effect from 1st December 1958, *he will not draw any arrears of pay in the scale of Rs. 100-8-140 for the period from 1st March 1957 to 30th November 1958.*

*Regulation of pay and increments of a Government servant whose promotion/appointment to a post is decided to be erroneous.*

G. R., F. D., No. PAY-1063/6343/48-V, dated 8th January 1964.

In pursuance of Bombay Civil Services Rule 57-A (an advance copy of which is enclosed herewith), the Government is pleased to decide that the following provisions shall govern the pay and increments of a Government servant whose promotion or appointment in a substantive or officiating capacity to a post, is later found to be erroneous on the basis of fact.

2. The orders or notification of promotion or appointment of a Government servant should be cancelled as soon as it is brought to the notice of the appointing authority that such a promotion or appointment has resulted from a factual error and the Government servant concerned should, immediately on such cancellation, be brought to the position which he would have held but for the incorrect order of promotion or appointment.

In the case, however, of a Government servant who has been erroneously promoted and appointed to a post in a substantive capacity, the procedure prescribed in Government of India, Ministry of Home Affairs' Office Memorandum No. 32/5/54-Ests (A), dated the 24th November 1954 (copy enclosed) for deconfirming the Government servant in that post should be followed and only thereafter the Government servant concerned should be brought down to the position which he would have held but for the erroneous promotion/appointment, by the issue of orders as mentioned above. Service rendered by the Government servant concerned in the post to which he was wrongly promoted/appointed as a result of the error should not be reckoned for the purpose of increments or for any other purpose in that grade/post to which he would not normally be entitled but for the erroneous promotion/appointment.

3. Any consequential promotions or appointments of other Government servants made on the basis of the incorrect promotion or appointment of a particular Government servant, will also be regarded as erroneous and such cases also will be regulated on the lines indicated in the preceding paragraph.

4. Except where the appointing authority is the Government the question whether promotion/appointment of a particular Government servant to a post was erroneous or not, should be decided by an authority next higher than the appointing authority in accordance with the established principles governing promotions/appointments. Where the appointing authority is the Government, the decision should rest with the Government and should be final. The Administration Departments of the Secretariat should consult the General Administration Department and Finance Department in respect of promotions/appointments in the Services administratively controlled by that Department. In other cases also, the General Administration Department and Finance Department may be consulted, if any point is in doubt.

5. Government is also pleased to direct that cases of erroneous promotion/appointment in a substantive or officiating capacity should be viewed with serious concern and suitable disciplinary action should be taken against the officers and staff responsible for such erroneous promotion. The orders refixing the pay should be issued expressly under Bombay Civil Services Rule 57-A and a copy thereof should be endorsed to the General Administration Department and Finance Department.

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*Retrospective promotions of those who had been superseded earlier.*

G.C.M., G.A.D., No. SRV-1064-D, dated 25th February 1965.

A question has been raised whether in cases in which Government servants who are superseded for promotion to higher posts are later promoted on the orders of higher authorities who consider the supersession unjustified and who having powers to set aside the orders of supersession do so, their promotion should be effective from the date on which they are actually promoted or from the date they would have been promoted had they not been wrongly superseded. Government has considered this question and decided that in such cases the Government servants concerned should be deemed to have been promoted to higher posts from the date from which they would have been promoted but for their wrongful supersession i.e. from the date from which their juniors who were promoted by superseding them started to officiate in such posts and they should be allowed pay in such posts as if they were promoted on the dates on which their juniors were promoted and also paid arrears of pay and allowances from such dates.

2. Orders in paragraph 1 above apply also to the cases of persons who are superseded for promotion to gazetted posts within the purview of the Public Service Commission ordered by Government but are later promoted when their earlier supersession is considered in consultation with the Commission unjustified.

3. Pending cases should be regulated in accordance with these orders in paragraphs 1 and 2 above and arrears of pay and allowances should be paid to the persons concerned provided that where the arrears relate to any period prior to the 1st May, 1960 the payment is restricted to the period after that date i.e. after the 1st May 1960.

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*Regulation of pay and increments of a Government Servant whose promotion appointment to a post is decided to be erroneous.*

GOVT-CORR-FD.No. PAY-1063/6343/48/V, dated 19th April 1965.

Government is pleased to direct that the existing para 4 of Government Resolution, Finance Department No. PAY-1063/6343/48-V, dated the 8th January 1964 should be replaced by the following :—

4. "Except where the appointing authority is the Government the question whether promotion/appointment of a particular Government servant to a post was erroneous or not, should be decided by an authority next higher than the appointing authority in accordance with the established principles governing promotions/appointments. Where the appointing authority or the authority next higher is Government, the decision as to whether promotion/appointment of a particular Government servant was erroneous or not rests with Government in the concerned Administrative Department of the Secretariat controlling the Service and should be final. The Administrative Department of the Secretariat should consult the General Administration Department in cases of promotions/appointments made in consultation with that Department, while in other cases, the General Administration Department and Finance Department may be consulted, if any point is in doubt."

*Fixation of seniority and pay on promotion according to the final gradation lists.*

G.C., G.A.D., No. SRINT-1067/ dated 27th February 1967.

The Government Circular dated the 10th March 1960, mentioned above prescribes that the date on which a Government servant would have been promoted on the basis of the final gradation list should be admitted on the basis of a certificate given by the appointing authority specifying the date. A question has been raised whether, in giving the certificate, the appointing authority should consider the Government servant's confidential record of the relevant period and his suitability for promotion on the due date. As gradation lists in respect of many cadres are yet to be finalised in consultation with the Government of India, cases may arise where the retrospective effect to the promotion to be given under the Circular dated 10th March, 1960 may stretch back to several years. In such cases it may also transpire that the confidential record of the Government servant during the period immediately preceding the due date of promotion was unsatisfactory and/or he was otherwise (e. g., for not having acquired the prescribed qualifications) unsuitable for promotion at the time. Government is, therefore, pleased to direct that, in giving the certificate specifying the date on which a Government servant would have been promoted, the appointing authority should consider the Government servant's suitability for promotion on the due date in the light of his confidential record and give the certificate only if the Government servant would have been considered suitable for promotion on that date. Also where the promotion falls within the purview of the Public Service Commission that body should be consulted before deciding whether or not to give the certificate.

*Fixation of pay on promotion according to final gradation lists.*

G. C., G. A. D., No. SR.INT/1068/S, dated 6th January 1969.

According to Government Circular, Political and Services Department, No. SR-INT/1959-VI, dated the 10th March 1960, the initial pay on promotion according to the final gradation list has to be fixed as if the Government servant had been promoted on the date on which he would have been promoted had the gradation list been finalised on the 1st November 1956. It is possible that in some cases, persons who have emerged junior according to the final gradation list might have officiated in higher posts in short vacancies, while their seniors were holding lower posts. In such cases the question arises whether short vacancies during which a person would have been promoted according to his seniority in the final gradation list should be taken into account for the purpose of fixation of his pay on promotion after the finalisation of the gradation list. It has been decided that even such short vacancies should be taken into account for the purpose of fixation of initial pay on promotion, provided such vacancies were not left unfilled as a matter of policy or on grounds of economy etc. and that some junior persons had in fact been officiating therein during that period. No arrears of pay should however be paid for the period during which the Government servant did not actually officiate in such vacancy.

*Retrospective promotions of those who had been superseded earlier.*  
*Clarification regarding.*

G. C.M., G. A. D., No. SRV-1069-D, dated 9th September 1969.

A question has been raised whether cases in which the promotion of a person considered fit for promotion is delayed for some time on administrative grounds should be later given the benefit of Government Circular Memorandum, General Administration Department, No. SRV-1064-D, dated the 25th February 1965. Government is pleased to clarify that promotions given to juniors for short periods on administrative grounds do not constitute supersession of the seniors.

*Government servants honourably reinstated in Government service.*  
*Regulation of deferred confirmations/ promotions of—*

G. R., G. A. D., No. VGC-1067/44950/D-1, dated 14th October 1969.

When a Government servant who had been dismissed, removed or suspended is reinstated in services after he is fully exonerated or his suspension is found to be wholly unjustified, the period of his absence from duty is required to be treated as a period spent on duty and he is required to be given the pay and allowances to which he would have been entitled had he not been dismissed,

removed or suspended, as the case may be—*vide* Bombay Civil Services Rule, 152. In this connection Government is pleased to clarify that as such a Government servant cannot be deprived of his seniority and the claims accruing therefrom, the normal confirmations and or/promotions to higher posts which he would have got during such period, but for his dismissal, removal or suspension (i. e. on the basis of his seniority and confidential record) should be taken into consideration for determining the pay and allowances admissible to him under Bombay Civil Services Rule 152 (2). Similar protection from financial loss involved in deferred confirmations/promotions should be given also to a Government servant who has been fully exonerated in a Department Enquiry during which he continued to be in active service. Accordingly arrears of pay and allowances should be paid to the persons concerned, provided that where the arrears relate to any period prior to the 1st May 1960, the payment is restricted to the period after that date i. e. after the 1st May 1960.

2. The instructions issued above further emphasise the need for completion of inquiries against Government servants within the time-limit prescribed therefor, as delay involves avoidable additional expenditure to Government and hardship to the Government servants facing the enquiry. All Heads of Departments and Heads of Offices and also the Enquiry Officers should, therefore, ensure that the enquiries against Government servants with which they are concerned are completed expeditiously and within the prescribed time-limit.

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*Restoration of Government servants wrongfully reverted  
Retrospective regulation of pay of—*

G.R.F.D., No. DRS-1075/2581/SER-3, dated 26th November 1976.

By Government Resolution, Finance Department, No. DRS-1054, dated the 5th November 1954 it was directed that cases of Government servants who are wrongfully reverted to lower posts and subsequently ordered to be reinstated to the original posts, should be regulated by upgrading retrospectively the lower posts to which they are reverted to cover the period of reversion and to pay the difference between pay and allowances already drawn and those admissible in upgraded posts. A question was raised whether there is really a need for upgrading the lower posts to which the Government servants are reverted to cover the period of their reversion and to pay the differential pay and allowances particularly since in cases of wrongful supersession the employees who are promoted on the orders of higher authorities to higher posts retrospectively, arrears of pay and allowances in the higher posts are allowed without upgrading the posts the superseded Government servants actually held during the period *vide* Government Circular Memorandum, General Administration Department, No. SRV-1064-D, dated 25th February 1965. After careful consideration, Government is now pleased to direct, in supersession of the orders contained in the aforesaid Government Resolution, Finance Department, No. DRS-1054, dated 5th November 1954, that Government servants who are reverted to lower posts otherwise than as a result of departmental proceedings and subsequently restored on the orders of higher authorities who consider the reversion unjustified and who having powers to set aside the orders of reversion do so, should be deemed to have been restored to their original posts from the date from which they would have held such posts but for their wrongful reversion and allowed the pay and consequential arrears as if they were not reverted.

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*Retrospective promotion of those who had been superseded earlier Clarification regarding—*

G.C.M. G.A.D. No. SRV-1079/XII, dated 24th October 1979 .

A question has been raised whether in the case in which the promotion of a person is delayed on administrative grounds, he should be held eligible for the benefits of the orders contained in Government Circular Memorandum, General Administration Department No. SRV-1064-D, dated the 25th February 1965. Government is now pleased to clarify that in such a case also the person concerned should be given a deemed date of promotion on the basis of the promotion of his immediate junior and that he should also be allowed arrears of pay and allowances of such a post in accordance with the orders issued in para 3 of the Government Circular Memorandum, General Administration Department No. SRV-1064-D, dated the 25th February 1965.

Government is further pleased to clarify that these orders will not apply in cases where fortuitous promotions are given to juniors for short periods on administrative grounds.

अधिक्रमित झालेल्यांना पूर्वलक्षी प्रभावाने  
पदोन्नती देण्यासंबंधीचे स्पष्टीकरण.

शा. नि., शा. साप्रवि. क्रमांक एसआरव्ही-१०८२/१२, दिनांक १४ सप्टेंबर १९८२.

शासनाच्या सामान्य प्रशासन विभाग, क्रमांक एसआरव्ही-१०७९/१२, दिनांक २४ ऑक्टोबर १९७९ च्या परिपत्रक जापना-नुसार असे आदेश देण्यात आले आहेत की, एखाद्या प्रकरणी जर कर्मचाऱ्याच्या पदोन्नतीस प्रशासकीय कारणास्तव विलंब झाला असेल, तर त्याला पदोन्नतीचा त्याच्या निकटच्या कनिष्ठ कर्मचाऱ्याच्या प्रत्यक्ष पदोन्नतीच्या दिनांकाच्या आधारे मानीव दिनांक देण्यात यावा, आणि त्यास शासन परिपत्रक जापन, सामान्य प्रशासन विभाग क्रमांक एसआरव्ही-१०६४-डी, दिनांक २५ फेब्रुवारी १९६५ मधील परिच्छेद ३ मधील आदेशानुसार त्या पदाचे देय वेतन व भत्ते थकबाकीसह देण्यात यावे. या आदेशाच्या संदर्भात विस्ताराने स्पष्टीकरण करताना शासन असे स्पष्ट करते की, जर प्रशासकीय विलंब तीन महिन्यापेक्षा अधिक कालावधीचा असेल तरच परिपत्रकांमध्ये आदेशीत केल्याप्रमाणे संबंधित कर्मचाऱ्यास पदोन्नतीचा मानीव दिनांक आणि परिणामी देय वेतन व भत्ते यांचा फायदा थकबाकी देण्यात यावा.

२. शासन आणखी असा खुलासा करित आहे की जर कनिष्ठ कर्मचाऱ्यांना प्रशासकीय कारणास्तव थोड्या कालावधीसाठी आकस्मिक (Fortuitous) पदोन्नती देण्यात आल्या असतील तर अशा प्रकरणी वरील संदर्भाधीन आदेश लागू होणार नाहीत.

## CHAPTER XIV

### Special Dearness Pay-Admissibility of

This chapter contains orders regarding grant of Special Dearness Pay to Government Servants and treatment of this Special Dearness Pay for the purpose of fixation of pay.

Special Dearness Pay of Rs. 20 p. m. was sanctioned with effect from 1st March 1969 as per G.R., F. D., No. CPA-1168/2891/Dv, dated 29th March 1969 to those Government servants drawing pay in the pay slabs of (i) Rs. 300-1080 (Revised scales) and (ii) Rs. 250-1000 (unrevised i. e. Pre. 1962 scales) Subject to the conditions that (i) the Government servant should have been recruited on or before 31st March 1966 and should be in service on 1st March 1969 and (ii) the pay plus Special Dearness Pay should not exceed the maximum of the pay scale. This special deraness pay was treated as pay for all purposes, and was to be taken into account for fixation of pay in the manner indicated in the orders embodied in this chapter.

### प्रकरण चौथा

#### विशेष महागाई वेतनाची अनुज्ञेयता

शासकीय कर्मचार्यांना दिलेले "विशेष महागाई वेतन" व या विशेष महागाई वेतनाची गणना वेतन निश्चितीसाठी कशी करावी यासंबंधी काढलेले आदेश या प्रकरणामध्ये अंतर्भूत केलेले आहेत.

जे शासकीय कर्मचारी (१) रुपये ३००-१०८० (सुधारित वेतनमान) आणि (२) रुपये २५०-१००० (असुधारित वेतनमान म्हणजेच १९६२ पूर्वीचे वेतनमान) या वेतन टप्प्यामध्ये वेतन घेत होते अशा कर्मचार्यांना शासन निर्णय, वित्त विभाग क्रमांक सीपीए-११६८/२८९१/पाच, दिनांक २९ मार्च १९६९ अन्वये दिनांक १ मार्च १९६९ पासून दरमहा रुपये २० विशेष महागाई वेतन मंजूर करण्यात आले. हे विशेष महागाई वेतन खालील दोन अटीच्या अधीन राहून दिलेले होते :—

(१) शासकीय कर्मचारी ३१ मार्च १९६६ रोजी किंवा त्यापूर्वी सेवा प्रविष्ट झालेल्या पाहिजे व १ मार्च १९६९ रोजी शासकीय सेवेत असला पाहिजे.

(२) वेतन अधिक विशेष महागाई वेतन याची बेरीज वेतनमानाच्या कमाल मर्यादपेक्षा अधिक होता कामा नये.

हे "विशेष महागाई वेतन" सर्व प्रयोजनासाठी "वेतन" म्हणून गणले गेले व या प्रकरणामध्ये अंतर्भूत केलेल्या आदेशात स्पष्टीकरण दिलेल्या पद्धतीप्रमाणे ते वेतन निश्चितीसाठी विचारात घ्यावयाचे होते.

### Special Dearness Pay Grant of —

G.R., F.D., No. CPA-1168/2891/V, dated 29th March 1969.

In the dearness allowance merger scheme adopted by the State Government with effect from 1st July 1962, an amount of Rs. 20 out of the dearness allowance admissible to the employees drawing a pay of Rs. 250 and above but below Rs. 1,000 (unrevised) was kept unmerged, whereas in the Dearness Allowance merger scheme adopted by the Government of India, the entire dearness allowance admissible to Central Government employees in the pay ranges of Rs. 250-1000 was merged. With effect from 1st March 1967 the rates of dearness allowance admissible to the State Government employees were raised and brought on par with those admissible to Central Government employees in the different pay ranges. Even though the rates of dearness allowance of the Central Government employees and the State Government servants were apparently the same from 1st March 1967, the State Government servants in the pay group referred to above continue to draw Rs. 20 less in total emoluments (Pay+dearness allowance) (i. e. the amount which was not merged in their pay). Government had received representations in this behalf from the Government servants concerned who had a grievance in the matter. After careful consideration of the question, Government is now pleased to sanction special dearness pay of Rs. 20 per month to Government servants drawing pay in the following slabs :

( i ) Rs. 300-1080 (Revised Scales).

OR

( ii ) Rs. 250-1000 (Unrevised, i. e. pre-1962 scales).

2. The grant of Special Dearness Pay will be subject to the following conditions
  - (a) It will be admissible to all those who were recruited on or before 31st March 1966 and who were in service on 1st March 1969.
  - (b) The pay plus special dearness pay should not exceed the maximum of the pay-scale.
3. The Special Dearness Pay should be treated as pay for all purposes.
4. The additional expenditure on this account should be debited to the respective heads of account of which pay and allowances are debited.
5. These orders should take effect from 1st March 1969.

G.C.F.D., No. CPA-1168/2891/V, dated 22nd July 1969.

In amplification of the orders issued in Government Resolution, Finance Department No. CPA-1168/2891/V, dated 29th March 1969, Government is pleased to direct that special dearness pay which is admissible to those whose pay as on 1st March 1969 falls in the pay ranges of :—

( i ) Rs. 300-1080 (revised scales)

OR

( ii ) Rs. 250-1000 (pre-1962 scales)

should thereafter be continued to be drawn even if pay is raised beyond Rs. 1,080 or Rs. 1,000 as the case may be by reason of increments, but subject to the condition that pay plus special dearness pay does not exceed the maximum of the pay scale. In other words the pay ranges mentioned in the Government Resolution quoted above are only for the purpose of determining eligibility for the drawal of the special dearness pay.

Special Dearness Pay—Grant of

G. C., F. D., No. CPA-1168/2891/V, dated 5th December 1969.

In connection with the implementation of the orders contained in Government Resolution, Finance Department No. CPA-1168/2891/V, dated the 29th March 1969, certain points have been raised for clarification. The main points raised and the clarifications thereon, are as under :—

| Point                                                                                                                                                                                                                                                                    | Clarification                                                                                                                                                                                                                                                                                  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (a) Whether for determining the pay-groups of Rs. 250-1000 (unrevised) or Rs. 300-1080 (Revised) the special pay or deputation allowance, if any, drawn by the Government servant should be taken into account.                                                          | (a) The special pay or deputation allowance drawn by the Government servant should not be taken into account for determining pay range eligible for dearness pay.                                                                                                                              |
| (b) Whether a Government servant who was in service on 31st March 1966 and 1st March 1969 and who comes in the pay ranges of Rs. 250 to Rs. 1000 (unrevised) or Rs. 300 to Rs. 1080 (Revised) after 1st March 1969 should be held eligible for the special dearness pay. | (b) The Special Dearness Pay is admissible to only those Government servants who were in the prescribed pay ranges in 1st March, 1969.                                                                                                                                                         |
| (c) Whether the special dearness pay is admissible to Government servants drawing pay in the pay slab of Rs. 300-1080 (as revised under M. C. S. R. (R. P.) Rules, 1963 as well as M. C. S. (Revision of Pay) Rules, 1969).                                              | (c) The special dearness pay is admissible to Government servants drawing pay in the prescribed revised pay ranges in both the sets of Rules.                                                                                                                                                  |
| *(d) Whether special dearness pay should be drawn separately during the leave and whether it is to be taken into account for the purpose of calculation of average pay.                                                                                                  | (d) The special dearness pay should be taken for the purpose of calculation of average pay.                                                                                                                                                                                                    |
| (e) Whether the special dearness pay is admissible to the probationers recruited before 31st March 1966 and subsequently brought on time scale after completion of probation satisfactorily.                                                                             | (e) The special dearness pay will be admissible to probationer if their pay is in the prescribed pay ranges on 1st March 1969.                                                                                                                                                                 |
| (f) Whether a part of the special dearness pay is admissible in marginal cases. For example, whether a Government servant drawing pay of Rs. 390 in the scale of Rs. 300-10-400 is entitled to dearness pay of Rs. 10.                                                   | (f) The special dearness pay should be allowed even in the marginal cases subject to the condition that pay plus special dearness pay should not exceed the maximum of the pay scale. In the example quoted, Government servant will be eligible for special dearness pay of Rs. 10 per month. |

*Point**Clarification*

- † (g) (i) Whether the special dearness pay should be taken into account as pay for the purpose of pay fixation on promotion or transfer to another post or for pay fixation under M. C. S. (R. P.) Rules, 1969 or for presumptive pay under Bombay Civil Services Rule, 609 and on re-employment.
- (ii) Whether the special dearness pay is admissible on promotion or revision.

(g) (i) and (ii) The special dearness pay should be treated as basic pay and should be taken into account for the purpose of pay fixation, but it should not be taken into account for pay fixation on re-employment. On promotion to a higher post or on transfer to an equivalent post after 1st March 1969, the special dearness pay admissible from 1st March 1969 will cease to be admissible, if the person concerned is promoted to a high post or is transferred to another post and the special dearness pay is taken into account for pay fixation into special for dearness pay should not be taken into account for pay fixation under rule 13 of the M. C. S. (R. P.) Rules, 1969, or for calculating the presumptive pay under Bombay Civil Services Rule, 609. If the Government servant is eligible for special dearness paying the post held by him on 1st March 1969 reverts subsequently he should be held eligible for special dearness pay if he continues to be in the prescribed pay range on reversion. If he is repromoted, it should be taken into account for pay fixation and it should not, therefore, be separately available in the higher post.

- (h) Whether the special dearness pay should be taken as pay for the purposes of eligibility and quantum of advances (both bearing interest and not bearing interest) and also for the purposes of Travelling Allowance Rules, including daily allowance and mileage allowance.

(h) The special dearness pay should be taken into account for the purpose of advances and Travelling Allowance including daily allowance and mileage allowance.

\* Clarification against (d) is substituted by G. C., F. D., No. CPA-1170/150765/2071/S-1, dated 5th November 1971.

† Point at Sr. No. (g) and the clarification given against it is substituted by G. C., F. D., No. CPA-1271/1894/S-1, dated 28th April 1973.

*Special Dearness Pay Grant of —*

G. C., F. D., No. CPA-1170/15066/2071/S-I, dated 5th November 1971.

In the clarification issued in Government Circular, Finance Department No. CPA/1168/2891/V, dated 5th December 1969 clarification at (d) the following should be substituted namely :—

“(D) The special dearness pay should be taken for the purpose of calculation of average pay. It should be treated on par with substantive pay or officiating pay depending on whether it is drawn with reference to a permanent post held substantively or a post held an officiating capacity for the purpose of determining Leave Salary”.

These orders will take effect from the date of issue of this Circular.

*Special Dearness Pay Clarification regarding—*

G.C., F.D. No. CPA-1271/1894/S-1, dated 28th April 1973.

Point at Sr. No. (g) and the clarification thereto, issued under Government Circular, Finance Department, No. CPA-1168/2891/V, dated the 5th December 1969 should be substituted by the following :—

## Point

## Clarification

- (g) Whether the special dearness pay should be treated as pay for the purpose of fixation of pay and if so, how it should be treated on different occasions of fixation of pay?
- (g) If the special dearness pay is admissible to a person in a post held on 1st March 1969, it should be regulated on appointment to a new post i. e. on promotion to a higher post or on transfer to an equivalent post or on reversion to a lower post in accordance with Clause (A) of (B) below, as the case may be subject to the provisions contained in Clause (C) below :—
- (A) (i) If the appointment to the new post involves assumption of duties and responsibilities of greater importance than those attached to the old post, the special dearness pay if otherwise admissible in the lower post, should be treated as a part of the pay in the old post for the purpose of fixation of pay in the higher post; and after thus fixing the pay the special dearness pay should not be separately admissible in the higher post thereafter.
- (ii) On subsequent appoint (s), transfer (s) to a post carrying duties and responsibilities of equivalent or still higher importance than the post in which the pay was fixed in accordance with the sub-clause (A) (i) above, the special dearness pay should not be taken into consideration either for the purpose of fixation of pay nor should it be allowed to be drawn separately in that post.
- (iii) On subsequent appointment (s) transfer (s) to a post carrying duties and responsibilities of lesser importance than the post in which pay was fixed in accordance with sub-clause (A) (i) above, the special dearness pay should be again allowed to be drawn separately in the lower post subject to the fulfilment of other conditions regarding admissibility to special dearness pay. On re-appointment or promotion to the higher post while fixing his pay in that post the special dearness pay if otherwise admissible in the lower post should be regulated in accordance with the sub-clause (A) (i) above.
- (B) (i) If the appointment to the new post does not involve assumption, of duties and responsibilities of greater importance than those attached to the old post, the special dearness pay should not be taken into account for the purpose of fixation of pay, but it should be allowed to be drawn separately in the new post, subject to the fulfilment of other conditions regarding admissibility of special dearness pay
- (ii) On subsequent appointment(s) transfer (s) to a post carrying duties and responsibilities of greater importance than the post in which the special dearness pay was allowed to be drawn separately in accordance with the sub-clause (B) (i) above, the special dearness pay if otherwise admissible at the time of fixing the pay in that higher post should be regulated in accordance with the instructions contained in clause (A) (i) above.
- (C) The special dearness pay should not be taken into account for pay fixation on the following occasions :—
- (i) While fixing the pay under Rule 13 of the Maharashtra Civil Services (Revisitation of Pay) Rules, 1969.

**Point**

(C)-contd.

**Clarification**

- (ii) While fixing the pay on re-employment.
- (iii) While calculating for the purpose of the presumptive pay under Bombay Civil Services Rules 609.

2. Following further clarifications are issued on the points regarding the scope and interpretation of the orders contained in Government Circular, Finance Department, No. CPA-1168/2891/V, dated 29th March 1969 :—

**Point**

- (j) Whether special dearness pay is admissible in cases where pay plus special pay and/or deputation allowance, if any exceeds the maximum of the time scale of the post held by the Government servant.

**Clarification**

The clarification issued under (a) of Government Circular, Finance Department, No. CPA-1163/2891/V, dated 5th December 1969 is applicable to the entire pay range, for determining the pay range, special pay or deputation allowance, if any, drawn by the Government servant should be excluded and it should then be decided whether the pay is within the prescribed pay range. In other words pay range is relevant only for determining the admissibility of the benefit of special dearness pay for losing the benefits of special dearness pay the maximum of the scale alone is the limit even though this may be higher than Rs. 1,000 (unrevised) or Rs. 1080 (revised). This is so because the special pay and/or the deputation allowance can be drawn by the Officer even after he reaches the maximum of the scale, if they are otherwise admissible. Special pay or deputation allowance should not, therefore, be taken into account while determining whether the officer loses the special dearness pay by reaching the maximum of the pay scale.

- (k) Whether the special dearness pay should be treated as a part of the substantive pay for the purpose of re-fixation of pay admissible under the proviso to revised rule 57 of the Bombay Civil Services Rules as modified under Government Notification, Finance Department, No. PAY-1071/1078/Unit-I, dated 20th March 1971.

Yes. The special dearness pay should be taken into account as a part of the substantive pay for the purpose of re-fixation of pay under the proviso to the revised rule 57, to the extent the special dearness pay is notionally admissible in the lower post, on that date.

- \*(i) Whether for the purpose of fixation of pay under revised rule 41 (a) (i) of the Bombay Civil Services Rules, the special dearness pay (if and to the extent admissible) on the pay in the lower post should be first taken into account and then the notional increment admissible under the said rule should be worked out?

Yes, For the purpose of fixation if pay under revised rule 41 (a) (i) of the Bombay Civil Services Rules the special dearness pay (if and to the extent admissible) on the pay in the lower post should be first taken into account and then the notional increment admissible under the said rule should be worked out.

However, if the pay plus special dearness pay is not an exact stage in time scale of pay in the lower post and if it results into some personal pay, then the notional increment should be calculated with reference to that exact stage (excluding the personal pay) in the time scale of pay of the lower post and then pay should be fixed at the next higher stage in the higher post. In such cases the personal pay should be ignored as in any case had the increment be sanctioned in the normal course the personal pay would have been merged in the scale. For example, if the pay of Shri X in the scale of Rs. 260-15-280-15-430 is Rs. 370 Plus special dearness pay of Rs. 20 on 7th September 1971. i. e. on the date of promotion to a higher post, then under these orders his pay in the

## Point

## Clarification

lower post should be deemed to be Rs. 400, including special dearness pay and notional increment, for the purpose of fixation of pay in the higher post, as shown below :—

Rs. 370 Pay  
+ Rs. 20 Special Dearness Pay.

Rs. 390 i.e. Rs. 385 + Rs. 5 Personal Pay

After adding the notional increment on the exact stage (ignoring the personal pay).

Rs. 385  
+ Rs. 15 Notional increment.

Rs. 400

3. These orders should take effect from the date of issue of this Circular and past cases already decided otherwise than in accordance with the above clarifications should not be re-opened.

\* Para 3 is deleted by Government *Corrigendum* F.D.No. CPA-1274/6139/S-1, dated 5th August 1975.

+ Clarification given against K (i) is substituted by Government *Corrigendum* F.D. No. CPA-1274/6139/S-1 dated 5th August 1975.

Non-eligibility for drawal of Special dearness pay.

Removal of anomalies in pay fixation due to the —

G.R., F.D. No PAY-1073/4466/S-1, dated 15th July 1975.

Under Government Resolution Finance Department No. CPA-1168/2891/V, dated the 29th March 1969 special dearness pay of Rs. 20 was sanctioned with effect from 1st March 1969 to the Government servants drawing pay in the pay slabs of (i) Rs. 300-1080 (Revised Scales) and (ii) Rs. 250-1000 (Unrevised i. e. Pre-1962 scales) subject to the condition that (i) the Government servant should have been recruited on or before 31st March, 1966 and should be in service on 1st March 1969 and (ii) the pay plus special dearness pay should not exceed the maximum of the pay scale. Further under Government Circular, Finance Department No. CPA-1168 /2891/V, dated 22nd July 1969 it was directed that this special dearness pay of Rs. 20 admissible to the Government servants drawing pay in the above pay ranges, as on 1st March 1969 should be continued to be drawn even if the pay is raised beyond Rs. 1080 (revised scales) or Rs. 1,000 (Pre-1962 Scales) by reason of increments subjects to the condition that pay plus special dearness pay should not exceed the maximum of the pay scales.

2. As a result of these orders, senior persons whose pay on 1st March, 1969 was above the above pay ranges, were in eligible for the special dearness pay, whereas their juniors whose pay was within the above pay ranges were held eligible for the drawal of special dearness pay and they continued to draw the same even beyond the pay limits of Rs. 1080 (revised) or Rs. 1,000 (unrevised) (as the case may be) till it was merged at the maximum of their scales. In addition to the above mentioned loss of Rs. 20 in pay packet it was also noticed that the senior Government servant who was ineligible for special dearness pay drew a lower rate of pay on promotion to a higher post than his junior who was in receipt of special dearness pay but promoted subsequently to higher post.

3. The question of rectifying this anomaly was under consideration of Government for some time past. Government is now pleased to direct that the pay of the senior Government servant who was not eligible to draw the special dearness pay with effect from 1st March 1969 under the above orders, and who was drawing less pay in promotion post than his junior, should be stepped up to a figure equal to the pay of his junior who was in receipt of special dearness pay in the lower post but promoted subsequently to higher post. The stepping up should be done with effect from the date of promotion of the junior Government servant and it should be subject to the following conditions viz. :—

(A) Both the junior and senior Government servants should belong to one and the same cadre and the posts in which they have been promoted or appointed should be identical and in the same cadre and in the same line of promotion.

(B) The scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical.

(C) The anomaly should be *directly* as a result of the application of the two orders mentioned in para 1 above.

4. Orders re-fixing the pay of senior Government servant in accordance with the provisions of this resolution should be issued under Rule 51 of the Bombay Civil Services Rules. The next increment of the said senior Government servant whose pay has been spepped up in accordance with the provisions contained in this Resolution, should be drawn on completion of the requisite qualifying service, with effect from the date of refixation of pay.

5. The powers to order the refixation of pay of the senior Government servant in accordance with the provisions contained in this Resolution under Rule 51 of the Bombay Civil services Rules should be delegated to the administrative Departments of the Secretariat.

6. Past cases of senior Government servants promoted to higher posts but drawing less pay than their junior promoted subsequently to higher post may be regulated under these orders but the arrears of pay and allowances admissible as a result of such refixation of pay should be admissible from 1st April 1975.

Special Dearness Pay..  
Clarification regarding

G. Corrigendum F. D. No. CPA 1274/6139-S-1, dt. 5th August 1975.

Delete para 3 of Government Circular, Finance Department, No. CPA-1271/1894 /S-1, dated 28th April 1973.

2. Substitute clarification (1) on page 4 of Government Circular, Finance Department No. CPA-1271/1894/S-1, dated 28th April 1973 as shown below :—

#### Point

Whether for the purposes of fixation of pay under the revised rule 41 (a) (i) of the Bombay Civil Services Rules, the special dearness pay (if and to the extent admissible) on the pay in the lower post should be first taken into account and then the notional increments admissible under the said rule should be worked out ?

#### Clarification

(i) There is no question of fixing pay under the revised rule 41 (a) (i) of the Bombay Civil Services Rules in respect of cases occurring for the period prior to 1st April 1971. For the purpose of pay fixation occurring prior to 1st April 1971 i. e. under unrevised rule 41 (a) (i) of the Bombay Civil Services Rules, the special dearness pay (if and to the extent admissible) should be added to the pay in the lower post and the pay in the higher post should be worked out as indicated below :

If the pay of Shri 'X' is Rs. 320 p. m. *plus* special dearness pay of Rs. 20 p. m. in the scale of Rs. 260-15-380-E.B.-20-520 is appointed prior to 1st April 1971, to a post carrying higher responsibility in the scale of Rs. 340-20-500-25-550-E.B.-25-650-30-830 his pay should be fixed as follows :

Rs. 320 Pay.  
+Rs. 20 Special dearness pay.

Rs. 340

Rs. 360 Pay in the higher post.

(ii) For the purpose of pay fixation occurring on or after 1st April 1971 under the revised rule 41 (a) (i) of the Bombay Civil Services Rules, the notional increment should be taken into account first and then the special dearness pay (if and to the extent admissible) be taken into account and pay in the higher post be worked out as indicated below :

If the pay of Shri. 'X' is Rs. 320 p. m. *Plus* special dearness pay of Rs. 20 p. m. in the scale of Rs. 260-15-380-E.B.-20-420 is appointed on or after 1st April 1971, to a

## (ii)--Contd

post carrying higher responsibility in the scale of Rs. 340-20-500-25-550-E.B.-25-650-30-830, his pay should be fixed as follows :

|         |                     |
|---------|---------------------|
| Rs. 320 | Pay                 |
| +Rs. 15 | Notional Increment. |

|         |                       |
|---------|-----------------------|
| Rs. 335 |                       |
| +Rs. 20 | Special dearness pay. |

|         |                         |
|---------|-------------------------|
| Rs. 355 |                         |
| Rs. 360 | Pay in the higher post. |

In both the categories of pay fixation cases i. e. (i) occurring prior to 1st April 1971 and (ii) occurring on or after 1st April 1971 the next stage in the higher post should be based on the total amount of pay thus arrived (i. e. pay *plus* notional increment *plus* special dearness pay as per category (ii) in the lower post irrespective of whether such amount forms or not an exact stage in the time scale of pay of the lower post.

3. The above pay fixation formula should be effective from 1st March, 1969. Over-payments noticed in cases otherwise decided till the date of issue of these orders stand waived.

## CHAPTER XV

*Efficiency Bar*

This Chapter contains orders regarding sanction to cross efficiency bar. The relevant rule is Rule 46 of the Bombay Civil Services Rules, 1959 [Rule 37 of the Maharashtra Civil Services (pay) Rules 1981]. *Increment above the E.B. stage is not allowed to be drawn without the specific sanction of the Competent Authority.* In the revised pay scales effective from 1st April 1976 under Maharashtra Civil Services (Revised Pay) Rules 1978, no Efficiency Bar is prescribed in the pay scale prescribed for the non-gazetted employees. Certain points regulating increments at and above the stage of efficiency bar have been clarified under G.R., F.D. No. PAY-1068/13318/96/V, dated 5th March 1969. How to regulate cases of Efficiency Bar while fixing the pay as on 1st July 1962 under Maharashtra Civil Services (Revised Pay) Rules, 1963, as on 1st April 1966 under Maharashtra Civil Services (Revision of pay) Rules, 1969 and as on 1st April 1976 under Maharashtra Civil Services (Revised Pay) Rules, 1978, has been clarified in para. 14 of the G.C.M.F.D. No. RPS-1063/27/XXVI, dated 22nd April 1963, G.C.M.F.D. No. RPS-1066/2361-V, dated 2nd March 1967, para 3 of G.C.M.F.D. No. PCR-1869/845-PC, dated 14th April 1969, Para 10 of G.C.M.F.D. No. PCR-1378/CR-65/SER-10 dated 30th May 1978, para 4 of G.C.M.F.D. No. P.C.R. 1378/226/SER-10, dated 27th September 1978 and para. 1 of G.C.M.F.D. No. PCR-1378/CR-382/SER-10, dated 30th March 1979. (All these orders have been printed in the respective Chapter regarding "Revision of Pay Scales").

Also as per orders contained G.R., F.D., No. PAY-1871/3046/S-1, dated 16th February 1972 and G.R., F.D., No. PAY-1873/1131/S-1, dated 22nd August 1973 it was directed that while fixing pay under the provisions of revised Rule 41 of the Bombay Civil Services (effective from 1st April 1971) orders of crossing the efficiency bar in the lower scales for the purpose of fixing the pay in the higher post or for the purpose of fixing pay in the higher post at a stage next above the efficiency bar, are not necessary (These orders are incorporated in the chapter relating to "Fixation of pay on promotion").

## प्रकरण पंधरा

## दक्षता रोध

दक्षता रोध पार करण्यास मंजूरी देण्यासंबंधीचे आदेश या प्रकरणामध्ये अंतर्भूत केलेले आहेत. मुंबई नागरी सेवा नियम, १९५९ मधील नियम ४६ हा या बाबतीतील संबंधित नियम आहे. (महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ३७). सक्षम प्राधिकाऱ्याच्या खास मंजूरीशिवाय दक्षता रोधच्या लागू नंतरची वेतनवाढ शासकीय कर्मचाऱ्याला देता येत नाही. महाराष्ट्र नागरी सेवा (सुधारित वेतन) नियम, १९७८ अनुसार १ एप्रिल १९७६ पासून अस्तित्वात आलेल्या सुधारित वेतनमानात अराजपक्षित कर्मचाऱ्यांसाठी दक्षता रोध विहित केलेला नाही. दक्षता रोधाच्या टप्प्यावर किंवा त्याच्या वरील टप्प्यावर वेतन वाढी कशाप्रकारे नियमित कराव्यात या संबंधीच्या काही मुद्द्यांचे स्पष्टीकरण शा. नि., वि. वि. क्रमांक पीएचय-१०६८/१३३१८/९६/५, दिनांक ५ मार्च १९६९ अन्वये करण्यात आले आहे. महाराष्ट्र नागरी सेवा (सुधारित वेतन) नियम १९६३ अनुसार १ जुलै १९६२ रोजी, महाराष्ट्र नागरी सेवा (वेतन पुनर्रचना) नियम, १९६९ अनुसार १ एप्रिल १९६६ रोजी व महाराष्ट्र नागरी सेवा (सुधारित वेतन), नियम, १९७८ अनुसार १ एप्रिल १९७६ रोजी वेतन निश्चित करताना दक्षता रोधची प्रकरणे कशी नियमित करावीत या संबंधीचे स्पष्टीकरण, शासकीय परिपत्रक जापन, वि. वि. क्रमांक आर.पी.एस.-१०६३/२७/सव्वीस, दिनांक २२ एप्रिल १९६३ मधील परिच्छेद १४ मध्ये, शासकीय परिपत्रक जापन, वि. वि. क्रमांक आर.पी.एस. १०६६/२३६१-पाच, दिनांक २ मार्च १९६७, शासकीय परिपत्रक जापन, वि. वि., क्रमांक पीसीआर-१८६९/८४५/पीसीआर, दिनांक १४ एप्रिल १९६९ मधील परिच्छेद ३ मध्ये, शासकीय परिपत्रक जापन, वि. वि., क्रमांक पीसीआर-१३७८/सीआर-६५/सेवा-१०, दिनांक ३० मे १९७८ मधील परिच्छेद १० मध्ये शासकीय परिपत्रक जापन, वि. वि., क्रमांक पीसीआर-१३७८/२२६/सेवा-१०, दिनांक २७ सप्टेंबर १९७८ मधील परिच्छेद ४ मध्ये व शासकीय जापन, वि. वि., क्रमांक पीसीआर-१३७८/सीआर-३८२/सेवा-१०, दिनांक ३० मार्च १९७९ मधील परिच्छेद १ मध्ये केलेले आहे. हे सर्व आदेश वेतनमान पुनर्रचनेच्या संबंधित प्रकरणामध्ये दिलेले आहेत.

शासन निर्णय, वित्त विभाग, क्रमांक पी वाय-१८७१/३८४६/एस-१, दिनांक १६ फेब्रुवारी १९७२ व शासन निर्णय, वित्त विभाग, क्रमांक पीएचय-१८७३/११३१/एस-१, दिनांक २२ ऑगस्ट १९७३ मधील आदेशानुसार असे निदेशित करण्यात आले होते की, मुंबई नागरी सेवा नियम, १९५९ मधील सुधारित नियम ४१ (१ एप्रिल १९७१ पासून अस्तित्वात आलेला) मधील तरतुदीनुसार, वरच्या पदावरील वेतन निश्चितीच्या प्रयोजनासाठी खालच्या पदावरील दक्षता रोध पार करण्यासाठी किंवा वरच्या पदाच्या दक्षता रोधाच्या पुढील टप्प्यावर वेतन निश्चितीच्या प्रयोजनासाठी, दक्षता रोध पार करू देण्यासंबंधीचे आदेश काढण्याची आवश्यकता नाही. (हे आदेश "पदोन्नती नंतर करावयाची वेतन निश्चिती या प्रकरणामध्ये अंतर्भूत केलेले आहेत.)

Withholding and release of increments at the Efficiency bar in a time-scale.

GRFD No. PAY 1068/13318/96/-V dated 5th March 1969

Certain aspects of regulating increments at and above the stage of Efficiency Bar in a scale of pay had been under consideration Government. Government is now pleased to direct as follows :—

## Point raised

## Reply.

I. Which is the authority competent to sanction increment above the Efficiency Bar in respect of :—

- (a) Government Servants on deputation from State Government to Central Government and vice-versa and
- (b) Government Servants on deputation from one State Government Department to another State Government Department foreign service.

Since an increment next above the Efficiency Bar needs the sanction of the authority empowered to withhold increment under Bombay Civil Services Rule 46 or the relevant disciplinary rules, the authority which has the power to make substantive appointments to the post held by the deputationist Government servant, would be the authority competent to allow him to cross the Efficiency Bar. In other words, in respect of a State Government servant on deputation to the Central Government or on foreign service and drawing pay, in the State Government scale plus deputation (duty) allowance in accordance with the extent orders it will be for the State Government concerned to consider the question of allowing him to cross the Efficiency Bar in his parent scale and issue appropriate orders in the matter. Where the State Government servant draws pay in the scale of the post held by him on deputation under the Central Government or on foreign services, the competent authority under the Central

Government or the foreign body will decide about his crossing the Efficiency Bar in the scale of pay prescribed by the Government of India or the foreign body and forthwith inform the State Government concerned of the decision taken. In cases where it is decided to enforce the Efficiency Bar the State Government should also be informed forthwith of the circumstances leading to the issue of the orders withholding increment at the Efficiency Bar.

II. Whether, at the subsequent crossing of Efficiency Bar, after a Government Servant was held up at the Efficiency Bar stage for sometime, his original date of increment should be restored or he may be ordered to serve for one year at the new stage after crossing the Efficiency Bar so as to earn the next increment.

III. The date from which a Government servant whose case for crossing the Efficiency Bar has not been considered on account of the pendency of the disciplinary vigilance case against him, should be considered for being allowed to cross the Efficiency Bar after enquiry is over.

In such cases once the competent authority has determined the stage at which the Government servant concerned should draw his pay from the date allowed to cross the Efficiency Bar the next increment above *that stage* will occur to him on the usual date of drawal of increment, if otherwise admissible and not after rendering one years service.

The Government servant should not be allowed to cross the Efficiency Bar until the inquiries against him are completed. Where he is completely exonerated, he may be allowed to cross the Efficiency Bar with effect from the due date retrospectively, unless the competent authority decides otherwise. In other cases, whether he should be allowed to cross the Efficiency Bar and if so, from what date, should be decided on the merits of each case with due regard to his record as a whole (including the orders passed in pursuance of the Departmental Enquiry) and the criteria laid down by Government for regulating the crossing of Efficiency Bar by Government servants.

2. These orders take effect from the date of issue and the past cases decided otherwise shall not be re-opened.

## CHAPTER No. XVI

*method of calculation the date of next increment in the case of a Government Servant who has officiated in a higher post for short spells on different occasions before he is regularly appointed in that post.*

There is always some sort of confusion in working out the date of next increment of a Government Servant who has officiated in the higher post for short spells before he is regularly promoted to that post i. e. whether the date of next increment should be worked out in the manner laid down in Rule 39 (1) of the Maharashtra Civil Services (Pay) Rules, 1981. In such cases, therefore the pay and the date of increment should first be determined by giving the benefit of past service under the proviso to Rule 11 of the MCS (Pay) Rules 1981. Rule 39 (1) of the MCS (Pay) Rules 1981 does not come into the picture at this stage. The pay and the date of increment having once been determined in terms of the proviso to Rule 11, Rule 39 (1) of the Maharashtra Civil Services (Pay) Rules, 1981 will then have to be applied to postpone the date of increment by the period of non-qualifying periods, if any, occurring thereafter i. e. after regular appointment in the post. It has to be remembered that as per the proviso to Rule 11 of the Maharashtra Civil Service (Pay) Rules 1981, only service on equal or higher stage of pay counts for increment. i. e. for example if a Government servant after rendering service in the higher post on Rs. 540 was reverted to the lower post and was re-promoted to the same higher post after sometime and on subsequent promotion if his pay came to be fixed at Rs. 560 under the normal rule with reference to the pay in the lower post, the service rendered on Rs. 540 on the earlier occasion will *not* count for increment being on lower stage of pay. On the other hand, if a Government Servant whose pay on his regular promotion is fixed (a) Rs. 365 with reference to the Pay drawn in the lower post and if he has drawn the same pay on the earlier occasions, the previous service rendered on Rs. 365 will count for increment under the proviso to rule 11 of the Maharashtra Civil Services (Pay) Rules, 1981. How such cases are regulated is explained below by way of illustrative examples.

*Example I*

A Government Servant officiating as Assistant Superintendent was drawing pay as follows :—

| <i>Assistant Superintendent</i>                |         | <i>Superintendent</i> |
|------------------------------------------------|---------|-----------------------|
| 395-15-500-20-700-Extn.-20-800.                |         | 500-20-700-25-900.    |
| 4th October 1976                               | Rs. 410 |                       |
| 1st October 1977                               | Rs. 425 |                       |
| 1st October 1978                               | Rs. 440 |                       |
| 1st October 1979                               | Rs. 455 |                       |
| 1st October 1980                               | Rs. 470 |                       |
| 1st October 1981                               | Rs. 485 |                       |
| 1st October 1982                               | Rs. 500 |                       |
| 1st December 1982 to 31st March 1983 (Rs. 500) |         | Rs. 540               |
| 1st May 1983 to 31st August 1983 (Rs. 500)     |         | Rs. 540               |
| 1st October 1983 (Rs. 520)                     |         |                       |
| 5th December 1983 (Rs. 520)                    |         | Rs. 560               |
| 1st December 1984                              |         | Rs. 580               |

He was promoted temporarily to the post of Superintendent in the pay scale of Rs. 500-20-70-25-900 for the period from 1st December 1982 to 31st March 1983 and 1st May 1983 to 31st August 1983 and under the normal rule, his pay in the post of Superintendent for these periods was fixed at Rs. 540. With effect from 5th December 1983 he was regularly promoted to the post of Superintendent and under the normal rule, his pay on 5th December 1983 in the post of Superintendent was fixed at Rs. 560 with reference to his pay in the post of Assistant Superintendent. In this case though the Government Servant officiated as Superintendent before he was regularly promoted as Superintendent with effect from 5th December 1983, past service for the period from 1st December 1982 to 31st March 1983 and 1st May 1983 to 31st August 1983 will *not* count for increment, it being on lower stage of pay, in accordance with the proviso to rule 11 of the Maharashtra Civil Service (Pay) Rules, 1981. Hence his date of next increment after regular promotion will be 1st December 1984 i. e. after putting in full incremental service on stage of pay of Rs. 560.

*Example II*

A Government Servant officiating as junior Clerk was drawing pay as follows :—

| <i>Junior Clerk</i>             |         | <i>Senior Clerk</i>            |
|---------------------------------|---------|--------------------------------|
| 260-10-390-15-420-Extn.-15-495. |         | 335-15-500-20-580-Extn.-20-680 |
| 31st December 1976              | Rs. 260 |                                |
| 1st December 1977               | Rs. 270 |                                |
| 1st December 1978               | Rs. 280 |                                |

|                                             |            |         |
|---------------------------------------------|------------|---------|
| 1st December 1979                           | Rs. 290    |         |
| 1st December 1980                           | Rs. 300    |         |
| 1st December 1981                           | Rs. 310    |         |
| 1st December 1982                           | Rs. 320    |         |
| 1st December 1983                           | Rs. 330    |         |
| 1st December 1984                           | Rs. 340    |         |
| 9th December 1984 to<br>31st December 1984. | (Rs. 340)  | Rs. 365 |
| 12th February 1985 to 31st May 1985         | (Rs. 340)  | Rs. 365 |
| 15th September 1985                         | (Rs. 340). | Rs. 365 |
| 1st December 1985                           | (Rs. 350)  |         |
| 5th May 1986 i. e. 1 May 1986               | Rs.        | 380     |

He was promoted regularly as Senior Clerk in the pay scale of Rs. 335-15-500-20-580-Extn. 20-680 on 15th September 1985 and with reference to his pay at Rs. 340 in the lower post of Clerk, his pay in the promotion post was fixed at Rs. 365. But prior to his regular promotion he also officiated as Senior Clerk for the period from 9th December 1984 to 31st December 1984 and 12th February 1985 to 31st May 1985 and on both these occasions, his pay was fixed at Rs. 365 with reference to his pay at Rs. 340 in the lower post of clerk. Since the pay drawn prior to regular promotion is at the same stage i. e. Rs. 365 past service for the period from 9th December 1984 to 31st December 1984 and 12th February 1985 to 31st May 1985 will count for calculating the date of increment in the post of Senior Clerk in accordance with the proviso to rule 11 of the Maharashtra Civil Services (Pay) Rules 1981 as explained below :

|                                            | Y. | M. | D. |
|--------------------------------------------|----|----|----|
| 9th December 1984 to 31st December 1984    | 0  | 0  | 23 |
| 12th February 1985 to 28th February 1985   | 0  | 0  | 17 |
| March 1985 to May 1985                     | 0  | 3  | 0  |
| 15th September 1985 to 30th September 1985 | 0  | 0  | 16 |
| October 1985 to April 1986                 | 0  | 7  | 0  |
| 1st May 1986 to 4th May 1986               | 0  | 0  | 4  |
|                                            | 1  | 0  | 0  |

Hence the date of next increment in the post of Senior Clerk after his regular promotion will be 5th May 1986 i. e. 1st May 1986 provided the Government servant was holding the post from the first of that month to the date it falls due.

### Example III

A Government Servant Officiating as Junior Clerk was drawing pay as follows :

| <i>Junior Clerk</i>                       |           | <i>Assistant</i>                          |
|-------------------------------------------|-----------|-------------------------------------------|
| <del>260-10-390-15-420-Extn.-15-495</del> |           | <del>365-15-500-20-660-Extn.-20-760</del> |
| 1st March 1978                            | Rs. 260   |                                           |
| 1st March 1979                            | Rs. 270   |                                           |
| 1st March 1980                            | Rs. 280   |                                           |
| 1st March 1981                            | Rs. 290   |                                           |
| 1st March 1982                            | Rs. 300   |                                           |
| 1st March 1983                            | Rs. 310   |                                           |
| 5th August 1983                           | (Rs. 310) | Rs. 365                                   |
| 1st March 1984                            | (Rs. 320) | Rs. 380                                   |
| 1st August 1984 to<br>31st March 1985     |           |                                           |
| 1st August 1984                           |           |                                           |
| 1st March 1985                            | Rs. 330   |                                           |
| 1st April 1985                            |           | Rs. 380                                   |

On 5th August 1983 he was promoted to the post of Assistant in the pay scale of Rs. 365-15-500-20-660-Extn.-20-760 and his pay on this date was fixed @Rs. 365 i.e. at the minimum of the time scale. He drew one increment on 1st August 1984 raising his pay to Rs. 380. He worked in this post till 31st August 1984 and was reverted to the post of Junior Clerk with effect from 1st September 1984. Again with effect from 1st April 1985 he was promoted to the post of Assistant on regular basis. Under the normal rules, his pay on promotion to the post of Assistant would have been fixed @ Rs. 365 with reference to the pay in the lower post. But since on earlier occasion i.e. on 1st August 1984 he drew pay @ Rs. 380 in the post of Assistant, his pay on 1st April 1985 will have to be fixed @ Rs. 380 only as per the proviso to rule 11 of the Maharashtra Civil Services (Pay) Rules 1981. Because as per this proviso, his initial pay shall not be less than the pay which he drew on the last occasion and he shall count the period during which he drew that pay on such last and any previous occasion for increments in the stage of the time scale equivalent to that pay. In view of this provision, his pay and date of next increment on re-promotion will be regulated as follows :—

|                   |    |             |         |
|-------------------|----|-------------|---------|
| 1.8.84 to 31.8.84 | .. | 0—1—0       | Rs. 380 |
| 1.4.85 to 28.2.86 | .. | 0—11—0      | Rs. 380 |
|                   |    | <hr/> 1—0—0 |         |

Hence, the date of next increment in the post of Assistant will work out to 1st March 1986.

Method of calculating the date of increment in cases where the Government servant has officiated in the higher post for short spells on different occasions before his regular promotion is clarified in Government Circular, Finance Department, No. INC-1082/CR-774/SER-3, dated the 30th March 1984.

## प्रकरण सोळा

एखाद्या शासकीय कर्मचार्याची वरच्या पदावर रीतसर नेमणूक होण्यापूर्वी, जर अशा कर्मचार्याने निरनिराळ्या प्रसंगी थोड्या कालावधीकरिता वरच्या पदावर सेवा केली असेल तर, त्या बाबतीत पुढील वेतनवाढीचा दिनांक मोजण्याची पद्धती

वरच्या पदावर रीतसर पदोन्नती होण्यापूर्वी, जर एखाद्या कर्मचार्याने त्या वरच्या पदावर थोड्या-थोड्या कालावधीकरित पूर्वी सेवा केली असेल तर अशा कर्मचार्याचा पुढील वेतनवाढीचा दिनांक काढण्यामध्ये थोडासा संभ्रम निर्माण होतो. म्हणजेच वेतनवाढीचा दिनांक, महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ३९ (१) मध्ये दिलेल्या पद्धतीप्रमाणे काढावा का काढू नये असा प्रश्न उद्भवतो. म्हणून अशा प्रकरणांमध्ये, प्रथम महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ११ खाली दिलेल्या परंतुकाप्रमाणे मागील सेवेचा फायदा देऊन वेतन व वेतनवाढीचा निश्चित दिनांक करावा. या टप्प्यापर्यंत महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ३९ (१) विचारात घेतला जात नाही. रीतसर पदोन्नतीनंतर, महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ११ खाली दिलेल्या परंतुकाप्रमाणे, वेतन व वेतनवाढीचा दिनांक एकदा निश्चित केल्यानंतर, अनर्हताकारी कालावधी असल्यास, वेतनवाढीचा दिनांक तेवढ्या कालावधीने म्हणजे पदावर रीतसर नेमणूक झाल्यावर, पुढे ठकलण्याकरिता महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ३९ (१) लागू करावा. या ठिकाणी एक गोष्ट लक्षात ठेवणे आवश्यक आहे की, महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ११ खाली दिलेल्या परंतुकाप्रमाणे फक्त समान किंवा वरच्या वेतन टप्प्यावरील सेवा वेतनवाढीसाठी विचारात घेतली जाते. म्हणजे उदा.- एखाद्या कर्मचारी वरच्या पदावर रुपये ५४० वेतन घेत असताना खालच्या पदावर पदावनत झाला आणि काही काळानंतर त्याची वरच्या पदावर पुन्हा पदोन्नती झाली आणि नंतरच्या पदोन्नतीमुळे नेहमीच्या नियमांप्रमाणे खालच्या पदावरील वेतन विचारात घेऊन त्याचे वरच्या पदावरील वेतन जर रुपये ५६० असे निश्चित झाले तर, वरच्या पदावरील वेतन रुपये ५४० ह्या टप्प्यावरील त्याची पूर्वीची सेवावेतन वाढीसाठी, ती कमी वेतन टप्प्यावरील असल्यामुळे, विचारात घेतली जाणार नाही. याच्या उलट, रीतसर पदोन्नती मिळाल्यामुळे जर एखाद्या कर्मचार्याचे खालच्या पदावरील वेतन विचारात घेऊन वरच्या पदावर रुपये ३६५ इतके वेतन निश्चित झाले असेल आणि एवढेच वेतन त्याने जर पूर्वी पदोन्नत झाल्यानंतर घेतले असेल, तर रुपये ३६५ ह्या टप्प्यावरील पूर्वीची सेवा, महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ११ खाली दिलेल्या परंतुकाप्रमाणे वेतनवाढीसाठी विचारात घेतली जाते. अशा प्रकारची प्रकरणे कशी हाताळली जातात हे खालील काही उदाहरणांद्वारे स्पष्ट केले आहे.

## उदाहरण १ ले

सहायक अधीक्षक पदावर स्थानापन्न नेमणूक झालेली असताना एक कर्मचारी खालीलप्रमाणे वेतन घेत होता.

| सहायक अधीक्षक                               | अधीक्षक                 |
|---------------------------------------------|-------------------------|
| रुपये ३९५-१५-५००-२०-७००-<br>विस्तार-२०-८००. | रुपये ५००-२०-७००-२५-९०० |
| ४-१०-७६                                     | रु. ४०                  |
| १-१०-७७                                     | रु. ४२५                 |
| १-१०-७८                                     | रु. ४४०                 |
| १-१०-७९                                     | रु. ४५५                 |
| १-१०-८०                                     | रु. ४७०                 |
| १-१०-८१                                     | रु. ४८५                 |
| १-१०-८२                                     | रु. ५००                 |
| १-१२-८२ ते ३१-३-८३                          | (रु. ५००)               |
| १-५-८३ ते ३१-८-८३                           | (रु. ५००)               |
| १-१०-८३                                     | रु. ५२०                 |
| ५-१२-८३                                     | (रु. ५२०)               |
| १-१२-८४                                     | रु. ५४०                 |
|                                             | रु. ५४०                 |
|                                             | रु. ५६०                 |
|                                             | रु. ५८०                 |

हा कर्मचारी तात्पुरता स्वरूपात १ डिसेंबर १९८२ ते ३१ मार्च १९८३ आणि १ मे १९८३ ते ३१ ऑगस्ट १९८३ या कालावधीकरिता रुपये ५००-२०-७००-२५-९०० या वेतनमानातील अधीक्षक पदावर पदोन्नत झाला होता व वेतन निश्चितीच्या नेहमीच्या नियमांप्रमाणे या कालावधीमध्ये त्याची अधीक्षक पदावरील वेतन निश्चिती रुपये ५४० इतकी झाली होती. दिनांक ५ डिसेंबर १९८३ पासून या कर्मचार्याची अधीक्षक पदावर रीतसरपणे पदोन्नती झाली व वेतन निश्चितीच्या नेहमीच्या नियमांप्रमाणे सहाय्यक अधीक्षक या खालच्या पदावरील वेतन विचारात घेऊन त्याची अधीक्षक पदावरील वेतन निश्चिती रुपये ५६० इतकी झाली. जरी या प्रकरणांमध्ये अधीक्षक पदावर दिनांक ५ डिसेंबर १९८३ पासून रीतसरपणे पदोन्नती मिळाल्यापूर्वी या कर्मचार्याने १ डिसेंबर १९८२ ते ३१ मार्च १९८३ व १ मे १९८३ ते ३१ ऑगस्ट १९८३ या कालावधीकरिता अधीक्षक पदावर सेवा केली होती तरी ह्या कालावधीतील सेवा कमी वेतन टप्प्यावरील असल्यामुळे, महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ११ खाली दिलेल्या परंतुकानुसार वेतनवाढीसाठी विचारात घेतली जाणार नाही. म्हणून रीतसर पदोन्नती मिळाल्यानंतर अधीक्षक पदावरील पुढील वेतनवाढीचा दिनांक १ डिसेंबर १९८४ म्हणजेच रुपये ५६० या वेतन टप्प्यावर संपूर्ण एक वर्ष सेवा केल्यानंतरचा राहील.

## उदाहरण २ रे

कनिष्ठ लिपिक या पदावर स्थानापन्न म्हणून काम करीत असताना एक कर्मचारी खालीलप्रमाणे वेतन घेत होता.

## कनिष्ठ लिपिक

रुपये २६०-१०-३९०-१५-४२०-  
विस्तार-१५-४९५.

## वरिष्ठ लिपिक

रुपये ३३५-१५-५००-२०-५८०-  
विस्तार-२०-६८०.

|                     |           |         |
|---------------------|-----------|---------|
| ३१-१२-७६            | रु. २६०   |         |
| १-१२-७७             | रु. २७०   |         |
| १-१२-७८             | रु. २८०   |         |
| १-१२-७९             | रु. २९०   |         |
| १-१२-८०             | रु. ३००   |         |
| १-१२-८१             | रु. ३१०   |         |
| १-१२-८२             | रु. ३२०   |         |
| १-१२-८३             | रु. ३३०   |         |
| १-१२-८४             | रु. ३४०   |         |
| ९-१२-८४ ते ३१-१२-८४ | (रु. ३४०) | रु. ३६५ |
| १२-२-८५ ते ३१-५-८५  | (रु. ३४०) | रु. ३६५ |
| १५-९-८५             | (रु. ३४०) | रु. ३६५ |
| १-१२-८५             | (रु. ३५०) | —       |
| ५-५-८६ म्हणजेच      |           | रु. ३८० |
| १-५-८६              |           |         |

या कर्मचार्याची वरिष्ठ लिपिक या रुपये ३३५-१५-५००-२०-५८०-विस्तार-२०-६८० वेतनमानातील पदावर रीतसर पदोन्नती दिनांक १५ सप्टेंबर १९८५ रोजी झाली होती आणि कनिष्ठ लिपिक या खालच्या पदावरील रुपये ३४० वेतन विचारात घेऊन पदोन्नत पदावर रुपये ३६५ इतके वेतन निश्चित झाले होते. परंतु रीतसर पदोन्नती मिळण्यापूर्वी हा कर्मचारी दिनांक ९ डिसेंबर १९८४ ते ३१ डिसेंबर १९८४ व दिनांक १२ फेब्रुवारी १९८५ ते ३१ मे १९८५ या कालावधीमध्ये वरिष्ठ लिपिक या पदावर स्थानापन्न स्वरूपात काम करीत होता. या दोन्हीवेळी खालच्या पदावरील रुपये ३४० वेतन विचारात घेऊन रुपये ३६५ इतके वेतन निश्चित झाले होते. रीतसर पदोन्नती मिळण्यापूर्वी ज्याअर्थी हा कर्मचारी वरिष्ठ लिपिक पदावर त्याच टप्प्यावर वेतन घेत होता. त्याअर्थी दिनांक ९ डिसेंबर १९८४ ते ३१ डिसेंबर १९८४ व दिनांक १२ फेब्रुवारी १९८५ ते ३१ मे १९८५ या कालावधीतील सेवा, महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ११ खाली दिलेल्या परंतुकाप्रमाणे वरिष्ठ लिपिक पदावरील वेतनवाढीचा दिनांक काढण्यासाठी खाली स्पष्ट केल्याप्रमाणे विचारात घेतला जाईल.

|                           | वर्ष | महिने | दिवस |
|---------------------------|------|-------|------|
| ९-१२-८४ ते २१-१२-८४       | ०    | ०     | २३   |
| १२-२-८५ ते २८-२-८५        | ०    | ०     | १७   |
| मार्च १९८५ ते मे १९८५     | ०    | ३     | ०    |
| १५-९-८५ ते ३०-९-८५        | ०    | ०     | १६   |
| ऑक्टोबर १९८५ ते एप्रिल ८६ | ०    | ७     | ०    |
| १ मे १९८६ ते ४ मे ८६      | ०    | ०     | ४    |
|                           | १    | ०     | ०    |

म्हणून रीतसर पदोन्नती मिळाल्यानंतर वरिष्ठ लिपिक या पदावरील वेतनवाढीचा पुढील दिनांक ५ मे १९८६ म्हणजेच १ मे १९८६ असा राहील. मात्र त्या महिन्याच्या १ तारखेपासून ते प्रत्यक्ष वेतनवाढीच्या दिनांकापर्यंत तो कर्मचारी ते पद धारण करीत असावयास पाहिजे.

## उदाहरण ३ रे

कनिष्ठ लिपिक या पदावर स्थानापन्न म्हणून काम करीत असताना एक कर्मचारी खालीलप्रमाणे वेतन घेत होता.

## कनिष्ठ लिपिक

## सहाय्यक

रु. २६०-१०-३९०-१५-४२०-  
विस्तार-१५-४९५.

रु. ३६५-१५-५००-२०-६६०-  
विस्तार-२०-७६०.

|                   |           |         |
|-------------------|-----------|---------|
| १-३-७८            | रु. २६०   |         |
| १-३-७९            | रु. २७०   |         |
| १-३-८०            | रु. २८०   |         |
| १-३-८१            | रु. ३००   |         |
| १-३-८२            | रु. ३००   |         |
| १-३-८३            | रु. ३१०   |         |
| ५-८-८३            | (रु. ३१०) | रु. ३६५ |
| १-३-८४            | (रु. ३२०) | —       |
| १-८-८४ ते ३१-८-८४ |           | रु. ३८० |
| १-३-८५            | रु. ३३०   | —       |
| १-४-८५            | (रु. ३३०) | रु. ३८० |

वरील कर्मचारी दिनांक ५ ऑगस्ट १९८३ रोजी रुपये ३६५-१५-५००-२०-६६०-विस्तार-२०-७६० या वेतनमानातील पदावर पदोन्नत झाल्यामुळे त्याचे वेतन रुपये ३६५ म्हणजेच सहाय्यकाच्या वेतनमानातील किमान टप्प्यावर निश्चित झाले होते. या पदावर दिनांक १ ऑगस्ट १९८४ रोजी त्याला एक वेतनवाढ मिळाल्यामुळे त्याचे वेतन रुपये ३८० इतके झाले. या पदावर तो दिनांक ३१ ऑगस्ट १९८४ पर्यंत काम करीत होता व नंतर दिनांक १ सप्टेंबर १९८४ पासून लिपिक या पदावर पदावनत झाला. नंतर पुन्हा दिनांक १ एप्रिल १९८५ पासून सहाय्यक पदावर रीतसरपणे पदोन्नत झाला. नेहमीच्या नियमाप्रमाणे खालच्या पदावरील वेतन विचारात घेऊन त्याचे सहाय्यक पदावरील वेतन रुपये ३६५ इतके निश्चित झाले असते. परंतु ज्याअर्थी, पूर्वी म्हणजे दिनांक १ ऑगस्ट १९८४ रोजी सहाय्यक पदावर त्याने रुपये ३८० वेतन घेतले आहे, त्याअर्थी दिनांक १ एप्रिल १९८५ रोजी या कर्मचार्याचे वेतन रुपये ३८० इतके निश्चित करावे लागेल. कारण महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ११ खाली दिलेल्या परंतुकाप्रमाणे पदोन्नतीनंतर प्रारंभिक वेतन त्याने पूर्वी पदोन्नतीच्या वेळी घेतलेल्या वेतनापेक्षा कमी असणार नाही आणि त्याला अशा प्रकारे लगतपूर्वी अथवा त्यापूर्वीच्या कोणत्याही प्रसंगी ते वेतन ज्या काळावधीकरिता मिळाले असेल तो काळावधी, समय श्रेणीमधील जो टप्पा त्या वेतनाएवढा असेल त्या टप्प्यावरील वेतन वाढीच्या प्रयोजनासाठी अनेक धरण्यात येईल. या प्रकारच्या तरतुदीमुळे परत पदोन्नती मिळाल्यानंतर त्याचे वेतन व वेतनवाढीचा पुढील दिनांक खालीलप्रमाणे निश्चित करावा लागेल.

|                   | वर्ष | महिने | दिवस |         |
|-------------------|------|-------|------|---------|
| १-८-८४ ते ३१-८-८४ | ०    | १     | ०    | रु. ३८० |
| १-४-८५ ते २८-२-८६ | ०    | ०     | ०    | रु. ३८० |
|                   | १    | ०     | ०    |         |

म्हणून सहाय्यक पदावरील पुढील वेतनवाढीचा दिनांक १ मार्च १९८६ असा येईल.

ज्यावेळी शासकीय कर्मचारी निरनिराळ्या वेळी थोड्या काळावधीकरिता वरच्या पदावर सेवा बजावतो, त्यावेळी त्याच्या वेतनवाढीचा दिनांक मोजण्याची पद्धती शासन परिपत्रक, वित्त विभाग, क्रमांक आयएनसी-१०८२/सीआर-७७४/एसईआर-३ दिनांक ३० मार्च १९८४ मध्ये स्पष्ट केलेली आहे.

## Date of Increment—Method of counting of the—

G. C., F. D., No INC-1082/CR-774/SER-3 dated 30th March 1984

Rule 9 (34) of the Maharashtra Civil Services (Pay) Rules, 1981 gives definition of the word "month" and it also clarifies the method of calculating a period expressed in terms of months and days. An example of this is also given in the instruction below rule 9 (34). The method of calculating the period as indicated above is, however, effective from 15th August 1981. Prior to the introduction of Maharashtra Civil Services (Pay) Rules, 1981, for calculating the date of increment in case of a Government Servant who has officiated in a higher post for short spells on different occasions before he was regularly appointed in that post, first months and afterwards days were taken into account i. e. in calculating a period of 3 months and 20 days from 25th January 1983, 3 months were taken as ending on 24th April and 20 days on 14th May in the following way :—

|                    |               |
|--------------------|---------------|
|                    | Y. M. D.      |
| 25-1-83 to 24-4-83 | 0-3-0         |
| 25-4-83 to 14-5-83 | 0-0-20        |
|                    | <u>0-3-20</u> |

The method of calculating the period in terms of months and days as clarified above has been done away with, effect from 15th August 1981 and instead, a revised method of calculating such a period has been introduced as indicated in the instruction below rule 9 (34) of the Maharashtra Civil Services (Pay) Rules, 1981. Despite the above instruction it has been noticed that some Department/Offices continue to adopt the old method of calculating the date of increment. This is, however, not correct. Government is, therefore, pleased to direct that in cases arising on or after 15th August 1981, instruction below rule 9 (34) of the Maharashtra Civil Services (Pay) Rules 1981 should be followed while working out the date of increment.

2. How exactly date of increment should be calculated in terms of the above method is shown in the Annexure to this Circular.

Accompaniment to Government Circular, Finance Department, No. INC-1082/CR-774/SER-3, Dated the 30th March 1984 .

#### ANNEXURE

*Example :—*A Government Servant who is continuously officiating as Senior Clerk with effect from 11th March 1983 and drawing pay Rs.335/- has at his credit broken period service in the post. of Senior Clerk for the period from 21st July 1982 to 15th September 1982 and from 19th October 1982 to 10th November 1982 on the same stage. His date of increment after taking into account the broken period of service on the same stage will be calculated as under.—

|                          | Y. M. D.  |
|--------------------------|-----------|
| 21-7-1982 to 31-7-1982   | .. 0-0-11 |
| August 1982              | .. 0-1-0  |
| 1-9-1982 to 15-9-1982    | .. 0-0-15 |
| 19-10-1982 to 31-10-1982 | .. 0-0-13 |
| 1-11-1982 to 10-11-1982  | .. 0-0-10 |
| 11-3-1983 to 31-3-1983   | .. 0-0-21 |
| April to November 1983   | .. 0-8-0  |
| 1-12-1983 to 20-12-1983  | .. 0-0-20 |
|                          | <hr/>     |
|                          | 1-0-0     |
|                          | <hr/>     |

The date of next increment will be 21st December 1983.

*Note :—*As the date of increment is fixed as 1st of the month, the same will be 1st December 1983 provided the Government servant was holding the post from the first of that month to the date it falls due.

## CHAPTER XVII

### Fixation of pay on re-appointment when there is break in service

Normally break in service occurs due to resignation, removal, dismissal and/or discharge on reduction of establishment due to discontinuance of certain schemes or after invalidation out of service. When a Government servant so resigned, removed, dismissed or discharged is reappointed after a physical break *exceeding 24 hours*, such an appointment amounts to a fresh appointment for the purpose of Rule 11 of the M. C. S. (Pay) Rules, 1981 and the Government servant so reappointed has to *start on the minimum of the time scale*. The relevant rule in the matter is rule 14 of the M. C. S. (Pay) Rules 1981. However the pay of a Government servant who is re-appointed *without physical break in service* in a post carrying identical time scale, when compared with his former post, after discharge due to abolition or non-continuous of his post or due to return of the permanent incumbent can be fixed in accordance with the proviso to Rule 11 of the M. C. S. (Pay) Rules 1981. This benefit is also admissible in cases whose reappointment without physical break is in a post carrying identical pay scales not necessarily in public interest. The relevant orders are G. R. F. D. No. INC-1063/3223-V, dated the 11th March 1964, as further amended vide G. R. F. D. No. INC-1055-V, dated 19th October 1965.

If the re-appointment of a Government servant after *Physical break* in service is on a time scale of pay, the past non-continuous service counts to the extent laid down in rule 44 of the M. C. S. (Pay) Rules, 1981.

So far as re-appointment of persons who have retired on invalid pension is concerned, rule 14 of the M. C. S. (Pay) Rules 1981 is to be read with rule 39 of the M. C. S. (Pension) Rules, 1982 and cases regulated accordingly.

Some times there is mass retrenchment on account of reduction of establishment due to discontinuance of certain schemes and Government servants, so retrenched, are granted *terminal leave*. This terminal leave has no connection with the leave as defined in M. C. S. (Leave) Rule, 1981. Because in their cases the usual certificate under rule 39 (2) (b) that the incumbent would have continued to officiate in the post but for his leave cannot be granted since their posts stand abolished. The then Political and Services Department in its letter No. AEM-1156-92140-, dated 10th December 1956, while deciding the cases of the Ex-Civil Supplies Department personnel, has also clarified that terminal leave does not form part of service and hence constitutes break in service. In view of this, the re-employment of a Government servant during or after the expiry of terminal leave constitutes break in service and the Government servant after his appointment has to start on the minimum of the time scale of the post to which he is re-appointed.

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**प्रकरण सतरा**

**सेवेत खंड पडून पुनर्नियुक्ती झाल्यानंतर करावयाची वेतन निश्चिती**

राजीनामा दिल्यानंतर, सेवेतून काढून टाकल्यानंतर, बडतर्फ केल्यानंतर आणि/किंवा काही योजना बंद झाल्यामुळे आस्थापनेवरील कर्मचारी कमी केल्यामुळे त्यांची कार्यमुक्ती झाल्यावर किंवा सेवेसाठी असमर्थ ठरविल्यानंतर सर्वसाधारणपणे सेवेत खंड पडतो. अशा वेळी राजीनामा दिलेल्या, सेवेतून काढलेल्या, बडतर्फ केलेल्या किंवा कार्यमुक्त झालेल्या कर्मचाऱ्यांच्या सेवेमध्ये २४ तासांपेक्षा अधिक कालावधीचा प्रत्यक्ष खंड पडून त्यांची पुनर्नियुक्ती होते त्यावेळी ती नियुक्ती, महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ११ च्या प्रयोजनार्थ नवीन नियुक्ती म्हणून समजली जाते आणि अशा प्रकारे पुनर्नियुक्ती झालेल्या कर्मचाऱ्याला समय श्रेणीतील किमान वेतन मिळते. या विषयावरील महाराष्ट्र नागरी सेवा (वेतन), नियम, १९८१ मधील संबंधित नियम १४ आहे. तथापि, पद रद्द झाल्यामुळे किंवा पुढे चालू न राहिल्यामुळे किंवा स्थायी पदावरील पदधारक परत आल्यामुळे एखाद्या कर्मचाऱ्याला सेवामुक्त केल्यानंतर, त्याच्या पूर्वीच्या पदाशी तुलना करता, सेवेमध्ये कोणत्याही प्रकारचा प्रत्यक्ष खंड न होता, त्याची पुनर्नियुक्ती समरूप समय श्रेणीतील पदावर झाली असेल तर, अशा कर्मचाऱ्याची वेतन निश्चिती, महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ११ खाली दिलेल्या परंतुकाप्रमाणे करता येईल. जर पुनर्नियुक्ती ही सार्वजनिक हितास्तव झालेली नसली तरी ज्याची पुनर्नियुक्ती सेवेमध्ये प्रत्यक्ष खंड न होता एकरूप वेतनमान असलेल्या पदावर होते अशा कर्मचाऱ्यालाही हा फायदा अनुज्ञेय आहे. यासंबंधीचे आवश्यक ते आदेश, शासन निर्णय, वित्त विभाग, क्रमांक आयएनसी-१०६३/३२२३-पाच, दिनांक ११ मार्च १९६४ तसेच त्यांत पुढे सुधारणा करण्यात आलेल्या शासन निर्णय, वित्त विभाग, क्रमांक आयएनसी-१०६५-५, दिनांक १९ ऑक्टोबर १९६५ द्वारे निर्गमित करण्यात आले आहेत.

जर सेवेमध्ये प्रत्यक्ष खंड पडल्यावर एखाद्या कर्मचाऱ्याची पुनर्नियुक्ती समय श्रेणी वेतनावर झाली असेल तर, पूर्वीची अखंड सेवा, महाराष्ट्र नागरी सेवा (वेतन) नियम १९८१ मधील नियम ४४ मध्ये उल्लेख केलेल्या मर्यादित हिशोबात धरली जाते.

रुग्णता निवृत्तिवेतन घेऊन पुनर्नियुक्त झालेल्या सेवा निवृत्त कर्मचाऱ्याच्या बाबतीत, महाराष्ट्र नागरी सेवा (वेतन) नियम १९८१ मधील नियम १४ हा महाराष्ट्र नागरी सेवा (निवृत्ति वेतन) नियम, १९८२ मधील नियम ३९ बरोबर बाचावा व त्याप्रमाणे अशी प्रकरणे नियमित करावीत.

कधीकधी एखादी योजना बंद झाल्यामुळे आस्थापनेवरील कर्मचारी कमी केल्यामुळे मोठ्या प्रमाणावर नोकर कपात होते व अशा कर्मचाऱ्यांना अंतिम रजा दिली जाते. या अंतिम रजेचा महाराष्ट्र नागरी सेवा नियम, १९८१ मध्ये रजेची जी व्याख्या केली आहे, त्या रजेशी संबंध नसतो. कारण त्यांच्या प्रकरणी, नियम ३९ (२) (बी) अनुसार, "जर पदधारक रजेवर गेला नसता तर त्या जागेवर स्थानापन्न राहिला असता" हे प्रमाणपत्र, पदे नष्ट झाल्यामुळे देता येत नाही. भूतपूर्व नागरी पुरवठा विभागांतील कर्मचाऱ्यांची प्रकरणे विनियमित करताना, त्या वेळच्या राजकीय व सेवा विभागाने त्यांचे दिनांक १० डिसेंबर १९५६ चे पत्र क्रमांक एईएम-११५६-९२१४०-जे याद्वारे असा खुलासा केला आहे की, अंतिम रजा हा सेवेचा भाग होऊ शकत नाही व म्हणून तो सेवेतील खंड ठरतो. या परिस्थितीत अंतिम रजेवर असताना किंवा अंतिम रजा संपल्यानंतर एखाद्या कर्मचाऱ्याची पुनर्नियुक्ती झाली तर त्यामुळे त्याच्या सेवेमध्ये खंड होतो व अशा कर्मचाऱ्याला पुनर्नियुक्तीनंतर ज्या पदावर त्याची पुनर्नियुक्ती झाली असेल त्या पदाच्या समय श्रेणीतील किमान वेतनावर पुनर्नियुक्ती सेवेची सुरुवात करावी लागते.

G. L., P. and S. D., No. AEM/1150/92140/J, dated 10th December 1956

Terminal leave does not form part of service in the Civil Supplies Department and hence it constitutes a break in service. Terminal leave should not, therefore, be taken into account for purposes of computing the service in the Civil Supplies Department for regulating the grant of advance increments.

*Counting of past continuous service for increments after fresh appointment of a Government servant.*

G. R., F. D., No. INC-1063/3223/V, dated 11th March 1964.

The benefit of past continuous service is given to Government servants under proviso II of the Bombay Civil Services Rule 41. In accordance with proviso II (2) (ii) of the Bombay Civil Service Rule 41, the past service in a temporary post which was at that time on identical time scale, such post being on the same time-scale as a permanent post, is taken into account for purposes of fixation of pay. Under Instruction I below the Bombay Civil Services Rule, 43, the benefit of counting past service is also allowed to a Government servant who is re-employed without physical break in a post carrying identical time-scale after discharge due to abolition or non-continuance of his post or due to the return of the permanent incumbent of the post, provided the conditions stipulated in Note 4 below the Bombay Civil Services Rule 41 are satisfied. A question is raised whether on re-employment of a Government servant to a post carrying identical time-scale involving no physical break but which is not necessarily in public interest, the benefit of counting past service can be allowed to him. After careful consideration, Government is pleased to direct that in all such cases, the

benefit of past service should be allowed. For this purpose, the following scales of pay may also be treated as identical and the conditions stipulated under Note 4 below the Bombay Civil Services Rule 41 should be deemed to have been satisfied. Transfers from Mofussil to City Scales and *vice versa* should be regulated under the Bombay Civil Services Rule 42 as at present :—

- ( I ) Rs. 55-3-85-E.B.-4-125-5-130 ( Unrevised )      }      ... (Moffusil Scale) Or part-scales.  
Rs. 100-3-130-E.B.-4-170 ( Revised )      }
- ( II ) Rs. 75-5-140-E.B.-8-220 ( Unrevised ) ( City Scale )      ...  
Rs. 120-5-160-E.B.-5-180-8-212-E.B.-8-260-10-270 ( Revised ) ( City scale ).  
Rs. 75-5-140-E.B.-6-200 ( Unrevised ) ( City Scale ).  
Rs. 120-5-160-E.B.-5-185-6-203-E.B.-6-245 ( Revised ) ( City Scale ).

In the case of Government servants with past service in the former Civil Supplies Department, note 4 below Bombay Civil Services Rule 41 is attracted. These orders are not, therefore applicable to them.

2. All past cases decided otherwise than in accordance with the above orders should be reviewed and arrears allowed with effect from the 1st May 1960.

*Counting of past continuous service for increments after fresh appointment of a Government Servant.*

G. R., F. D., No. INC-1065-V, dated 19th October 1965.

The Government Resolution, Finance Department, No. INC-1063/3223, dated 11th March 1964 *inter alia* provides that in the case of Government servants with past service in the former Civil Supplies Department, Note 4 below Bombay Civil Services Rule 41 is attracted and that therefore the orders contained in the Government Resolution are not applicable to them. On further consideration of the whole question Government is pleased to direct that the following words appearing in para 1. of the Government Resolution in question should be deleted :—

“In the case of Government servants with past service in the former Civil Supplies Department Note 4 below Bombay Civil Services Rule 41 is attracted. These orders are not, therefore, applicable to them.”

2. Government is further pleased to direct that the following scales of pay may also be treated as identical and the conditions stipulated under Note 4 below Bombay Civil Services Rule 41 should be deemed to have been satisfied :—

- |                                                                                                                                                               |                                                                                        |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|
| ( i ) Rs. 140-10-200 ( C ) Deputy Accountant in the office of the Deputy Secretary and Chief Accounts Officer under Food and Civil Supplies Department.       | Identical with Rs. 120-10-200-EB-10-250 ( City ) Junior Assistants in the Sachivalaya. |
| ( ii ) Rs. 200-15-245 ( C ) Junior Accountant in the office of the Deputy Secretary and Chief Accounts Officer under the Food and Civil Supplies Department.  | Identical with Rs. 120-10-200-EB-10-250 ( City ) Junior Assistants in the Sachivalaya. |
| ( iii ) Rs. 275-15-350 ( C ) Senior Accountant in the office of the Deputy Secretary and Chief Accounts Officer under the Food and Civil Supplies Department. | Identical with Rs. 220-15-300 ( C ) Senior Assistant in the Sachivalaya.               |
| ( iv ) Rs. 75-5-140 ( C ) Clerk.                                                                                                                              | Identical with Rs. 75-5-140-EB-6-200 ( C ) or Rs. 75-5-140-E.B.-8-220 ( C ).           |

3. All past cases decided otherwise than in accordance with the above orders should be reviewed and arrears allowed with effect from 1st May 1960.

## CHAPTER XVIII

**Regulation of grant of Increment and conditions on which Service counts for increment**

This chapter contains orders regarding regulation of grant of increment and conditions on which service counts for increments in a time scale. Relevant Rule on this subject is rule 50 of the Bombay Civil Services Rules, 1959 [new Rule 39 of the Maharashtra Civil Services (Pay) Rules, 1981].

Orders contained in G. R., F. D., No. 7532/33, dated the 9th December 1950 as further amended as per G. R., F. D., No. 7532/33, dated the 10th June 1953 prescribed that the period of leave, other than extraordinary leave, taken by a Government servant (with or without a lien on any post) holding a temporary or a permanent post in an officiating capacity, should be allowed to count towards increment in the time scale attached to the post or posts on the same time scale which were held or, but for promotion to a higher post, would have been held by a Government Servant continuously for a period of 3 years subject to the certificate as prescribed in G. C., F. D., No. 7532/33, dated the 23rd February 1951. These orders were made *effective from 1st April 1950*.

As per orders contained in G. R., F. D., No. INC-1361/7270/V, dated the 15th November 1961, extraordinary leave taken by a permanent Government servant for the purpose of undertaking higher scientific or technical studies was allowed to count towards increment. Also extraordinary leave availed of by temporary and officiating Government servants for the purpose of undertaking higher scientific and technical studies was allowed to count for increments in the officiating appointment, if the officer had put in at least 3 years service at the time of proceeding on such leave subject to the required certificate.

Rule 50 of the Bombay Civil Services Rules, 1959 was amended under G. N., F. D., No. INC-1062-V, dated the 2nd April 1962 according to which the condition of three years continuous service in an officiating post for counting leave periods for increment was removed and under the amended rule even in the case of temporary/officiating Government servants, all leave other than extraordinary leave was allowed to count for increment in the post in which the Government servant was officiating at the time of proceeding on leave and would have continued to officiate but for his proceeding on leave. Under the same orders extraordinary leave taken on account of illness as well as for any other cause beyond a Government servant's control in respect of permanent as well as officiating Government servants, was allowed to count towards increment. Similarly, the condition of 3 years service for counting extraordinary leave taken for pursuing higher technical or scientific studies in respect of officiating Government servants was removed. However, powers to allow the E. O. L. taken on account of illness or for any other cause beyond the Government servant's control or for prosecuting higher scientific and technical studies for increments rested with Government. These orders *came into effect from 1st April 1962*.

Under G. R., F. D., No. INC-1063/3223/V, dated the 11th March 1964, the benefit of counting of past continuous service for increments after fresh appointment of a Government servant was allowed and for the purpose of these orders certain scales mentioned in paragraph 1 of the above G. R. as further clarified under G. R., F. D., No. INC-1065/V, dated the 19th October 1965, G. R., F. D., No. INC-1064/943/V, dated the 1st July 1966 were declared identical and condition stipulated under Note 4 below Bombay Civil Services Rule 41 was deemed to have been satisfied.

As per orders contained in G. R., F. D., No. INC-1066/V, dated the 17th April 1967 and in relaxation of Note 5 below Bombay Civil Services Rule 50 as in force prior to 1st April 1962, it was directed that in cases covered by Government Resolutions, dated the 11th March 1964, 19th October 1965 and 1st July 1966, the period of service rendered by Government servants in posts carrying identical time scales should count for the three years period referred to in Note 5 below Bombay Civil Services Rule 50 as it was in force prior to 1st April 1962. Thus any leave (except extraordinary and maternity) availed of prior to 1st April 1962 after a period of 3 years continuous service even on post(s) carrying identical scales (including scales of pay which were declared as identical) did not have the effect of postponement of increment.

Rule 50 of the Bombay Civil Services was amended with effect from 19th June 1967 under G. N., F. D., No. INC-1063/9860/242/V, dated the 19th June 1967, to provide that extraordinary leave taken on medical ground on production of the medical certificate would count for increments. The effect of this amendment was that all competent authorities could from 19th June 1967 allow extraordinary leave taken on medical grounds to count towards increments. The powers that still rested with Government were powers to allow the E. O. L. taken for any cause beyond the Government servants control or for prosecuting higher scientific and/or technical studies to count towards increments. These powers were further delegated to the concerned Administrative Departments of the Mantralaya under G. R., F. D., No. MIS-1076/CR-1395/SER-7, dated the 19th April 1977.

As per G. N., F. D., No. INC-1075/16/SER-1, dated the 8th December 1975, an increment in a time scale was allowed to be granted to Government servants (excluding the probationers) from the first of the month in which it accrued. These orders *are effective from 1st January 1976*. Necessary clarifications on the points raised in implementing these orders have been issued in G. R., F. D. No. INC-1075/16/SER-1, dated the 8th December 1975; G. C., F. D., No. INC-1076/CR-798/SER-7, dated the 5th July 1976 and G. C., F. D., No. INC-1076/CR-1015/SER-7, dated the 7th October 1976.

## प्रकरण अठरा

### वेतनवाढ देण्यासंबंधी विनियमन आणि वेतनवाढीसाठी सेवा हिशोबात धरण्याबाबतच्या शर्ती

समय श्रेणीतील वेतनवाढ कधी विनियमित होते आणि वेतनवाढीसाठी कोणत्या शर्तीवर सेवा हिशोबात धरली जाते या संबंधीचे आदेश या प्रकरणामध्ये अंतर्भूत केलेले आहेत. मुंबई नागरी सेवा नियम, १९५९ मधील नियम ५० [आताच्या महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ३९] हा या विषयावरील संबंधित नियम आहे.

शासन निर्णय, वित्त विभाग क्रमांक ७५३२/३३, दिनांक १९ डिसेंबर १९५० व त्यामध्ये पुढे सुधारणा करण्यात आलेल्या शासन निर्णय, वित्त विभाग क्रमांक ७५३२/३३, दिनांक १० जून १९५३ मधील आदेशाप्रमाणे, एखाद्या अस्थायी किंवा स्थायी पद स्थानापन्नरीत्या धारण करीत असलेल्या (धारणाधिकार असलेल्या किंवा नसलेल्या) एखाद्या कर्मचार्याने असाधारण रजे-व्यतिरिक्त रजा घेतली असेल तर तो रजेचा कालावधी, त्या पदाला संलग्न असलेल्या समय श्रेणीतील पदावर/पदांवरील वेतन-वाढीसाठी किंवा पदोन्नती मिळाली नसती तर त्याच समय श्रेणीमधील जे पद त्या कर्मचार्याने सलगपणे ३ वर्षांच्या कालावधी-करिता धारण केले असते अशा पदावर, वेतनवाढ काढण्यासाठी हिशोबात धरला जातो. परंतु याकरीता शासन परिपत्रक, वित्त विभाग, क्रमांक ७५३२/३३, दिनांक २३ फेब्रुवारी १९५१ मध्ये विहित केलेले प्रमाणपत्र आवश्यक होते. हे आदेश दिनांक १ एप्रिल १९५० पासून लागू केले गेले.

शासन निर्णय, वित्त विभाग क्रमांक आयएनसी-१३६१/७२७०/५, दिनांक १५ नोव्हेंबर १९६१ मधील आदेशानुसार, उच्च शास्त्रीय किंवा तांत्रिक अभ्यासाकरिता एखाद्या स्थायी कर्मचार्याने घेतलेली असाधारण रजा वेतनवाढीसाठी हिशोबात धरण्याची परवानगी देण्यात आली. तसेच उच्च शास्त्रीय आणि तांत्रिक अभ्यासाकरिता, अस्थायी व स्थानापन्न शासकीय कर्मचार्याने घेतलेली असाधारण रजा, जर अशा कर्मचार्याची रजेवर जाण्याच्या वेळी त्या स्थानापन्न पदावर निदान ३ वर्षे सेवा झाली असेल, तर स्थानापन्न नेमणुकीच्या पदावर असा असाधारण रजेचा कालावधी, वेतनवाढीसाठी हिशोबात धरण्यास मुभा देण्यात आली. मात्र याकरिता आवश्यक ते प्रमाणपत्र देणे जरूर होते.

शासन अधिसूचना, वित्त विभाग, क्रमांक आयएनसी-१०६२-पांच, दिनांक २ एप्रिल १९६२ मध्ये मुंबई नागरी सेवा नियम, १९५९ मधील नियम ५० दुरुस्त करण्यात आला. या सुधारित नियमाप्रमाणे, रजेचा कालावधी वेतनवाढीसाठी धरण्यासाठी स्थानापन्न पदांवरील ३ वर्षांची सलग सेवा धरणासंबंधीची जी अट होती ती काढून टाकण्यात आली व सुधारीत नियमाप्रमाणे अस्थायी/स्थानापन्न म्हणून काम करणाऱ्या शासकीय कर्मचार्याने असाधारण रजेव्यतिरिक्त घेतलेली इतर सर्व रजा, ज्या पदावर तो शासकीय कर्मचारी रजेवर जाण्यापूर्वी स्थानापन्न म्हणून काम करीत होता आणि रजेवर जर गेला नसता तर ज्या पदावर तो स्थानापन्न स्वरूपात काम करीत राहिला असता अशा पदांवरील वेतनवाढ काढण्यासाठी विचारात घेण्याची मुभा देण्यात आली. त्याच आदेशान्वये, आजारीपणामुळे तसेच शासकीय कर्मचार्याच्या नियंत्रणाबाहेरील कारणासाठी घेतलेली असाधारण रजा, स्थायी व स्थानापन्न कर्मचार्यांच्या बाबतीत वेतनवाढीसाठी, हिशोबात धरण्याची मुभा देण्यात आली. तसेच स्थानापन्न कर्मचार्यांच्या बाबतीत चव्वतांत्रिक किंवा शास्त्रीय अभ्यासासाठी घेतलेली असाधारण रजा वेतनवाढीसाठी मोजण्यासाठी असलेली तीन वर्षांची अट काढून टाकण्यात आली. तथापि, आजारीपणाच्या कारणासाठी किंवा शासकीय कर्मचार्याच्या नियंत्रणाबाहेरील कारणासाठी किंवा उच्च तांत्रिक किंवा शास्त्रीय अभ्यासासाठी घेतलेली असाधारण रजा वेतनवाढीसाठी हिशोबात धरण्यास मुभा देण्याचे अधिकार फक्त शासनाकडेच ठेवण्यात आले. हे आदेश दिनांक १ एप्रिल १९६२ पासून अंमलात आले.

शासन निर्णय, वित्त विभाग, क्रमांक आयएनसी-१०६३/३२२३/पांच, दिनांक ११ मार्च १९६४ मधील आदेशानुसार एखाद्या कर्मचार्याची नव्याने नेमणूक झाल्यानंतर त्याची मागील अखंडित सेवा वेतनवाढीसाठी हिशोबात घेण्याचा लाभ त्या कर्मचार्याला देण्यात आला आणि या आदेशाच्या प्रयोजनासाठी, शासन निर्णय, वित्त विभाग, दिनांक ११ मार्च १९६४ मधील परिच्छेद तसेच शासन निर्णय, वित्त विभाग क्रमांक आयएनसी-१०६५/पांच, दिनांक १९ ऑक्टोबर १९६५ आणि शासन निर्णय, वित्त विभाग, क्रमांक आयएनसी-१०६४/१४३/५, दिनांक १ जुलै १९६६ मध्ये स्पष्टीकरण दिल्याप्रमाणे त्यात नमूद केलेल्या काही वेतनश्रेणी एकरूप घोषित करण्यात आल्या व मुंबई नागरी सेवा नियम, १९५९ मधील नियम ४१ खालील टिप्पणी ४ मध्ये घातलेली अट या प्रयोजनासाठी पूर्ण झाल्याचे समजण्यात आले.

शासन निर्णय, वित्त विभाग क्रमांक आयएनसी-१०६६/पांच, दिनांक १७ एप्रिल १९६७ मधील आदेशानुसार आणि १ एप्रिल १९६२ पूर्वी अस्तित्वात असलेली मुंबई नागरी सेवा, नियम १९५९ मधील नियम ५० खाली दिलेली टिप्पणी ५ शिथिल करून असे निर्देशित करण्यात आले की, शासन निर्णय, वित्त विभाग, दिनांक ११ मार्च १९६४, १९ ऑक्टोबर १९६५ आणि १ जुलै १९६६ खाली समाविष्ट होणाऱ्या प्रकरणांमध्ये मुंबई नागरी सेवा नियम ५० खाली असलेल्या, १ एप्रिल १९६२ पूर्वीच्या टिप्पणी ५ मध्ये नमूद केलेल्या ३ वर्षांच्या कालावधीसाठी त्या कर्मचार्याने तशाच समरूप समय श्रेणीमध्ये केलेली सेवा विचारात घेतली जावी. अशाप्रकारे, एकरूप समय श्रेणीतील पदांवर किंवा एकरूप ठरविण्यात आलेल्या वेतन श्रेणीतील पदांवर सलगपणे ३ वर्षे सेवा केल्यानंतर एखाद्या कर्मचार्याने १ एप्रिल १९६२ पूर्वी घेतलेल्या (असाधारण रजा व प्रसूति रजा सोडून) रजेमुळे वेतनवाढीचा दिनांक पुढे ढकलला जात नव्हता.

शासन अधिसूचना, वित्त विभाग, क्रमांक आयएनसी-१०६३/१८६०/२४२/पांच, दिनांक १९ जून १९६७ अनुसार दिनांक १९ जून १९६७ पासून मुंबई नागरी सेवा नियम, १९५९ मधील नियम ५० मध्ये आणखी सुधारणा करण्यात आली. या दुरुस्ती-प्रमाणे वैद्यकीय दाखला सादर करून वैद्यकीय कारणास्तव घेतलेली असाधारण रजा वेतनवाढीसाठी विचारात घेण्यास मुभा देण्यात आली. यामुळे परिणाम म्हणून १९ जून १९६७ पासून सर्व सक्षम प्राधिकारी आजारीपणाच्या कारणासाठी घेतलेली असाधारण

रजा वेतनवाढीसाठी घर देण्यास सक्षम ठरले. फक्त शासकीय कर्मचाऱ्यांच्या आटोक्याबाहेरील कारणास्तव किंवा उच्च शासकीय आणि/किंवा तंत्रशास्त्रीय अभ्यासासाठी घेतलेली असाधारण रजा वेतनवाढीसाठी घरण्यास मुभा देण्याचे अधिकार शासनाकडे राहिले. शासन निर्णय, वित्त विभाग क्रमांक एमआयएस-१०७६/सीआर-१३९५/सेवा-७, दिनांक १९ एप्रिल १९७७ अनुसार हेही अधिकार पुढे संश्लिष्ट मंत्रालयीन विभागांना प्रदान करण्यात आले.

शासन अधिसूचना, वित्त विभाग, क्रमांक आयएनसी-१०७५/१६/सेवा-१, दिनांक ८ डिसेंबर १९७५ अनुसार शासकीय कर्मचाऱ्यांना समय श्रेणीतील वेतनवाढ (परिक्षीक्षाधीन कर्मचारी वगळून) ज्या महिन्यामध्ये देय होईल, त्या महिन्याच्या पहिल्या तारखेपासून देण्याचा निर्णय घेण्यात आला. १ जानेवारी १९७६ पासून हे आदेश अमलात आले. हे आदेश कार्यान्वित करताना जे मुद्दे उपस्थित झाले होते त्यांचे स्पष्टीकरण, शासन निर्णय, वित्त विभाग क्रमांक आयएनसी-१०७५/१६ सेवा-१, दिनांक ८ डिसेंबर १९७५, शासन परिपत्रक, वित्त विभाग क्रमांक, आयएनसी-१०७६/सीआर-७९८/सेवा-७, दिनांक ५ जुलै १९७६ व शासन परिपत्रक, वित्त विभाग, क्रमांक आयएनसी-१०७६/सीआर-१०१५/सेवा-७, दिनांक ७ ऑक्टोबर १९७६ द्वारे करण्यात आले आहे.

#### Increments : Non-postponement of - by leave, other than extra-ordinary leave

G.R.F.D.No.7532/33, dated 9th December 1950

Government has reviewed the conditions of service of Government servants holding temporary appointments and has decided the benefit of counting periods of leave towards increments should be extended to such Government servants with over three years' continuous service. Government is accordingly pleased to direct in relaxation of the applicable rules that periods of leave, other than extra-ordinary leave, taken by a Government servant (with or without a lien on any post) holding a temporary \*(post, whether in an officiating or a substantive capacity.) or a permanent post in an officiating capacity should be allowed to count towards increments in the time scale attached to the post or posts on the same time scale which were held or, but for the promotion to a higher post would have been held by him continuously for a period of three years\*(prior to the commencement of leave.)

These orders should take effect from 1st April 1950. They will also apply to Government servants on leave on 1st April 1950 but in their case the period of leave from that date only should be allowed to count towards increments.

\* Delete as per G. R. F. D. No. 7532/33, dated 10th June 1953.

#### Increments : Non-postponement of—by leave other than extra-ordinary leave

G. R., F. D., No. 7532/33, dated 10th June 1953

The words "post, whether in an officiating or a substantive capacity" occurring in lines 6th and 7th of paragraph 1 of Government Resolution, Finance Department, No.7532/33, dated 9th December 1950, should be deleted. Similarly the words "prior to the commence of leave" occurring at the end of paragraph 1 of the same Resolution should also be deleted. The Government servants who complete 3 years while on leave are entitled to count towards increment the period of leave falling after the date of completion of 3 years.

2. The words "Prior to the commencement of leave, specified in column 10 and that these periods of leave (other than extra-ordinary leave)" occurring in lines 5th and 6th of the certificate printed in Government Circular Finance Department, No. 7532/33, dated 23rd February 1951, should be substituted by the words "and that the periods of leave (other than extra-ordinary leave) from..... to.....".

3. The term "a period of three years" occurring in paragraph 2 of the Resolution No. 7532/33, dated 9th December 1950, should included—

(i) the probationary period of service of a Government servant during which he draws a fixed pay;

(ii) the joining time period taken under Bombay Civil Services Rule 79 (b) and (c) during which leave salary is drawn; and

(iii) the period of service of a Government servant in another Department or office during which he would have continued to officiate in his original post but for his transfer to another Department or Office.

4. The period of leave that should be allowed to count towards increment should be restricted to the period during which the Government servant would have officiated in the post if he had not proceeded on leave. The authority competent to make appointment to the post should furnish the

following certificate while preferring claim for increment under Government Resolution, Finance Department, No. 7532/33, dated 9th December 1950 :—

“Certified that Shri.....would have continued to officiate in the post of.....if he had not proceeded on leave for the period from.....to.....”.

5. These orders should take effect from the date of the orders in the Government Resolution of 9th December 1950 are applicable, i. e. 1st April 1950.

*Increments : Non-postponement of—by leave other than extraordinary leave.*

G.R. F.D., No. INC. 1353 dated 15th April 1954

In amplification of orders in Resolution, Finance Department, No. 7532/33, dated 9th December 1950, as modified from time to time, it is directed that before the benefit of above orders is given, it should be certified by the competent authority that the Government servant would have continued to hold the post during the following periods :—

- (i) leave excluding extraordinary leave which falls within the period of three years.
- (ii) extraordinary leave which is left out of the computation of the period of three years and
- (iii) joining time under Bombay Civil Services Rule 79 (b) or (c) referred to in paragraph 3 (ii) of Government Resolution, Finance Department, No. 6567/33, dated 10th June 1953.

2. It is also directed in relaxation of Not 4 below Bombay Civil Services Rule 50 that joining time under rule 79 (b) or (c) should also count for increment subject to the conditions prescribed in the above orders.

3. These orders should take effect from the date the orders in Resolution of 9th December 1950 are applicable, i. e., 1st April 1950. But no back payments on account of arrears of pay of leave salary etc. should be allowed.

*Increments on revision of Pay Scale :  
Non-postponement of—by leave other than extraordinary leave.*

G. R., F. D., No. INC-1355-IX, dated 1st October 1956.

Read Government Resolutions, Finance Department, No. 7532/33, dated the 9th December 1950 and dated the 10th June 1953.

2. In cases where the scale of pay attached to a post is revised a doubt has been raised as to whether a Government servant who has rendered three years of continuous service in a post in the pre-revised scale of pay is required to put in continuous service for a further period of three years in the same post in the revised scale of pay for being eligible to the benefit of the orders contained in Government Resolution, Finance Department, No. 7532/33, dated the 9th December 1950, as amplified in note 5 below Bombay Civil Services Rule 50 (*vide* Government Memorandum, Finance Department, No. PAY-1854, dated the 1st November 1954).

3. In the case of persons selected by the Bombay Public Service Commission for recruitment to the subordinate Secretariat service, a question has been raised as to whether the service rendered by them in one department would count for purposes of increments referred to in Government Resolution, Finance Department, No. 7532/33, dated the 9th December 1950, when they are appointed in other Departments without break in service.

**RESOLUTION.**—Government is pleased to direct that the benefit of the orders contained in Government Resolution, Finance Department, No. 7532/33, dated the 9th December 1950, as amplified from time to time, should be given to a Government servant on revision of the time-scale of pay attached to the same post if he has put in three years of continuous officiating service in the pre-revised scale of pay of that post. The continuous service rendered by a Government servant in the pre-revised scale of the same post should also be counted towards the period of 3 years for being eligible to the benefit of the above orders after revision of the scale of pay of that post.

**Illustration.**—A class IV Government servant was officiating as peon with effect from 1st January 1949. His pay on 1st April 1954 was fixed at Rs. 32 per month. He took earned leave for 30 days from the 1st June 1954 to 30th June 1954. This period of leave should count towards increment and he should draw next increment on the 1st January 1955 raising his pay to Rs. 32.80.

2. In the case of persons selected by the Bombay Public Service Commission for recruitment in the lower and upper division of the subordinate Secretariat service and in the ministerial service in Greater Bombay in respect of whom a common list is maintained for purpose of retrenchment, the period of 3 years service should include service rendered by them in other permanent departments or offices in identical pay scales provided that such service counts for increments in the new post under normal rules and provided further that there was no break in service. This is in relaxation of note 5 below Bombay Civil Services, Rule 50.

*Illustration.*—‘A’ was allotted to Finance Department from the 25th November 1950 as Junior Assistant. He was retrenched on the 31st May 1951 for want of a vacancy in Finance Department but was allotted to Public Works Department from the 1st June 1951 where he continued up to 29th July 1951 and was re-allotted to Finance Department on the 30th July 1951. His service from the 25th November 1950 should be taken into account for purposes of calculating the period of years.

3. These orders should take effect from the 1st April 1950 as in Government Resolution, Finance Department, No. 7532/33, dated the 9th December 1950. The increments of the incumbents may be revised in accordance with these orders but no claims of arrear shall be entertained on that account.

*Extra-Ordinary Leave :*

*Availed of, for the purpose of Scientific and Technical studies Counting of—for increments.*

G. R., F. D., No. INC-1361/7270-V, dated 15th November 1961.

Government has decided that extraordinary leave, availed of by a permanent Government servant for the purpose of undertaking higher scientific and technical studies, may be allowed to count for increments under the provisions of Bombay Civil Services Rule 50 (b) (i).

Government has further directed that the extra-ordinary leave availed of by temporary and officiating Government servants for the purpose of higher Scientific and Technical studies may also be counted for increments in the officiating appointment, if an officer has put in at least three years' service under this Government at the time of proceeding on such leave, on a certificate being given by the appointing authority that the officer would have continued in that post or a post on the same time scale, but for his proceeding on leave."

G. N., F. D., No. INC-1062/V, dated 2nd April 1962.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Maharashtra is pleased to direct that the following amendments shall be made in the Bombay Civil Services Rules, 1959, Volume I, First Edition :—

Page 37, Rule 50—

For clause (b), the following shall be substituted, namely :—

“(b) (i) Service in another post, other than a post carrying less pay referred to in clause (a) of rule 22 whether in a substantive or officiating capacity, service on deputation and leave other than extra-ordinary leave, counts for increments in the time-scale applicable to the post in which the Government servant holds a lieu, as well as in the time-scale applicable to the post or posts, is any, on which he would hold a lieu had his lieu not been suspended.

(ii) All leave other than extraordinary leave and the period of deputation to another department of Government in India shall count for increment in the time-scale applicable to a post in which a Government servant was officiating at the time he proceeded on leave or deputation and would have continued to officiate but for his proceeding on leave or deputation.

Provided that Government may, in any case in which they are satisfied that the extraordinary leave was taken on account of illness or for any other cause beyond the Government servant's control or for prosecuting higher scientific and technical studies, direct that extraordinary leave shall be counted for increments under clause (i) or (ii)."

For the existing note 5 below rule 50, the following shall be substituted :—

“Note 5.—The period of leave allowed to count for increment should be restricted to the period during which the Government servant would have officiated in the post if he had not

proceeded on leave. For this purpose the authority competent to make appointment to the post should furnish the following certificate while preferring the claim for increment :—

“Certified that Shri.....would have continued to officiate in the post of.....if he had not proceeded on leave for the period from.....to.....”.

These orders take effect from 1st April 1962. In the case of Government servants on leave on 1st April 1962, the orders apply in respect of the portion of leave falling on or after that date.

*Counting of past continuous service for increments after fresh appointment of a Government servant.*

G. R., F. D., No. INC-1063/3223/V, dated 11th March 1964.

The benefit of past continuous service is given to Government servants under proviso II of the Bombay Civil Services Rule 41. In accordance with proviso II (2) (ii) of the Bombay Civil Services Rule 41, the past service in a temporary post which was at that time on identical time scale, such post being on the same time-scale as a permanent post, is taken into account for purposes of fixation of pay. Under Instruction I below the Bombay Civil Services Rule 43, the benefit of counting past service is also allowed to a Government servant who is re-employed without physical break in a post carrying identical time-scale after discharge due to abolition or non-continuance of his post or due to the return of the permanent incumbent of the post, provided the conditions stipulated in Note 4 below the Bombay Civil Services Rule 41 are satisfied. A question is raised whether on re-employment of a Government servant to a post carrying identical time-scale involving no physical break but which is not necessarily in public interest, the benefit of counting past service can be allowed to him. After careful consideration, Government is pleased to direct that in all such cases, the benefit of past service should be allowed. For this purpose, the following scales of pay may also be treated as identical and the conditions stipulated under Note 4 below the Bombay Civil Services Rule 41 should be deemed to have been satisfied. Transfers from Mofussil to City scales and vice versa should be regulated under the Bombay Civil Services Rule 42 as at present :—

- ( I ) Rs. 55-3-85-E.B.-4-125-5-130 ( Unrevised )                      ... (Mofussil Scale) Or part-scales  
Rs. 100-3-130-E.B.-4-170 ( Revised )
- ( II ) Rs. 75-5-140-E.B.-8-220 ( Unrevised ) ( City Scale )                      ...  
Rs. 120-5-160-E.B.-5-180-8-212-E.B.-8-260-10-270 ( Revised ) ( City scale ).  
Rs. 75-5-140-E.B.-6-200 ( Unrevised ) ( City Scale ).  
Rs. 120-5-160-E.B.-5-185-6-203-E.B.-6-245 ( Revised ) ( City Scale ).

In the case of Government servants with past service in the former Civil Supplies Department, note 4 below Bombay Civil Services Rule 41 is attracted. These orders are not, therefore applicable to them.

2. All past cases decided otherwise than in accordance with the above orders should be reviewed and arrears allowed with effect from the 1st May 1960.

3. Necessary amendment to the Bombay Civil Services Rules will be issued in due course.

*Counting of past continuous service for increments after fresh appointment of a Government Servants*

G. R. F. D., No. INC/1065-V, dated 19th October 1965.

The Government Resolution, Finance Department, No. INC-1063/3223, dated 11th March 1964 *inter alia* provides that in the case of Government servants with pst service in the former Civil Supplies Department, Note 4 below B.C.S.R. 41 is attracted and that therefore the orders contained in the Government Resolution are not applicable to them. On further consideration of the whole question Government is pleased to direct that the following words appearing in para. 1 of the Government Resolution in question should be deleted :—

“In the case of Government servants with past service in the former Civil Supplies Department Note 4 below B.C.S.R. 41 is attracted. These orders are not, therefore, applicable to them”.

2. Government is further pleased to direct that the following scales of pay may also be treated as identical and the conditions stipulated under Note 4 below B.C.S.R. 41 should be deemed to have been satisfied :—

- |                                                                                                                                                       |                                                                                      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| ( i ) Rs. 140-10-200 (C) Deputy Accountant in the office of the Deputy Secretary and Chief Accounts Officer under Food and Civil Supplies Department. | Identical with Rs. 120-10-200-EB-10-250-(City) Junior Assistants in the Sachivalaya. |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|

(ii) Rs. 200-15-245 (C) Junior Accountant in the office of the Deputy Secretary and Chief Accounts Officer under the Food and Civil Supplies Department.

Identical with Rs. 120-10-200-EB-10-250 (City) Junior Assistants in the Sachivalaya.

(iii) Rs. 120-5-150- (C) Rationing Inspector

Identical with Rs. 90-5-120-EB-8-160-10-200 (C) Entertainment Duty Inspector under the Collector of Bombay.

(iv) Rs. 75-5-140 (C) Clerk.

.. Identical with Rs. 75-5-140-EB-6-200 (C) OR Rs. 75-5-140-EB-8-220 (C)

3. All past cases decided otherwise than in accordance with the above orders should be reviewed and arrears allowed with effect from 1st May 1960.

\* Entry at para. 2 (iii) is inserted as per GR. F. D. No. INC 1066/412/V dt. 8th March 1966 read with GRFD No. INC 1066/2777 V dt. 22nd July 1966.

*Counting of past continuous service for increments after fresh appointment of a Government servant.*

G. C., F. D. No. INC/1066/412/V, dated 8th March 1966.

In Government Resolution, Finance Department, No. INC 1065/V, dated the 19th October, 1965, the benefit under Government Resolution, Finance Department, No. INC 1063/3223/V, dated the 11th March, 1964 has been allowed to Government servants with past continuous service in the former Civil Supplies Department. A question has been raised whether the benefit of post service in the Civil Supplies Department will be available for purposes of increments in the promotion post after initial absorption in a lower post. Government is pleased to clarify that the Government Resolution, Finance Department, No. INC 1065/V, dated the 19th October, 1965 confers on employees of the former Civil Supplies Department only such benefits as are admissible to other employees under Government Resolution, Finance Department, No. INC 1063/3223/V, dated the 11th March, 1964. As such, the benefit of past continuous service in the former Civil Supplies Department will be available only on initial absorption or employment and not on other occasions. Accordingly, fixation of pay on occasions other than those on first appointment or initial absorption, whether in the case of employees of the former Civil Supplies Department or other employees continues to be regulated under the normal rules. Thus, on occasions other than those of initial absorption, Note 4 below proviso II to Bombay Civil Services Rule 41 *inter-alia* remains operative in the case of persons with service in the former Civil Supplies Department as well as those with non-Civil Supplies Department service.

2. Government is pleased to direct that item 2 (iii) of paragraph 2 of Government Resolution, Finance Department, No. INC 1065/V, dated the 19th October, 1965 should be deleted.

*Counting of past continuous service for increments after fresh appointment of a Government servant.*

G.R.F.D., No. INC-1064/943/V, dated 1st July 1966.

Under Government Resolution, Finance Department No. INC-1063/3223-V, dated the 11th March 1964 orders allowing the benefit of counting of past continuous service for increments after fresh appointment of a Government servant have been issued. For the purpose of these orders certain scales mentioned in paragraph 1 thereof, have been declared identical and the condition stipulated under Note 4 below Bombay Civil Services Rule 41 have also been deemed as satisfied. Doubts are however, raised whether the mofussil scales in group (I) have been declared as identical with city scales in group (II) mentioned therein. In this connection Government is pleased to clarify that scales mentioned in group (I) have not been declared identical with those mentioned in group (II) and that on transfer from mofussil to city scale or *vice versa* the pay is to be regulated under Bombay Civil Services Rule 42. In order to make this point clear Government is pleased to direct that scales mentioned therein should be substituted by following :—

*Group (I) Mofussil Scale*

Rs. 46-3-85-EB-4-125-5-130 (unrevised)

Rs. 100-3-130-EB-4-170 (revised)

is identical with its past-scales.

*Group (II) City Scales*

Rs. 75-5-140-EB-6-200-(C)

Rs. 75-5-140-EB-8-220 (C)

Rs. 120-5-160-EB-5-185-6-203-EB-6-245-(C)

Rs. 120-5-160-EB-5-180-8-212-EB-8-260-10-270-(C)

are identical with their past-scales.

(Unrevised)

(revised)

2. One of the conditions for availing the benefit of past service under Bombay Civil Services Rule 43 for increments in that the two spells of new appointments should be continuous i. e. there should not be a physical break of more than 24 hours *vide* Instruction I below that rule. In certain cases, however, interruption of more than 24 hours duration in continuous service becomes unavoidable by reasons of the interposing of a Sunday and/or a Gazetted Public Holiday inbetween the day a Government servant is relieved from one office and is required to join new appointment in another office or due to involvement of movement exceeding 24 hours from the station of release to that of new appointment. The benefit admissible under Government Resolution, Finance Department, No. INC-1063/3223/V, dated the 11th March 1964 is not admissible to Government servants in such cases even though the causes for such interruption are beyond their control. In order to remove these difficulties Government considers that as against a period of not exceeding 24 hours allowed at present under Bombay Civil Services Rule 43, a period inclusive of Sunday and/or a Gazetted Public Holiday to cover the actual journey (excluding time for preparation) should be allowed in such cases. Government is accordingly pleased to insert the following note below instructions (I) under Rule 43 of the Bombay Civil Services Rules, Volume I, 1959 Edition :—

Note (I) If the new appointment is in the same station for the purpose of a computing 'physical break of more than 24 hours' referred to in Instruction I above, Sunday and/or a Gazetted Public Holiday (s) shall be excluded.

Note (II) If the new appointment involves movement from one station to another, for the purpose of computing 'Physical break of more than 24 hours' referred to in Instruction I above, the maximum period to cover actual journey [inclusive of Sunday and/or a Gazetted Public Holiday (s) admissible under Clauses (a) to (d) of Rule 85] shall be excluded.

3. Excepting cases which are to be regulated under Bombay Civil Services Rule 42, all other cases covered under Government Resolution, Finance Department No. INC-1063/3223-V, dated the 11th March 1964 need not be referred to the Finance Department.

4. Past cases in respect of those persons who are in service on the date of the issue of these orders decided otherwise than in accordance with the above orders should be regulated and reviewed and arrears allowed with effect from the 1st May 1960.

5. Necessary amendment to the Bombay Civil Services Rules will be issued in due course.

*Counting of past continuous service for increments after fresh appointment of a Government servant.*

G. R. F. D. No. INC 1066/2777-V, dated 22nd July 1966.

Government has directed that the following shall be inserted as item (iii) in para 2 of the Government Resolution, Finance Department No. INC/1065/V, dated the 19th October 1965.

2. (iii) Rs. 120-5-150 (c) Rationing Inspector.

Identical with Rs. 90-5-120-EB-8-160-10-200 (C) Entertainment Duty Inspector under the Collector of Bombay.

*Counting of past continuous service for increments after fresh appointment of a Government servant—  
Non-postponement of—  
Increments due to—*

G. R., F. D., No. INC-1066/V, dated 17th April 1967.

**READ :—**Government Resolution, Finance Department, No. INC-1063/3223, dated the 11th March 1964.

Government Resolution, Finance Department, No. INC-1065/V, dated the 19th October 1965.

Government Resolution, Finance Department, No. INC-1064/943/V, dated the 1st July 1966.

As per Note 5 below Bombay Civil Services Rule, 50 in force prior to 1st March 1962, in the case of a Government servant holding a temporary, or a permanent post in an officiating capacity the period of leave (other than extraordinary or maternity leave) in the time-scale attached to the post, or posts on the same time-scale, only was allowed to count for increment, if the post, or posts which were held, or would have been held by the Government servant but for promotion to higher post, continuously for three years. As such, for the period prior to 1st April 1962, in the case of

Government servants deriving benefit under the orders referred to above, even though their past continuous service counts for increment in the post of absorption the same does not count for computation of the three years' period referred to in the said note, which requires the three years' service in the same post. It has been represented that past continuous service in the time-scales which are identical or declared to be identical should be allowed to reckon for computation of three years' service. In other words, for the period prior to 1st April 1962 the limit should not operate separately with reference to service rendered in each of the different posts, carrying identical time-scales. Government is pleased to direct, in relaxation of note 5 below Bombay Civil Services Rule 50 as in force prior to 1st April 1962, that in the cases covered by the Government Resolutions referred to in the preamble, the period of service rendered by Government servants in posts carrying identical time scales should count for the three years period referred to in the note 5 below Bombay Civil Service Rule 50 as was in force prior to 1st April 1962. Thus, any leave (except extraordinary and maternity) availed of prior to 1st April 1962 after a period of 3 years continuous service even on post(s) carrying identical scales of pay (including scales of pay which have been declared as identical) would not have the effect of postponement of increment of the concerned Government servants.

2. The dates of increments of the Government servants who have derived benefits of the past continuous service in accordance with the orders mentioned in the preamble should be regulated accordingly, but no claims of arrears shall be entertained on that account for the period prior to the date of these orders.

G. N., F. D., No. INC-1063/9860/242/V, dated 19th June 1967.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Maharashtra is pleased to direct that the following amendment shall be made in the Bombay Civil Services Rules, 1959, Volume I, First Edition.

#### AMENDMENT

These rules may be called the Bombay Civil Services Rule (Amendment) Rules, 1967.

1. In sub-clauses (i) and (ii) of clause (b) of Rules 50 for the words "leave other than extraordinary leave" the words "leave, except extra-ordinary leave taken otherwise than on medical certificate" shall be substituted.

2. For the existing proviso to sub-clause (ii) of Rule 50 the following shall be substituted :—

"Provided that Government may, in any case in which they are satisfied that the extraordinary leave was taken for any cause beyond the Government servant's control or for prosecuting higher scientific and/or technical studies, direct that extraordinary leave shall be counted for increments under clause (i) or (ii)".

#### *Regulation of increments on the first of the month*

G. R., F. D., No. INC-1075/16/SER-1, dated 8th December 1975.

The question of granting increment in a time scale on the first of the month was under consideration of Government for some time past. Government is now pleased to direct that an increment in a time scale should be granted from the first of the month in which it accrues under the provisions of Bombay Civil Services Rules.

2. Points which are likely to be raised while implementing these orders are clarified in the Annexure to this Resolution for the guidance of the implementing authorities.

3. These orders are not applicable to persons on probation.

4. These orders should take effect from the 1st January 1976.

Accompaniment to Government Resolution, Finance Department, No. INC-1075/16/SER-1, dated 8th December 1975.

#### ANNEXURE

Clarifications on points which are likely to arise in implementing the orders contained in Government Resolution, Finance Department, No. INC-1075/16/SER-1, dated 8th December 1975.

| No. | Points                                                                                                | Clarifications                                                                                                                                                                |
|-----|-------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1   | How the increment will be regulated if the employee happens to be on leave on the first of the month? | An employee during leave draws leave salary and not duty pay. An increment accruing during leave cannot, therefore, be drawn during leave. The increment in such case will be |

*Sr. No.**Points**Clarifications*

1

drawn from the date of resumption of duty on return from leave. Release of increments in subsequent years will be regulated under normal rules of Bombay Civil Services Rules and will be released on the 1st day of the month in which they fall due.

2 How the increment will be regulated in cases in which there is postponement due to employee proceeding on leave without pay which is not counted for increment?

The postponement of normal increment will be worked out as per existing rules and orders. If the postponed increment falls on any date of a month, it will be granted from the first of that month.

3 When the date of appointment of an employee is 19th December 1974, can he be given increment on 1st December 1975 before completing 12 months service? Similarly, when he is promoted to a higher grade on 19th December 1974, can he get increment on 1st December 1975 before completing 12 months in the officiating grade?

It is inherent in the orders that the first increment will be drawn earlier before completing the normal incremental period of 12 months.

4 Periods of service at the same stage count for increment. If by counting those broken periods the date of next increment falls on a date later than first of the month, whether the increment is to be allowed on the specific date, when the employee completes one year service at the same stage or on the first of the month if the broken periods together becomes less than one complete year.

Increment will be payable from the first of the month in which the next increment falls due after counting the broken periods equal to one year, provided the Government servant has also been holding the post from the first of that month to the date it falls due.

5 How to regulate the grant of increment when the normal increment is withheld for specified period and the period of such penalty expires after first of the month?

These orders will not apply to cases where increments are withheld as a measure of penalty. Increments in such cases, will be granted/restored from the date the penalty ceases. Release of increments in subsequent years will be regulated under normal rules of Bombay Civil Services Rules and will be released on the first day of the month in which they fall due.

6 Advance/enhanced increments are allowed on the date of passing certain examination. Will these increments be allowed from the first of the month in which these become due?

These orders relate to only drawal of normal increments in the prescribed scale and are not applicable to advance/enhanced increment due to passing of certain examinations. Such increments, if permissible, will be governed by the rule and orders. Release of increments in subsequent years will be regulated under normal rules of Bombay Civil Services Rules and will be released on the first day of the month in which they fall due.

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*Regulation of increments on the first of the month*

G. C., F. D., No. INC-1076/CR-798/SER-7, dated 5th July 1976.

Under Government Resolution, Finance Department, No. INC-1075/16/SER-1, dated 8th December 1975 orders have been issued directing that an increment in a time scale should be granted from the first of the month in which it accrues. These orders are effective from 1st January 1976. Certain points of doubt have been raised by the implementing authorities seeking clarification from Government. These points are clarified as detailed below for the guidance of the implementing authorities :—

*Sr. No.**Points**Clarifications*

1 Whether the intention is only to allow the monetary benefit of the increment from the first of the month and not to advance the

The intention is to advance the actual date of increment to first of the month in which it falls due, with a view to reducing clerical

| <i>Sr. No.</i> | <i>Points</i>                                                                                                                                                                                                                                              | <i>Clarifications</i>                                                                                                                                                                                       |
|----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1              | actual date of increment to the first of the month which has been arrived after calculating the broken periods of service of officiating in the particular post or deducting the period which does not count for increment like Extra Ordinary Leave, etc. | work and facilitating the accounting arrangement in Government offices.                                                                                                                                     |
| 2              | Whether for the purpose of arriving at the next date of increment for the next year, the incremental period is to start from the actual date of increment or from the first of the month.                                                                  | The increment once having been granted from first of the month the next incremental period is to start from first of the month only and not from the actual date.                                           |
| 3              | Which date of increment is to be entered in the Service Book. Whether it should be the actual date of increment or the first of the month.                                                                                                                 | The increment once granted from first of the month as above, loses all connection with its actual date. Accordingly, the first date of the relevant month is to appear invariably in the Service Book also. |

*Regulation of increment on the first of the month*

G. C., F. D., No. INC-1076/CR-1015/SER-7, dated 7th October 1976.

Orders have been issued directing that an increment in a time scale should be granted from the first of the month in which it accrues. Certain points of doubt which are likely to be raised while implementing these orders have been clarified *vide* annexure accompanying the Government Resolution, Finance Department, No. INC-1075/16/SER-1, dated 8th December 1975 and Government Circular, Finance Department, No. INC-1076/CR/798/SER-7, dated 5th July 1976.

A further point has now been raised whether the date of increment can also be advanced to the first of the month in respect of a Government servant who has been allowed to cross the Efficiency Bar in the normal course i. e. without his increment being withheld any time before, at the Efficiency Bar as a measure of penalty. Government is now pleased to direct that the increment in such a case should also be granted from the first of the month in which it falls due on his being allowed to cross the Efficiency Bar in the normal course. Past cases, if decided otherwise during the period from 1st January 1976 till the issued of these orders, should be regulated as per these orders.

## CHAPTER XIX

*Drawal of increments and fixation of pay during period of probation*

Recruitment to posts, especially Gazetted, is made either by nomination or by promotion. Those who are appointed through the Maharashtra Public Service Commission by Selection or by nomination are called "Direct Recruits". They include both departmental candidates and outsiders from open market.

Orders regarding drawal of increments during the period of probation and fixation of pay etc. issued by the then Political and Services Department (now General Administration Department) and Finance Department are embodied in this chapter.

Rules regarding drawal of increments during the period of probation and fixation of pay have undergone changes from time to time. According to "Exception 1" below clause (a) of Rule 50 of the Bombay Civil Services Rules, as inserted by Government Resolution, Political and Services Department No. 3868/46 dated 1st March 1956 a Government servant appointed directly to a post to which a fixed probationary pay was prescribed during the period of probation, was not permitted to earn increment during the period of probation. Thus during probation all that he got was a fixed probationary pay equal to the amount shown as fixed probationary pay which was less than the minimum of the time scale. As a result of liberalising the rules regarding drawal of pay by probationers so as to remove the hardships caused to them orders were issued in Government Circular, General Administration Department, No. SRV-1366-D, dated 6th June 1966 directing that a probationer should on termination of the period of probation on due date after satisfactory completion of probation be allowed to draw increments which he would have drawn in the normal course but for probation and the arrears consequent thereto. How to regulate increments in cases of probationer whose probation was extended on account of failure to pass any departmental examination within the prescribed time limit or whose period of probation was extended on account of unsuitability has been clarified in para 1(b) and 1(c) of the Government Circular, General Administration Department, dated 6th June 1966. These orders were effective from 6th June 1966 and the pay of the persons on probation on this date, except those whose probationary period had expired before the issue of these orders, but for extension of their probationary period, was to be regulated accordingly. These orders were further liberalised with effect from 12th April 1972 under Government Circular, General Administration Department No. SRV-1370-D, dated 12th April 1972, according to which the first increment of a probationer is now released on completion of one year of his probation and the subsequent increment is to be released on his completing the probationary period satisfactorily. Similarly, a probationer whose probationary period is extended on account of failure to pass a departmental examination within the prescribed time limit or on account of leave (except casual leave) taken during the probationary period or whose probationary period is extended on account of unsatisfactory performance is to be regulated as per para (2) and 1 (3) of the Government Circular, General Administration Department dated 12th April 1972. All these provisions have now been incorporated in Rule 39 of the Maharashtra Civil Services (Pay) Rules, 1981.

Generally no probationary period is prescribed when appointment is made by promotion. However, according to Note 7 below Rule 41 of the Bombay Civil Services Rules, 1959 or Note 5 below the amended Rule 41 of the Bombay Civil Services Rules (which was amended with effect from 1st April 1971) promotees whose pay in the lower post was less than the fixed probationary pay below the minimum of the time scale for the higher post, fixed probationary pay below the minimum of the time scale was deemed to be the first stage of the time scale and the minimum of the time-scale itself as the second stage. These provisions were, however, not applicable to (i) Aval Karkuns on appointment as Mamlatdars by promotion (ii) Mamlatdars on appointment as Deputy Collectors by promotion, (iii) Naib Tahasildars promoted as Tahasildars, (iv) Tahasildars promoted as Extra Assistant Commissioners and (v) Head Constables of police on appointment as Sub-Inspectors by promotion. This was done as result of conscious decision and accordingly instruction No. 2 below Note 7 in Rule 41 of the Bombay Civil Services, Rules, 1959 was inserted as per Government Notification, Finance Department No. EST-4160/50915/V, dated 15th March 1961 as further amended as per Government Notification, Finance Department No. EST-1364/929/64-XIV(P) dated 3rd August 1964. It was however, further represented that such promotees who are already in services and possess good knowledge and experience of the departmental working should not be required to start on the probationary pay below the minimum of the time scale like direct recruits who have no experience of the departments. Government had considered this question and decided that probationary pay below the minimum of the time scale should not be treated as the first stage of the time scale in the case of departmental promotees and accordingly as per amendment issued under Government Notification, Finance Department No. PAY-1067/80007/S-1, dated 23rd July 1973, it was directed that Note 5 below Rule 41 of Bombay Civil Services Rules, should not be made applicable in cases of appointment by promotion from a lower post. This amendment is effective from 1st January 1972.

प्रकरण एकोवीस

परिवीक्षेच्या कालावधीतील वेतन निश्चिती व वेतनवाढी

निरनिराळ्या पदांवरील नेमणुका, विशेषकरून राजपत्रित पदांवरील नेमणुका नामनिर्देशनाने अथवा पदोन्नतीने केल्या जातात. महाराष्ट्र लोकसेवा आयोगामार्फत निवड पद्धतीने अथवा नामनिर्देशनाने ज्यांची नेमणूक केली जाते त्यांना "थेट प्रविष्ट" असे म्हणतात. अशा प्रकारच्या नेमणुकांमध्ये विभागीय अथवा खुल्या बाजारातील बाहेरील उमेदवारांचा अंतर्भाव असतो.

परिवीक्षेच्या कालावधीमध्ये वेतनवाढी व वेतननिश्चिती इत्यादीसंबंधी त्यावेळच्या राजकीय व सेवा विभाग (हल्लीचे सामान्य प्रशासन विभाग) व वित्त विभाग यांनी काढलेले आदेश या प्रकरणात अंतर्भूत केलेले आहेत.

या संबंधीच्या नियमांमध्ये वेळोवेळी बदल होत गेलेला आहे. शासन निर्णय, राजकीय व सेवा विभाग, क्रमांक ३८६८/४६, दिनांक १ मार्च १९५६ यानुसार मुंबई नागरी सेवा नियम, १९५९ मधील नियम ५० खालील उपखंड (ए) खाली "अपवाद-१" समाविष्ट करण्यात आलेला होता. त्यानुसार ज्या पदाला परिवीक्षेच्या कालावधीमध्ये निश्चित परिवीक्षाधीन वेतन विहित केलेले होते अशा पदावर थेटपणे नियुक्त झालेल्या कर्मचाऱ्यास परिवीक्षेच्या कालावधीमध्ये वार्षिक वेतनवाढ मिळत नसे. या प्रमाणे परिवीक्षा काळात फक्त परिवीक्षाकालीन वेतन म्हणून ठराविक रक्कम मिळे व ते वेतन समय श्रेणीच्या किमान वेतनाहून कमी असे. परिवीक्षाधीनाना सोसावी लागणारी ही झळ दूर करण्याच्या उद्देशाने व परिणामतः हे नियम शिथिल करण्याच्या उद्देशाने, शासन परिपत्रक, सामान्य प्रशासन विभाग, क्रमांक एसआरव्ही १३६६-डी, दिनांक ६ जून १९६६ अन्वये आदेश निर्गमित करण्यात आले. या आदेशाप्रमाणे नियत दिनांकाला परिवीक्षेचा कालावधी समाधानकारकरित्या समाप्त केल्यानंतर परिवीक्षाधीनाला परिवीक्षेचा कालावधी जर नसता तर सर्वसाधारणतः त्याला ज्या वेतनवाढी देय झाल्या असत्या, त्या घेण्याची व परिणामतः थकबाकी देण्याची मुभा देण्यात आली. विहित कालावधीमध्ये विभागीय परीक्षा उत्तीर्ण न झाल्यामुळे, किंवा अयोग्यतेमुळे ज्यांचा परिवीक्षेचा कालावधी वाढविण्यात आला अशा कर्मचाऱ्यांच्या वेतनवाढीची प्रकरणे कशी विनियमित करावी या संबंधीचे स्पष्टीकरण, सामान्य प्रशासन विभागाच्या दिनांक ६ जून १९६६ च्या आदेशामधील परिच्छेद १ (बी) व १ (सी) मध्ये केलेले आहे. हे आदेश दिनांक ६ जून १९६६ पासून अंमलात आले व ज्यांचा परिवीक्षेचा कालावधी जर वाढविण्यात आला नसता तर हे आदेश निर्गमित होण्याच्या दिनांकापूर्वी ज्यांचा परिवीक्षेचा कालावधी समाप्त झाला होता अशा कर्मचाऱ्यांव्यतिरिक्त जे कर्मचारी या दिवशी परिवीक्षेच्या कालावधीमध्ये होते अशा कर्मचाऱ्यांचे वेतन या आदेशाप्रमाणे नियमित करावयाचे होते. हे आदेश पुढे दिनांक १२ एप्रिल १९७२ पासून शासन परिपत्रक, सामान्य प्रशासन विभाग, क्रमांक एसआरव्ही-१३७०-डी, दिनांक १२ एप्रिल १९७२ अनुसार आणखी शिथिल करण्यात आले. या आदेशांमध्ये परिवीक्षाधीनाची पहिली वेतनवाढ परिवीक्षेचा एक वर्षाचा कालावधी पूर्ण केल्यानंतर व नंतर पुढील वेतनवाढ परिवीक्षेचा कालावधी समाधानकारकरित्या पूर्ण केल्यानंतर काढण्याची तरतूद आहे. त्याचप्रमाणे, ज्या परिवीक्षाधीनाचा, परिवीक्षेचा कालावधी, विभागीय परीक्षा विहित कालावधीमध्ये उत्तीर्ण होण्यास असमर्थ ठरल्यामुळे किंवा नैमित्तिक रजेव्यतिरिक्त घेतलेल्या रजेमुळे वाढविण्यात येतो तसेच असमाधानकारक कामांमुळे ज्यांचा परिवीक्षेचा कालावधी वाढविण्यात येतो, अशांची प्रकरणे नियमित करण्याची तरतूद शासन परिपत्रक, सामान्य प्रशासन विभाग, दिनांक १२ एप्रिल १९७२ मधील परिच्छेद १ (२) व १ (३) मध्ये केलेली आहे.

या सर्व तरतुदींचा अंतर्भाव आता महाराष्ट्र नागरी सेवा (वेतन) नियम, १९८१ मधील नियम ३९ मध्ये केलेला आहे.

सर्वसाधारणपणे पदोन्नतीने जेव्हा नियुक्ती होते त्यावेळी परिवीक्षेचा कालावधी विहित केलेला नसतो. तथापि मुंबई नागरी सेवा नियम, १९५९ मधील नियम ४१ खालील टिप्पणी ७ किंवा १ एप्रिल १९७१ पासून दुरुस्त करण्यात आलेल्या मुंबई नागरी सेवा नियम, १९५९ मधील नियम ४१ खालील टिप्पणी ५ मधील तरतुदीनुसार ज्या पदोन्नत कर्मचाऱ्यांचे खालच्या पदांवरील वेतन, वरच्या पदाच्या समय श्रेणीतील किमान वेतनाच्या खाली असलेल्या नियत परिवीक्षाकालीन वेतनापेक्षा कमी असेल तर समय श्रेणीतील किमान वेतनाच्या खाली असलेले नियत परिवीक्षाकालीन वेतन त्या समय श्रेणीतील पहिला टप्पा म्हणून समजला जाई व समय श्रेणीतील किमान वेतन हाच दुसरा टप्पा म्हणून समजला जाई. तथापि, या तरतुदी (१) पदोन्नतीने मामलेदार म्हणून नियुक्त होणाऱ्या अव्वल कारकूनाना, (२) पदोन्नतीने उप-जिल्हाधिकारी म्हणून नियुक्त होणाऱ्या मामलेदाराना, (३) तहसीलदार म्हणून पदोन्नतीने नियुक्त होणाऱ्या नायब तहसीलदारांना, (४) अतिरिक्त सहाय्यक आयुक्त म्हणून पदोन्नतीने नियुक्त होणाऱ्या तहसीलदारांना व (५) दुय्यम निरीक्षक म्हणून पदोन्नतीने नियुक्त होणाऱ्या प्रमुख पोलीस शिपायांना लागू नव्हता. शासनाने जाणिवपूर्वक घेतलेल्या निर्णयानुसार असे केले गेले होते व त्यानुसार शासन अधिसूचना, वित्त विभाग, क्रमांक ईएसटी-४१६०/५०९१५-पाच, दिनांक १५ मार्च १९६१ व त्यानंतर पुढे शासन अधिसूचना, वित्त विभाग, क्रमांक ईएसटी-१३६४/९२९/६४-चौदा (पी), दिनांक ३ ऑगस्ट १९६४ अनुसार मुंबई नागरी सेवा नियम, १९५९ मधील नियम ४१ मधील टिप्पणी ७ खालील सूचना क्रमांक २ घालण्यात आली होती. तथापि, पुढे अगोदरच शासनाच्या सेवेमध्ये असलेल्या व त्या त्या विभागाच्या कामाचा अनुभव व चांगले ज्ञान असलेल्या पदोन्नत कर्मचाऱ्यांच्या बाबतीत त्यांना विभागाचा काहीच अनुभव नसलेल्या व थेट नेमणूकीने नियुक्त झालेल्या कर्मचाऱ्यांप्रमाणे, समयश्रेणीतील किमान वेतनाच्या खाली असलेल्या परिवीक्षाकालीन वेतनावर त्यांनी सुरुवात करू नये असे प्रतिपादन केले गेले. शासनाने या प्रश्नावर विचार करून पदोन्नतीने नियुक्त होणाऱ्या विभागीय कर्मचाऱ्यांच्या बाबतीत असे ठरविले की त्यांच्या बाबतीत समय श्रेणीतील किमान वेतनाच्या खाली असलेले "परिवीक्षाकालीन वेतन" हा पहिला टप्पा म्हणून समजण्यात येऊ नये व त्यानुसार शासन अधिसूचना, वित्त विभाग, क्रमांक-पीएवाय-१०६७/८०००७/एस-१, दिनांक २३ जुलै १९७३ अनुसार केलेल्या दुरुस्तीप्रमाणे असे ठरविण्यात आले की, खालच्या पदावरून पदोन्नतीने नियुक्त होणाऱ्या कर्मचाऱ्यांच्या प्रकरणांमध्ये, मुंबई नागरी सेवा नियम, १९५९ मधील नियम ४१ खाली असलेली टिप्पणी ५ लागू करू नये. ही दुरुस्ती दिनांक १ जानेवारी १९७२ पासून लागू आहे.

Appointment of persons who are already  
in Government service on probation.

G. C. M., P and S. D., No. 3868-46, dated 31st January 1949

A question has been raised whether a person who is already in permanent Government service should be required on appointment on selection by open competition to a higher service of post for which a probationary period is prescribed to surrender his right to a lien on his substantive post and should be treated as a "Probationer" like raw recruits from outside. The matter has been considered carefully and the following decisions have been reached.

(i) A candidate for a higher service or post who is not in permanent Government service may be appointed to the higher service or post on probation subject to the present rules regarding loss of appointment on failure to pass the departmental examination within a prescribed period and for other causes. Such cases will be regulated according to the general procedure prescribed for the discharge of probationers *vide* explanation below rule 49 of Civil Services (Classification, Control and Appeal) Rules and rule 33 of the Bombay Civil Service Conduct, Discipline and Appeal Rules.

"Sub-paragraph (ii) is cancelled by G.C.M.P. and S.D. No. 3868/46, dated 25th May 1955 deleted (ii) A candidate who is already in permanent Government service should be appointed to *officiate* in the higher service or post *until further orders*. The passing of such further orders terminating the appointment (and as a necessary consequence reverting the candidate of his former post) in the event of the candidate's failure to pass the departmental examination within the prescribed period, or if he is otherwise found unsuitable will not attract the provisions of Section 240(3) of the Government of India Act, 1935. The question whether a permanent Government servant on his appointment to a higher service or post for which a probationary period is prescribed by selection by open competition can be asked to surrender his right to a lien on his previous appointment and treated as a "probationer" like a raw recruit from outside has been considered and it has been held that a person who is confirmed in Government service cannot thereafter be appointed "on probation" as such an appointment is repugnant to the whole scheme of the Civil Service law and to its fundamental principles in that it is calculated to deprive him of his security of tenure. An agreement by which an officer promoted to a higher service or post consents to forfeit his lien on the post previously held by him and to be appointed on "probation" in the higher post is, so far as it has the effect of depriving him of the security of tenure, open to objection in that it offends against the principle that where a statute confers a right on a class of persons in the public interest, no person of that class can contract himself out of that right."

(iii) A candidate of either category will not be eligible to draw increments during the prescribed probationary period if a fixed pay is prescribed for such period and the earning of increments is dependent on the passing of any examinations. Deleted *vide* G.C.M. and S.D.P.No. 3868/46 dated 13th June 1950. [This is subject to the provisions of Note I below Bombay Civil Services Rule 9(16) (a)].

Pay during the probationary period

G. C., P. and S. D., No. 5346/46, dated 9th July 1949.

In a number of cases persons directly recruited to posts or services in respect of which a fixed pay is prescribed during the probationary period are given a higher starting pay in the prescribed scale. No uniform practice, however, seems to have been followed so far in regard to whether or not such persons should be allowed to earn increments during the probationary period. It has now been decided that all persons whether or not they are already in Government service *who are appointed by direct recruitment to posts in respect of which a fixed pay is given higher starting pay* should be kept on as fixed pay during the prescribed probationary period and that they should be allowed to earn increments only after the expiry of the probationary period. All Departments of the Secretariat (except the Separate Department) are requested to make this clear in the forms of requisition they send to the Bombay Public Service Commission for advertising posts in respect of which there is a promise for granting a higher starting pay in the prescribed scale. They are also requested to see that the rule as explained above is invariably observed.

Appointment of persons who are already  
in Government service on probation.

Govt. Corr., P. and S. D., No. 3868/46, dated 13th June 1950

The Government of Bombay is pleased to direct that the last sentence in decision (iii) in Government Circular Memorandum, Political and Services Department No. 3868/46, dated the 31st January 1949, viz. "This is subject to the provisions of Note I below Bombay Civil Services Rule 9 (16) (a)" should be deleted.

## Probationary period. Computation of—

G.C.M. P. and S. D. No. 5346/46, dated 26th August 1952.

If persons who are appointed to a post or service on probation take leave the question arises whether such leave should be excluded while computing the period of probation. No general orders have so far been issued on the point but the general practice followed was that leave was excluded while computing the probationary period which was increased to that extent. Government is now pleased to direct that this practice should be uniformly followed in respect of all services and posts and whenever a person appointed on probation takes leave, his probationary period should be increased to the extent of the leave taken by him. No formal order extending the probationary period in individual cases is necessary but this principle should be followed in computing the probationary period.

Appointment of persons who are already in Government service on probation.

G. C. M. P. and S. D. No. 3868/46, dated the 25th May 1955.

Appointment of a person already in permanent Government service to another service of post "on probation" or as a "probationer" does not imply termination or forfeiture of his lien on his permanent post. Under Bombay Civil Services Rule 20-A line of of a Government servant on a permanent post, can in no circumstances be terminated even with his consent, if the result is to leave him without a lien or a suspended lien upon a permanent post. Appointment of a permanent Government servant on probation to a higher service or post does not therefore by itself affect the lien that he may hold on a permanent post in Government service and he continues to retain the lien active or suspended, on his substantive post. Where such a person is appointed to a post as a "probationer" or "on probation" the termination of his appointment in that post except as a disciplinary measure would not have the effect of terminating his employment in Government service altogether but would only result in his reversion to the post held by him substantively. Sub-paragraph (ii) of paragraph 1 of Government Circular Memorandum, Political and Services Department No. 3868/46, dated the 31st January 1949, is therefore, to be treated as cancelled and that appointment of persons in permanent Government service to posts for which they have been selected as direct recruits are also to be made on probation instead of as pending further orders if probationary period is prescribed in respect of.

*Pay during the probationary period, drawal of increments during that period etc.*

G. C. P. and S. D. No. 3868/46 dated 1st March 1956.

The present orders regarding fixation of initial pay and earning of increments during the period of probation in respect of Government servants appointed to posts or services for which a fixed pay is prescribed during the probationary period, have not worked smoothly given rise to variations in policy from case to case. After careful consideration of the various questions connected with such appointments and in order to have uniform policy in this behalf, Government is pleased to pass the following orders :—

(i) The initial pay of a person in permanent and temporary Government service directly recruited to the new post or service should be fixed in accordance with the normal rules in the Bombay Civil Service Rules as amended (*vide* correction slips printed as Appendix 'A' to this Circular).

(ii) Where a permanent or temporary Government servant has been holding the same or a higher post in the same class of promotions, in a stop-gap arrangement pending the selection of a suitable candidate by the Bombay Public Service Commission and if he is finally selected for the post by the Competent Authority, his previous temporary or officiating service in that post prior to the selection should not be permitted to count towards the period of probation. That is to say, period of probation should, in such cases, commence from the date of appointment after selection. The previous service will, however, count for increment in the time-scale in accordance with the provisions of the normal rules.

*Examples.*—In the case of a Government servant who was selected by the Bombay Public Service Commission on the 1st July 1954 for Class II post carrying the scale of Rs. 220—15—400—

E.B.—20—500—E.B.—25—650 (Probationary period of 2 years on a fixed pay Rs. 200) after having rendered some service in the Class II post, the position will be as under :—

## Service

## Pay

Rs.

## Example (1) :

## Substantive pay—

1st January 1954 to 30th June 1954.  
1st July 1954 to 30th June 1956.  
1st July to 30th June 1957.  
1st July 1957 to 30th June 1958.

Less than Rs. 200 per mensem.  
200 non-select service  
200 probationary period.  
220.  
235  
and so on.

## Example (2) :

## Substantive pay—

1st July 1952 to 30th June 1953.  
1st July 1953 to 30th June 1954.  
1st July 1954 to 30th June 1956.  
1st July 1956 to 30th June 1957.  
1st July 1957 to 30th June 1958.

Less than Rs. 200 per mensem.  
200 non-select service.  
200 non-select service.  
220 probationary period.  
235  
250  
and so on.

## Example (3) :

## Substantive Pay—

1st January 1952 to 31st December 1952.  
1st January 1953 to 31st December 1953.  
1st January 1954 to 30th June 1954.  
1st July 1954 to 30th June 1956.  
1st July 1956 to 31st December 1956.  
1st January 1957 to 31st December 1957.

Less than Rs. 200 per mensem.  
200 non-select service.  
220 non-select service.  
235 non-select service.  
235 probationary period.  
235  
250.

## Example (4) :

## Substantive Pay—

Rs. 260 (Maximum of the scale of Rs. 200—10—260).

1st January 1952 to 31st December 1952.  
1st January 1953 to 31st December 1953.  
1st January 1954 to 30th June 1954.  
1st July 1954 to 30th September 1955.  
1st October 1955 to 31st December 1955.  
  
1st January 1956 to 30th September 1956.  
1st October 1956 to 31st March 1957.  
1st April 1957.

265 non-select service.  
280 non-select service.  
295 non-select service.  
295 probationary period.  
\*Leave not counting towards probationary period.  
295 probationary period.  
295  
310

\*Note.—The probationary period is required to be extended to the extent of leave taken during that period i. e., leave period should not count towards probationary period—*vide* Government Circular Memorandum, Political and Services Department, No. 5346/46, dated the 26th August 1952.

## \* Example (5) :

(\*) Example 2 and 5 is substituted by G. C., P & S. D., No. 3868/46 dated 14th April 1959.

## Substantive pay—1st January 1953.

1st September 1953 to 31st December 1953.  
1st January 1954 to 30th June 1954.

260 (scale Rs. 200—10—300).  
265 non-select service.  
265 non-select service.  
Personal Pay of Rs. 5†.  
280‡ probationary period.  
280

1st July 1954 to 30th June 1956.  
1st July 1956 to 30th June 1957.

† Note.—This is admissible under Bombay Civil Service Rule 57.

‡ Note II.—He gets the next higher stage in Class II scale with reference to his substantive Pay of Rs. 270 in the lower post.

(iii) The initial pay of permanent or temporary Government servant when appointed to hold a post to which a fixed probationary pay is prescribed purely temporarily in a stop-gap arrangement should be fixed in the same manner as indicated at (i) above.

(iv) All persons whether or not they are already in Government service, who are appointed by direct recruitment to posts in respect of which a fixed pay is prescribed during the probationary period, should not earn any increment during the probationary period (but may draw such benefit as is admissible under Bombay Civil Service Rule 57). They should be allowed to earn increments only after the expiry of the probationary period. In this connection, the orders issued in Government Circular Memorandum, Political and Services Department, No. 3868/46, dated the 31st January 1949, as amended by Government Corrigendum No. 3868/46, dated the 13th June 1950 and G. C. Memo. No. 3868/46, dated the 25th May 1955 and those issued in Government Circular Political and Services Department, No. 5346/46, dated the 9th July 1949 should be strictly enforced periods of Service rendered at the same stage in the same post or posts covered by proviso to Bombay Civil Service Rule 41 prior to being selected for appointment is a probationer will however, count for increment in the time scale to the extent permissible under the rules after the completion of the probationary period.

(v) In some departments, appointments to posts for which a fixed probationary pay is prescribed are made by promotion. The persons so promoted should not be treated as probationers for purpose of pay and increments. The initial pay on promotion in such cases, should be fixed under the normal rules in the Bombay Civil Service Rules as amended (*vide* correction slips printed in Appendix "A" to this Circular) and increments should be allowed during the period such persons are required to be on probation.

2. The above orders should take effect immediately. Cases already decided before the 1st January 1951 should not be reopened. Cases decided on or after that date in which the persons concerned are adversely affected, should be reopened and regulated under these orders by the audit officer provided representations for such revision are received by Audit within six months from the date of this circular.

Pending cases, including those in which pay has been fixed on provisional basis should also be regulated under these orders. The pay so fixed by the Accountant General, Bombay or Deputy Accountant General, Baroda, as the case may be should be adjusted against pay drawn.

3. In order that the above orders are correctly implemented the appointment orders issued by the administrative Departments should invariably indicate (i) whether the person has been directly recruited to the post as a probationer, (ii) whether he has been promoted from the lower post in the ordinary line of promotion and in that case whether he should be "—on probation" for any specified period or (iii) whether the appointment is purely temporary in stop-gap arrangement and (iv) whether definite conditions of probation have been attached to the appointment such as the condition that the selected persons must remain on probation pending the passing of Departmental examinations.

4. An officer appointed on probation on a fixed pay prescribed during the probationary period is either confirmed or continued (for want of substantive vacancy) in the post on an officiating basis and is allowed pay in the time scale of the post on satisfactory completion of the period of probation. In some cases, however, the probationary period is extended with the consent of the officer concerned if his work is found to be unsatisfactory. In order to enable Audit to regulate the fixation of pay of the probationer correctly in accordance with the rules at the end of the prescribed period of probation the competent authority should issue specific orders regarding (1) satisfactory completion of the period of probation of the officer and his confirmation in the post or continuance in an officiating capacity; or (2) the extension or period of probation as the case may be, for the guidance of the audit as soon as the prescribed period of probation is over. Unless the orders regarding satisfactory completion of the prescribed period of probation are issued by the competent authority, the officer concerned should not be allowed pay in the time-scale of the post.

**Accompaniment to Government Circular, Political and Services Department,  
No. 3868/46, dated 1st March 1956.**

**APPENDIX "A" TO GOVERNMENT CIRCULAR, POLITICAL AND SERVICES DEPARTMENT,  
No. 3868/46, DATED THE 1st MARCH 1956.**

**AMENDMENTS TO THE BOMBAY CIVIL SERVICE RULES MANUAL**

**(a) Page 33, Rule 41—**

*Insert the following as note 7 below this rule :—*

*Note.*—In applying this rule as well as rules 56 and 57 in respect of a Government servant appointed to a post to which a fixed probationary pay below the minimum of the time-scale is prescribed, such probationary pay should be deemed to be the first stage of the time-scale of the post and the minimum of the time-scale itself as the Second stage. Thus the B.E.S. Class-I time scale of Rs. 350—30—650—E.B.—45—1,100 (Probationers Rs. 300 for 2 years) will be treated as Rs. 300—50—350—30—650—E.B.—45—1,100 Provided that :—

(i) a person who on being selected for appointment to a post is eligible to draw pay at the first stage equivalent to the probationary pay from the date of his appointment, will draw that pay for the period of probation and pay at the next stage thereafter;

(ii) a person whose initial pay has been fixed at a stage higher than the first will draw such pay during the period of probation and on completing the period of probation will continue to draw pay at the same stage till he earns an increment in the time-scale counting for this purposes the periods, prior to his appointment by selection during which he was drawing pay at the same stage in the substantive post held by him in view of Bombay Civil Service Rule 41 a (ii); and

(iii) a person who had rendered non-select service in the same post held prior to his being appointed as a direct recruit will have his pay fixed subject to the conditions prescribed in Bombay Civil Service Rules at a rate not less than the pay which he drew on the last such occasion and he will draw such pay during the period of probation and thereafter will continue to draw the same rate of pay till, together with the non-select service rendered on the same stage he completes and incremental period of service in the time-scale.

**(b) Page 5, Rule 9 (16) (a)—**

*Substitute the following for the existing Note 1 below this rule :—*

*Note 1.*—A Government servant appointed directly to a post to which a fixed probationary pay is prescribed during the period of probation, is not permitted to earn increments during the period of probation. For this purpose, the clause "a Government servant appointed directly to a post" includes,

(i) A Government servant who holds substantively a permanent post in a cadre and is appointed by selection in open competition to the above post, and

(ii) A Government Servant who is so appointed but is granted a higher starting pay in the time-scale attached to the post.

**(c) Page 32, Rule 50—**

*Insert the following as Exception 1 below clause (a) of this rule renumbering the existing Exception as Exception 2 :—*

*"Exception 1.*—A Government servant appointed directly to a post to which a fixed probationary pay is prescribed during the period of probation is not permitted to earn increment during the period of probation. For this purpose, the clause "a Government servant appointed directly to a post" includes—

(i) A Government servant who holds substantively a permanent post in a cadre and is appointed by selection in open competition to the above post,

and

(ii) a Government servant who is so appointed but is granted a higher starting pay in the time-scale attached to the post.

**(d) Page 35, rule 56—**

*Insert the following as Note 10 below this rule :—*

*Note 10.*—See note 7 below rule 41.

(e) *Pages 35-36, Rule 57.*—

Insert the following as *Note 2* below this rule, numbering the existing one as *Note 1.*—

*Note 2.*—See note 7 below rule 41 :—

(f) *Page 17, Rule 9 (47).*—

Add the following as *Note 2* below this rule, after numbering the existing *Note* as *Note 1* :—

*Note 2.*—A Government servant (other than one who holds substantively a permanent post) appointed on probation to a temporary post will be treated for all purpose as a temporary Government servant.”

(g) *Page 257, Rule 809.*—

Add the following as *Note 2* below this rule, after numbering the existing *Note* as *Note 1* :—

“ *Note 2.*—A Government servant (other than one who holds substantively a permanent post) appointed on probation to a temporary post will be treated for all purposes as a temporary Government servant”.

Pay during the probationary period—drawal of increments during that period.

G. C., P. and S. D., No. 3868/46, dated 14th April 1959.

Read Government Circular, Political and Services Department No. 3868/46, dated 1st March 1956.

The following should be substituted for Examples 2 and 5 in the Circular :—

#### Example (2)

|                                  |    |                          |
|----------------------------------|----|--------------------------|
| Substantive pay                  | .. | Less than Rs. 200 p. m.  |
| 1st July 1952 to 30th June 1953. | .. | 200 non-select service.  |
| 1st July 1953 to 30th June 1954  | .. | 220 non-select service.  |
| 1st July 1954 to 30th June 1956. | .. | 235 probationary period. |
| 1st July 1956 to 30th June 1957. | .. | 235                      |
| 1st July 1957 to 30th June 1958. | .. | 250 and so on.           |

#### Example (5)

|                                           |    |                                              |
|-------------------------------------------|----|----------------------------------------------|
| Substantive pay                           | .. | 260 (scale Rs. 200-10-300).                  |
| 1st January 1953                          | .. |                                              |
| 1st September 1953 to 31st December 1953. | .. | 265 non-select service.                      |
| 1st January 1954 to 30th June 1954.       | .. | 265 plus 5 non-select service. personal pay. |
| 1st July 1954 to 31st December 1954.      | .. | 2655 personal pay                            |
| 1st January 1955 to 31st December 1955.   | .. | 265+15 personal pay                          |
| 1st January 1956 to 30th June 1956.       | .. | 265+25 personal pay                          |

} Probationary period.

Confirmed on 1st July 1956 on Rs. 295 under Bombay Civil Services Rule 41 (a) (i)

Date of next increment on 1st July 1957.

(A) The following should be substituted for the existing *Note 7* below rule 41 :—

*Note 17.*—In applying this rule as well as rules 56 and 57 in respect of a Government servant appointed to a post to which a fixed probationary pay below the minimum of the time scale is prescribed, such probationary pay should be deemed to be the first stage of the time scale of the post and minimum of the time scale itself as the second stage. Thus the B. E. S. Cl. I time scale of Rs. 350-30-650-E. B. 45-1,100 (Probationers Rs. 300 for 2 years) will be treated as Rs. 300-50-350-30-650-E. B. 45-1, 100 and in other cases i. e. such a Government servant is appointed to a post for which probationary period has been fixed but no fixed pay below the minimum is prescribed, the minimum pay should be treated as fixed probationary pay provided that—

(i) A person who on being a selected for appointment to a post is eligible to draw pay at the first stage equivalent to the probationary pay from the date of his appointment and will draw that pay for the period of probation and pay at the next stage thereafter in the case of posts to which a fixed probationary pay below the minimum of the time scale is fixed and in other cases after rendering the full incremental period.

(ii) A person whose initial pay has fixed at a stage higher than the first in cases where a fixed pay below the minimum is treated as the first stage or the minimum of a time scale, where no fixed pay below the minimum is prescribed, will draw such pay during the period of probation and on completion of period of probation will continue to draw pay at the same stage till he earns an increment in the time scale counting for this purpose the periods prior to his appointment by selection during which he was drawing pay at the same stage in the same or equivalent post, in view of provision II to Bombay Civil Services Rule 41, provided further that Government servants who are confirmed after the completion of probationary period and are entitled to have their pay refixed under Bombay Civil Services Rule 41 (a) (i) from the date of confirmation will draw the pay so refixed from that date.

(iii) A person who had rendered non-select service in the same post prior to his being appointed as a direct recruit will have his pay fixed as follows :—

(a) If he is not holding the post temporarily at the time of his appointment as a direct recruit, the previous non-select service will count for increments in accordance with proviso II to Bombay Civil Services Rule 41.

(b) If he is already holding the post temporarily at the time of his appointment as a direct recruit, his pay will not be refixed and he will continue to draw the same pay which he was drawing immediately before the appointment unless he was due to earn the next increment in the scale of the post on the date of his appointment as a direct recruit, in which case he will be allowed to draw the increment on that date. In both the cases falling under (a) and (b) above, the initial pay so determined will remain fixed during the period of probation. Thereafter the Government servant will continue to draw the same rate of pay till together with non-select service rendered on the same stage, he completes the incremental period of service in the time scale, provided that Government servant who are confirmed after the completion of the probationary period and are entitled to have their pay refixed under Bombay Civil Services Rule 41 (a) (i) from the date of confirmation draw the pay so refixed.

*Exception.*—Notwithstanding the provisions of note 7, in the case of a Government servant, whose duty in a post is interrupted on account of causes mentioned in Exception 2 to note 6, his pay on reappointment to that post or to a post in the same cadre, should be so fixed as not to be less than the pay he drew on the last occasion.

The benefit of this concession in the Exception should also be given to a person whose pay is refixed on his substantive appointment to a post while continuously officiating in it.

(B) The following should be inserted as Note 3 below rule 57 :—

*Note 3.*—The provisions of this rule shall apply to Government servants appointed on probation.

These orders take effect from the 1st March 1956. The cases which had been decided in accordance with the orders in Government Circular, Political and Services Department, No. 3868/46, dated the 1st March 1956 should be reopened and dealt with in accordance with these orders. The persons concerned should also be paid arrears of pay if any, due to them in accordance with the revised decisions in their cases.

*Fixation of Pay of Officers promoted as  
Mamlatdars and Deputy Collectors.*

G. R., P. and S. D., No. - 3868/46, dated 25th August 1959.

Government is pleased to direct that the provisions of Note 7 below B. C. S. R. 41 as inserted by Government Circular, Political and Services Department, No. 3868/46, dated the 1st March 1956 read with Government Circular, Political and Services Department, No. 3868/46, dated the 14th April 1959 should not apply to the scales of the posts of Mamlatdar and Deputy Collectors so far as these posts are filled by promotion. Accordingly the first stage of the time scale of these posts for purposes of fixation of pay of Aval Karkuns promoted as Mamlatdars and of Mamlatdars promoted as Deputy Collectors would be Rs. 250 and Rs. 350 respectively.

2. These orders should take effect from the 1st March 1956. Accordingly the cases of officers whose pay was fixed in accordance with the provisions of Note 7 below B. C. S. R. 41 should be reopened and their pay refixed with retrospective effect in accordance with these orders. The persons concerned should also be paid arrears of pay, if any, due to them consequent on the refixation of their pay.

3. The Finance Department should amend Note 7 below B. C. S. R. 41, suitably.

*Fixation of Pay of Naib Tahsildars promoted as Tahsildars and Tahsildars promoted as Extra Assistant Commissioner.*

G. R., G. A. D., No. 3868/46, dated 5th August 1961.

Government is pleased to direct that the orders contained in paragraph 1 of Government Resolution, Political and Services Department, No. 3868/46, dated the 25th August 1959 should be made applicable *mutatis-mutandis* to (1) Naib Tahsildars promoted to the post of Tahsildars, (2) Mahalkar is appointed as Mamlatdars and (3) Tahsildars promoted to the posts of Extra Assistant Commissioners (now Deputy Collectors) whose pay is fixed in the scale of Rs. 200-250-15-325 and the scale of Rs. 300-350-30-500-E. B.-30-650 respectively.

2. These orders should take effect from the 1st November 1956 and the pay of the officers to whom the orders apply fixed otherwise than in accordance with these orders should be refixed with retrospective effect and the officers concerned should be paid the arrears of pay, if any, due to them consequent on such refixation.

3. The Finance Department should amend Note 7 below Bombay Civil Services Rules 41 suitably.

*Special Pay—Grant of—to the Probationer—*

G. R. I., and P. D. No. SPG-1263/5370- E(2), dated 11th January 1965.

The question as to whether an officer on probation can, during the probationary period, be put in charge of a post carrying a special pay or put in charge of another equivalent or higher post in addition to his own, thereby entitling him to special or additional pay over and above the probationary pay, was under the consideration of Government for sometime. After careful consideration, Government is pleased to decide that as a rule, a probationer who is governed by the special terms of his appointment and is supposed to be under training and trial till the end of probationary period, should not be given additional or higher responsibilities and thereby appointed to posts carrying special pay or put in charge of another post in addition to his own, during the period of probation, save in exceptional circumstances. Government is also pleased to direct that where officers on probation have already held such charges before issue of these orders or where they are appointed to such charges hereafter in exceptional circumstances, they should be held entitled to special or additional pay as the case may be, if it is admissible under the rules and sanctioned by the competent authority.

2. The cases, if any, which may have been decided otherwise should be reopened and regulated in accordance with these orders.

*Pay during the probationary period-drawal of increments during that period etc.*

G. C., G. A. D., No. SRV-1366-D, dated 6th June, 1961.

Read :—( i ) Government Circular, Political and Services Department, No. 3868/46, dated the 1st March 1956.

( ii ) Government Circular, Political and Services Department, No. 3868/46, dated the 14th April 1959.

Government had under consideration the question of liberalising the rules regarding drawal of pay by probationers so as to remove the hardships caused to them at present. After careful consideration of the question in the light of the provisions obtaining under the Government of India, Government is now pleased to pass the following orders :—

- (1) except where the terms of probation or any general or special orders of Government relating to a class of service provide otherwise, in cases where the prescribed period of probation exceeds twelve months;
- (a) a probationer should on termination of the period of probation on due date, after satisfactory completion of probation, be allowed to draw increments which he would have drawn in the normal course but for probation and the arrears consequent thereto;
- (b) a probationer, whose probation is extended on account of failure to pass any departmental examination within the prescribed time limit should on satisfactory completion of the extended period of probation, be allowed to draw, with effect from the date of completion, of the probation, such pay as he would have drawn had he been eligible to draw increments during probation, but no arrears on this account should be allowed for the period prior to the date of the satisfactory completion of probation.

For the purpose of regulation of increments in these two cases the probationary stage below the minimum of the time scale, if such a stage exists should be treated as the first stage of the time scale.

- (c) However, probationer, whose period of probation is extended on account of unsuitability, on satisfactory completion of the extended period of probation, should neither be allowed the pay which he would have drawn but for his probation nor any incremental arrears. Their cases will therefore continue to be regulated as per rules existing prior to the issue of above orders.
  2. The effects of the modification at (a), (b) and (c) above are shown in the illustrations given in the \* annexure to this Circular.
  3. A Government servant appointed as an apprentice in another service or cadre should during the period of apprenticeship be allowed to draw either the stipend or the pay prescribed for such period or the substantive pay of his permanent post other than a tenure post on which he holds a lien or would hold lien had (his lien not) been suspended, whichever is greater.
  4. These orders take effect from the date of issue and the pay of the persons on probation on this date except those whose probationary period would have expired before the issue of orders but for extension of their probationary period, should be regulated accordingly. Cases wherein the probationary period expires prior to that date should not be reopened.
  5. Suitable amendments to the Bombay Civil Services Rules should be issued in due course.
  6. The orders regarding extension of probationary period issued in individual cases from time to time should invariably indicate the reasons for such extension so as to enable the audit to fix the pay accordingly.
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**ACCOMPANIMENT TO GOVERNMENT CIRCULAR,  
GENERAL ADMINISTRATION DEPARTMENT  
No. SRV. 1366-D, DATED 6TH JUNE 1966**

**ANNEXURE**

*Example.*—In the case of a Government servant who was selected by the Maharashtra Public Service Commission on the 1st July 1964 for a Class II post carrying the Scale of Rs. 250-270-15-390-E.B.-15-450-20-490-E.B.-25-715 (Probationary period of 2 years on a fixed pay of Rs. 250) after having rendered some service in the Class II post the position will be as under :—

*Example 1*

| <i>Service</i>                                                             | <i>Pay</i>                                                                                                                       |
|----------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| (a) <i>Substantive pay or officiating pay which is deemed substantive.</i> | Less than Rs. 250 p. m.                                                                                                          |
| 1st January 1964 to 30th June 1964.                                        | Rs. 250 non-select service.                                                                                                      |
| 1st July 1964 to 30th June 1966.                                           | Rs. 250 Probationary period.                                                                                                     |
| 1st July 1966 to 31st December 1966.                                       | Rs. 285                                                                                                                          |
| 1st January 1967.                                                          | Rs. 300.                                                                                                                         |
| 1st January 1968.                                                          | Rs. 315 and so on.                                                                                                               |
|                                                                            | (Arrears on account of refixation of pay at Rs. 270 and Rs. 285 on and from 1st January 1965 and 1st January 1966 respectively). |
| (b) 1st January 1964 to 30th June 1964.                                    | Rs. 250 non-select service.                                                                                                      |
| 1st July 1964 to 30th June 1966.                                           | Rs. 250 Probationary period.                                                                                                     |
| 1st July 1966 to 30th June 1967.                                           | Rs. 250 Probationary period extended by one year for failure to pass a departmental examination.                                 |
| 1st July 1967 to 31st December 1967.                                       | Rs. 300.                                                                                                                         |
| 1st January 1968.                                                          | Rs. 315 and so on.                                                                                                               |
| (c) 1st January 1964 to 30th June 1964.                                    | Rs. 250 non-select service.                                                                                                      |
| 1st July 1964 to 30th June 1966.                                           | Rs. 250 Probationary period.                                                                                                     |
| 1st July 1966 to 30th June 1967.                                           | Rs. 250 Probationary period extended by one year on grounds of unsuitability.                                                    |
| 1st July 1967 to 31st December 1967.                                       | Rs. 270.                                                                                                                         |
| 1st July 1968                                                              | Rs. 285.                                                                                                                         |

*Example 2*

|                                               |                                                                                                                         |
|-----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|
| (a) <i>Substantive pay less than Rs. 250.</i> | Rs. 250 non-select service.                                                                                             |
| 1st July 1964 to 30th June 1965.              | Rs. 270 non-select service.                                                                                             |
| 1st July 1965 to 30th June 1966.              | Rs. 285 Probationary period.                                                                                            |
| 1st July 1966 to 30th June 1967.              | Rs. 285 Probationary period.                                                                                            |
| 1st July 1967 to 30th June 1968.              | Rs. 315.                                                                                                                |
| 1st July 1968 to 30th June 1969.              | Rs. 330 and so on.                                                                                                      |
| 1st July 1969                                 | (Arrears on account of refixation of pay of Rs. 300, Rs. 315 on and from 1st July 1967 and 1st July 1968 respectively). |
| (b) <i>Substantive pay.</i>                   | Less than Rs. 250.                                                                                                      |
| 1st July 1964 to 30th June 1965.              | Rs. 250 non-select service.                                                                                             |
| 1st July 1965 to 30th June 1966.              | Rs. 270 non-select service.                                                                                             |
| 1st July 1966 to 30th June 1967.              | Rs. 285 Probationary period.                                                                                            |
| 1st July 1967 to 30th June 1968.              | Rs. 285 Probationary period.                                                                                            |
| 1st July 1968 to 30th June 1969.              | Rs. 285 Probationary period extended by one year for failure to pass departmental examination.                          |
| 1st July 1969.                                | Rs. 330 and so on.                                                                                                      |
| (c) <i>Substantive pay.</i>                   | Less than Rs. 250.                                                                                                      |
| 1st July 1964 to 30th June 1965.              | Rs. 250 non-select service.                                                                                             |
| 1st July 1965 to 30th June 1966.              | Rs. 270 non-select service.                                                                                             |
| 1st July 1966 to 30th June 1967.              | Rs. 285 Probationary period.                                                                                            |
| 1st July 1967 to 30th June 1968.              | Rs. 285 Probationary period.                                                                                            |
| 1st July 1968 to 30th June 1969.              | Rs. 285 Probationary period extended by one year on account of unsuitability.                                           |
| 1st July 1969 to 30th June 1970.              | Rs. 285.                                                                                                                |
| 1st July 1970.                                | Rs. 300 and so on.                                                                                                      |

*Special Pay-grant of—to the Probationer.*

G.R., F.D., No. PAY-1066/908-V, dated 11th June 1966.

Government is pleased to direct that the orders issued in Government Resolution, Irrigation and Power Department No. SPG-1263/5370-E(2), dated the 11th January 1965 should apply to all officers on probation under the Government of Maharashtra.

*Pay during the probationary period drawal of increments during that period etc.*

G. C., G.A.D., No. SRV-1370-B, dt. 9th November 1970.

Certain points have been raised regarding the exact scope and interpretation of the orders contained in Government Circular, General Administration Department No. SRV-1366-D, dated the 6th June 1966. Government is pleased to clarify them as under :—

*Points raised*

- (i) Whether the orders issued in Government Circular General Administration Department No. SRV-1366-D, dated the 6th June 1966 would apply only in the cases where non-select service or substantive service in another cadre are involved as illustrated in the Government Circular, dated the 6th June 1966.

- (ii) If a directly recruited probationer, taking the example of a Deputy Collector appointed on 1st January 1965 as a probationer for two years, is to be allowed the minimum of the time scale of Rs. 400 with retrospective effect from the 1st January 1966 on completion of the probationary period on 1st January 1967, his pay on 1st January 1967 would be Rs. 430 where as a Deputy Collector departmentally promoted with effect from the 1st January 1965 would get Rs. 400 from that date. Thus and anomalous situation would be created as far as the pay fixed with reference to the duty performed is concerned, if the above procedure is followed.

- (iii) Whether the pay of all probationers, whose probation would normally have expired before the date of issue of the Government Circular, dated the 6th June 1966 but extended beyond that date either because of leave taken by

*Clarification*

- (i) The orders contained in Government Circular, General Administration Department No. SRV-1366-D, dated the 6th June 1966 are applicable to direct recruits appointed on probation irrespective of whether they have rendered any non-select service or are substantive in any cadre.

In the case of a Government servant appointed on probation (where the post is within the purview of the Maharashtra Public Service Commission, in consultation with that body and where the post is not within the purview of the Maharashtra Public Service Commission after following the prescribed procedure) in another department of Government, his pay will be fixed under Bombay Civil Service Rule 41 and Note 7 below that rule operates in his case. He would get his pay fixed at the probationary stage only if his substantive pay or pay as admissible to him under Government Resolution, Finance Department No. PAY-1860-V, dated the 9th November 1960, as amended from time to time, is less than such probationary stage.

- (ii) Note (7) below Bombay Civil Services Rule, 41 is not applicable to promoted Deputy Collectors and Mamlatdars. There is no anomaly.

- (iii) The cases of those probationers whose probationary period would have normally been completed before the date of issue of the Government Circular, dated the 6th June 1966, but for its

*Points raised*(iii)—*contd.*

them during the probationary period or failure to pass any departmental examination, or for any other reason should not be regulated according to the orders, contained in Government Circular, dated the 6th June, 1966.

- (iv) Whether the Government servants who were on probation on 6th June 1966 and whose probationary period which would have normally expired after that date but has been extended in view of the leave availed of by them during the probationary period should be allowed increment which they would have normally drawn but for probation in accordance with para 1(a) of the Government Circular, dated the 6th June 1966.

- (v) Whether the arrears of pay admissible on account of regulation of pay according to para 1(a) of the Government Circular, dated the 6th June 1966 are to be allowed even for the period prior to the 6th June 1966 or only with effect from the 6th June, 1966 as the orders take effect from that date?

- (vi) Can the pay of a probationer whose probation started after some months of training during which he was in receipt of only a stipend, be regulated according to these orders even if the stipend happens to be less than the probationary pay, since the training for which only a stipend was paid cannot be considered so non select service for allowing increment?

*Clarification*(iii)—*contd.*

extension due to leave availed of by them or for any other reason should not be regulated according to the said orders.

- (iv) Though the period of leave availed of during probation has the effect of extending the probationary period, the persons who on satisfactory completion of probationary period, become eligible in terms of the orders contained in Government Circular, General Administration Department No. SRV-1366-D, dated the 6th June 1966, to count probationary period for increments, should be allowed to count such period of leave taken during probationary period for increment as can be covered by a certificate under Bombay Civil Services Rule, 50.

- (v) A probationer who is eligible for arrears in terms of the Government Circular dated the 6th June 1966 should be allowed arrears even for the period of probation prior to the 6th June 1966.

- (vi) If the probationary period is exclusive of the period of training or if the stipend allowed during the period of training is less than the probationary pay on initial appointment, the training period would not count for increment. The training period is, however, counted for increment if it is included in the probationary period and the stipend allowed is at the same rate as the probationary pay.

*Pay during the probationary period/drawal of increments during that period.*

G. C., G.A. D. No. SRV-1370D, dated 2nd March 1971.

Since the orders issued in Government Circular, General Administration Department No. SRV-1366-D, dated the 6th June 1966 take effect from the date of issue i. e. 6th June 1966, a probationer who has satisfactorily completed his probationary period before that date is not entitled to any increments for his service during that period. Consequently cases may arise in which such a probationer draws less pay than probationer who is junior to him but has satisfactorily completed his probation on or after the 6th June 1966 and is, therefore, entitled to increments for the probationary period. It has been decided that such cases should be reported by the Heads of Departments to the administrative Departments concerned which will issue appropriate orders in consultation with the General Administration Department and the Finance Department.

*Fixation of pay during the probationary period—under Note 7 below Rule 41 of the Bombay Civil Services Rules.*

G.R., F.D., No. PAY-1067/80007/S-1, dated 1st January 1972.

Under the provisions contained in Note 5 below Rule 41 of the Bombay Civil Services Rules as amended under Government Notification, Finance Department No. PAY-1071/1078/Unit-I, dated the 20th March 1971, probationary pay below the minimum of the time scale is deemed to be the

first stage of the time scale of the post. Recruitment rules for many posts for which a probationary stage below the minimum of the time scale is prescribed provide for appointment of candidates by nomination (direct recruits) as well as by promotion of suitable persons in the department. Generally, no probationary period is prescribed when appointment is made by promotion. Even so, in view of Note 5 below Bombay Civil Services Rule 41, such promotees have also to start on the probationary pay below the minimum of the time scale unless by virtue of their pay in the lower post, they become entitled to the minimum or to a higher stage in the time scale of the higher post. It has been represented that such promotees, by virtue of their knowledge of and experience in the Department are not required to be on probation in the higher post and should not therefore be required to start on the probationary pay below the minimum of the scale, like direct recruits who have no experience of the Department. It has been represented that all promotees should be exempted from the operation of Note 5 below Bombay Civil Services Rule 41.

2. After careful consideration, Government has decided that the probationary pay below the minimum of the time scale, should not be treated as the first stage of the time scale in the case of departmental promotees.

3. Necessary amendment to the Bombay Civil Services Rules should be issued separately.

#### Drawal of increments during the Probationary period

G.C.G., A.D., No. SRV-1370/D, dated 12th April 1972.

The rules regarding drawal of pay by probationers during their probationary period were liberalised by Government in Government Circular, General Administration Department, No. SRV-1366-D, dated the 6th June 1966. This matter also subsequently came to be examined by the Administrative Reorganisation Committee which recommended to Government that increments should be allowed during probationary period in all cases. This recommendation has been considered by Government and Government is pleased to pass the following orders :—

(1) The first increment of a probationer should be released on completion of one year of his probation and the subsequent increment should be released on his completing the probationary period satisfactorily.

(2) A Probationer whose probationary period is extended on account of failure to pass a departmental examination within the prescribed time limit or on account of leave (except casual leave) taken by him during the probationary period, should be allowed to draw, on his appointment to that post on long term basis after completion of the probationary period satisfactorily, such pay as he should have drawn had he not been on probation and would also be eligible for arrears of pay and allowances due to him.

(3) A Probationer whose probationary period is extended on account of unsatisfactory performance, should be allowed to draw second increment only with effect from the date of satisfactory completion of the probationary period and he will not be eligible to any arrears of pay and allowances.

(4) These orders take effect from the date of issue of this Circular.

(5) The orders regarding extension of probationary period issued in individual cases should specifically indicate the reason for such extension.