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GOVERNMENT OF INDIA
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
DEPARTMENT OF PERSONNEL AND TRAINING

NOTIFICATION

New Delhi, dated the 20th March, 2007

G.S.R.....In exercise of the powers conferred by sub-section (1) of section 3 of the All India Services Act, 1951 (61 of 1951) and in supersession of the Indian Administrative Service (Pay) Rules, 1954, except as respects things done or omitted to be done before such supersession, the Central Government after consultation with the Governments of the States concerned, hereby makes the following rules, namely:-

1. Short title and commencement (1) These rules may be called the Indian Administrative Service (Pay) Rules, 2007.

(2) They shall come into force on the date of their publication in the Official Gazette except the second proviso to sub-rule (1) of rule 3 and proviso to clause (i) of sub-rule (2) of rule 3 which shall come into effect from 1-4-2007.

2. Definitions. In these rules, unless the context otherwise requires;-

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

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

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

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

(e) 'grade pay' means the basic pay drawn by a member of the Service in the grade in which he is appointed substantively;

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

(g) 'member of the Service' means a member of the Indian Administrative Service;

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

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

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

(k) 'personal pay' means additional pay granted to a member of the Service –

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

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

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

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

- (n) 'Schedule' means a Schedule appended to these rules;
- (o) 'Service' means the Indian Administrative Service;
- (p) 'State' means a State specified in the First Schedule to the Constitution and includes a Union territory;
- (q) 'State Cadre' and 'Joint Cadre' have the meanings respectively assigned to them in the Indian Administrative Service (Cadre) Rules, 1954;
- (r) 'State Civil Service' shall have the meaning assigned to it in the Indian Administrative Service (Recruitment) Rules, 1954;
- (s) 'State Government concerned' in relation to a Joint Cadre means the Joint Cadre Authority.

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

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

3. Scale of pay and appointment in these grades. (1) The scale of pay admissible to a member of the Service and the dates with effect from which the said scale shall be deemed to have come into force, shall be as follows:-

Junior Scale - Rs.8000-275-13500 (with effect from the 1st day of January, 1996).

Senior Scale - (i) Time Scale - Rs.10650-325-15850 (with effect from the 1st day of January, 1996);

(ii) Junior Administrative Grade - Rs.12750-375-16500 (non-functional) (with effect from the 1st day of January, 1996);

(iii) Selection Grade - Rs.15100-400-18300/- (with effect from the 1st day of January, 1996);

Super Time Scale - (a) Rs.18400-500-22400/- (with effect from the 1st day of January, 1996)

Above Super Time Scale - (i) Rs.22400-525-24500/-
(ii) Rs.26000/- (fixed)
(iii) Rs.30000/- (fixed) (for the post of Cabinet Secretary in Government of India only).

(with effect from the 1st day of January, 1996)

Note - Appointment of a member of the Service to the Time Scale and above shall be regulated as per the provisions in the Guidelines regarding promotion to various grades in the Indian Administrative Service:

Provided that a member of the Service shall become eligible for being appointed to the senior time scale on his completion of four years of service, subject to the provisions of sub-rule (2) of rule 6A of the Indian Administrative Service (Recruitment) Rules, 1954 and to the Junior Administrative Grade on completion of nine years of service, to the Selection Grade on completion of thirteen years of service and to the Super Time Scale on completion of sixteen years of service.

Provided further that a member of the service shall be appointed to the Junior Administrative Grade only after he has completed phase III mandatory Mid Career Training as prescribed.

Note 1. The four years, nine years, thirteen years and sixteen year of service in this rule shall be calculated from the year of allotment assigned to him under rule 3 of the Indian Administrative Service (Regulation of Seniority) Rules, 1987.

Note 2. The period of extraordinary leave taken otherwise than on medical certificate or considered by the State Government concerned to have been taken for any cause beyond the control of the member of the Service or for prosecuting studies, which are in public interest and for which Study Leave could otherwise be admissible under the All India Service (Study Leave) Regulations, 1960, shall be excluded for the purpose of calculating the eligibility period of service required for appointment in these grades:

Provided also that a member of Service may opt to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale. The option shall be exercised in accordance with such orders as may be issued by the Central Government in this behalf.

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

Explanation 2 - The said option shall not be admissible to any person appointed to the Service on or after the 1st day of January, 1996 and he shall be allowed pay only in the revised scale.

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

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

Provided that a member of the Service shall be appointed to the Super Time Scale only after he has completed phase IV mandatory Mid Career Training as prescribed.

(ii) Appointment of a member of the Service in the scales of Selection Grade and above shall be subject to availability of vacancies in these grades and for this purpose, it shall be mandatory upon the State Cadres or the Joint Cadre Authorities, as the case may be, to seek prior concurrence of the Central Government on the number of available vacancies in each grade.

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

(iv) A member of the Service shall be entitled to draw pay in the scales of Selection Grade and above only on appointment to these grades.

3A. Fixation of pay in the revised scales. The initial pay of a member of the Service who opts or deemed to have opted in accordance with these rules, to be governed by the revised scale on and from the 1st day of January, 1996 or from a later date, which shall be re-fixed as from that date separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely:-

(A) in the cases of all members of the Service,-

(i) an amount representing forty per cent of the basic pay in the existing scale shall be added to the 'existing emoluments' of the member of the Service;

(ii) After the existing emoluments have been so increased, the pay shall thereafter be fixed in the revised scale at the stage next above the amount computed:

Provided that –

(a) if the minimum of the revised scale is more than the amount so arrived at, the pay shall be fixed at the minimum of the revised scale;

(b) if the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale:

Provided further that where in the fixation of pay, the pay of a member of the Service drawing pay at more than four consecutive stages in an existing scale gets bunched, that is, gets fixed in the revised scale at the same stage, the pay in the revised scale of such member of the Service who

is drawing pay beyond the first four consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs, by the grant of increments in the revised scale in the following manner, namely:-

- (a) for a member of the Service drawing pay from the 5th up to the 8th stage in the existing scale, by one increment;
- (b) for a member of the Service drawing pay from the 9th up to the 12th stage in the existing scale, if there is bunching beyond the 8th stage, by two increments;
- (c) for a member of the Service drawing pay from the 13th up to the 16th stage in the existing scale, if there is bunching beyond the 12th stage, by three increments;

If by stepping up of the pay as referred in this rule, the pay of a member of the Service gets fixed at the stage in the revised scale which is higher than the stage in the revised scale at which the pay of a member of the Service 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 to the extent by which it falls short of that of the former:

Provided also that the fixation of pay made shall ensure that every member of the Service shall get at least one increment in the revised scale of pay for every three increments (inclusive of stagnation increments), if any, in the existing scale of pay.

Explanation: - For the purposes of this clause, "existing emoluments" shall include -

- (a) the basic pay in the existing scale;
- (b) dearness allowance appropriate to the basic pay admissible at index average 1510 (1960 = 100); and
- (c) the amounts of first and second instalments of interim relief admissible on the basic pay in the existing scale;

(B) in the case of a member of the Service who is in receipt of special pay component with any other nomenclature in addition to pay in the existing scale, such as personal pay for promoting small family norms, Central (deputation on tenure) Allowance, etc., and in whose case the same has been replaced in the revised scale with corresponding allowance or pay at the same rate or at a different rate, the pay in the revised scale shall be fixed in accordance with the provisions of clause (A) and in such cases, the allowance at the new rate as recommended, shall be drawn in addition to pay in the revised scale of pay.

Note 1: Where the increment of a member of the Service falls on 1st day of January, 1996, he shall have an option to draw the increment in the existing scale or the revised scale.

Note 2: Where a member of the Service is on leave other than the Study Leave granted under the All India Services (Study Leave) Regulations, 1960, on the 1st day of January, 1996, he shall become entitled to pay in the revised scale of pay from the date he resumes duty and in case of a member of the Service under suspension, he shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised scale of pay will be subject to final order on the pending disciplinary proceedings.

Note 3: Where the existing emoluments as calculated in accordance with clause (A) or clause (B), as the case may be, exceed the revised emoluments in the case of any member of the Service, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note 4: Where in the fixation of pay under these rules, pay of a member of the Service who in the existing scale was drawing immediately before the 1st day of January, 1996, more pay than another member of the Service 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.

Note 5: Where a member of the Service is in receipt of personal pay on the 1st day of January, 1996, which together with his existing emoluments as calculated in accordance with clause (A) or clause (B), as the case may be, exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such member of the Service as personal pay to be absorbed in future increases in pay.

Note 6: -Where a senior member of the Service promoted to a higher post before the 1st day of January, 1996 draws less pay in the revised scale than his junior who is promoted to the higher post on or after the 1st day of January, 1996, the pay of the senior member of the Service shall be stepped up to an amount equal to the pay as fixed for his junior in that higher post and the

stepping up shall be done with effect from the date of promotion of the junior member of the Service subject to the fulfilment of the following conditions, namely:-

- (a) both the junior and the senior member of the Service shall belong to the same cadre and the post in which they have been promoted shall be identical in the same cadre;
- (b) the pre-revised and revised scale of pay of the lower and higher posts in which they are entitled to draw pay shall be identical;
- (c) the senior member of the Service at the time of promotion has been drawing equal or more pay than the junior; and
- (d) the anomaly shall be directly as a result of the application of the provisions of this sub-rule. If even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him, provisions of this rule need not be invoked to step up the pay of the senior member of the Service.

Note 7 : The order relating to re-fixation of the pay of the senior member of the Service in accordance with the above provisions shall be issued under the relevant rules and the senior member of the Service shall be entitled to the next increment on completion of his required qualifying service with effect from the date of re-fixation of pay.

Note 8: Subject to the provisions of sub-rule (1), if the pay as fixed in the officiating post under this sub-rule is lower than the pay fixed in the substantive post, the former shall be fixed at the stage next above the substantive pay.

Note 9: In the case of a member of the Service who is in receipt of personal pay for passing Hindi Pragya and such other examinations under the Hindi Teaching Scheme prior to the 1st day of January, 1996, while the personal pay shall not be taken into account for the purpose of fixation of initial pay in the revised scale, he shall continue to draw personal pay after fixation of his pay in the revised scale on and from the 1st day of January, 1996 or subsequently for the period for which he would have drawn it but for the fixation of his pay in the revised scale and the quantum of such personal pay shall be paid at the appropriate rate of increment in the revised scale from the date of fixation of pay for the period for which the member of the Service would have continued to draw it.

Explanation: - For the purposes of this rule, "appropriate rate of increment in the revised scale" means the amount of increment admissible at and immediately beyond the stage at which the pay of the member of the Service is fixed in the revised scale.

(C) Fixation of pay in the revised scale subsequent to the 1st day of January, 1996 - Where a member of the Service continues to draw his pay in the existing scale and opts for revised scale from a date later than the 1st day of January, 1996, his pay from the later date in the revised scale shall be fixed under these rules and for this purpose his pay in the existing scale shall be the same as of existing emoluments as calculated in accordance with clause (A) or clause (B), as the case may be, subject to the conditions that the basic pay to be taken into account for calculation of those emoluments shall be the basic pay on the later date and where the member of the Service is in receipt of special allowance, his pay shall be fixed after deducting from those emoluments an amount equal to the special allowance at the revised rates appropriate to the emoluments so calculated.

4. Fixation of initial pay. (1) The initial pay of a direct recruit shall be fixed at the minimum of the Junior Scale:

Provided that, if a direct recruit holds a lien, or would hold the lien, had his lien not been suspended on a permanent post, under the rules applicable to him prior to his appointment to the Indian Administrative Service, his initial pay shall be regulated in following manner, namely:-

- (a) he shall, during the period of probation, draw the pay of the permanent post, if it is more than the minimum of the Junior Scale and on confirmation in the Indian Administrative Service;
- (b) if he was holding a Class I post before appointment to the Indian Administrative Service, his pay shall be fixed at the same stage as the pay in the Class I post if there be such a stage in the Junior Scale admissible to a member of the Service, or at the next lower stage, if there is no such stage in the Junior Scale admissible to a member of the Service and where the pay so fixed in the Indian Administrative Service is less than his pay in the Class I post, he shall be allowed the difference as personal pay to be absorbed in future increments; and
- (c) if he was holding a post lower than a Class I post, his pay 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 had accrued;

(d) he shall however, cease to earn any increments in the Junior Scale, until, having regard to his length of service, he becomes entitled to a higher pay:

Provided further that he shall draw the pay admissible under rule 7 if that is more than the pay referred to in the preceding proviso.

(2) The pay of a member of the Service in the Junior Scale shall, on appointment to a post in the Senior Time Scale, be fixed at the stage next above the pay notionally arrived at by increasing his pay in lower scale by one increment at the stage at which such pay accrued (or by an amount equal to the last increment in the lower scale if he was drawing pay at the maximum of the lower scale) or the minimum of the higher scale, whichever is higher.

(3) The initial pay of a State Civil Service officer, on his appointment to the Service or on appointment in a cadre post in an officiating capacity in accordance with rule 9 of the Indian Administrative Service (Cadre) Rules, 1954, as the case may be, shall be fixed as per the principles laid down in Schedule I. Further pay and incremental benefits shall accrue to him under the other relevant provisions.

(4) The initial pay of an officer appointed by selection to the Service or on appointment to a cadre post in an officiating capacity, in accordance with rule 9 of the Indian Administrative Service (Cadre) Rules, 1954, as the case may be, shall be fixed by the Central Government in consultation with the State Government concerned, in the manner specified in Schedule I. Further pay and incremental benefits shall accrue to him under the other relevant provisions.

(5) The pay of a member of the Service in the Senior Time Scale shall, on appointment to the Junior Administrative Grade, be fixed (a) at the stage which is equal to his pay in the Senior Time Scale or if there is no such stage, at the stage next above that pay, or (b) the minimum of the Junior Administrative Grade, whichever is higher.

(6) The pay of a member of the Service in the Junior Administrative Grade shall, on appointment in the Selection Grade, be fixed in the same manner as in sub-rule (5) above.

(7) The pay of a member of the Service in the Selection Grade, on appointment to the Super Time Scale and in the Super Time Scale, on appointment to the first Above Super Time Scale, shall be fixed in the same manner as in sub-rule (2) above.

(8) On promotion from one grade to another in the Service, a member of the Service shall have an option to get his pay fixed in the higher scale either from the date of his promotion in the manner provided in the relevant sub-rule above or from the date on which he subsequently earns an increment in the lower scale. In the latter case, pay on the date of promotion shall first be fixed in the higher scale as per the relevant provisions in cases of promotion in the Junior Administrative Grade/Selection Grade and at the stage above the pay in the lower scale in other cases, with further re-fixation in the manner provided in sub-rule (2) on the date of accrual of the next increment in the lower scale. The date of next increment in such a case shall fall on completion of 12 months' qualifying service from the date the pay is re-fixed on the second occasion. The option shall be exercised within one month of the promotion and shall be final.

5. Regulation of increments. (1) Subject to any order passed by the State Government concerned, under rule 5A or rule 6 or rule 7, the increment admissible to a member of the Service appointed under rule 7 or rule 7A of the Indian Administrative Service (Recruitment) Rules, 1954, shall accrue on the expiry of each year of qualifying service. :

Provided that the increments thus falling due shall accrue on the first day of the month in which they would have accrued.

(2) Subject to the provisions of Clauses 2 and 3 of Schedule I, in the case of a promoted officer or an officer appointed by selection, the increments shall accrue on completion of each year of qualifying service from the date his pay has been fixed in accordance with the provisions contained in Schedule I and the same principles shall apply in cases where appointment to the service is preceded by officiation on a cadre post:

Provided that the increments thus falling due shall accrue on the first day of the month in which they would have accrued:

Provided further that for the purpose of calculating one year's service for drawing of increment, broken period of service rendered in a cadre post shall be taken into account.

(3) The next increment of a member of the Service whose pay has been fixed in the revised scale in accordance with rule 3A shall be granted on the date he would have drawn his increment, had he continued in the existing scale:

Provided that where the pay of a member of the Service is stepped up in accordance with the second proviso or sub-rule (3) of rule 3A, the next increment shall be granted on the date of

drawing of increment by the member of the Service with reference to whose pay such stepping up has been allowed:

Provided further that in other cases, the next increment of a member of the Service whose pay is fixed on the 1st day of January, 1996 at the same stage as the one fixed for another member of the Service junior to him in the same cadre and drawing pay at a lower stage than him 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:

Provided also that in case of a member of the Service who had been drawing maximum of the existing scale for more than a year as on the 1st day of January, 1996, the next increment in the revised scale shall be allowed on the 1st day of January, 1996.

(4) All leave except extraordinary leave taken otherwise than on medical certificate or the State Government concerned is satisfied that the leave have been taken for any cause beyond the control of the member of the Service or for prosecuting studies which are in public interest and for which study leave could otherwise be granted under the All India Services (Study Leave) Regulations, 1960, shall count for increment applicable in the scale of pay of a post held by him at the time he proceeded on such leave.

(5) The period of deputation out of India shall also be so counted and the counting of the said period for increments shall be subject to the condition that the member of the Service would have continued to hold that post but for his proceeding on such leave or deputation out of India:

Provided that where the leave is not counted for increment under this rule, it shall have the effect of postponing the next increment to the extent of the period involved.

(6) The increments admissible to a member of the Service in a pay scale specified in sub-rule (1) of rule 3 shall be regulated with reference to the length of his service including broken period of service rendered in that scale of pay and the previous service, if any, shall also count for increment, if it is -

- (i) service in a cadre post; or
- (ii) service in a permanent or temporary post (including a post in a body incorporated or not, which is wholly or substantially owned or controlled by the Government) in the said scale or in a higher scale of pay:

Provided that the service in a post outside the cadre, including service in a post under the Central Government, shall count for increment on reversion to the cadre, subject to the following conditions, namely:-

(a) The member of the Service should have been approved by the Government of the State on the cadre of which he is borne, for appointment to posts in the said scale;

(b) All his seniors in the cadre, except those regarded as unfit for such appointment, were serving in posts carrying pay in the said scale in which the benefit is to be allowed or in higher posts, and at least one junior was holding a cadre post, or an ex-cadre post within the permissible State Deputation Reserve or the over-utilised State Deputation Reserve permitted by the Central Government, under the Government of the State on the cadre of which he is borne, carrying pay in the said scale; and

(c) the service shall count from the date on which his junior is so promoted and the benefit shall be limited to the period during which he would have held a post under the Government of the State on the cadre on which he is borne.

(7) A member of the Service, while holding post outside the cadre, including a post under the Central Government, may be granted proforma promotion to a post in the scale of pay above the time scale of pay specified in rule 3 by the Government of the State on the cadre to which he is borne.

(8) In case of a member of the Service being cleared for proforma promotion in the Super Time Scale and the Above Super Time Scale, the period of service covered by the proforma promotion shall, on his subsequent reversion to the cadre and appointment to a post in the said scale, count towards the initial fixation of pay and increments subject to the following conditions, namely:-

- (i) the member of the Service concerned should have been approved by the State Government for appointment to the said scale during the relevant period;
- (ii) all his seniors (excluding those considered unfit) should have started drawing pay in that scale on or before the date from which the proforma promotion is granted to him;

- (iii) the junior next below the officer (or, if that officer has been passed over for the reason of inefficiency or unsuitability or because he is on leave or serving outside the ordinary line or forgoes promotion on his own volition to that grade, the officer next junior to him not so passed over) should also have started drawing pay in that scale from that date and his appointment thereto not being fortuitous; and
- (iv) the benefit should be allowed on 'one for one' basis.

(9) When a member of the Service holds an ex-cadre post in a time scale of pay identical with the time scale of pay of an ex-cadre post held by him on an earlier occasion, his initial pay in the latter ex-cadre post shall not be less than the pay which he drew on the previous occasion and he shall count the period during which he drew that pay on such last and on any previous occasion for increment in the stage of the scale equivalent to that pay and the service so rendered shall, on his reversion to the cadre, count towards initial fixation of pay to the extent and subject to the conditions stipulated in sub-rule (6).

(10) Where a member of the Service is on leave other than the study leave granted under the All India Service (Study Leave) Regulations, 1960, on the date on which an increment becomes due, he shall get the benefit of the same, if otherwise admissible under the rules, from the date he resumes duty but it does not postpone his normal date of increment in future.

(11) No member of the service shall be eligible for drawing increment after completion of 28 years of service unless he completed the Phase V of the mandatory Mid Career Training programme as prescribed .

5A. Stagnation increments. A member of the Service drawing pay in the Junior Scale or Senior Scale or Super Time Scale shall be eligible for one increment equivalent to the last rate of increment, for every two years of service rendered after reaching the maximum of that scale, subject to a maximum of three increments.

6. Withholding of increments. The State Government may withhold, for such time as it may direct, an increment due to any direct recruit or to any non-State Civil Service officer appointed to the Indian Administrative Service, who fails to pass the departmental examination or examinations within such time as the State Government may by general or special order, prescribe, but the withholding of such increments shall have no cumulative effect.

7. Grant of advance increments. Notwithstanding anything contained in rule 13 of the Indian Administrative Service (Probation) Rules, 1954, the State Government shall sanction the second and third increments due to a direct recruit as soon as he passes the prescribed departmental examination or examinations irrespective of the length of service, after which he shall be entitled to draw pay at the rate corresponding to his position in the time scale:

Provided that the third increment under this rule shall be granted retrospectively from the date of passing the prescribed departmental examination, or the last of the prescribed departmental examinations, as the case may be, on the successful completion of the probation and confirmation:

Provided further that a direct recruit who has been exempted from appearing for the whole or any part of the departmental examination or examinations, as the case may be, for the reason that he had already passed such examination or examinations or part thereof before he became a member of the Service, shall, for the purpose of this rule, be deemed to have passed the departmental examination or examinations or part thereof, as the case may be, from the date of the earliest such examination, examinations or part thereof, in which he would have appeared, but for the exemption, after he became a member of the Service.

8. Pay of officers holding posts included in Schedule II. A member of the Service appointed to hold a post specified in Schedule II shall, for so long as he holds that post, be entitled to draw the pay indicated for that post in the said Schedule plus Special Allowance or Central (Deputation on Tenure) Allowance, wherever admissible:

Provided that such pay shall not at any time be less than the pay admissible under rules 4 and 5 of these rules.

9. Pay of members of the Service appointed to posts not included in Schedule II. (1) No member of the Service shall be appointed to a post other than a post specified in Schedule II, unless the State Government concerned in respect of posts under its control, or the Central Government in respect of posts under its control, as the case may be, make a declaration that the said post is equivalent in status and responsibility to a post specified in the said Schedule.

(2) The pay of a member of the Service on appointment to a post other than a post specified in Schedule II shall be the same as he would have been entitled to, had he been appointed to the post to which the said post is declared equivalent.

(3) For the purpose of this rule, post other than a post specified in Schedule II includes a post under a body (incorporated or not, which is wholly or substantially owned or controlled by the Government).

(4) Notwithstanding anything contained in this rule, the State Government concerned in respect of any posts under its control, or the Central Government in respect of any posts under its control, may, for sufficient reasons to be recorded in writing, where equation is not possible, appoint any member of the Service to any such post without making a declaration that the said post is equivalent in status and responsibility of a post specified in Schedule II.

(5) A member of the Service on appointment to a post referred to in sub-rule (4), in respect of which no pay or scale has been prescribed, shall draw such rate of pay as the State Government, in consultation with the Central Government in the case of a post under the control of the State Government, or as the Central Government in the case of a post under the control of the Central Government may, after taking into account the nature of duties and responsibilities involved in the post, determine.

(6) A member of the Service on appointment to a post referred to in sub-rule (4), in respect of which any pay or scale of pay has been prescribed, shall draw where the pay has been prescribed, the prescribed pay and where scale of pay has been prescribed, such rate of pay not exceeding the maximum of the scale as may be fixed in this behalf by the State Government, or as the case may be, by the Central Government:

Provided that the pay allowed to an officer under this sub-rule and sub-rule (5) shall not at any time be less than what he would have drawn had he not been appointed to a post referred to in sub-rule (4).

(7) At no time the number of members of the Service appointed to hold posts, other than cadre posts referred to in sub-rule (1) and sub-rule (4), which carry pay of Rs.26000/- per mensem and which are reckoned against the State Deputation Reserve, shall except with the prior approval of the Central Government, exceed the number of cadre posts at that level of pay in a State cadre or, as the case may be, in a Joint cadre.

10. Pay of members of the Service appointed to hold more than one post. - The grant of additional pay to a member of the Service appointed to hold more than one post simultaneously shall be regulated:-

(a) in the case of a member of the Service serving in connection with the affairs of the Union, by the rules, regulations and orders applicable to officers of the Central Services, Group 'A'.

(b) in the case of a member of the Service serving in connection with the affairs of a State, by the rules, regulations and orders applicable to officers of State Civil Services, Class I.

11. Authority to exercise powers under rules 6, 7 and 9 in relation to a Joint Cadre. (1) The powers under rules 6 and 7, in the case of a member of the Service borne on a Joint Cadre, shall be exercised by the Joint Cadre Authority.

(2) The powers under rule 9 in relation to the members of Service and in relation to posts, borne on a Joint Cadre shall be exercised by the Government of the Constituent State concerned.

SCHEDULE I

Principles of pay fixation in cases falling under sub-rules (3) and (4) of rule 4

In this Schedule, the term -

(i) 'actual pay' means the pay to which a member of the State Civil Service/Non-State Civil Service, as the case may be, is entitled by virtue of his substantive position in the cadre of that Service or by virtue of his having continuously worked in a temporary or officiating capacity in a higher post for a period of three years or more after following the prescribed procedure, provided the State Government have not revised the scales of pay applicable to the State Civil Service or Non-State Civil Service, as the case may be, after the 1st day of January, 1996. If the pay scales have been revised subsequent to the 1st day of January, 1996, the dearness allowance, dearness pay, interim or additional relief sanctioned by the State Government after the 1st day of January, 1996 and merged in the revised pay scales, shall be excluded.

(ii) 'assumed pay' means the pay which a member of the State Civil Service or Non-State Civil Service, as the case may be, would have drawn in a scale of his Service in which he was confirmed or in which had continuously worked in a temporary or officiating capacity for a period of three years or more after following the prescribed procedure, provided the State Government have not revised scales of pay applicable to the State Civil Service or Non-State Civil Service, as

the case may be, after the first day of January, 1996. If the pay scales have been revised subsequent to the 1st day of January, 1996, the dearness allowance, dearness pay, interim or additional relief sanctioned by the State Government after the 1st day of January, 1996 and merged in the revised pay scales, shall be excluded.

(1) Notwithstanding anything contained in the first proviso to sub-rule (1) of rule 3, and the Notes thereunder, the initial pay of a promoted officer or an officer appointed by selection, as the case may be, shall be fixed at the stage of the senior scale next above his actual pay:

Provided that if such stage of pay happens to be common to different components of the Senior Scale, pay shall be fixed in the lower or the lowest component, as the case may be, of the Senior Scale.

(2) In the case of a promoted officer or an officer appointed by selection, as the case may be, appointed to the Indian Administrative Service on probation, on any enhancement of his actual pay or assumed pay either as a result of a pay revision or on becoming eligible for an increment or in the event of confirmation in the higher scale of the State Civil Service or the non-State Civil Service, as the case may be, during the period of probation, unless the probation is extended within the meaning of sub-rule (3) of rule 3 of the Indian Administrative Service (Probation) Rules, he shall be entitled to have his pay recalculated in accordance with the principles laid down in this Schedule on the basis of his enhanced pay in the State Civil Service or the non-State Civil Service, as the case may be, as if he was promoted to the Indian Administrative Service with effect from the date of such enhancement.

(3) If a promoted officer or an officer appointed by selection, as the case may be, appointed to the Indian Administrative Service on probation is confirmed with effect from a date prior to the date of his promotion to the Indian Administrative Service in the higher scale of the State Civil Service or the non-State Civil Service, as the case may be, during the period of probation, unless the probation is extended within the meaning of sub-rule (3) of rule 3 of the Indian Administrative Service (Probation) Rules, and there is, thus an enhancement of his actual pay or assumed pay, his pay shall be recalculated in accordance with the principles laid down in this Schedule on the basis of his enhanced pay in the Indian Administrative Service with effect from the date of such enhancement.

(4) Where a promoted officer or an officer appointed by selection, as the case may be, who on the date of his appointment to the Indian Administrative Service had held or is holding continuously a post other than a cadre post under the State Government or the Central Government or on foreign Service and the post is -

(a) in a time scale identical to the time scale of a cadre post; or

(b) equal in status and responsibilities to a cadre post,

and the State Government concerned furnishes a certificate to the Central Government within three months of his appointment to a post other than a cadre post or within three months of the date on which the next junior Select List Officer is appointed to a cadre post, whichever is later, that he would have so officiated in a cadre post under rule 9 of the Indian Administrative Service (Cadre) Rules, 1954, but for his appointment to a post other than a cadre post as relating to a post under clause (a) for a period not exceeding one year and, with the approval of the Central Government, for a further period not exceeding two years; or as relating to a post in clause (b), for a period not exceeding three years, his initial pay in the Senior Time Scale fixed in accordance with clause (1) shall not be at a stage lower than the pay he drew or draws in the said non-cadre post:

Provided that the number of officers in respect of whom the certificate shall be current at one time shall not exceed one-half of the maximum size of the Select List permissible under sub-regulation (1) of regulation 5 of the Indian Administrative Service (Appointment by Promotion) Regulations, 1955 and follow the order in which the names of such officers appear in the Select List:

Provided further that such certificate shall be given only if, for every senior officer in the Select List appointed to a non-cadre post in respect of which the certificate is given, there is one junior Select List Officer officiating in a senior post under rule 9 of the Indian Administrative Service (Cadre) Rules, 1954:

Provided also that the number of officers in respect of whom the certificate is given, shall not exceed the number of posts by which the number of cadre officers holding non-cadre posts under the control of the State Government falls short of the deputation reserve sanctioned under the Schedule to the Indian Administrative Service (Fixation of Cadre Strength) Regulations, 1955.

(5) The pay of a promoted officer or an officer appointed by selection, as the case may be, shall not, in any case, be fixed below the minimum of the Senior Time Scale.

(6) If cadre officiation of a promoted officer or of an officer appointed by selection, as the case may be, is followed by appointment in the Service, pay fixed during his officiation shall be taken into account while fixing pay at the time of such appointment.

(7) Notwithstanding anything contained in these rules, the pay of a promoted officer or an officer appointed by selection, as the case may be, shall not at any time exceed the basic pay which he would have drawn as a direct-recruit on that date if he had been appointed to the Indian Administrative Service on the date on which he was appointed to the State Civil Service or in a gazetted post in the non-State Civil Service, after attaining the age of twenty five years, as the case may be.

The fixation of pay of the State Civil Service officers and the non-State Civil Service officers on their appointment or appointed to officiate in cadre posts of the Indian Administrative Service shall be in Proforma A and B.

Proforma - A

PROFORMA REGARDING FIXATION OF PAY OF STATE CIVIL SERVICE OFFICERS APPOINTED TO OFFICIATE IN INDIAN ADMINISTRATIVE SERVICE CADRE POSTS OR APPOINTED TO INDIAN ADMINISTRATIVE SERVICE

1. Name of the officer :
2. Date of appointment to Indian Administrative Service/ appointment to officiate in a Cadre post :
3. Designation of the post held immediately prior to such appointment in Indian Administrative Service :
4. Pay scale and pay drawn in the State Civil Service on the date of appointment to Indian Administrative Service or to officiate in a cadre post.
5. Was the officer substantive or officiating in the post mentioned in serial number 3 :
6. If officiating, for less than three years, what was the substantive post :
7. Pay and pay scale of the substantive post or of the post in which he was officiating for a period of three years or more, continuously and after following the prescribed procedure :
8. Details of all the posts held by the officer before his appointment in the Service, pay scales and pay drawn in these posts :
9. Were the pay scales referred to in serial number 4 and 7 in force from 1.1.1996 :
10. If so, what was the Dearness Allowance admissible with reference to
 - (a) Substantive post :
 - (b) Officiating post :(at the rate of Dearness Allowance in force on 1.1.1996 and not with reference to the Dearness Allowance rates in force on the date of appointment to Indian Administrative Service/appointment to officiate in Indian Administrative Service).
11. If the answer to serial number 9 is 'NO', when was the pay scale revised for the first time after 1.1.96 and what were the pre-revised scale for the post referred to in serial number 7.
12. What was the quantum of Dearness Allowance/Dearness Pay/Interim relief sanctioned after 1.1.96 and merged in the scale for the post referred to in serial number 7.
13. Number of completed years of service in Class I or Group `A' of State Civil Service.

14. Proposal of the State Government for fixation of pay and basis thereof.

Proforma 'B'

PROFORMA FOR FIXATION OF PAY OF NON-STATE CIVIL SERVICE OFFICERS APPOINTED TO INDIAN ADMINISTRATIVE SERVICE .

1. Name of officer :
2. Date of appointment to the Service :
3. Designation of the post held immediately prior to appointment to Service :
4. Pay and pay scale of the post referred to in serial number 3 :
5. Whether the pay was substantive or officiating :
6. If officiating for less than 3 year, what was the substantive pay :
7. Designation and the pay scale of the post in which the officer was substantive :
8. Details of the all the posts held by the officer before his appointment in the Service, pay scale and pay drawn in these posts :
9. State whether the pay scales of the substantive post and the post in which the officer was officiating for three years or more were in force from 1.1.96 :
10. If the answer to serial number 9 above is yes, what is the Dearness Allowance admissible to the officer at the rates in force on 1.1.96 in his -
 - (a) Substantive post :
 - (b) Officiating post :
11. If the answer to serial number 9 is "no" what were the pre-revised pay scales of the posts in which the officer was -
 - (a) Substantive :
 - (b) Officiating :
12. What is the quantum of Dearness Allowance merged in the revised pay scales of -
 - (a) Substantive post :
 - (b) Officiating post :
13. No. of completed years service in a gazetted post in the non-State Civil Service after attaining the age of twenty-five years :
14. Proposal of State Government for fixation of pay and basis therefor :

A - Posts carrying pay above the Senior Scale in the Indian Administrative Service under State Governments.

SCHEDULE II

A.	ANDHRA PRADESH		
(1)	Chief Secretary to Government	Rs.26,000/- (Fixed)	
(2)	Director General Dr. Marri Chenna Reddy, Human Resource Development, Institute of Andhra Pradesh	Rs.26,000/- (Fixed)	
(3)	Chief Commissioner of Land Administration	Rs.26,000/- (Fixed)	
(4)	Principal Secretary to Government	Rs.22400- 525-24500/-	
(5)	Chief Electoral Officer and Ex-Officio Principal Secretary to Government	Rs.22400- 525-24500/-	
(6)	Commissioner, Commercial Taxes	Rs.22400- 525-24500/-	
(7)	Commissioners	Rs.18400-	

			500-22400/-	
	(8)	Commissioner and Director of Sugar	Rs.18400-500-22400/-	
	(9)	Commissioner for Panchayat Raj	Rs.18400-500-22400/-	
	(10)	Commissioner, Handlooms	Rs.18400-500-22400/-	
	(11)	Commissioner of Industries	Rs.18400-500-22400/-	
	(12)	Commissioner of Rural Development	Rs.18400-500-22400/-	
	(13)	Commissioner, Employment and Training	Rs.18400-500-22400/-	
	(14)	Commissioner, Women Development and Child Welfare	Rs.18400-500-22400/-	
	(15)	Commissioner, Tribal Welfare	Rs.18400-500-22400/-	
	(16)	Commissioner, Sericulture	Rs.18400-500-22400/-	
	(17)	Commissioner of Transport	Rs.18400-500-22400/-	
	(18)	Commissioner of Endowments	Rs.18400-500-22400/-	
	(19)	Commissioner for Cooperation and Registrar of Cooperative Societies	Rs.18400-500-22400/-	
	(20)	Commissioner of Labour	Rs.18400-500-22400/-	
	(21)	Commissioner of Departmental Inquiries	Rs.18400-500-22400/-	
	(22)	Commissioner-cum-Director, Municipal Administration	Rs.18400-500-22400/-	
	(23)	Secretary to Governor	Rs.18400-500-22400/-	
	(24)	Secretary to Chief Minister	Rs.18400-500-22400/-	
	(25)	Secretary to Government	Rs.18400-500-22400/-	
	(26)	Commissioner, Relief and Ex-Officio Secretary to Government	Rs.18400-500-22400/-	
	(27)	Resident Commissioner, Andhra Pradesh Bhawan, New Delhi	Rs.18400-500-22400/-	
		ARUNACHAL PRADESH-GOA-MIZORAM-UNION TERRITORIES		
		Post under the Government of Arunachal Pradesh		
	(1)	Chief Secretary	Rs.26,000/- (Fixed)	
	(2)	Principal Secretary-cum-Commissioner	Rs.22400-525-24500/-	
	(3)	Commissioner-cum-Secretary (PWD/RWD)	Rs.18400-500-22400/-	
	(4)	Commissioner-cum-Secretary (Finance)	Rs.18400-500-22400/-	
	(5)	Divisional Commissioner (East)	Rs.18400-500-22400/-	
	(6)	Divisional Commissioner (West)	Rs.18400-500-22400/-	
	(7)	Commissioner-cum-Secretary (Home)	Rs.18400-500-22400/-	
	(8)	Commissioner-cum-Secretary (Education)	Rs.18400-500-22400/-	
		Post under the Government of Goa		
	(1)	Chief Secretary	Rs.26,000/- (Fixed)	
	(2)	Principal Secretary	Rs.22400-525-24500/-	
	(3)	Commissioner-cum-Secretary (Finance)	Rs.18400-500-22400/-	
	(4)	Commissioner-cum-Secretary (Education and Health)	Rs.18400-500-22400/-	

		Post under the Government of Mizoram		
	(1)	Chief Secretary	Rs.26,000/- (Fixed)	
	(2)	Commissioner or Secretary (Development)	Rs.18400- 500-22400/-	
	(3)	Commissioner or Secretary (Finance)	Rs.18400- 500-22400/-	
	(4)	Commissioner or Secretary (Revenue)	Rs.18400- 500-22400/-	
	(5)	Commissioner or Secretary (Home)	Rs.18400- 500-22400/-	
		Post under the Andaman and Nicobar Islands		
	(1)	Chief Secretary	Rs.22400- 525-24500/-	
	(2)	Commissioner-cum-Secretary (Development)	Rs.18400- 500-22400/-	
	(3)	Commissioner-cum-Secretary (Finance)	Rs.18400- 500-22400/-	
	(4)	Commissioner-cum-Secretary (Shipping and Transport)	Rs.18400- 500-22400/-	
		Post under the Union Territory of Chandigarh		
	(1)	Advisor to the Administrator, Chandigarh	Rs.22400- 525-24500/-	
	(2)	Secretary (Home)	Rs.18400- 500-22400/-	
	(3)	Secretary (Finance)	Rs.18400- 500-22400/-	
		Post under the Union Territory of Daman and Diu/Dadra and Nagar Haveli		
	(1)	Development Commissioner	Rs.18400- 500-22400/-	
	(2)	Finance Secretary	Rs.18400- 500-22400/-	
		Post under the Government of National Capital Territory of Delhi		
	(1)	Chief Secretary	Rs.26,000/- (Fixed)	
	(2)	Principal Secretary (Home)	Rs.22400- 525-24500/-	
	(3)	Principal Secretary (Finance)	Rs.22400- 525-24500/-	
	(4)	Principal Secretary (UD)	Rs.22400- 525-24500/-	
	(5)	Principal Secretary (Health and F.W.)	Rs.22400- 525-24500/-	
	(6)	Commissioner and Secretary (Development)	Rs.18400- 500-22400/-	
	(7)	Commissioner and Secretary (PWD/LandB/LSG)	Rs.18400- 500-22400/-	
	(8)	Commissioner and Secretary (Industries)	Rs.18400- 500-22400/-	
	(9)	Commissioner/Secretary (Food and Supply)	Rs.18400- 500-22400/-	
	(10)	Commissioner/Secretary (Planning and Infrastructure)	Rs.18400- 500-22400/-	
	(11)	Secretary (Tourism, Culture, Archaeology and Academies)	Rs.18400- 500-22400/-	
	(12)	Secretary (Water and Power)	Rs.18400- 500-22400/-	
	(13)	Secretary (Environment and Forest and Non-Conventional Energy)	Rs.18400- 500-22400/-	
	(14)	Commissioner (Sales Tax)	Rs.18400- 500-22400/-	
	(15)	Director, Vigilance	Rs.18400- 500-22400/-	
	(16)	Member, Appellate Tribunal Sales Tax	Rs.18400- 500-22400/-	
	(17)	Director of Education	Rs.18400-	

			500-22400/-	
	(18)	Divisional Commissioner	Rs.18400-500-22400/-	
	(19)	Commissioner (Appeals)	Rs.18400-500-22400/-	
	(20)	Secretary to Lt. Governor	Rs.18400-500-22400/-	
	(21)	Commissioner and Secretary (Education)	Rs.18400-500-22400/-	
	(22)	Commissioner and Secretary (Transport)	Rs.18400-500-22400/-	
		POST UNDER THE GOVERNMENT OF PONDICHERRY		
	(1)	Chief Secretary	Rs.22400-525-24500/-	
	(2)	Secretary (Planning)-cum-Development Commissioner	Rs.18400-500-22400/-	
	(3)	Commissioner-cum-Secretary (Education and Welfare)	Rs.18400-500-22400/-	
		ASSAM-MEGHALAYA		
		ASSAM		
	(1)	Chief Secretary to the Government	Rs.26,000/- (Fixed)	
	(2)	Chairman, Assam Administrative Tribunal	Rs.26,000/- (Fixed)	
	(3)	Principal Secretary to Government	Rs.22400-525-24500/-	
	(4)	Addl. Chief Secretary	Rs.22400-525-24500/-	
	(5)	Commissioner of Division	Rs.18400-500-22400/-	
	(6)	Commissioner for Agricultural Production and Rural Development and Special Secretary to Government	Rs.18400-500-22400/-	
	(7)	Chairman, Board of Revenue	Rs.18400-500-22400/-	
	(8)	Commissioner and Secretary to Government	Rs.18400-500-22400/-	
	(9)	Resident Commissioner, New Delhi	Rs.18400-500-22400/-	
	(10)	Chief Electoral Officer and ex-officio Commissioner and Secretary to Government	Rs.18400-500-22400/-	
		MEGHALAYA		
	(1)	Chief Secretary to Government	Rs.26,000/- (Fixed)	
	(2)	Additional Chief Secretary/Principal Secretary to Government/Development Commissioner	Rs.22400-525-24500/-	
	(3)	Commissioner of Division	Rs.18400-500-22400/-	
	(4)	Commissioner and Secretary to Government	Rs.18400-500-22400/-	
		BIHAR		
	(1)	Chief Secretary to the Government	Rs.26,000/- (Fixed)	
	(2)	Member, Board of Revenue	Rs.26,000/- (Fixed)	
	(3)	Development Commissioner	Rs.26,000/- (Fixed)	
	(4)	Agricultural Production Commissioner	Rs.22400-525-24500/-	
	(5)	Commissioner and Secretary (Finance)	Rs.22400-525-24500/-	
	(6)	Commissioner and Secretary (Home)	Rs.22400-525-24500/-	
	(7)	Vigilance Commissioner	Rs.22400-525-24500/-	
	(8)	Commissioner and Secretary, Water Resources, Rural Development, Revenue and Land Reforms and Industries	Rs.22400-525-24500/-	
	(9)	Commissioner and Secretary, Personnel Department	Rs.22400-525-24500/-	

(10)	Commissioner and Secretary, Health Department	Rs.22400-525-24500/-	
(11)	Commissioner and Secretary, Education Department	Rs.22400-525-24500/-	
(12)	Relief and Rehabilitation Commissioner	Rs.18400-500-22400/-	
(13)	Secretary to Chief Minister	Rs.18400-500-22400/-	
(14)	Commissioner, Commercial Taxes	Rs.18400-500-22400/-	
(15)	Chairman, Bihar State Staff Selection Commission	Rs.18400-500-22400/-	
(16)	Secretary to Governor	Rs.18400-500-22400/-	
(17)	Chief Electoral Officer-cum-Secretary	Rs.18400-500-22400/-	
(18)	Secretary, PWD Department	Rs.18400-500-22400/-	
(19)	Secretary, Welfare	Rs.18400-500-22400/-	
(20)	Secretary, Urban Development	Rs.18400-500-22400/-	
(21)	Secretary, Food, Civil Supplies and Commerce	Rs.18400-500-22400/-	
(22)	Secretary, Energy Department	Rs.18400-500-22400/-	
(23)	Secretary, Cabinet Sectt.	Rs.18400-500-22400/-	
(24)	Secretary, Forest and Environment	Rs.18400-500-22400/-	
(25)	Secretary, Labour, Employment and Training	Rs.18400-500-22400/-	
(26)	Divisional Commissioner	Rs.18400-500-22400/-	
(27)	Secretary, Science and Technology Department	Rs.18400-500-22400/-	
(28)	Secretary, Animal Husbandry and Fisheries Department	Rs.18400-500-22400/-	
(29)	Secretary, Cooperative Department	Rs.18400-500-22400/-	
(30)	Secretary, Building Construction Department	Rs.18400-500-22400/-	
(31)	Secretary, Public Health Engineering Department	Rs.18400-500-22400/-	
(32)	Secretary, Minor Irrigation Department	Rs.18400-500-22400/-	
(33)	Secretary, Information and Public Relation Department	Rs.18400-500-22400/-	
(34)	Secretary, Transport Department	Rs.18400-500-22400/-	
(35)	Secretary, Institutional Finance and Programme Implementation Department	Rs.18400-500-22400/-	
(36)	Secretary, Panchayati Raj and Rural Engineering Department	Rs.18400-500-22400/-	
(37)	Inspector General Registration-cum-Secretary	Rs.18400-500-22400/-	
(38)	Departmental Enquiry Commissioner	Rs.18400-500-22400/-	
(39)	Secretary to Lokayukta	Rs.18400-500-22400/-	
(40)	Secretary, Excise and Prohibition Department	Rs.18400-500-22400/-	
	CHHATTISGARH		
(1)	Chief Secretary	Rs.26,000/- (Fixed)	
(2)	President, Board of Revenue	Rs.26,000/- (Fixed)	
(3)	Principal Secretary to the Government	Rs.22400-525-24500/-	

(4)	Agriculture Production Commissioner	Rs.22400-525-24500/-	
(5)	Chief Electoral Officer	Rs.18400-500-22400/-	
(6)	Secretary to Government	Rs.18400-500-22400/-	
(7)	Member, Board of Revenue	Rs.18400-500-22400/-	
(8)	Commissioner, Commercial Taxes	Rs.18400-500-22400/-	
(9)	Commissioner, Government of Chhattisgarh, New Delhi	Rs.18400-500-22400/-	
(10)	Registrar, Cooperative Societies	Rs.18400-500-22400/-	
(11)	Secretary to Governor	Rs.18400-500-22400/-	
(12)	Secretary to Chief Minister	Rs.18400-500-22400/-	
(13)	Director, Academy of Administration	Rs.18400-500-22400/-	
(14)	Labour Commissioner	Rs.18400-500-22400/-	
(15)	Excise Commissioner	Rs.18400-500-22400/-	
(16)	Commissioner, Tribal Development	Rs.18400-500-22400/-	
(17)	Commissioner, Industries	Rs.18400-500-22400/-	
(18)	Commissioner, Treasuries, Small Savings and Lotteries	Rs.18400-500-22400/-	
	GUJARAT		
(1)	Chief Secretary to the Government	Rs.26,000/- (Fixed)	
(2)	Additional Chief Secretary to Government	Rs.26,000/- (Fixed)	
(3)	Principal Secretary to Government	Rs.22400-525-24500/-	
(4)	Commissioner of Training and Director, Sardar Patel Institute of Public Administration	Rs.22400-525-24500/-	
(5)	Principal Secretary to Governor	Rs.22400-525-24500/-	
(6)	Commissioner of Sales Tax	Rs.22400-525-24500/-	
(7)	Secretary to Government	Rs.18400-500-22400/-	
(8)	Development Commissioner	Rs.18400-500-22400/-	
(9)	Industries Commissioner	Rs.18400-500-22400/-	
(10)	Commissioner of Departmental Enquiries	Rs.18400-500-22400/-	
(11)	Settlement Commissioner and Director of Land Records	Rs.18400-500-22400/-	
(12)	Commissioner of Land Reforms	Rs.18400-500-22400/-	
(13)	Commissioner of Cottage and Rural Industries	Rs.18400-500-22400/-	
(14)	Commissioner of Transport	Rs.18400-500-22400/-	
(15)	Commissioner of Higher Education	Rs.18400-500-22400/-	
(16)	Member, Urban Land Tribunal	Rs.18400-500-22400/-	
(17)	Commissioner of Fisheries	Rs.18400-500-22400/-	
(18)	Commissioner of Health, Medical Services and Medical Education	Rs.18400-500-22400/-	
(19)	Commissioner of Women and Child Development	Rs.18400-500-22400/-	

	(20)	Commissioner of Geology and Mining	Rs.18400-500-22400/-	
	(21)	Commissioner of Rural Development	Rs.18400-500-22400/-	
	(22)	Principal Secretary to Chief Minister	Rs.18400-500-22400/-	
		HARYANA		
	(1)	Chief Secretary to the Government	Rs.26,000/- (Fixed)	
	(2)	Financial Commissioner/Principal Secretary	Rs.26,000/- (Fixed)	
	(3)	Financial Commissioner/Principal Secretary/Member, Sales Tax Tribunal	Rs.22400-525-24500/-	
	(4)	Commissioner of Divisions	Rs.18400-500-22400/-	
	(5)	Secretary to Government	Rs.18400-500-22400/-	
	(6)	Transport Commissioner	Rs.18400-500-22400/-	
	(7)	Prohibition, Excise and Taxation Commissioner	Rs.18400-500-22400/-	
	(8)	Resident Commissioner, Haryana Bhavan, New Delhi	Rs.18400-500-22400/-	
	(9)	Registrar, Cooperative Societies	Rs.18400-500-22400/-	
	(10)	Director, Agriculture	Rs.18400-500-22400/-	
	(11)	Chief Electoral Officer	Rs.18400-500-22400/-	
	(12)	Secretary to Governor	Rs.18400-500-22400/-	
	(13)	Director, Industries	Rs.18400-500-22400/-	
	(14)	Director, Town and Country Planning-cum-Urban Estate and Colonisation	Rs.18400-500-22400/-	
	(15)	Director, Higher education	Rs.18400-500-22400/-	
	(16)	State Transport Controller	Rs.18400-500-22400/-	
		HIMACHAL PRADESH		
	(1)	Chief Secretary to the Government	Rs.26,000/- (Fixed)	
	(2)	Financial Commissioner	Rs.22400-525-24500/-	
	(3)	Divisional Commissioner	Rs.18400-500-22400/-	
	(4)	Commissioner-cum-Secretary to Government	Rs.18400-500-22400/-	
	(5)	Commissioner-cum-Secretary (Lok Ayukta)	Rs.18400-500-22400/-	
	(6)	Chief Election Officer-cum-Secretary (Election)	Rs.18400-500-22400/-	
	(7)	Director, Industries	Rs.18400-500-22400/-	
	(8)	Excise and Taxation Commissioner	Rs.18400-500-22400/-	
	(9)	Director, Social and Women's Welfare	Rs.18400-500-22400/-	
	(10)	Secretary to Governor	Rs.18400-500-22400/-	
		JAMMU AND KASHMIR		
	(1)	Chief Secretary to Government	Rs.26,000/- (Fixed)	
	(2)	Additional Chief Secretary	Rs.22400-525-24500/-	
	(3)	Financial Commissioner	Rs.22400-525-24500/-	
	(4)	Chairman, Jammu and Kashmir Special Tribunal	Rs.22400-	

			525-24500/-	
	(5)	Commissioner and Secretary to Government	Rs.18400-500-22400/-	
	(6)	Divisional Commissioner	Rs.18400-500-22400/-	
	(7)	Resident Commissioner	Rs.18400-500-22400/-	
		JHARKHAND		
	(1)	Chief Secretary	Rs.26,000/- (Fixed)	
	(2)	Development Commissioner	Rs.26,000/- (Fixed)	
	(3)	Commissioner and Secretary/Principal Secretary	Rs.22400-525-24500/-	
	(4)	Secretary to Governor	Rs.18400-500-22400/-	
	(5)	Secretary to Chief Minister	Rs.18400-500-22400/-	
	(6)	Chief Electoral Officer	Rs.18400-500-22400/-	
	(7)	Divisional Commissioner	Rs.18400-500-22400/-	
	(8)	Secretary to Government	Rs.18400-500-22400/-	
		KARNATAKA		
	(1)	Chief Secretary to the Government	Rs.26,000/- (Fixed)	
	(2)	Additional Chief Secretary to the Government	Rs.26,000/- (Fixed)	
	(3)	Additional Chief Secretary to the Government-cum-Development Commissioner	Rs.26,000/- (Fixed)	
	(4)	Principal Secretary to Government	Rs.22400-525-24500/-	
	(5)	Chairman, Karnataka Appellate Tribunal	Rs.22400-525-24500/-	
	(6)	Chief Electoral Officer and ex-officio Principal Secretary to Government	Rs.22400-525-24500/-	
	(7)	Principal Secretary to Chief Minister	Rs.22400-525-24500/-	
	(8)	Resident Commissioner, Karnataka Bhawan	Rs.22400-525-24500/-	
	(9)	Director General of Administrative Reforms and Training, Administrative Training Institute, Mysore	Rs.22400-525-24500/-	
	(10)	Secretary to Government	Rs.18400-500-22400/-	
	(11)	Commissioner for Commercial Taxes	Rs.18400-500-22400/-	
	(12)	Inspector General of Registration and Commissioner of Stamps	Rs.18400-500-22400/-	
	(13)	Commissioner for Excise	Rs.18400-500-22400/-	
	(14)	Director of Industries and Commerce and Commissioner for Industrial Development	Rs.18400-500-22400/-	
	(15)	Secretary to Governor	Rs.18400-500-22400/-	
	(16)	Registrar, Cooperative Societies and Director of Cooperative Audit	Rs.18400-500-22400/-	
	(17)	Commissioner for Food and Civil Supplies	Rs.18400-500-22400/-	
	(18)	Commissioner for Transport and Road Safety	Rs.18400-500-22400/-	
	(19)	Commissioner for Cane Development and Director of Sugar	Rs.18400-500-22400/-	
	(20)	Commissioner, Public Instructions	Rs.18400-500-22400/-	
	(21)	Commissioner for Sericulture Development and Director of Sericulture	Rs.18400-500-22400/-	
	(22)	Commissioner for Collegiate Education	Rs.18400-500-22400/-	
	(23)	Commissioner for Agriculture	Rs.18400-500-22400/-	

	(24)	Commissioner for Health and Family Welfare Services	Rs.18400-500-22400/-	
	(25)	Commissioner Watershed Development Department and E/O Secretary to Government Agriculture and Horticulture Department	Rs.18400-500-22400/-	
	(26)	Secretary, Malnad Area Development Board	Rs.18400-500-22400/-	
	(27)	Executive Director, Karnataka Jalasamwardhana Sangha	Rs.18400-500-22400/-	
	(28)	Commissioner for Labour	Rs.18400-500-22400/-	
	(29)	Commissioner of Backward Classes	Rs.18400-500-22400/-	
	(30)	Commissioner for Public Instructions, Hubli	Rs.18400-500-22400/-	
	(31)	Commissioner for Public Instructions, Gulbarga	Rs.18400-500-22400/-	
	(32)	Commissioner of Social Welfare	Rs.18400-500-22400/-	
	(33)	Commissioner of Tourism	Rs.18400-500-22400/-	
	(34)	Commissioner of Employment and Training	Rs.18400-500-22400/-	
	(35)	Commissioner for Information and E/O Secretary, ITYS	Rs.18400-500-22400/-	
	(36)	Member, Karnataka Appellate Tribunal	Rs.18400-500-22400/-	
	(37)	Commissioner, Survey, Settlement and Land Records	Rs.18400-500-22400/-	
		KERALA		
	(1)	Chief Secretary to the Government	Rs.26,000/- (Fixed)	
	(2)	Additional Chief Secretary	Rs.26,000/- (Fixed)	
	(3)	Principal Secretary to Government	Rs.22400-525-24500/-	
	(4)	Agriculture Production Commissioner	Rs.22400-525-24500/-	
	(5)	Commissioners	Rs.18400-500-22400/-	
	(6)	Resident Commissioner, New Delhi	Rs.18400-500-22400/-	
	(7)	Secretary to Chief Minister	Rs.18400-500-22400/-	
	(8)	Director of Agriculture	Rs.18400-500-22400/-	
	(9)	Secretary to Government	Rs.18400-500-22400/-	
	(10)	Secretary to Governor	Rs.18400-500-22400/-	
	(11)	Director of Industries and Commerce	Rs.18400-500-22400/-	
	(12)	Registrar of Cooperative Societies	Rs.18400-500-22400/-	
		MADHYA PRADESH		
	(1)	Chief Secretary	Rs.26,000/- (Fixed)	
	(2)	Additional Chief Secretary/President, Board of Revenue	Rs.26,000/- (Fixed)	
	(3)	Additional Chief Secretary/Director General of Academy of Administration of Madhya Pradesh	Rs.26,000/- (Fixed)	
	(4)	Principal Secretary	Rs.22400-525-24500/-	
	(5)	Agriculture Production Commissioner	Rs.22400-525-24500/-	
	(6)	Development Commissioner	Rs.22400-525-24500/-	
	(7)	Administrative Member, Board of Revenue	Rs.22400-525-24500/-	

	(8)	Divisional Commissioner	Rs.18400-500-22400/-	
	(9)	Secretary to Government	Rs.18400-500-22400/-	
	(10)	Member, Board of Revenue	Rs.18400-500-22400/-	
	(11)	Commissioner, Commercial Taxes	Rs.18400-500-22400/-	
	(12)	Land Records and Settlement Commissioner	Rs.18400-500-22400/-	
	(13)	Commissioner, Madhya Pradesh, New Delhi	Rs.18400-500-22400/-	
	(14)	Registrar, Cooperative Societies	Rs.18400-500-22400/-	
	(15)	Secretary to the Governor, Madhya Pradesh	Rs.18400-500-22400/-	
	(16)	Secretary to Chief Minister	Rs.18400-500-22400/-	
	(17)	Director, Academy of Administration	Rs.18400-500-22400/-	
	(18)	Commissioner, Industries	Rs.18400-500-22400/-	
	(19)	Labour Commissioner	Rs.18400-500-22400/-	
	(20)	Secretary, Lokayukt, Madhya Pradesh	Rs.18400-500-22400/-	
	(21)	Inspector General of Registration and Suptd. of Stamps	Rs.18400-500-22400/-	
	(22)	Excise Commissioner	Rs.18400-500-22400/-	
	(23)	Commissioner, Tribal Development	Rs.18400-500-22400/-	
	(24)	Commissioner, Scheduled Caste Welfare	Rs.18400-500-22400/-	
	(25)	Commissioner, Backward Class Welfare	Rs.18400-500-22400/-	
	(26)	Commissioner, Women and Child Development	Rs.18400-500-22400/-	
	(27)	Commissioner, Public Instruction	Rs.18400-500-22400/-	
	(28)	Commissioner, Higher Education	Rs.18400-500-22400/-	
	(29)	Chief Electoral Officer	Rs.18400-500-22400/-	
	(30)	Commissioner, Health Services	Rs.18400-500-22400/-	
		MAHARASHTRA		
	(1)	Chief Secretary to the Government and Development Commissioner	Rs.26,000/- (Fixed)	
	(2)	Additional Chief Secretary to the Government	Rs.26,000/- (Fixed)	
	(3)	Additional Chief Secretary to the Government, Vidharba Development	Rs.26,000/-	
	(4)	Principal Secretary to Government	Rs.22400-525-24500/-	
	(5)	Commissioner of Department Enquiries	Rs.22400-525-24500/-	
	(6)	Director General, Yeshwantrao Chavan Academy of Development and Administration	Rs.22400-525-24500/-	
	(7)	Secretary to Government	Rs.18400-500-22400/-	
	(8)	Commissioner of Division.	Rs.18400-500-22400/-	
	(9)	Commissioner of Sales Tax	Rs.18400-500-22400/-	
	(10)	Settlement Commissioner and Director of Land Records	Rs.18400-500-22400/-	
	(11)	Commissioner for Cooperation and Registrar of Coop. Societies.	Rs.18400-500-22400/-	

	(12)	Commissioner for Cooperation and Registrar	Rs.18400-500-22400/-	
	(13)	Commissioner Food and Drug Administration	Rs.18400-500-22400/-	
	(14)	Chief Protocol Officer and Secy. to Government	Rs.18400-500-22400/-	
	(15)	Commissioner of Employees State Insurance Scheme	Rs.18400-500-22400/-	
	(16)	Chief Electoral officer and Secy. to Government	Rs.18400-500-22400/-	
	(17)	Development Commissioner Industries	Rs.18400-500-22400	
	(18)	Commissioner of Prohibition and Excise	Rs.18400-500-22400	
	(19)	Commissioner of Sugar	Rs.18400-500-22400/-	
	(20)	Secretary to Chief Minister	Rs.18400-500-22400/-	
	(21)	Secretary to Governor	Rs.18400-500-22400/-	
	(22)	Special Commissioner, New Delhi	Rs.18400-500-22400/-	
	(23)	Transport Commissioner	Rs.18400-500-22400/-	
	(24)	Dairy Development Commissioner	Rs.18400-500-22400/-	
	(25)	Commissioner of Agriculture	Rs.18400-500-22400	
	(26)	Commissioner of Tribal Development	Rs.18400-500-22400	
		MANIPUR-TRIPURA		
		MANIPUR		
	(1)	Chief Secretary to the Government	Rs.26,000/- (fixed) (After 30 years service)	
	(2)	Additional Chief Secretary	Rs.22400-525-24500/-	
	(3)	Principal Secretary to Government	Rs.22400-525-24500/-	
	(4)	Commissioner	Rs.18400-500-22400/-	
	(5)	Director General of State Academy of Training	Rs.18400-500-22400/-	
	(6)	Resident Commissioner, New Delhi	Rs.18400-500-22400/-	
	(7)	Secretary to Governor	Rs.18400-500-22400/-	
	(8)	Secretary to Chief Minister	Rs.18400-500-22400/-	
		TRIPURA		
	(1)	Chief Secretary to the Govt	Rs.26,000/- (fixed) (After 30 years service)	
	(2)	Principal Secretary to Government	Rs.22400-525-24500/-	
	(3)	Commissioner cum Secretary to Government	Rs.18400-500-22400/-	
	(4)	Resident Commissioner, Tripura Bhavan, New Delhi	Rs.18400-500-22400/-	
	(5)	Special Secretary to Governor	Rs.18400-500-22400/-	
	(6)	Chief Executive Officer, Tripura Tribal Area Autonomous Distt. Council.	Rs.18400-500-22400/-	

		NAGALAND	
	(1)	Chief Secretary to Government	Rs.26,000/- (Fixed)
	(2)	Additional Chief Secretary and Home Commissioner to be redesignated as Additional Chief Secretary	Rs.22400-525-24500/-
	(3)	Additional Chief Secretary, Planning and Coordination to be redesignated as Additional Chief Secretary	Rs.22400-525-24500/-
	(4)	Principal Secretary	Rs.22400-525-24500/-
	(5)	Principal Secretary to Chief Minister	Rs.22400-525-24500/-
	(6)	Commissioner and Secretary to Government to be redesignated as Commissioner and Secretary	Rs.18400-500-22400/-
	(7)	Divisional Commissioner to be redesignated as Commissioner	Rs.18400-500-22400/-
	(8)	Director Administrative Training Institute	Rs.18400-500-22400/-
	(9)	Special Secretary to Governor to be redesignated as Secretary to Governor	Rs.18400-500-22400/-
	(10)	Commissioner Taxes and Excise	Rs.18400-500-22400/-
	(11)	Resident Commissioner	Rs.18400-500-22400/-
		ORISSA	
	(1)	Chief Secretary to the Government and Chief Development Commissioner	Rs.26,000/- (Fixed)
	(2)	Member Board of Revenue	Rs.26000/- (Fixed)
	(3)	Chief Administrator (Special Area Development) and ex-officio Member, Board of Revenue and Special Chief Secretary to Government)	Rs.26000/- (Fixed)
	(4)	Additional Chief Secretary to Government	Rs.22400-525-24500/-
	(5)	Special Relief Commissioner	Rs.22400-525-24500/-
	(6)	Agriculture Production Commissioner	Rs.22400-525-24500/-
	(7)	Principal Secretary to Government	Rs.22400-525-24500/-
	(8)	Chief Electoral Officer	Rs.22400-525-24500/-
	(9)	Additional Development Commissioner and Secretary to Government, Planning and Coordination	Rs.18400-500-22400/-
	(10)	Commissioner, Tribal and Harijan Welfare	Rs.22400-525-24500/-
	(11)	Director General, Training Coordination, Gopabandhu Academy of Administration, Bhubaneswar	Rs.22400-525-24500/-
	(12)	Revenue Divisional Commissioner	Rs.18400-500-22400/-
	(13)	Commissioner Land and Reforms	Rs.18400-500-22400/-
	(14)	Commissioner Commercial Taxes	Rs.18400-500-22400/-
	(15)	Commissioner Land Reforms and Settlement	Rs.18400-500-22400/-
	(16)	Transport Commissioner	Rs.18400-500-22400/-
	(17)	Commissioner Consolidation	Rs.18400-500-22400/-
	(18)	Commissioner-cum-Secretary to Governor	Rs.18400-500-22400/-
	(19)	Commissioner-cum-Secretary to Chief Minister	Rs.18400-500-22400/-
	(20)	Commissioner-cum-Secretary to Government	Rs.18400-500-22400/-
	(21)	Special Secretary to Government	Rs.18400-500-22400/-
		PUNJAB	
	(1)	Chief Secretary	Rs.26,000/-

			(Fixed)	
	(2)	Financial Commissioner (Development)	Rs.26,000/- (Fixed)	
	(3)	Financial Commissioner/Principal Secretary to Government	Rs.22400-525-24500/-	
	(4)	Financial Commissioner (Appeals)	Rs.22400-525-24500/-	
	(5)	Chief Electoral Officer and Principal Secretary to Government	Rs.22400-525-24500/-	
	(6)	Commissioner of Divisions	Rs.18400-500-22400/-	
	(7)	Excise and Taxation Commissioner	Rs.18400-500-22400/-	
	(8)	Secretary to Governor	Rs.18400-500-22400/-	
	(9)	Principal Secretary to Chief Minister	Rs.18400-500-22400/-	
	(10)	Secretary to Government	Rs.18400-500-22400/-	
	(11)	Director/Executive Director, Punjab State Institute of Public Admn.	Rs.18400-500-22400/-	
	(12)	Registrar Cooperative Societies	Rs.18400-500-22400/-	
	(13)	Director Food and Civil Supplies	Rs.18400-500-22400/-	
	(14)	Director Institutional Finance and Banking and Bureau of Public Enterprises-cum-Secretary to Government	Rs.18400-500-22400/-	
	(15)	Resident Commissioner, Government of Punjab, New Delhi	Rs.18400-500-22400/-	
		RAJASTHAN		
	(1)	Chief Secretary to Government	Rs.26,000/- (Fixed)	
	(2)	Chairman Board of Revenue	Rs.26,000/- (Fixed)	
	(3)	Chairman, Rajasthan Civil Services Appellate Tribunal	Rs.26,000/- (Fixed)	
	(4)	Principal Secretary to Government	Rs.22400-525-24500/-	
	(5)	Chairman, Rajasthan Tax Board	Rs.22400-525-24500/-	
	(6)	Secretary to Government	Rs.18400-500-22400/-	
	(7)	Divisional Commissioner	Rs.18400-500-22400/-	
	(8)	Commissioner for Departmental Enquiries	Rs.18400-500-22400/-	
	(9)	Commissioner, Commercial Taxes	Rs.18400-500-22400/-	
	(10)	Commissioner, Command Area Development	Rs.18400-500-22400/-	
	(11)	Transport Commissioner	Rs.18400-500-22400/-	
	(12)	Member, Board of Revenue	Rs.18400-500-22400/-	
	(13)	Secretary to Governor	Rs.18400-500-22400/-	
	(14)	Member, Board of Revenue	Rs.18400-500-22400/-	
	(15)	Registrar, Cooperative Societies	Rs.18400-500-22400/-	
	(16)	Excise Commissioner	Rs.18400-500-22400/-	
	(17)	Commissioner, Labour and Employment	Rs.18400-500-22400/-	
	(18)	Commissioner, Industries	Rs.18400-500-22400/-	
	(19)	Secretary to Chief Minister	Rs.18400-500-22400/-	
	(20)	Chief Electoral Officer and Ex-Officio Principal Secretary to Government, Elections	Rs.18400-500-22400/-	

		SIKKIM	
	(1)	Chief Secretary to Government	Rs.26000/- (Fixed)
	(2)	Additional chief Secretary	Rs.22400- 525-24500/-
	(3)	Principal Secretary	Rs.22400- 525-24500/-
	(4)	Commissioner-cum-Secretary	Rs.18400- 500-22400/-
		TAMIL NADU	
	(1)	Chief Secretary to the Government	Rs.26,000/- (Fixed)
	(2)	Vigilance Commissioner	Rs.26,000/- (Fixed)
	(3)	Principal Commissioner, Revenue Admn.	Rs.26,000/- (Fixed)
	(4)	Special Commissioners	Rs.22400- 525-24500/-
	(5)	Chief Electoral Officer and Secretary to Government	Rs.22400- 525-24500/-
	(6)	Commissioner of Prohibition, Excise and Narcotics	Rs.22400- 525-24500/-
	(7)	Commissioner of Agricultural Income Tax	Rs.22400- 525-24500/-
	(8)	Secretary, State Planning Commission	Rs.22400- 525-24500/-
	(9)	Commissioner of Transport	Rs.22400- 525-24500/-
	(10)	Commissioner for Disciplinary Proceedings, Madras	Rs.18400- 500-22400/-
	(11)	Resident Commissioner, Tamil Nadu House, New Delhi	Rs.18400- 500-22400/-
	(12)	Secretary to Government	Rs.18400- 500-22400/-
	(13)	Secretary to Governor	Rs.18400- 500-22400/-
	(14)	Secretary to Chief Minister	Rs.18400- 500-22400/-
	(15)	Industries Commissioner and Director of Industries and Commerce	Rs.18400- 500-22400/-
	(16)	Director of Sugar	Rs.18400- 500-22400/-
	(17)	Commissioner for Civil Supplies	Rs.18400- 500-22400/-
	(18)	Director of Town Panchayats	Rs.18400- 500-22400/-
	(19)	Commissioner for Milk Production	Rs.18400- 500-22400/-
	(20)	Registrar of Cooperative Societies	Rs.18400- 500-22400/-
	(21)	Commissioner for Labour	Rs.18400- 500-22400/-
	(22)	Commissioner of Municipal Administration	Rs.18400- 500-22400/-
	(23)	Commissioner of Rural Development	Rs.18400- 500-22400/-
		UTTARANCHAL	
	(1)	Chief Secretary	Rs.26,000/- (Fixed)
	(2)	Director General Uttaranchal Administrative Academy, Nainital	Rs.26,000/- (Fixed)
	(3)	Principal Secretary to Government	Rs.22400- 525-24500/-
	(4)	Chief Revenue Commissioner	Rs.22400- 525-24500/-
	(5)	Principal Secretary and Forest and Rural Development Commissioner	Rs.22400- 525-24500/-

	(6)	Principal Secretary and Infrastructure Development Commissioner	Rs.22400-525-24500/-	
	(7)	Principal Secretary and Social Welfare Commissioner	Rs.22400-525-24500/-	
	(8)	Resident Commissioner	Rs.18400-500-22400/-	
	(9)	Secretary to Government	Rs.18400-500-22400/-	
	(10)	Secretary to Governor	Rs.18400-500-22400/-	
	(11)	Secretary to Chief Minister	Rs.18400-500-22400/-	
	(12)	Divisional Commissioner	Rs.18400-500-22400/-	
	(13)	Commissioner, Excise	Rs.18400-500-22400/-	
	(14)	Commissioner, Taxes	Rs.18400-500-22400/-	
	(15)	Chief Executive Officer, Tourism Board	Rs.18400-500-22400/-	
		UTTAR PRADESH		
	(1)	Chief Secretary	Rs.26,000/- (Fixed)	
	(2)	Chairman, Board of Revenue and Adviser Land Reforms	Rs.26,000/- (Fixed)	
	(3)	Chairman, Administrative Tribunal and Chairman, Vigilance Commission	Rs.26,000/- (Fixed)	
	(4)	Member, Revenue Board	Rs.26,000/- (Fixed)	
	(5)	Director General, Training	Rs.26,000/- (Fixed)	
	(6)	Divisional Commissioners (Agra, Varanasi, Meerut, Lucknow, Allahabad, Kanpur)	Rs.22400-525-24500/-	
	(7)	Principal Secretary to Government	Rs.22400-525-24500/-	
	(8)	Resident Commissioner, New Delhi	Rs.22400-525-24500/-	
	(9)	Agriculture Production Commissioner	Rs.22400-525-24500/-	
	(10)	Industrial Development Commissioner	Rs.22400-525-24500/-	
	(11)	Social Welfare Commissioner	Rs.22400-525-24500/-	
	(12)	Principal Secretary to Governor	Rs.22400-525-24500/-	
	(13)	Principal Secretary to Chief Minister	Rs.22400-525-24500/-	
	(14)	Director General, State Institute of Rural Development	Rs.22400-525-24500/-	
	(15)	Divisional Commissioners	Rs.18400-500-22400/-	
	(16)	Secretary to Government	Rs.18400-500-22400/-	
	(17)	Secretary to Chief Minister	Rs.18400-500-22400/-	
	(18)	Sales Tax Commissioner	Rs.18400-500-22400/-	
	(19)	Commissioner of Rural Development	Rs.18400-500-22400/-	
	(20)	Transport Commissioner	Rs.18400-500-22400/-	
	(21)	Registrar Cooperative Societies	Rs.18400-500-22400/-	
	(22)	Director, Administrative Training Institute	Rs.18400-500-22400/-	
	(23)	Director of Industries	Rs.18400-500-22400/-	
	(24)	Excise Commissioner	Rs.18400-500-22400/-	

(25)	Director, Handlooms	Rs.18400-500-22400/-	
(26)	Cane Commissioner	Rs.18400-500-22400/-	
(27)	Secretary, Board of Revenue	Rs.18400-500-22400/-	
(28)	Director General of Prison	Rs.18400-500-22400/-	
(29)	Director General, Tourism	Rs.18400-500-22400/-	
(30)	Labour Commissioner	Rs.18400-500-22400/-	
(31)	Chairman, Admn. Tribunal.II	Rs.18400-500-22400/-	
(32)	Member (Judicial) Board of Revenue	Rs.18400-500-22400/-	
(33)	Commissioner, Food	Rs.18400-500-22400/-	
(34)	Entertainment Tax Commissioner	Rs.18400-500-22400/-	
(35)	Inspector General of Registration and Stamps	Rs.18400-500-22400/-	
(36)	Commissioner for Consolidation	Rs.18400-500-22400/-	
(37)	Principal Staff Officer to Chief Secretaru	Rs.18400-500-22400/-	
(38)	Director, Culture	Rs.18400-500-22400/-	
	WEST BENGAL		
(1)	Chief Secretary to the Government	Rs.26000/- (Fixed)	
(2)	Commissioner General, Land Reforms	Rs.26000/- (Fixed)	
(3)	Commissioner, Food and Ex-officio Secretary, Food and Supplies Department	Rs.26000/- (Fixed)	
(4)	Principal Secretary, Forests	Rs.26000/- (Fixed)	
(5)	Principal Secretary to the Government (Home, Finance, Higher Education, Social Welfare, Relief, Animal Resources Development, Panchayat and Rural Development Departments)	Rs.22400-525-24500/-	
(6)	Principal Secretary to the Government	Rs.22400-525-24500/-	
(7)	Commissioner of Division	Rs.18400-500-22400/-	
(8)	Secretary/Special Secretary to Government	Rs.18400-500-22400/-	
(9)	Land Reforms Commissioner	Rs.18400-500-22400/-	
(10)	Director, Administrative Training Institute	Rs.18400-500-22400/-	
(11)	Secretary to Governor	Rs.18400-500-22400/-	
(12)	Secretary to Chief Minister	Rs.18400-500-22400/-	
(13)	Director, Social Welfare	Rs.18400-500-22400/-	
(14)	Commissioner for Commercial Taxes	Rs.18400-500-22400/-	
(15)	Labour Commissioner	Rs.18400-500-22400/-	
(16)	Commissioner of Backward Classes Welfare	Rs.18400-500-22400/-	
(17)	Commissioner of Panchayats	Rs.18400-500-22400/-	
(18)	Commissioner of Family Welfare	Rs.18400-500-22400/-	
(19)	Commissioner of School Education	Rs.18400-500-22400/-	
(20)	Commissioner of Excise	Rs.18400-500-22400/-	

B - Posts carrying pay in the Senior Scale of the Indian Administrative Service under the State Governments including posts carrying Special Allowance in addition to pay. (1) The number of posts in the Selection Grade in a State Cadre shall be equal to 20 per cent of total number of senior posts in the State reduced by the number of posts carrying pay above the senior scale in the State subject to a minimum of 15 per cent of the senior posts in the State:

Explanation I - The expression "senior posts in the State" shall mean senior posts under a State Government as specified in item 1 of the Schedule to the Indian Administrative Service (Fixation of Cadre Strength) Regulations, 1955.

Explanation II - The number of Selection Grade posts shall be worked out under this clause on the basis of the authorized strength and no changes need be made consequent on a temporary addition to a cadre/temporary holding in abeyance of a cadre post.

(2) The State Government concerned shall be competent to grant a special allowance for any of the posts specified in this part of the Schedule either individually or with reference to a group or class of such posts.

(3) The amount of any special allowance which may be sanctioned by the State Government under clause (2) shall be Rs.400 for posts in the Junior Time Scale, Rs.600/- for posts in the Senior Time Scale, Rs.800/- for posts in the Junior Administrative Grade and Rs.1000/- for posts in the Selection Grade.

(4) Post in the junior time scale of the Service have not been specified in the Schedule but it shall be within the competence of the State Governments concerned to sanction any special allowance to be attached to such posts.

S.No.	ANDHRA PRADESH	
(1)	Addl./Joint /Deputy Secretaries to Government	
(2)	Secretary to Chief Commissioner, Land Administration	
(3)	Addl./Joint Secretary to Chief Commissioner, Land Administration	
(4)	Collectors and District Magistrates	
(5)	Special Collectors	
(6)	Special Officer and Competent Authority, Urban Land Ceilings	
(7)	Secretary to Chief Commissioner, Land Administration	
(8)	Joint Collector	
(9)	Joint Commissioner of Excise (Enforcement)	
(10)	Deputy Commissioner (Excise)	
(11)	Secretary to Commissioner (Excise)	
(12)	Director of Civil Supplies	
(13)	Director, Tourism	
(14)	Secretary, Andhra Pradesh Public Service Commission	
(15)	Project Officer, Integrated Tribal Development Agency/Project Director, District Rural Development Agency, Chief Executive Officer, Zilla Parishad	
(16)	Director of Settlement, Survey and Land Records	
(17)	Director of Social Welfare	
(18)	Joint Commission (Commercial Taxes)	
(19)	Deputy Commissioner (Commercial Taxes)	
(20)	Secretary to Commissioner (Commercial Taxes)	
(21)	Chief Rationing Officer	
(22)	Director of Distilleries and Addl. Secretary to Commissioner of Excise	
	ARUNACHAL PRADESH-GOIA-MIZORAM-UNION TERRITORIES	
	ARUNACHAL PRADESH	
(1)	Secretary (Industries)	
(2)	Secretary (Supply and Transport)	
(3)	Secretary (General Administration)	
(4)	Joint Secretary (Political)	
(5)	Joint Secretary (Planning and Development)	
(6)	Secretary to Chief Minister	
(7)	Secretary to Governor	
(8)	Registrar, Cooperative Societies	
(9)	Director of Supply and Transport	
(10)	Secretary to Civil Supplies	
(11)	Deputy Commissioner (Districts)	
	GOA	
(1)	Secretary to Governor	
(2)	Secretary to Chief Minister	
(3)	Secretary to Government	
(4)	Commissioner (Sales Tax)	

(5)	Director of Industries and Mines	
(6)	Collector/District Magistrate	
(7)	Commissioner of Excise	
	MIZORAM	
(1)	Secretary to Governor	
(2)	Secretary to Chief Minister	
(3)	Registrar, Cooperative Societies	
(4)	Director of Supply and Transport	
(5)	Director of Industries	
(6)	Deputy Commissioners (Districts)	
(7)	Secretaries	
(8)	Joint Secretary (Finance)	
(9)	Joint Secretary (Pol. and Vig.)	
	ANDAMAN and NICOAR ISLANDS	
(1)	Secretary to Lt. Governor	
(2)	Deputy Commissioner (Districts)	
(3)	Deputy Development Commissioner/Special Secretary	
	CHANDIGARH	
(1)	Deputy Commissioner (Districts)	
(2)	Joint Secretary (Finance)	
	DAMAN and DIU / DADRA and NAGAR HAVELI	
(1)	Collector/Distt. Magistrate (Daman, Diu/Dadra and Nagar Haveli)	
	NATIONAL CAPITAL TERRITORY OF DELHI	
(1)	Dy. Commissioner (Districts)	
(2)	Secretary (Services)	
(3)	Director of Training (UTCS)	
(4)	Director of Social Welfare	
(5)	Director of Training and Technical Education	
(6)	Registrar, Cooperative Societies	
(7)	Labour Commissioner	
(8)	Commissioner (Excise and Ent.)	
(9)	Addl. Director of Education (Admn.)	
(10)	Addl. Commissioner, Sales Tax	
(11)	Director, Agricultural Marketing	
(12)	Additional Secretary (Education)	
(13)	Additional Secretary (Finance)	
(14)	Secretary to Chief Minister	
	LAKSHADWEEP	
(1)	Collector-cum-Development Commissioner	
	PONDICHERRY	
(1)	Secretary to Government	
(2)	Resident Commissioner	
(3)	Secretary to Lt. Governor	
	ASSAM-MEGHALAYA	
	ASSAM	
(1)	Member, Board of Revenue	
(2)	Deputy Commissioner	
(3)	Secretary/Additional Secretary/Joint Secretary /Deputy Secretary to Government	
(4)	Director, Evaluation and Monitoring	
(5)	Secretary to Chief Minister	

(6)	Commissioner of Transport	
(7)	Secretary to Governor	
(8)	Director of Industries	
(9)	Registrar of Co-operative Societies	
(10)	Director of Land Records	
(11)	Commissioner of Excise	
(12)	Commissioner of Taxes	
(13)	Director of Panchayats and Rural Development	
(14)	Director of Training and Principal, Assam Administrative Staff College	
(15)	State Enquiry Officer for Departmental Proceedings	
(16)	Project Director, IRDA/IIDP/Additional Deputy Commissioner	
(17)	Labour Commissioner	
	MEGHALAYA	
(1)	Secretary/Additional Secretary /Joint Secretary /Deputy Secretary to Government	
(2)	Special Secretary to Governor	
(3)	Commissioner of Excise	
(4)	Director of Supply and Trade	
(5)	Director, C and RD	
(6)	Deputy Commissioner	
(7)	Commissioner of Taxes	
(8)	Registrar of cooperative Societies	
(9)	District Planning Officer/Additional Deputy Commissioner	
	BIHAR	
(1)	Special/Additional/Joint/Deputy Secretary	
(2)	District Magistrate and Collector/Addl. D.M.	
(3)	Settlement Officer/DDC-cum-CEO District Board	
(4)	Registrar, Cooperative Societies	
(5)	Secretary, Board of Revenue	
(6)	Director, Land Records and Survey	
(7)	Inspector General Prisons	
(8)	Labour Commissioner	
(9)	Director, Panchayati Raj	
(10)	Director, Industries	
(11)	Director, Training and Employment	
(12)	Director, Social Security	
(13)	Director, Welfare	
(14)	State Transport Commissioner	
	CHHATTISGARH	
(1)	Collector	
(2)	Executive Director, DRDA and Ex-officio, CEO, District Panchayat	
(3)	Additional Collector	
(4)	Additional Secretary/Joint Secretary/Dy. Secretary to Government	
(5)	Director, Food, Civil Supplies and Consumer Protection	
(6)	Secretary, Chhattisgarh Public Service Commission	
(7)	Director Public Instruction	
(8)	Director Women and Child Development	
(9)	Director, Land Records	
(10)	Director, Urban Administration	
(11)	Director, Panchayat and Social Welfare	
(12)	Director, Agriculture	
	GUJARAT	
(1)	Secretary to Chief Minister	
(2)	Additional/Joint /Deputy Secretary to Government	
(3)	Collector	
(4)	District Development Officer	
(5)	Director of Municipalities	
(6)	Registrar of Cooperative Societies	
(7)	Commissioner of Labour	
(8)	Commissioner, Entertainment Tax	
(9)	Director of Employment and Training	
(10)	Director of Civil Supplies	
(11)	Director of Social Welfare	
(12)	Director of Food	
(13)	Additional Commissioner of Industries	
(14)	Additional Development Commissioner	

(15)	Additional Commissioner of Sales Tax	
(1)	HARYANA	
(2)	Joint/Deputy Secretary to Government	
(3)	Labour Commissioner	
(4)	Director of Food and Supplies	
(5)	Director, Public Relations, Grievances and Cultural Affairs	
(6)	Director, Hospitality and Tourism	
(7)	Director of Consolidation, Land Records and Special Collector	
(8)	Director, Social Justice and Empowerment and Welfare of Scheduled Castes and Backward Classes	
(9)	Director, Women and Child Development	
(10)	Director of Industries Training	
(11)	Director, Primary Education	
(12)	Director of Secondary Education	
(13)	Director, Environment	
(14)	Director, Sports	
(15)	Director, Development and Panchayats	
(16)	Director, Rural Development and Institutional Finance	
(17)	Director of Supplies and Disposals	
(18)	Director of Local Bodies	
(19)	Deputy Commissioner	
(20)	Additional Commercial Taxation Commissioner	
(21)	Additional Deputy Commissioner-cum-Chief Executive Officer, District Rural Development Agency/Additional Collectors	
	HIMACHAL PRADESH	
(1)	Secretary/Special Secretary/Additional Secretary/Joint Secretary to Government	
(2)	Secretary, Public Service Commission	
(3)	Director, Himachal Pradesh Institute of Public Administration	
(4)	Registrar of Cooperative Societies	
(5)	Director of Civil Supplies	
(6)	Director, Panchayati Raj-cum-Director of Rural Integrated Development	
(7)	Labour Commissioner and Director of Employment and Training	
(8)	Director, Transport	
(9)	Director, Tourism	
(10)	Director, Vigilance	
(11)	Settlement Officer	
(12)	Deputy Commissioners	
(13)	Commissioner for Departmental Enquiries	
(14)	Additional Deputy Commissioner	
(15)	Additional Registrar of Cooperative Societies	
(16)	Additional Director of Industries	
(17)	Director of Land Records	
(18)	Director, Public Finance and Public Enterprises	
(19)	Director, Urban Local Bodies	
	JAMMU AND KASHMIR	
(1)	Joint Financial commissioner (Agrarian Reforms)	
(2)	Sales Tax Commissioner	
(3)	Excise Commissioner	
(4)	Registrar, Cooperative Societies	
(5)	Director of Tourism	
(6)	Director of Industries and Commerce	
(7)	Deputy Commissioners	
(8)	Director of Food and Supplies	
(9)	Secretaries/Special Secretaries/Additional Secretaries to Government	
(10)	Secretary to Chief Minister	
(11)	Secretary to Governor	
(12)	Labour Commissioner	
(13)	Chief Electoral Officer	
(14)	Settlement Commissioner	
(15)	Commissioner for Departmental Enquiries	
(16)	Additional Deputy Commissioners	
	JHARKHAND	
(1)	Special/Additional/Joint/Deputy Secretary	
(2)	Tribal Development Commissioner	
	Director, Industries	
(3)	I.G. Prison	

(4)	I.G. Registration	
(5)	State Transport Commissioner	
(6)	Labour Commissioner	
(7)	Registrar, Cooperative Societies	
(8)	Deputy Commissioner/Additional Deputy Commissioner	
(9)	Settlement Officer/DDC	
(10)	Commissioner, Commercial Taxes	
(11)	Director, Panchayati Raj	
(12)	Director, Land Acquisition and Land Records	
	KARNATAKA	
(1)	Additional/Joint/Deputy Secretary to Government	
(2)	Director of Women and Child Development Department	
(3)	Secretary, Karnataka Public Service Commission	
(4)	Director, Rural Infrastructure and E/O AS/JS/DS to Government, RDPR	
(5)	Addl./Joint Director, Food and Civil Supplies	
(6)	Joint/Addl. Commissioner of Commercial Taxes	
(7)	Director of Agricultural Marketing	
(8)	Director SEP and E/O Addl./Joint/Deputy Secretary to Government, ADPR	
(9)	Director of Pre-University Education	
(10)	Director of Municipal Administration	
(11)	Director, Information Technology and Biotechnology	
(12)	Director, Project Planning and Monitoring Unit and E/O Addl./Joint/Deputy Secretary to Government, Rural Development and Panchayat Raj Department	
(13)	Addl. Resident Commissioner	
(14)	Addl./Joint Commissioner of Excise	
(15)	Director, Karnataka Rural Water Supply and Sanitation Agency and E/O Addl./Joint Secretary to Government, IDPR	
(16)	Deputy Commissioner/Senior Assistant Commissioner/Special Deputy Commissioner/Gazetted Assistant to Divisional Commissioner/Chief Executive Officer of Zilla Panchayat	
(17)	Commissioner for Religious and Charitable Endowment and E/o Addl./Joint/Deputy Secretary to Government, Revenue Department	
	KERALA	
(1)	Special Secretary/Additional/Joint/Deputy Secretary to Government	
(2)	Joint/Deputy Commissioners	
(3)	Secretary, Land Board	
(4)	Director, Kerala Institute of Local Administration	
(5)	Inspector General of Registrations	
(6)	Director of Fisheries	
(7)	Director of Panchayats	
(8)	Director of Municipalities	
(9)	Director of Public Relations	
(10)	Director of Tourism	
(11)	Director of Sports and Youth Affairs	
(12)	Director of Social Welfare	
(13)	Director, Scheduled Castes and Development Department	
(14)	Labour Commissioner	
(15)	Director of Employment and Training	
(16)	Director of Civil Supplies	
(17)	District Collectors	
(18)	Director of Rehabilitation	
(19)	Additional Director of Industries and Commerce	
(20)	Director of Survey and Land Records	
(21)	Director Scheduled Tribes Development Department	
(22)	District Planning Officer/General Manager, District Industries Centre/Project Officer DRDA/Cardamom Settlement Officer/Sub-Collectors Grade-I	
	MADHYA PRADESH	
(1)	Collector	
(2)	Additional Commissioner, Revenue	
(3)	Executive Director, DRDA and Ex-officio, CEO, District Panchayat	
(4)	Additional/Deputy Secretary	
(5)	Director Employment and Training	
(6)	Director, Food, Civil Supplies and Consumer Protection	
(7)	Secretary, Public Service Commission	
(8)	Additional Commissioner, Sales Tax	
(9)	Additional Commissioner, Tribal Development	

(10)	Director, Agricultural Marketing	
(11)	Director, Institutional Finance	
(12)	Director, Urban Administration	
(13)	Director, Panchayat and Social Welfare	
	MAHARASHTRA	
(1)	Joint Secretary /Addl. Secretary/Special Secretary	
(2)	Collector	
(3)	Collector, Bombay Suburban District	
(4)	Additional Collector	
(5)	Chief Executive Officer, Zila Parishad	
(6)	Director of Civil Supplies (Storage and Movement)	
(7)	Deputy Director of Land Records	
(8)	Inspector General of Registration	
(9)	Additional Commissioner of Sales Tax	
(10)	Additional Commissioner of Industries	
(11)	Deputy Commissioner of Sales Tax	
(12)	Director of Social Welfare	
(13)	Additional Commissioner	
(14)	Director of Handlooms, Power-looms and Cooperative Textiles	
(15)	Director of Employment	
(16)	Director of Sports and Youth Services	
(17)	Controller of Rationing	
(18)	Additional Commissioner of Tribal Sub-Plan	
(19)	Director of Small Savings	
	MANIPUR-TRIPURA	
	MANIPUR	
(1)	Secretary to Government	
(2)	Secretary to Chief Minister	
(3)	Secretary to Public Service Commission	
(4)	Special/Additional/Joint/Deputy Secretary	
(5)	Deputy Commissioner	
(6)	Deputy Commissioner, Imphal East	
(7)	District Planning Officer-cum-Additional Deputy Commissioner –cum- Additional District Magistrate	
(8)	Commissioner for Departmental Enquiries	
(9)	Commissioner for Excise	
(10)	Commissioner for Taxes	
(11)	Director of Vigilance	
(12)	Director of Food and Civil Supplies	
(13)	Registrar of Cooperative Societies	
(14)	Director of Land Records and Settlement	
(15)	Director of Tourism	
(16)	Director of Information and Public Relations	
(17)	Director of Commerce and Industries	
(18)	Director of Transport	
(19)	Director, Department for Development of Tribal and Backward Classes	
(20)	Director of Municipal Administration and Urban Development	
(21)	Director of Youth Affairs and Sports	
	TRIPURA	
(1)	Secretary to Government	
(2)	Secretary to Chief Minister	
(3)	Secretary to Public Service Commission	
(4)	Additional Secretary/Joint Secretary/Deputy Secretary to Government	
(5)	District Magistrate and Collector	
(6)	Additional District Magistrate and Collector	
(7)	Director of Higher Education	
(8)	Director of School Education	
(9)	Director of Vigilance	
(10)	Director of Social Welfare and Social Education	
(11)	Director of Food and Civil Supplies	
(12)	Director of Land Records and Settlement	
(13)	Director of Information, Cultural Affairs and Tourism	
(14)	Registrar of Cooperative Societies	
(15)	Director of Welfare for Scheduled Tribes	
(16)	Director of Welfare for Scheduled Castes and Other Backward Classes	
(17)	Labour Commissioner	
(18)	Commissioner for Taxes and Excise	

(19)	Commissioner for Departmental Enquiries	
(20)	Director of State Institute of Public Administration and Rural Development	
(21)	Director of Industries and Commerce	
(22)	Director, Youth Affairs and Sports	
(23)	Director of Information and Technology	
(24)	Director of Handloom, Handicraft and Sericulture	
	NAGALAND	
(1)	Secretary	
(2)	Additional/Joint/Deputy Secretary to Government	
(3)	Deputy Commissioner	
(4)	Additional Deputy Commissioner	
	ORISSA	
(1)	Secretary/Additional Secretary to Government	
(2)	Joint/Deputy Secretary to Government	
(3)	Secretary, Board of Revenue	
(4)	Magistrate and Collector	
(5)	Additional District Magistrate/Sub-Collector, Grade I/Settlement officer/Deputy Director, Consolidation/General Manager, DIG/Project Administrator, ITDA/Project Officer, DRDA	
(6)	Registrar, Cooperative Societies	
(7)	Additional Registrar, Cooperative Societies	
(8)	Director, Harijan and Tribal Welfare	
(9)	Director, Panchayati Raj	
(10)	Director of Industries	
(11)	Additional Director of Industries	
(12)	Director of Employment	
(13)	Inspector General of Registration and Excise Commissioner	
(14)	Labour Commissioner	
(15)	Director, Tourism	
(16)	Director, Textiles	
(17)	Director of Export Promotion and Marketing	
(18)	Director, Social Welfare	
(19)	Director, Special Projects	
	PUNJAB	
(1)	Additional/Joint Secretary to Government	
(2)	Director of Information and Public Relations	
(3)	State Transport Commissioner	
(4)	Director of State Transport	
(5)	Director of Industries	
(6)	Director of Rural Development and Panchayats	
(7)	Director, Development of Women and Child Development	
(8)	Director of Land Records and Settlement, Consolidation and Land Acquisition	
(9)	Director, Grievances and Pensions	
(10)	Director of Local Government	
(11)	Labour Commissioner and Director of Employment	
(12)	Director, Welfare of Scheduled Castes and Backward Classes	
(13)	Additional Director of Industries	
(14)	Additional Registrar, Cooperative Societies	
(15)	Additional Excise and Taxation Commissioner	
(16)	Deputy Commissioner	
(17)	Addl. Deputy Commissioner/Joint Development Commissioner, Integrated Rural Development/Chief Executive Officer or Addl. Deputy Commissioner (Development)	
	RAJASTHAN	
(1)	Special Secretary to Government	
(2)	Deputy Secretary to Government	
(3)	Settlement Commissioner	
(4)	Director, Rural Development and Panchayati Raj	
(5)	Collector and District Magistrate	
(6)	Director, Watershed	
(7)	Director, Secondary Education	
(8)	Director, Small Savings	
(9)	Director, State Insurance and Provident Fund	
(10)	Chief Executive Officer, Zilla Parishad	
(11)	Additional Commissioner, Commissioner Taxes	
(12)	Director, Watershed Development and Soil Conservation	

(13)	Additional Registrar, Cooperative Societies	
(14)	Registrar, Board of Revenue	
(15)	Additional Commissioner, Food	
(16)	Director, Information and Public Relations	
(17)	Director, Tourism	
(18)	Director, Information Technology	
(19)	I.G. Registration and Stamps	
(20)	Secretary, RPSC	
(21)	Director, Social Welfare	
(22)	Director, Archaeology and Museum Department	
	SIKKIM	
(1)	Secretary to Government/Joint Secretaries/Deputy Secretaries	
(2)	District Magistrates and Collectors	
	TAMIL NADU	
(1)	Additional Secretaries/Joint Secretaries/Deputy Secretaries to Government	
(2)	Director of Adi Dravidar and Tribal Welfare	
(3)	Deputy Commissioners/Joint Commissioners/Additional Joint Commissioners	
(4)	Joint Commissioner of Civil Supplies Headquarters	
(5)	Inspector General of Registration	
(6)	Director of Agriculture	
(7)	Director of Survey and Settlements	
(8)	Director of Employment and Training	
(9)	Director of Rehabilitation	
(10)	Director of Handlooms and Textiles	
(11)	Director of Fisheries	
(12)	Director of Small Savings and Raffles	
(13)	Director of Stationery and Printing	
(14)	Director of Backward Classes	
(15)	Deputy Commissioners for Commercial Taxes	
(16)	Additional Commissioners of Industries and Commerce	
(17)	Collectors	
(18)	Settlement Officer	
(19)	Director of Land Reforms	
(20)	Additional Director of Agriculture	
(21)	Additional Registrar of Cooperative Societies	
(22)	Secretary, State Election Commission	
(23)	Director of Most Backward Classes and Denotified Communities	
(24)	Director of Town and Country Planning	
(25)	Director of Agricultural Marketing	
(26)	Director of Horticulture and Plantation Crops	
(27)	Director of Treasuries and Accounts	
(28)	Director of Statistics	
(29)	Director of Collegiate Education	
(30)	Director of Geology and Mining	
(31)	Director of Information and Public Relations	
(32)	Director, Sericulture	
(33)	Director of Social Welfare	
(34)	Sub-Collectors/Additional Collectors/Additional Collectors (Development)	
(35)	Secretary, Tamil Nadu Public Service Commission	
(36)	Commissioner, Hindu Religious and Charitable Endowments	
(37)	Commissioner for Disciplinary Proceedings (Madurai, Coimbatore)	
(38)	Additional Director of Social Welfare	
(39)	Director to Tourism	
(40)	Controller of Examinations, Tamil Nadu Public Service Commission	
(41)	Deputy Secretary, Mid-day Meal Programme	
(42)	Director of Urban Land Ceiling	
(43)	Joint Commissioner, Land Administration	
(44)	Joint Secretary to Chief Minister	
(45)	Deputy Secretary to Chief Minister	
(46)	Commissioner, Government Data Centre	
	UTTARANCHAL	
(1)	Commissioner and Director Industries	
(2)	Commissioner, Labour and Director, Training and Employment	
(3)	Director, Cultural and Sports	
(4)	Transport Commissioner	
(5)	Director, Information and Editor Gazetteer	

(6)	Registrar, Cooperative Societies	
(7)	District Magistrates	
(8)	Additional Secretary	
(9)	Chief Development Officer	
	UTTAR PRADESH	
(1)	District Magistrates	
(2)	Joint Development Commissioner/CDO/Additional/Joint Project Administrator Area Development	
(3)	Special Secretary to Government	
(4)	Joint Secretary to Government	
(5)	Additional Joint Labour Commissioner	
(6)	Additional Joint Director of Industries	
(7)	Additional Registrar Coop. Societies	
(8)	Additional Commissioner, Rural Development	
(9)	Additional/Joint Sales Tax Commissioner	
(10)	Director, Panchayats	
(11)	Director, Information	
(12)	Director, Training and Employment	
(13)	Director, Social Welfare	
(14)	Secretary, Public Service Commission	
(15)	Director, Urban Land Ceiling	
(16)	Relief Commissioner	
(17)	Director, Local Bodies	
(18)	Regional Food Controller	
(19)	Director (Administration), Medical Health and Family Welfare	
(20)	Additional Registrar, Cooperative Societies	
(21)	Deputy Land Reforms Commissioner	
(22)	Directors, Bureau of Public Enterprises and Joint/Special Secretary to Government	
(23)	Director (Administration), SGPGI	
(24)	Additional Director, Administrative Training Institute	
(25)	Additional Resident Commissioner	
	WEST BENGAL	
(1)	Director of Land Records and Survey	
(2)	Director of Public Vehicles Department	
(3)	Joint Secretary to Government	
(4)	Director of Cottage and Small Scale Industries	
(5)	Director of Evaluation, Development and Planning Department	
(6)	Director of Rationing	
(7)	Director of District Distribution Procurement and Supply	
(8)	Director, Local Bodies and ex-officio Joint Secretary, Local Government and Urban Development Department	
(9)	Secretary, Vigilance Commission	
(10)	Registrar, Cooperative Societies	
(11)	District Magistrate and Collector	
(12)	Additional District Magistrate/Settlement Officer	
(13)	Additional District Magistrate (DLLRO)	
(14)	Land Acquisition Collector, Calcutta	
(15)	Director of Employment	
(16)	Director of Consumer Goods	
(17)	Director of Fisheries	
(18)	Director, ESI	
(19)	Director of Sericulture	
(20)	Principal Director, SIPARD, Kalyani	
(21)	Commissioner, Agricultural Income Tax	
(22)	Advisor, Industries	
(23)	Director, Industries	
(24)	Principal Secretary, Darjeeling Gorkha Hill Council	
(25)	Secretary, KMDA	
(26)	CEO, WBIIDC	

C - Posts under the Central Government when held by member of the Service.

Name of Post	Scale of Pay	Central (Deputation on Tenure) Allowance
(1) Cabinet Secretary	Rs.30000/- (Fixed)	---
(2) Secretary to the Government of India/Special Secretary to the Government of India	Rs.26000/- (Fixed)	---
(3) Additional Secretary to the Government of India	Rs.22400-525-24500/-	---
(4) Joint Secretary to the Government of India	Rs.18400-500-22400/-	---
(5) Director to the Government of India	Selection Grade (Rs.15100-400-18300/-)	Fifteen percent of the grade pay subject to the maximum of rupees one thousand per mensem.
(6) Deputy Secretary to the Government of India	(i) Selection Grade (Rs.15100-400-18300/-)	Fifteen percent of the grade pay subject to the maximum of rupees one thousand per mensem.
	or (ii) Junior Administrative Grade (Rs.12750-375-16500/-)	Fifteen percent of the grade pay subject to the maximum of rupees one thousand per mensem and further subject to the condition that pay plus Central (Deputation on Tenure) Allowance shall not exceed the maximum of the scale.
(7) Under Secretary to the Government of India	(i) Junior Administrative Grade (Rs.12750-375-16500/-)	Fifteen percent of the grade pay subject to the maximum of rupees eight hundred per mensem and further subject to the condition that pay plus Central (Deputation on Tenure) Allowance shall not exceed the maximum of the scale.
	or (ii) Senior Time Scale (Rs.10650-325-15850/-)	Fifteen percent of the grade pay subject to the maximum of rupees eight hundred per mensem and further subject to the condition that pay plus Central (Deputation on Tenure) Allowance shall not exceed the maximum of the scale.

Note – The Central (Deputation on Tenure) Allowance specified in this rule shall be admissible to a member of the Service only during the normal tenure of deputation as prescribed by the Central Government from time to time.

F.No.20011/1/2005-AIS-II

(R.K. Gupta)
Desk Officer