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GOVERNMENT OF INDIA (BHARAT SARKAR)
Ministry of Railways (Rail Mantralaya)
(Railway Board)

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11/11/2016

S. No. 2/2016

RBE No.: 93/2016

File No. PC-VII/2016/RSRP/2

New Delhi Dated : 02.08.2016

The General Manager/CAOs(R),
All India Railways & Production Units.
(As per mailing list)

Sub: - Railway Services (Revised Pay) Rules, 2016 – Schedules for revised scales of pay.

Reference is invited to Railway Services (Revised Pay) Rules 2016 notified vide GSI No.746 (E) dated 28.07.2016 and forwarded with Railway Board endorsement number PC VII/2016/RSRP/1 dated 28.07.2016 on the above subject.

2. Schedule in two parts viz. **Annexure 'A'** and **Annexure 'B'** applicable to various categories of Railway Servants is enclosed. **Annexure 'A'** shows the revised pay structure (Pay Matrix and the levels specified therein with reference to existing pay structure) applicable to the different categories of Railway Servants for whom normal replacement level has been recommended by 7th CPC and approved by Government of India; this was also circulated as Part 'A' of Schedule in the Railway Services (Revised Pay) Rules, 2016. **Annexure 'B'** shows certain specific Railway categories where upgradation of posts has been recommended by 7th CPC and approved by Government of India. The revised pay structure will take effect from 1st January, 2016. The schedule has the sanction of the President.
3. The Recommendations of 7th CPC for upgradation of posts for some categories of Railway employees has been referred to Department of Personnel & Training for taking a comprehensive view in the matter. These categories include Senior Section Officer (Accounts)/Senior Travelling Inspector of Accounts/Senior Inspector of Store Accounts [Para 11.40.83 of 7th CPC report], Chemical & Metallurgical Assistant, Chemical & Metallurgical Superintendent, Assistant Chemist & Metallurgist [Para 11.40.124 of 7th CPC report]. Normal revised pay structure as indicated in Annexure 'A' and also given in Part A of Schedule of RS (RP) Rules, 2016 will apply to these categories till further decision of Government of India.
4. The recommendations of 7th CPC for down-gradation of posts for certain categories of Railway employees have not been accepted by Government of India. In all such cases revised pay structure as indicated in **Annexure A** and also given in Part 'A' of Schedule of RS (RP) Rules 2016, will apply.
5. The initial fixation of pay in the revised pay structure in respect of existing running staff already in service as on 01.01.2016 will be done in the manner as illustrated in

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Annexure 'C'. Fixation of pay of those appointed as fresh recruits (running as well as non running) on or after 01.01.2016 will be done as per Rule 8 of RS (RP) Rules 2016.

6. Accordingly, in pursuance of the RS (RP) Rules, 2016, appropriate necessary action to fix the pay of the employees covered thereunder in the revised pay structure needs to be carried out forthwith in accordance with the provisions contained therein. In order to facilitate a smooth and systematic fixation of pay, a Statement of Fixation of Pay will be prepared in triplicate as per the RS (RP) Rules, 2016 and one copy thereof shall be placed in the Service Book of the employee concerned and another copy made available to the concerned associate finance for post check.

7. The revised pay structure effective from 01.01.2016 includes the Dearness Allowance of 125% sanctioned from 01.01.2016 in the pre-revised pay structure. Thus, Dearness Allowance in the revised pay structure shall be zero from 01.01.2016. The rate and the date of effect of the first instalment of Dearness Allowance in the revised pay structure shall be as per the orders to be issued in this behalf in future.

8. In terms of RS (RP) Rules 2016 there shall be two dates for grant of annual increment i.e. 1st January and 1st July of every year; of which only one date will be applicable for each employee depending upon his/her date of appointment / promotion / financial upgradation. The increment in pay matrix and date of next increment in the revised pay structure will be governed by Rule 9 & 10 respectively of the RS (RP) Rules, 2016.

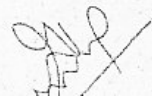
9. The decision on the revised rates and the date of effect of all Allowances (other than Dearness Allowance) based on the recommendations of the 7th Central Pay Commission shall be notified subsequently and separately. Until then, all such allowances shall continue to be reckoned and paid at the existing rates under the terms and conditions prevailing in the pre-revised pay structure as if the existing pay structure has not been revised under the RS(RP) Rules, 2016 issued on 28.07.2016.

10. The contributions under the Central Government Employees Group Insurance Scheme (CGEGIS) shall continue to be applicable under the existing rates until further orders.

11. The existing system on interest free advances for Travelling Allowance for family of deceased, Travelling Allowance on tour shall continue as hitherto.

12. The arrears as accruing on account of revised pay consequent upon fixation of pay under RS (RP) Rules, 2016 with effect from 01.01.2016 shall be paid in one instalment along with the payment of salary for the month of August, 2016, after making necessary adjustment on account of GPF and NPS, as applicable, in view of the revised pay. DDOs/PAOs shall ensure that action is taken simultaneously in regard to Government's contribution towards enhanced subscription.

13. With a view to expediting the authorisation and disbursement of arrears, it has been decided that the arrear claims may be paid without pre-check of the fixation of pay in the revised scales of pay. However, the facilities to disburse arrears without pre-check of fixation



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of pay will not be available in respect of those Railway Servants who have relinquished service on account of dismissal, resignation, discharge, retirement etc. after the date of implementation of the Pay Commissions' recommendations but before the preparation and drawl of the arrears claims, as well as in respect of those employees who had expired prior to exercising their option for the drawl of pay in the revised scales.

14. The requirement of pre-check of pay fixation having been dispensed with, it is not unlikely that the arrears due in some cases may be computed incorrectly leading to overpayment that might have to be recovered subsequently. Therefore, the Drawing & Disbursing Officers should make it clear to the employees under their administrative control while disbursing the arrears; that the payments are being made subject to adjustment from amounts that may be due to them subsequently should any discrepancies be noticed later. For this purpose, an undertaking as prescribed as per a "form of Option" under Rule 6 (2) of the RS (RP) Rules, 2016 shall be obtained in writing from every employee at the time of exercising option under Rule 6(1) thereof. The form of option/undertaking is also enclosed herewith as Annexure 'D'.

15. In authorising the arrears, Income Tax as due may also be deducted and credited to Government in accordance with the instructions on the subject.

16. On receipt of necessary options, action for drawal and disbursement of arrears should be completed immediately.

Hindi version will follow.


(Jaya Kumar G)
Deputy Director, Pay Commission-VII
Railway Board

No. PC-VII/2016/RSRP/2

New Delhi, dated: 02.08.2016

Copy (with 100 spares) forwarded to the A.D.A.I., Railways, New Delhi.


For Financial Commissioner, Railways

No. PC-VII/2016/RSRP/2

New Delhi, dated :02 .08.2016

Copy forwarded to :-

1. FA & CAOs, All Indian Railways, PUS, NFR(Const)
2. The Director General, RDSO, Lucknow,
3. The General Manager and FA&CAO, Metro Railway
4. The CAO and FA&CAO, COFMOW/New Delhi
5. The CAO(Const), MTP(R)/Mumbai
6. The CAO(MTP(R) Chennai

6/11/2016

ANNEXURE 'A'

Revised Pay Structure for posts in Group 'C', 'B', & 'A' except posts for which different revised pay structure is issued separately

Existing Grade Pay	5200-20200					9300-34800					15600-39100					37400-67000		67000-79000	75500-80000	80000
	1800	1900	2000	2400	2800	4200	4600	4800	5400	5400	6600	7600	8700	8900	10000					
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	13A	14	15	16	17		
1	18000	19000	21700	25500	29700	35400	44900	47600	53100	56100	67700	78800	118500	131100	144200	182200	205400	225000		
2	15500	20500	22400	26300	30100	36500	46200	49000	54700	57800	69700	81200	122100	134000	148500	187700	211600			
3	19100	21100	23100	27100	31000	37600	47600	50500	56300	59500	71800	83600	125800	139700	159000	193300	217900			
4	19700	21700	23800	27900	31900	38700	49000	52000	58000	61300	74000	86100	129600	143100	157600	199100	224400			
5	20300	22400	24500	28700	32900	39900	50500	53600	59700	63100	76200	88700	133500	147600	162300	205100				
6	20900	23100	25200	29500	33900	41100	52000	55100	61500	65000	78500	91400	137500	151000	167200	211300				
7	21500	23800	26000	30500	34900	42300	53600	56800	63300	67200	80900	94100	141600	156600	172700	217600				
8	22100	24500	26800	31400	35900	43600	55200	58600	65200	69000	83300	96900	145800	161300	177400	224100				
9	22800	25200	27600	32300	37000	44900	56900	60400	67200	71100	85800	99800	150200	166100	182700					
10	23500	26000	28400	33100	38100	46200	58600	62200	69200	73200	88400	102800	154700	171100	188200					
11	24200	26800	29300	34300	39200	47600	60400	64100	71300	75400	91100	105900	159300	176200	193800					
12	24900	27600	30200	35300	40400	49000	62200	66000	73400	77700	93800	109100	164100	181500	199600					
13	25600	28400	31100	36400	41600	50500	64100	68000	75600	80000	96600	112400	169000	186900	205600					
14	26400	29300	32000	37500	42800	52000	66000	70000	77900	82400	99500	115800	174100	192500	211800					
15	27200	30200	33000	38600	44100	53600	68000	72100	80200	84900	102500	119300	179300	198300	218200					
16	28000	31100	34000	39800	45400	55200	70000	74300	82600	87400	106600	123900	184700	204700						
17	28800	32000	35000	41000	46800	56900	72100	76500	85100	90000	108600	126600	190200	210300						
18	29700	33000	36100	42200	48200	58600	74300	78800	87700	92700	112100	130400	195900	216600						
19	30600	34000	37200	43500	49600	60400	76500	81200	90300	95500	115500	134300	201800							
20	31500	35000	38300	44800	51100	62200	78600	83600	93000	98400	119000	138300	207900							
21	32400	36100	39400	46100	52600	64100	81200	86100	95800	101400	122600	142400	214600							
22	33400	37200	40600	47500	54200	66000	83600	88700	98700	104400	126300	146700								
23	34400	38300	41800	48600	55800	68000	86100	91400	101700	107500	130100	151100								
24	35400	39400	43100	50400	57500	70000	88700	94100	104800	110700	134000	155600								
25	36500	40600	44400	51900	59200	72100	91400	96900	107900	114000	138000	160300								

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Existing Pay Band	5200-24000										9300-34800					15600-39100					33400-67100					67000-80000				
	1800	1900	2000	2100	2200	2300	2400	2500	2600	2700	2800	2900	3000	3100	3200	3300	3400	3500	3600	3700	3800	3900	4000	4100	4200	4300	4400	4500	4600	4700
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
26	37600	41800	45700	53500	61000	74300	94100	99800	111100	117400	142100	165100	170100	175200	180500	185900	191500	197200	203100	209200	215400	221800	228400	235100	242000	249000	256200	263500	271000	278700
27	38700	43100	47100	55100	62800	76500	96500	102400	113900	120400	145400	168400	173400	178500	183800	189300	194900	200600	206500	212500	218600	224800	231100	237600	244200	251000	257900	265000	272200	279600
28	39900	44400	48500	56600	64500	78500	98600	104600	116200	122800	147900	170900	175900	181000	186200	191500	196900	202400	208000	213700	219500	225400	231400	237500	243700	250000	256400	263000	269700	276600
29	41100	45700	50000	58200	66300	80500	100700	106800	118500	125200	150400	173400	178400	183500	188700	194000	199400	204900	210500	216200	222000	227900	233900	239900	246000	252200	258500	265000	271700	278600
30	42300	47000	51500	60000	68300	82700	103000	109200	121000	127800	153100	176100	181100	186200	191500	196900	202400	207900	213500	219200	225000	230900	236900	242900	249000	255200	261600	268200	275000	282000
31	43600	48500	53000	61600	70100	84600	105000	111300	123200	130100	155400	178400	183400	188500	193800	199200	204700	210200	215800	221500	227300	233200	239200	245200	251300	257500	263800	270300	277000	283900
32	44900	50000	54500	63200	71800	86400	106900	113300	125300	132300	157600	180600	185600	190700	196000	201400	206900	212400	218000	223700	229500	235400	241400	247400	253500	259700	266000	272500	279200	286100
33	46200	51500	56000	64800	73500	88200	108700	115200	127300	134400	159700	182700	187700	192800	198100	203500	209000	214500	220100	225800	231500	237400	243300	249300	255400	261500	267700	274000	280500	287200
34	47600	53000	57500	66400	75200	90000	110500	117000	129200	136400	161700	184700	189700	194800	200100	205500	211000	216500	222100	227800	233500	239400	245300	251300	257400	263500	269700	276000	282500	289200
35	49000	54500	59000	68000	76800	91700	112200	118700	131000	138200	163500	186500	191500	196600	201900	207300	212800	218300	223900	229600	235300	241200	247100	253100	259200	265300	271500	277800	284300	291000
36	50500	56000	60500	69600	78500	93500	114000	120500	132800	140000	165300	188300	193300	198400	203700	209100	214600	220100	225700	231300	237000	242800	248700	254700	260800	266900	273100	279400	285900	292600
37	52000	57500	62000	71200	80200	95200	115700	122200	134500	141700	167000	190000	195000	200100	205400	210800	216300	221800	227400	233000	238700	244500	250300	256200	262200	268200	274300	280500	286800	293300
38	53600	59000	63500	72800	81800	96800	117300	123800	136100	143300	168600	191600	196600	201700	207000	212400	217900	223400	229000	234600	240300	246000	251800	257700	263700	269700	275800	282000	288300	294900
39	55200	60600	65100	74400	83400	98400	118900	125400	137700	144900	170200	193200	198200	203300	208600	214000	219500	225000	230600	236200	241900	247600	253400	259300	265300	271300	277400	283600	289900	296500
40	56800	62200	66700	76000	85000	100000	120500	127000	139300	146500	171800	194800	199800	204900	210200	215600	221100	226600	232200	237800	243500	249200	255000	260800	266800	272800	278900	285100	291400	297900

otes:

The revised pay structure is applicable to all categories of Railway servants irrespective of their designations strictly on the basis of the existing pay structure except as may be specifically prescribed otherwise by Ministry of Railways (Railway Board).

The existing classification of Railway servants in Group 'C', 'B' & 'A' on the basis of the existing pay structure will continue in the revised pay structure till further orders except as may be specifically prescribed otherwise by Ministry of Railways (Railway Board). No change in the classification should be made in the revised pay structure.

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REVISED LEVELS FOR CERTAIN SPECIFIC POSTS IN RAILWAYS

The Level in the revised pay structure mentioned in Column (5) for the posts mentioned in Column (2) of the Tables below have been approved by the Government. The initial fixation as on 01.01.2016 will be done in accordance with Sub rule 2 of Rule 7 of RS (RP) Rules, 2016.

ZONAL RAILWAYS/PRODUCTION UNITS

1. COMMERCIAL DEPARTMENT

Sl. No.	Name of the Post	Existing Grade Pay	Grade corresponding to which revised levels have been recommended	Revised Pay Structure	
				Level in Pay Matrix	Para no. of the Report
(1)	(2)	(3)	(4)	(5)	(6)
1.1	Ticket collector	1900	GP-2000	L-3 See Note 1	11.40.69 to 11.40.71
1.2	Sr. Ticket Collector/TTE	2400	GP-2800	L-5 See Note 1	11.40.69 to 11.40.71

2. TRAFFIC TRANSPORTATION DEPARTMENT

Sl. No.	Name of the Post	Existing Grade Pay	Grade corresponding to which revised levels have been recommended	Revised Pay Structure	
				Level in Pay Matrix	Para no. of the Report
(1)	(2)	(3)	(4)	(5)	(6)
2.1	Assistant Station Masters	2800	GP-4200	L-6 See Note 2	11.40.55

3. TRAFFIC ASSISTANTS METRO RAILWAY

Sl. No.	Name of the Post	Existing Grade Pay	Grade corresponding to which revised levels have been recommended	Revised Pay Structure	
				Level in Pay Matrix	Para no. of the Report
(1)	(2)	(3)	(4)	(5)	(6)
3.1	Traffic Assistant	2000	GP-2400	L-4 See Note 3	11.40.140

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4. Dieticians

Sl. No.	Name of the Post	Existing Grade Pay	Grade corresponding to which revised levels have been recommended	Revised Pay Structure	
				Level in Pay Matrix	Para no. of the Report
(1)	(2)	(3)	(4)	(5)	(6)
4.1	Dieticians	4200	GP-4600	L-7 See Note 4	7.7.45
4.2	Senior Dietician	4600	GP-4800	L-8 See Note 4 & 6	7.7.45
4.3	Assistant Dietetic Officer	4800	GP-5400 (PB-2)	L-9 See Note 4 & 6	7.7.45

5. Perfusionists

Sl. No.	Name of the Post	Existing Grade Pay	Grade corresponding to which revised levels have been recommended	Revised Pay Structure	
				Level in Pay Matrix	Para no. of the Report
(1)	(2)	(3)	(4)	(5)	(6)
5.1	Perfusionists	2400	GP-4200	L-6 See Note 5	7.7.52

Notes:

1. Ticket Collector in GP 1900 and Senior Ticket Collector/TTE in GP 2400 should be upgraded to GP-2000 & GP-2800 respectively and then fitted in the revised Pay Matrix. This Upgradation is a part of the 7th CPC recommendation accepted by Government of India for the merger of three categories of Commercial Staff i.e. Ticket Checking Staff, Enquiry-cum-Reservation Clerks and Commercial Clerks to a consolidated cadre called Commercial and Ticketing Staff. The rationalisation of functions of the merged Commercial and Ticketing cadre as also the revised AVC, inter se seniority, Recruitment Rules, classification as selection / non selection etc., as approved by Railway Board, will be issued through separate orders.
2. Assistant Station Masters in GP 2800 should be upgraded to GP-4200 and then fitted in the revised Pay Matrix. Consequently, the designation of ASM shall stand abolished and the Post of Assistant Station Masters shall stand merged with post of Station Masters (GP 4200) along with functions. The rationalisation of functions as also revised AVC, inter se seniority, Recruitment Rules, classification as selection / non selection etc., as decided by the Railway Board, will be issued through separate orders.

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3. Traffic Assistant, Metro Railway in GP 2000 should be upgraded to GP-2400 and then fitted in the revised Pay Matrix. They shall continue to perform their existing functions unless otherwise specified by Railway Board.
4. Dieticians in Railways in GP-4200 should be upgraded to GP-4600 and then fitted in the revised pay matrix. Senior Dietician (present GP-4600) and Assistant Dietetic officer (present GP-4800) should also be upgraded to GP-4800 and GP-5400 (PB-2) respectively and then fitted in the revised pay matrix. They shall continue to perform their existing functions unless otherwise specified by Railway Board.
5. Grant of GP 4200 to Perfusionists is subject to acquiring / possession of qualification of Degree in Science + Diploma in Perfusion technology. The eligible Perfusionists in GP -2400 should be upgraded to GP 4200 and thereafter placed in the revised pay structure. Further, the existing incumbents not processing the revised qualification shall be granted replacement pay level corresponding GP 2400. They may be granted the pay level corresponding to upgraded GP 4200 after acquiring the revised qualification OR upon completion of three years in GP 2400/L-4 whichever is earlier.
6. The existing classification of Railway servants in Group 'C', 'B' & 'A' on the basis of the existing pay structure will continue in the revised pay structure till further orders except as may be specifically prescribed otherwise by Ministry of Railways (Railway Board). No change in the classification should be made in the revised pay structure.



Fixation of pay in the revised pay structure [Rule 7 of RS (RP) Rules, 2016] in respect of existing running staff as on 01/01/2016:

In the case of Running Staff who are in receipt of Running Allowance, the pay in the revised pay structure shall be fixed in the following manner:

The existing basic pay shall be multiplied by a factor of 2.57. The figure so arrived at shall be added to an amount equivalent to Dearness Allowance on the pre-revised Pay Element (30% of Basic Pay) admissible as on 1st Day of January, 2016. The figure so arrived at will be located in that Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix.

Illustration (for Running Staff)

1. Existing Pay Band: PB-2	Extracted from Civil Pay Matrix (7 th CPC)					
2. Existing Grade Pay: 4200	Pay Band	5200- 20200				9300-34800
3. Existing pay in PB: 15730	Grade Pay	1800	1900	2400	2800	4200
4. Existing Basic Pay: 19930 (Sl. No.2 + 3)	Levels	1	2	4	5	6
5. Pay Element on existing Basic Pay (30% of Basic Pay): 5979						
6. DA on Pay Element (30% of existing BP) @125%: 7474	14	26400	29300	37500	42800	52000
7. Pay after multiplication of Basic Pay by a fitment factor of 2.57: 19930 x 2.57 = 51220	15	27200	30200	38600	44100	53600
8. DA on Pay Element (30% of existing BP): 7474	16	28000	31100	39800	45400	55200
9. Sum of Sl.No.7 & 8= 58694	17	28800	32000	41000	46800	56900
10. Level corresponding to GP 4200 (PB-2): Level 6	18	29700	33000	42200	48200	58600
11. Revised Pay in Pay Matrix (either equal to or next higher to 58694 in Level 6): 60400	19	30600	34000	43500	49600	60400
	20	31500	35000	44800	51100	62200

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FORM OF OPTION
[See Rule 6 (2)]

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ANNEXURE 'D'

*1. I, _____ hereby elect the revised pay structure with effect from 1st January, 2016.

*2. I, _____ hereby elect to continue on Pay Band and Grade Pay of my substantive / officiating post mentioned below until:

* the date of my next increment / the date of my subsequent increment raising my pay to Rs. _____ / I vacate or cease to draw pay in the existing pay structure / the date of my promotion/upgradation to the post of _____

Existing Pay Band and Grade Pay _____

Signature _____

Name _____

Designation _____

Office in which employed _____

* To be scored out, if not applicable.

UNDERTAKING

I hereby undertake that in the event of my pay having been fixed in a manner contrary to the provisions contained in these Rules, as detected subsequently, any excess payment so made shall be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature _____

Name _____

Designation _____

Date :

Place :

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