



# PAY FIXATION OF GROUP 'B' OFFICERS ON INDUCTION TO GROUP 'A'

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# Group 'B' to Group 'A' promotion-Seniority & Pay fixation

- Eligibility for Group 'A' promotion- 3 Years regular service in the Grade (Group B) as on 1<sup>st</sup> January of the year.
- Railway Board's Promotion notification to Group 'A'/Jr.Scale will specify the effective date say, 11-02-2022.  
  
stors notification.pdf
- The Inter-Se-Seniority of the Direct Recruit Group-'A' officers and Promotee Group-'B' Officers inducted to Group-'A' /Jr.Scale effective from Panel year 2012-13 stands Modified as per RBE 33 of 2018 dated 05-03-2018  
  
RBE 33\_2018\_Fixation of Inter-se-seniority Gr A and Gr B.pdf
- The Integrated seniority will be based on the "year of allotment". The Officers having earlier year of allotment being senior
- While determining the "year of allotment", Group 'B' Officers will be given a weightage of One Year for every completed two years of service, subject to Maximum of 5 years weightage
- The "year of allotment" of DR Officer shall be the year following, in which competitive examination was held. For SCRA, it is fifth year following the year of examination

# Group 'B' to Group 'A' promotion-Seniority & Pay fixation

- Eg:-Promotee officers allotted to year 2017 after admissible weightage, will be placed below the Direct Recruit allotted to year 2017
- Group 'A' Service will be counted from the “year of allotment”
- Railway Board letter no. E(O)I/2014/SR-6/11 Ccpt dated 10-09-2018, While referring the Hon'ble Supreme Court order dated 07-09-2018 have cited that instead of “DITS” the “Year of Allotment” should be the determining factor/criteria for determining the inter-se-seniority
- All promotions to Senior Scale and Junior Administrative Grade should be made in accordance with RBE 33/2018
- Pay fixation in Group 'A'/Jr.Scale and in Senior Scale will be done only on the appointment date ie. on 11-02-2022, in the above example and not on the year of allotment

# Group 'B' to Group 'A' promotion-Seniority & Pay fixation

- Railway Board's letter no. PC-IV/86/1MP/36 dated 06-02-1997 clarifies the Pay fixation to be done in Senior Scale on induction to Group 'A'.



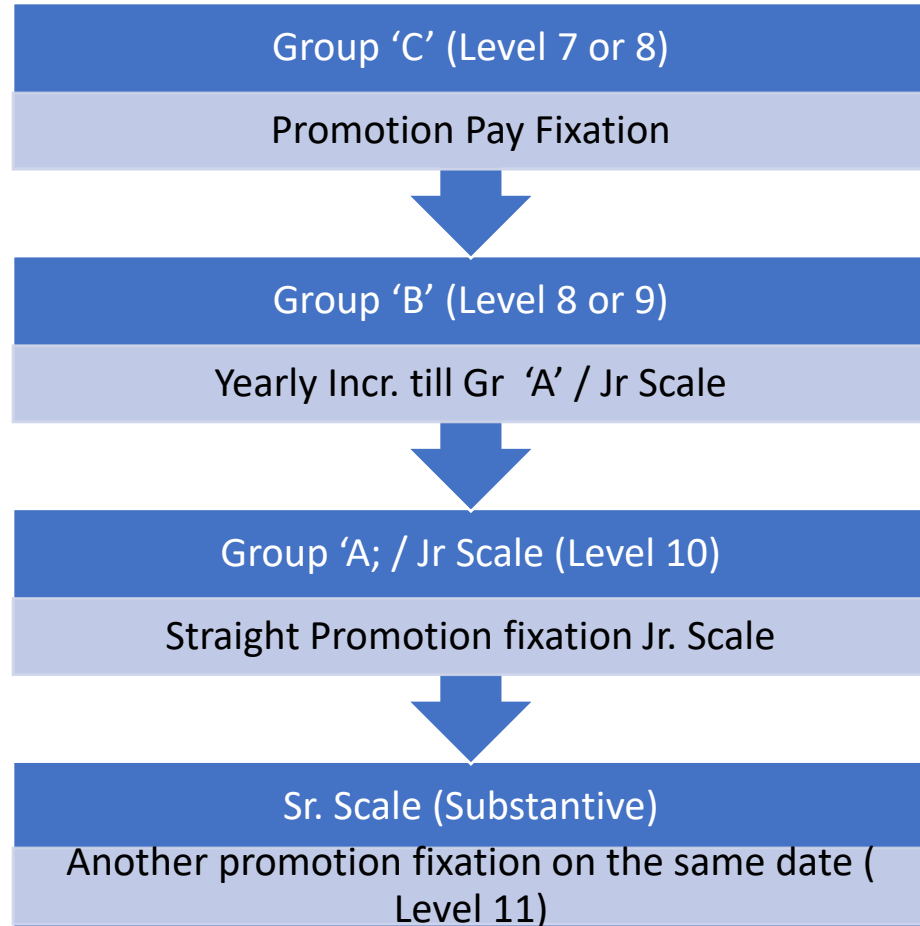
RB guidance on fixation of pay\_1997 letter.pdf

# Pay fixation on promotion to Group A

- Railway Board's letter no.PC-IV/86/1/MP/36 dated 10-09-1992 provides that the Pay of Group 'B' officers officiating in Sr.Scale may be revised at the time of their substantive appointment in Jr.Scale by first allowing them fixation in Jr.Scale and again from Jr.Scale to Sr.Scale.
- In order to avoid any drop in emoluments while fixing the pay in substantive post RB refers Rule 1313(FR22)I(b), which envisages that the pay of an officer which he draw substantively or Officiating in a same post, then the initial pay shall not be less than the Pay, which he drew on the last occasion.

# Substantive vs Officiating Pay of Group B Officer

## Substantive Pay fixation (On Appointment to Group 'A')



## Actual Pay drawn (officiating)



Note : The pay substantive (or) ad-hoc in level 11 which ever is beneficial to the officer will be considered for further fixation.

# Pay fixation on promotion to Group A

- In most of the cases, the officiating Pay in Senior Scale will be beneficial and this will be reckoned for the purpose of fixation of pay on substantive appointment, further increments etc.,
- Sample fixation is furnished in the next slide for understanding.
- It can be seen that the Officer's existing Pay in Sr.Scale is beneficial by One Increment than the Substantive post Pay fixation. The Officer's further increments, future 'Pay fixation' etc., will be based on the Officer's existing Pay.

**Officer Promoted to Group-B w.e.f 07.03.2007.**

**Group-A w.e.f 20.01.2016**

Fixation as per RB Letter dt 06/02/1997			(Actual drawn by the officer)			Remarks
Pay	GP	w.e.f	Pay	GP	w.e.f	
13750	4600	01.01.07	13750	4600	01.01.07	
13750	4800	07.03.07	13750	4800	07.03.07	GR-B
14870	4800	01.07.07	14870	4800	01.07.07	option
15460	4800	01.07.08	15460	4800	01.07.08	
16070	4800	01.07.09	16070	4800	01.07.09	
16700	4800	01.07.10	16070	5400	07.03.10	80%UG
17350	4800	01.07.11	17350	5400	01.07.10	option
18020	4800	01.07.12	18040	5400	01.07.11	
			18750	5400	01.07.12	
18710	4800	01.07.13	19480	6600	30.05.13	SS ADHOC
19420	4800	01.07.14	20270	6600	01.07.14	
20150	4800	01.07.15	21080	6600	01.07.15	
66000	LEV 8	01.01.16				
69000	LEV 10	20.01.16*	71800	LEV 11	01.01.16	Gr-A*
71800	LEV 11	20.01.16	74000	LEV 11	01.07.16	Sr.Scale
74000	LEV 11	01.01.17	76200	LEV 11	01.07.17	
76200	LEV 11	01.01.18	78500	LEV 11	01.07.18	
78800	LEV 12	15.11.18	81200	LEV 12	15.11.18	JAG ADHOC
81200	LEV 12	01.07.19	83600	LEV 12	01.07.19	

**Existing pay in Sr.Scale is beneficial to the officer**



# Discussion on sample Pay fixation- Actual drawn

- ✓ In the above table, Actual Pay drawn by the Officer is in Right Hand side (RHS) and refixation in Senior Scale on appointment to Junior Scale substantive appointment is in Left Hand side (LHS)
- ✓ The Officer's promotion to Group 'B' - 07-03-2007
- ✓ Upgradation to GP-Rs.5400 (PB-3) - 07-03-2010  
(Pay fixation Option given)
- ✓ SS-Adhoc promotion (GP-Rs.6600,PB-3) - 30-05-2013  
(Pay Option not permissible)

# Discussion on sample Pay fixation- Group A notional fixation

- On the other hand, the Officer's Pay is notionally drawn with regular increments till his appointment to Group-'A' ie. 20-01-2016
- On 20-01-2016 both the Pay fixations viz. Group A/Jr.Scale (Level 10) & Sr.Scale(Level 11) are done on the same date, substantively
- The Pay which is beneficial at Sr.Scale (officiating or substantive) ie. Rs.74,000/-, Level 11 (officiating pay in this case as on 01-07-2016), will be reckoned for his further increments & future Pay fixation

# Group 'B' to Group 'A' promotion-Seniority & Pay fixation

- The Officers can be considered for Sr.Scale regular promotion (subject to vacancy), on the date of appointment to Group 'A', if they have completed the required 4 years of regular service in Group 'A' (reckoned from the year of allotment)
- They can also be considered for JAG Adhoc, on completion of 5 years of service from the "year of allotment".
- They are eligible for JAG Regular (Level 12) on completion of 8 years from "Year of Allotment", and for Selection Grade (Level 13) on completion of 12 years

# Pay fixation on promotion to Group A-Guidance needed from RB

- After 06-02-1997 Railway Board's letter (which was based on 4<sup>th</sup> CPC), no other RB letter seems to have been issued in respect of Group 'B' to Group 'A' Pay fixation
- Since VI CPC & VII CPC prescribed Grade Pay & Levels in Pay Matrix respectively, where uniform increment dates especially under VII CPC Two increment dates are followed with RBE 212/2019, and in the light of RBE 33/2018 on inter-se-seniority, we (IRPOF) may address Railway Board for Methodology to be followed in the Group B Officers Pay fixation on Substantive appointment to Junior/Sr.Scale



Pay Matrix\_7th CPC.pdf

# Pay fixation-JAG Adhoc



FR 35\_PC\_VII\_RB\_127\_08082019.pdf

# Clarification to Fixation under FR-35



PC-VII\_Clarification\_FR-35\_11052020.pdf

# Date of next increment under Rule 10 of RS(RP)Rules,2016



RBE\_212\_2019 dated 18-12-2019.pdf



THANK YOU