

DISCRIMINATION & ARBITRARINESS IN ENTRY PAY IN PAY MATRIX OF 7TH CPC

VIS-A-VIS MINIMUM PAY OF 6TH CPC AT VARIOUS LEVELS

COMPARISON OF ENTRY PAY (EP) AT VARIOUS LEVELS AS PER PAY MATRIX OF 7TH CPC

WITH MINIMUM PAY OF 6TH CPC AS PER ITS FITMENT TABLE

(Refer Table 5 Pay Matrix - Page 75 of 7th CPC Report)

5th CPC	6th CPC		7th CPC		Minimum pay as per 6th CPC Fitment Tables
Pay Scales After 5 th CPC	Pay Bands as per 6th CPC	Revised Pay Structure PB + GP (6th CPC)	Levels in Pay Matrix Table	Entry Pay (EP) as per 7 th CPC Pay Matrix	
1	2	3	4	5	6
S-4(2750-4400)	PB-1	5200-20200+1800	1	7000	7000
S-5(3050-4590)	PB-1	5200-20200+1900	2	7730*	7780
S-6(3200-4900)	PB-1	5200-20200+2000	3	8460#	8060
S-7(4000-6000)	PB-1	5200-20200+2400	4	9910#	9840
S-8(4500-7000)	PB-1	5200-20200+2800	5	11360#	11170
S-9 (5000-8000)	PB-2	9300-34800+4200	6	13500*	13500
S-10 (5500-9000)	PB-2	9300-34800+4200			14430
S-11(6500-6900)	PB-2	9300-34800+4200			16290
S12((6500-10500)	PB-2	9300-34800+4200			16290
S-13 (7450-11500)	PB-2	9300-34800+4600	7	17140*	18460
S-14 (7500-12000)	PB-2	9300-34800+4800	8	18150*	18750
S-15 (8000-13500)	PB-2	9300-34800+5400	9	20280	20280
New scale- (Group A entry) (8000-13500) (JS)	PB-3	15600-39100+5400	10	21000	21000
S-16,(9000)	PB-3	15600-39100+5400			22140
S-17(9000-9550)	PB-3	15600-39100+5400			22140
S-18(10325-10975)	PB-3	15600-39100+6600	11	25350*	25810
S-19 (10000-15200)SS	PB-3	15600-39100+6600			25200
S-20 10650-15850)	PB-3	15600-39100+6600			26410
S-21(12000-16500) (JAG)	PB-3	15600-39100+7600	12	29500*	29920
S-22 (12750-16500)	PB-3	15600-39100+7600			313320
S-23(12000-18000)	PB-3	15600-39100+7600			29920
S-24 (14300-18300) (SG)	PB-4	37400-67000+8700	13	46100	46100
S-25 (15100-18300)	PB-4	37400-67000+8700			48390
S-26 (16400-20000)	PB-4	37400-67000+8900	13 A	49100#	48590
S-27(16400-20900)	PB-4	37400-67000+8900			47400
S-28 (14300-22400)	PB-4	37400-67000+10000	14	53000*	54700
S-29 (18400-22400) (SAG)	PB-4	37400-67000+10000			67000
S-30 (22400-24500) (PHOD)	HAG scale	67000-75000	15	67000	67000
S-31 (22400-26000)	HAG Scale	75500-80000	16	75500	75500
S-32 (24050-26000)	HAG+Scale	75500-80000			77765
S-33 (26000)(fixed)(Secy)	Apex	80000 (Fixed)	17	80000	80000
S-34 (30000)(Cab.Secy)	Cab. Sec.	90000 (Fixed)	18	90000	90000

ANALYSIS OF ARBITRARINESS IN ENTRY PAY IN THE PAY MATRIX TABLE 5 OF 7TH CPC

- In the Table Figures with * mark in col. 5 indicate lower EP than minimum 6th CPC pay.
- Higher EP is shown in bold figures with # mark.
- All existing pay scales (S 30 to S 34) and scales (S 4 to S29) grouped in 4 PBs are compressed into 18 Levels by 7th CPC. The Levels correspond to different GPs as prevalent after 6th CPC. Out of the 18 Levels, 14 Levels pertain to scales in 4 Pay Bands (PB) and Levels 15 to 18 correspond to pay scales S 30 to 34.
- Table shows that for Levels 15 to 18 (HAG & above), the min pay of the existing pay scale is the entry pay (EP). **Same principle should have been followed for all other Levels also.**
- EP in Levels 2, 6, 7, 8, 11, 12 and 14 is less than the minimum pay as per 6th CPC fitment table.
- Lower min. pay at the base level will also affect the pension of those entitled for increments as per Option 1.
- There is a slight improvement in the EP over min pay in Levels 3, 4, 5 and 13 A.
- In the rest of 8 Levels, EP is as per min pay of 6th CPC or very close to it.
- Discrimination & arbitrariness are evident in adopting EP at different Levels in pay matrix resulting in lower pay and pension at certain levels (especially for Levels 2, 6, 7, 8, 11, 12 and 14) proposed by 7th CPC & accepted by the Govt..