

**GOVERNMENT OF INDIA  
FINANCE  
LOK SABHA**

UNSTARRED QUESTION NO:3930  
ANSWERED ON:03.12.2010  
EFFECT OF 6TH CPC IMPLEMENTATION  
Mithlesh Shri

**Will the Minister of FINANCE be pleased to state:**

(a) whether the formula of fixation of pay for the Central Government employees as implemented after the Sixth Pay Central Commission Report (CPC) puts the employees who are promoted in the first six months of the calendar year (especially in the first two to three months) in a disadvantageous position in the matter of drawal of increments as compared to their counterparts who get promotion in the second half of the calendar year;

(b) if so, the details thereof ;

(c) whether any steps are being taken by the Government to formulate new guidelines of pay fixation for the Central Government employees to ensure parity in the process in respect of all employees;

(d) if so, the details thereof; and

(e) if not, the reasons therefor?

**Answer**

MINISTER OF STATE FOR FINANCE (SH. NAMO NARAIN MEENA)

(a) & (b) On promotion from one grade to another, a Government Servant has an option under FR 22(l)(a)(1) to get his pay fixed in the higher post either from the date of his promotion, or from date of his next increment, viz. 1st July of the year. In case the Government Servant opts to get his pay fixed from his date of next increment, then, on the date of promotion, pay in the pay band shall continue unchanged, but the grade pay of the higher post will be granted. Further on the date of his next increment i.e. 1st July his pay will be re-fixed by granting two increments; one annual increment and the second on account of promotion. In case a Government servant opts to get his pay fixed in the higher grade from the date of his promotion, he shall get his first increment in the higher grade on the next 1st July if he was promoted between 2nd July and 1st January. However, if he was promoted between 2nd January and 30th June of a particular year, he shall get his increment on 1st July of next year.

(c) to (e) No, Sir. The pay fixation on promotion is done based on the option exercised by the employee keeping the above provisions in view.