

**GOVERNMENT OF INDIA (BHARAT SARKAR)  
MINISTRY OF RAILWAYS (RAIL MANTRALAYA)  
(RAILWAY BOARD)**

No. 2016/(E)III/1(1)/7

New Delhi, dated: 27.11.2020.

**The GMs/Principal Financial Advisors,  
All Zonal Railways/Production Units (etc),  
(As per mailing list)**

**Sub:- Implementation of Government's decisions on the recommendations of the  
Seventh Central Pay Commission- Revision of pension of pre- 2016  
pensioners/family pensioners etc.**

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A copy of Department of Pension & Pensioners' Welfare (DOP&PW)'s O.M. No.38/02(01)/2020-P&PW(A)(6827) dated 12.11.2020 on the above subject is enclosed for information and guidance. The DOP&PW's O.M. No.38/37/2016-P&PW(A) dated 12.12.2018 mentioned in para 16.0 of the Annexure to O.M. dated 12.11.2020 may be read as O.M. dated 21.12.2018.

2. The Railway Board's instructions corresponding to DOP&PW's instructions referred to in their aforesaid O.M. dated 12.11.2020 are given below:-

Sl.No.	DOP&PW's instructions	Corresponding instructions of Railway Board
1.	38/37/2016-P&PW(A)(ii) dated 04.08.2016	2016/F(E)III/1(1)/7 dated 10.08.2016
2.	38/37/2016-P&PW(A) dated 12.05.2017	2016/F(E)III/1(1)/7 dated 22.05.2017
3.	38/37/2016-P&PW(A) dated 06.07.2017	2016/F(E)III/1(1)/7 dated 11.07.2017
4.	38/33/12-P&PW(A) dated 09.07.2019	2016/F(E)III/1(1)/7 dated 11.07.2019
5.	38/37/2016-P&PW(A)(iii) dated 11.09.2017	2016/F(E)III/1(1)/7 dated 24.10.2017
6.	1/4/2016-P&PW(F) dated 12.10.2017	F(E)III/2008/PN1/20 dated 30.11.2017
7.	4/34/2017-P&PW(D) dated 19.07.2017	PC-V/2016/A/Med/1(FMA) dated 28.07.2017
8.	1/4/2017-P&PW(F) dated 02.08.2017	F(E)III/2009/PN1/6 dated 22.08.2017
9.	1/4/2017-P&PW(F) dated 03.10.2017	F(E)III/2009/PN1/6 dated 08.11.2017
10.	4/34/2002-P&PW(D)Vol.II dated 23.06.2017	F(E)III/2005/PN1/23 dated 13.07.2017
11.	38/49/16-P&PW(A) dated 12.02.2018	2016/F(E)III/1(1)/7 dated 06.03.2018
12.	38/37/2016-P&PW(A) dated 22.06.2020	2016/F(E)III/1(1)/7 dated 02.07.2020
13.	38/37/2016-P&PW(A) dated 18.01.2019	2016/F(E)III/1(1)/7 dated 07.03.2019
14.	38/37/2016-P&PW(A) dated 21.12.2018	2016/F(E)III/1(1)/7 dated 26.02.2019

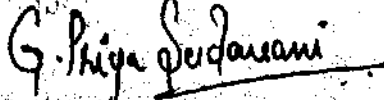
*G. Priya Sudarsani*

**(G.Priya Sudarsani),  
Director, Finance (Estt.),  
Railway Board.**

No. 2016/(E)III/1(1)/7

New Delhi, dated: 27.11.2020.

Copy to:- Deputy Comptroller and Auditor General of India (Railways), Room No.222, Rail Bhavan, New Delhi.

  
For Member Finance/Railways

Copy to:-

1. The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi.
2. The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi.
3. The Members of the National Council, Departmental Council and Secretary Staff Side, National Council, 13-C, Feroz Shah Road, New Delhi.
4. The Secretary General, FROA, Room No. 256-A, Rail Bhawan, New Delhi.
5. The Secretary, RBSS, Group 'A' Officers Association, Rail Bhawan.
6. The Secretary, RBSS, Group 'B' Officers Association.
7. The General Secretary, RBSSSA, Room No. 451-A, Rail Bhawan, New Delhi.
8. The Secretary General, IRPOF, Room No. 268, Rail Bhawan, New Delhi.
9. The Secretary, Railway Board Ministerial Staff Association.
10. The Secretary, Railway Board Class IV staff Association.
11. The Secretary General, All India RPF Association, Room No. 256-D, Rail Bhawan, New Delhi.
12. The Secretary, Railway Board Promotee Officers Association, Room No.341-C, Rail Bhawan.
13. The General Secretary, All India SC/ST Railway Employees Association, Room No. 7, Ground Floor, Rail Bhawan, New Delhi
14. The General Secretary, All India O.B.C. Railway Employee's Federation (AIOBCREF), Room No.48, Rail Bhawan.

  
For Secretary, Railway Board.

No. 2016/(E)III/1(1)/7

New Delhi, dated: 27.11.2020.

Copy to:- EDPG to MR, EDPG to MoS(R), EDPG-II to MoS(R), APS to MoS(R)

PSOs/Sr.PPSs/PPSs/PSs to Chairman & CEO, Railway Board, Member Finance (Railways), Member Operations & Business Development (O&BD), Member Infra, Member Traction and Rolling Stock, Secretary, Railway Board.

DG(RHS), DG(RPF), DG/Pers

All additional Members, Principal Executive Directors, All Executive Directors, IG/RPSF, JS, JS(G), JS(E), JS(E)-II, JS(G)-II/Railway Board.

Copy to Section's Yearly Guard File.

No. 2016/(E)III/1(1)/7

New Delhi, dated: 27.11.2020.

**Copy to :-**

1. The Director General and Ex Officio General Manager, RDSO/Lucknow.
2. The General Manager and FA&CAO, Metro Railway/Kolkata
3. The Director General, National Academy of Indian Railways (NAIR)/ Vadodara
4. The General Manager, Modern Coach Factory, Lala Ganj, Raebareli, U.P.-229120.
5. The Director, IRICEN/Pune, IRIEEN/Nasik Road. IRIMEE/Jamalpur, IRASET/Secunderabad
6. The CMDs, IRCON, IRFC, MRVC, IRC&TC, CONCOR, RITES, KRCL, RVNL. RAILTEL and Managing Director, CRIS, IRWO
7. The Chairman, RCC, Lok Sabha Secretariat/ New Delhi
8. The Chairman, RCT/Delhi
9. The Chairman, RRB/Ajmer, Ahmedabad, Allahabad, Bangalore, Bhopal, Bhubaneswar, Chandigarh, Chennai, Kolkata, Jammu, Gorakhpur, Guwahati, Malda, Mumbai, Muzaffarpur, Patna, Ranchi, Secunderabad and Trivandrum.
10. The Pay & Accounts Officer, Ministry of Railways (Railway Board)
11. The Chief Commissioner of Railway Safety/ Lucknow
12. The Vice Chairman, Rail Land Development Authority, Near Safdarjung Railway Station, Moti Bagh-1, New Delhi - 110 021
13. The CAO, Indian Railway Organisation for Alternate Fuels , 12th floor, Core 1, Scope Minar, District Centre, Laxmi Nagar, Delhi -92.

(Copy to Department of Pension & Pensioners' Welfare(DOP&PW) with respect to their O.M. No. 38/02(01)/2020- P&PW(A) (6827) dated 12.11.2020).

फा .नं. 38/02(01)/2020-P&PW(A) [6827]

भारत सरकार  
कार्मिक, लोक शिक्षण और पेंशन मंत्रालय  
पेंशन और पेंशनभोगी कल्याण विभाग

लोक नायक भवन  
खान मार्केट नई दिल्ली  
दिनांक: 12.11.2020

**कार्यालय जापन**

**विषय:** Implementation of Government's decisions on the recommendations of the Seventh Central Pay Commission - Revision of pension of pre-2016 pensioners/family pensioners etc.

The undersigned is directed to say that, in implementation of the decisions taken by the Government on the recommendations of Seventh Central Pay Commission, various orders/instructions/clarifications have been issued by this Department from time to time for revision of pension/family pension, with effect from 01.01.2016, of all pre-2016 pensioners/ family pensioners. With a view to facilitate easy access and reference to all the orders/instructions issued in this respect, these orders/ instructions have been consolidated and are enclosed as Annexure. The details of the original OMs/orders have been indicated in the consolidated instructions. These original OMs/orders are also available on the website of this Department (<https://pensionersportal.gov.in>).

2. It is requested that these consolidated orders/instructions may be brought to the notice of all concerned for information, guidance and necessary action.

  
(Ruchir Mittal)  
Director(PP)

To,

All Ministries/ Departments of Government of India (as per standard mailing list)

Copy to:

1. Central Pension Accounting Office  
Ministry of Finance:Department of Expenditure  
Trikoote-II, Bhikaji Cama Place, New Delhi - 110 066
2. CMDs of All Pensions Disbursing Banks

## Annexure

**Consolidated orders/instructions issued in implementation of the decisions taken by the Government on the recommendations of Seventh Central Pay Commission, for revision of pension/family pension, with effect from 01.01.2016, of pre-2016 pensioners/ family pensioners**

### **1.0 Applicability**

1.1 These orders /instructions apply to all pensioners/family pensioners who were drawing pension/family pension before 1.1.2016 under the Central Civil Services (Pension) Rules, 1972, Central Civil Services (Extraordinary Pension) Rules and the corresponding rules applicable to Railway pensioners and pensioners of All India Services, including officers of the Indian Civil Service retired from service on or after 1.1.1973. A pensioner/family pensioner who became entitled to pension/family pension with effect from 01.01.2016 consequent on retirement/death of Government servant on 31.12.2015, would also be covered by these orders. (Separate orders have been issued in respect of employees who retired/died on or after 01.01.2016.)

1.2 Separate orders have been issued by the Ministry of Defence in regard to Armed Forces pensioners/family pensioners.

1.3 These orders also do not apply to retired High Court and Supreme Court Judges and other Constitutional/Statutory Authorities whose pension etc. is governed by separate rules/orders.

**(Department of Pension & PW OM No. 38/37/2016-P&PW (A) (ii) dated 4.08.2016)**

### **2.0 Definitions**

In these orders:

(a) 'Existing pensioner' or 'Existing Family pensioner' means a pensioner/family pensioner to whom these orders are applicable in terms of para 1 above.

(b) 'Existing pension' or 'Existing Family Pension' means the basic pension (inclusive of commuted portion, if any) or basic family pension, as had been fixed at the time of implementation of 6<sup>th</sup> CPC recommendations, which an existing pensioner or family pensioner was entitled to.

**3.0 Revision of pension/family pension by multiplying the pre-revised pension/family pension by 2.57**

3.1 For existing pensioners, who have retired before 01.01.2016, the revised pension/family pension with effect from 01.01.2016 shall be determined by multiplying the pension/family pension, as had been fixed at the time of implementation of 6<sup>th</sup> Central Pay Commission (CPC) recommendations, by 2.57. The amount of revised pension/family pension so arrived at shall be rounded off to next higher rupee.

3.2 For this purpose, the existing pension/family pension will be the basic pension/family pension only without the element of additional pension available to the old pensioners/family pensioners of the age of 80 years and above.

3.3 Since the consolidated pension will be inclusive of commuted portion of pension, if any, the commuted portion will be deducted from the said amount while making monthly disbursements.

3.4 Where the revised pension/family pension works out to an amount less than Rs. 9000/-, the same shall be stepped up to Rs. 9000/-. This will be regarded as pension/family pension with effect from 1.1.2016.

3.5 All Pension Disbursing Authorities including Public Sector Banks handling disbursement of pension to the Central Government pensioners are hereby authorised to pay pension/family pension to existing pensioners/family pensioners at the revised rates in terms of the above instructions without any further authorisation from the concerned Accounts Officers/Head of Office etc. Wherever the age of pensioner/ family pensioner is available on the pension payment order, the additional pension/ family pension may also be paid by the pension disbursing authorities immediately without any further authorisation from the concerned Account Officer/ Head of Office, etc.

3.6 A suitable entry regarding the revised pension shall be recorded by the pension Disbursing Authorities in both halves of the Pension Payment Order.

**(Department of Pension & PW OM No. 38/37/2016-P&PW (A) (ii) dated 04.08.2016)**

(Further orders for revision of pension by notional pay fixation method, as in para 4.0 below, have been issued vide OM No. 38/37/2016-P&PW (A) dated 12.05.2017.)

#### **4.0 Revision of pension /family pension by notional pay fixation**

4.1 The 7<sup>th</sup> Central Pay Commission, in its Report, recommended two formulations for revision of pension of pre-2016 pensioners. A Resolution No. 38/37/2016-P&PW

(A) dated 04.08.2016 was issued by this Department indicating the decisions taken by the Government on the various recommendations of the 7<sup>th</sup> CPC on pensionary matters.

4.2 Based on the decisions taken by the Government on the recommendations of the 7<sup>th</sup> CPC, orders for revision of pension of pre-2016 pensioners/family pensioners in accordance with second Formulation were issued vide this Department's OM No. 38/37/2016-P&PW (A) (ii) dated 04.08.2016. It was provided in this O.M. that the revised pension/family pension w.e.f. 1.1.2016 of pre-2016 pensioners/family pensioners shall be determined by multiplying the pension/family pension as had been fixed at the time of implementation of the recommendations of the 6<sup>th</sup> CPC, by 2.57.

4.3 In accordance with the decision mentioned in this Department's Resolution No. 38/37/2016-P&PW (A) dated 04.08.2016 and OM No. 38/37/2016-P&PW(A) (ii) dated 04.08.2016, the feasibility of the first option recommended by 7<sup>th</sup> CPC was examined by a Committee headed by Secretary, Department of Pension & Pensioners' Welfare.

4.4 The aforesaid Committee submitted its Report and the recommendations made by the Committee have been considered by the Government. Accordingly, it has been decided that the revised pension/family pension w.e.f. 01.01.2016 in respect of all Central civil pensioners/family pensioners, including CAPF's, who retired/died prior to 01.01.2016, may be revised by notionally fixing their pay in the pay matrix recommended by the 7<sup>th</sup> CPC in the level corresponding to the pay in the pay scale/pay band and grade pay at which they retired/died. This will be done by notional pay fixation under each intervening Pay Commission based on the Formula for revision of pay. While fixing pay on notional basis, the pay fixation formulae approved by the Government and other relevant instructions on the subject in force at the relevant time shall be strictly followed. 50% of the notional pay as on 01.01.2016 shall be the revised pension and 30% of this notional pay shall be the revised family pension w.e.f. 1.1.2016 as per the first Formulation. In the case of family pensioners who were entitled to family pension at enhanced rate, the revised family pension shall be 50% of the notional pay as on 01.01.2016 and shall be payable till the period up to which family pension at enhanced rate is admissible as per rules. The amount of revised pension/family pension so arrived at shall be rounded off to next higher rupee.

4.5 It has also been decided that higher of the two Formulations i.e. the pension/family pension already revised in accordance with this Department's OM No. 38/37/2016-P&PW(A) (ii) dated 04.08.2016 or the revised pension/family pension as worked out in accordance with above instructions, shall be granted to pre-2016 central civil pensioners as revised pension/family pension w.e.f. 01.01.2016. In cases where pension/family pension being paid w.e.f. 1.1.2016 in accordance with this Department's OM No. 38/37/2016-P&PW(A) (ii) dated 04.08.2016 happens to be more

than pension/family pension as worked out in accordance with the above instructions, the pension/family pension already being paid shall be treated as revised pension/family pension w.c.f. 1.1.2016.

4.6. Instructions were issued vide this Department's OM No. 45/86/97 -P&PW(A) (iii) dated 10.02.1998 for revision of pension/ family pension in respect of Government servants who retired or died before 01.01.1986, by notional fixation of their pay in the scale of pay introduced with effect from 01.01.1986. The notional pay so worked out as on 01.01.1986 was treated as average emoluments/last pay for the purpose of calculation of notional pension/family pension as on 01.01.1986. The notional pension/family pension so arrived at was further revised with effect from 01.01.1996 and was paid in accordance with the instructions issued for revision of pension/family pension of pre-1996 pensioners/family pensioners in implementation of the recommendations of the 5 th Central Pay Commission.

4.7 Accordingly, for the purpose of calculation of notional pay w.c.f. 1.1.2016 of those Government servants who retired or died before 01.01.1986, the pay scale and the notional pay as on 1.1.1986, as arrived at in terms of the instructions issued vide this Department's OM 45/86/97-P&PW(A) dated 10.02.1998, will be treated as the pay scale and the pay of the concerned Government servant as on 1.1.1986. In the case of those Government servants who retired or died on or after 01.01.1986 but before 1.1.2016, the actual pay and the pay scale from which they retired or died would be taken into consideration for the purpose of calculation of the notional pay as on 1.1.2016 in accordance with the above instructions.

4.8 These orders would not be applicable for the purpose of revision of pension of those pensioners who were drawing compulsory retirement pension under Rule 40 of the CCS (Pension) Rules or compassionate allowance under Rule 41 of the CCS (Pension) Rules. The pensioners in these categories would continue to be entitled to revised pension in accordance with the instructions contained in this Department's O.M. No. 38/37/2016-P&PW(A)(ii) dated 4.8.2016.

4.9. A few examples of calculation of pension/family pension in the manner prescribed above are given in Appendix-1

4.10 No arrears on account of revision of Pension/Family pension on notional fixation of pay will be admissible for the period prior to 1.1.2016. The arrears on account of revision of pension/family pension in terms of these orders would be admissible with effect from 01.01.2016. For calculation of arrears becoming due on the revision of pension/ family pension on the basis of this O.M., the arrears of pension and the revised pension/family pension already paid on revision of pension/family pension in accordance with the instructions contained in this Department's OM No. 38/37/2016-P&PW(A) (ii) dated 04.08.2016 shall be adjusted.



4.11 It shall be the responsibility of the Head of Department and Pay and Accounts Office attached to that office from which the Government servant had retired or was working last before his death to revise the pension/ family pension of pre - 2016 pensioners/ family pensioners with effect from 01.01.2016 in accordance with these orders and to issue a revised pension payment authority. The Pension Sanctioning Authority would impress upon the concerned Head of Office for fixation of pay on notional basis at the earliest and issue revised authority at the earliest. The revised authority will be issued under the existing PPO number and would travel to the Pension Disbursing Authority through the same channel through which the original PPO had travelled.

**(Department of Pension & PW OM No. 38/37/2016-P&PW (A) dated 12.05.2017)**

#### **5.0 General Instructions**

5.1 The minimum pension with effect from 01.01.2016 will be Rs. 9000/- per month (excluding the element of additional pension to old pensioners). The upper ceiling on pension/family pension will be 50% and 30% respectively of the highest pay in the Government (The highest pay in the Government is Rs. 2,50,000 with effect from 01.01.2016).

5.2 The pension/family pension as worked out in accordance with provisions of Para 3.0 and 4.0 above shall be treated as 'Basic Pension' with effect from 01.01.2016. The revised pension/family pension includes dearness relief sanctioned from 1.1.2016 and shall qualify for grant of Dearness Relief sanctioned thereafter.

5.3 The existing instructions regarding regulation of dearness relief to employed/re-employed pensioners/family pensioners, as contained in Department of Pension & Pensioners Welfare O.M. No. 45/73/97-P&PW(G) dated 02.07.1999, as amended from time to time, shall continue to apply.

5.4 The pension of the pensioners who are drawing monthly pension from the Government on permanent absorption in public sector undertakings/autonomous bodies will also be revised in accordance with these orders.

5.5 In cases where, on permanent absorption in public sector undertakings/autonomous bodies, the terms of absorption and/or the rules permit grant of family pension under the CCS (Pension) Rules, 1972 or the corresponding rules applicable to Railway employees/members of All India Services, the family pension being drawn by family pensioners will be updated in accordance with these orders.

5.6 Since the consolidated pension will be inclusive of commuted portion of pension, if any, the commuted portion will be deducted from the said amount while making monthly disbursements.

5.7 The quantum of age related pension/family pension available to the old pensioners/ family pensioners shall continue to be as follows:-

<b>Age of pensioner/family pensioner</b>	<b>Additional quantum of pension</b>
From 80 years to less than 85 years	20% of revised basic pension/ family pension
From 85 years to less than 90 years	30% of revised basic pension / family pension
From 90 years to less than 95 years	40% of revised basic pension / family pension
From 95 years to less than 100 years	50% of revised basic pension / family pension
100 years or more	100% of revised basic pension / family pension

The amount of additional pension will be shown distinctly in the pension payment order. For example, in case where a pensioner is more than 80 years of age and his/her revised pension is Rs.10,000 pm, the pension will be shown as (i).Basic pension=Rs.10,000 and (ii) Additional pension = Rs.2,000 pm. The pension on his/her attaining the age of 85 years will be shown as (i).Basic Pension = Rs.10,000 and (ii) additional pension = Rs.3,000 pm. Dearness relief will be admissible on the additional pension available to the old pensioners also.

(Department of Pension & PW OM No. 38/37/2016-P&PW (A)(ii) dated 4.08.2016 and OM No. 38/37/2016-P&PW (A) dated 12.05.2017)

## 6.0 Concordance Tables for revision of pension

6.1 It was provided in Department of Pension & PW's O.M. No. 38/37/2016-P&PW (A) dated 12.05.2017 that the revision of pension will be done by notional pay fixation under each intervening Pay Commission based on the formula for revision of pay. Based on the fitment tables provided by the Department of Expenditure, concordance tables for fixation of notional pay and pension / family pension of employees who retired/died in various grades during the 4th, 5th and 6th Pay Commission periods have been prepared. In the case of those employees who retired/died before 01.01.1986, these concordance tables may be used based on their notional pay as on 01.01.1986, which was fixed in accordance with this Department's OM No. 45/86/97-P&PW(D)(iii) dated 10.02.1998.

6.2 Separate tables have been given in respect of pre-01.01.2016 pensioners who retired in the Group 'D' pay scales corresponding to 5th CPC grade pay of Rs. 1300/-, Rs. 1400/-, Rs. 1600/- and Rs. 1650/- (Table No. 1 to Table No. 4) and for pensioners who retired during 6th CPC period after upgradation to the Grade pay of Rs. 1800/- (Table No. 5 to Table No. 8). The pension/family pension of such pensioners/family pensioners may be revised using the appropriate Table.

6.3 These concordance tables have been prepared to facilitate revision of pension of pre-2016 pensioners/family pensioners by the concerned pension sanctioning authorities. Due care has been taken to prepare these concordance tables based on the fitment tables for fixation of pay from 4th to 5th, 5th to 6th and 6th to 7th Pay Commission. In case of any inconsistency in the concordance tables vis-a-vis the relevant rules/instructions, the notional pay and pension/family pension of pre-2016 pensioners/family pensioners may be fixed in accordance with the rules/instructions applicable for fixation of pay in the intervening Pay Commission periods.

6.4 It is requested that the pension of pre-2016 pensioners / family pensioners may be revised w.e.f. 01.01.2016 in accordance with the instructions contained in this Department's OM of even no dated 12.05.2017 and using the concordance tables enclosed herewith.

**[The concordance tables were circulated vide Department of Pension & PW OM No. 38/37/2016-P&PW (A) dated 06.07.2017. Due to some errors in the tables, modified Tables No. 43 and 44 relating to Level 13 were circulated vide OM No. 38/37/2016-P&PW (A) dated 18.07.2017, modified Tables No. 51 and 52 relating to Level 14 were circulated vide OM No. 38/37/2016-P&PW (A) dated 13.09.2017 and modified Table No. 29 relating to Level 9 was circulated vide OM No. 38/37/2016-P&PW (A) dated 18.06.2020. These OMs/Tables/modified tables are available on the website of this Department (<https://pensionersportal.gov.in>).**

**7.0 Revision of pension w.e.f. 1.1.2006 of Pre-2006 pensioners who retired from the 5th CPC scale of Rs. 6500-10500/- or equivalent pay scale in the earlier Pay Commission periods.**

7.1 Instructions have been issued vide this Department's OM of even number dated 4.1.2019 that for the purpose of revision of pension/family pension w.e.f. 1.1.2006 under para 4.2 of the O.M. dated 1.9.2008, the Grade Pay of Rs. 4600/- may be considered as the corresponding Grade pay in the case of pre-2006 pensioners who retired/died in the 5th CPC scale of Rs. 6500-10500/- or equivalent pay scale in the earlier Pay Commission periods. It was also provided that the

revised pension w.e.f. 1.1.2006 in terms of para 4.2 of OM dated 1.9.2008, for the pre-2006 pensioners who retired from the pay scale of Rs. 6500-10500/- in the 5<sup>th</sup> CPC or equivalent pay scales in the earlier Pay Commissions would be Rs. 8345/-. The entries at serial number 13 in the annexure of this Department's OM No. 38/37/08-P&PW(A) dated 28.1.2013 were also revised accordingly.

7.2 This Department has issued concordance tables for revision of pension, w.e.f. 1.1.2016, of pre-2016 pensioners by notional fixation of pay in the 7<sup>th</sup> CPC vide this Department's OM dated 6.7.2017, Tables No.24 & 25 in these concordance tables indicated the revised pension/family pension based on the corresponding 6<sup>th</sup> CPC grade pay of Rs. 4200/- in respect of pre-2006 pensioners/family pensioners who retired/died in the 5<sup>th</sup> CPC scale of Rs. 6500-10500/- or equivalent pay scale in the earlier Pay Commission periods. Consequent on the decision to consider the Grade Pay of Rs. 4600/- as the corresponding Grade pay in the case of pre-2006 pensioners who retired/died in the 5<sup>th</sup> CPC scale of Rs. 6500-10500/- or equivalent pay scale in the earlier Pay Commission periods and based on the fitment tables provided by Ministry of Finance (Department of Expenditure), Tables No.24 & 25 have been revised. Accordingly, revised concordance Tables No. 24 & 25 are enclosed herewith (Appendix-II).

7.3 All the Ministries/Departments are requested to revise pension/family pension w.e.f. 01.01.2016 in respect of pre-2006 pensioners/family pensioners who retired/died in the 5<sup>th</sup> CPC scale of Rs. 6500-10500/- or equivalent pay scale in the earlier Pay Commission periods using the concordance tables enclosed herewith. The other provisions/instructions for revision of pension of pre-2016 pensioners, as contained in this Department's OM of even number dated 12.5.2017 and 6.7.2017 will remain unchanged.

[Department of Pension & PW OM No. 38/33/12-P&PW (A) dated 9<sup>th</sup> July. 2019]

## **8.0 Revision of pension of pre-2016 retired medical officers.**

8.1 In the case of medical officers, the emoluments reckoned for calculation of pension include Non-practicing Allowance (NPA). The pay of the medical officers is revised in accordance with the specific provision made in the Revised Pay Rules. The manner in which the pay of the medical officers is to be revised w.e.f. 1.1.2016 is prescribed in Rule 7 of the CCS (Revised Pay) Rules, 2016. Accordingly, for the purpose of revision of pension of pre-2016 retired medical officers in accordance with this Department's O.M. dated 12.05.2017, their pay will be notionally revised w.e.f. 1.1.2016 based on the formula for revision of pay as applicable to the medical officers in the 7<sup>th</sup> CPC as well as in the intervening Pay Commissions. NPA at the rate as

applicable as on 01.01.2016 shall be added to such notional pay as on 1.1.2016 to arrive at pension/family pension of retired medical officers w.e.f. 1.1.2016.

8.2 NPA to serving medical officers has been revised @ 20% of basic pay w.e.f. 1.7.2017. Accordingly, the pension/family pension of retired medical officers shall be further revised w.e.f. 1.7.2017 by adding NPA @ 20% to the notional pay as on 1.1.2016, instead of the NPA admissible as on 1.1.2016.

8.3 The revision of pension/family pension of retired medical officers in the above manner will be further subject to the condition that the notional pay as on 1.1.2016 plus NPA does not exceed the average of basic pay of the revised scale applicable to the Apex Level and the level of Cabinet Secretary.

**(Department of Pension & PW OM No. 38/37/16-P&PW(A)(iii) dated 11.9.2017)**

**9.0 Revision of Disability Pension/Family pension under CCS (EOP) Rules of Pre-2016 disability pensioners/ Family Pensioners**

9.1 Orders were issued vide D/o. P&PW's OM No.38/37/2016-P&PW(A)(ii) dated 04.08.2016 for revision of pension/family pension of pre 2016 pensioners/family pensioners, including those drawing pension/family pension under CCS(EOP) Rules. In terms of the aforesaid OM, the revised disability pension/family pension under CCS(EOP) w.e.f. 01.01.2016 was required to be determined by multiplying the disability pension/family pension, as had been fixed at the time of implementation of the 6<sup>th</sup> Central Pay Commission recommendations, by 2.57.

9.2 Subsequently, vide this Department's OM No.38/37/2016-P&PW(A) dated 12 May, 2017, it was decided that the revised pension/family pension w.e.f 01.01.2016 in respect of all Central civil pensioners/family pensioners, including CAPFs who retired /died prior to 01.01.2016 and drawing pension/family pension under CCS (Pension) Rules may be revised by notionally fixing their pay in the pay matrix recommended by 7<sup>th</sup> CPC in the level corresponding to the pay in the pay scale/pay band and grade pay at which they retired/died. This will be done by notional pay fixation under each intervening Pay Commission based on the Formula for revision of pay. While fixing pay on notional basis, the pay fixation formulae approved by the Government and other relevant instructions on the subject in force at the relevant time shall be strictly followed.

9.3 The question of revision of disability pension/family pension under CCS(EOP)Rules by pay fixation method has been considered by the Government. It has been decided that the disability pension/family pension under CCS (EOP) Rules will also be revised by notionally fixing the pay in the pay matrix recommended by the

7th CPC in the aforesaid manner. Accordingly, disability pension/family pension under CCS(EOP) Rules w.c.f. 01.01.2016 will be revised in the following manner:-

I. Family Pension for Categories B & C

(a) Where the deceased Government servant was not holding a pensionable post:

40% of notional pay as on 01.01.2016 subject to a minimum of Rs.11,700/- per month.

(b) Where the deceased Government servant was holding a pensionable post:

60% of notional pay as on 01.01.2016 subject to a minimum of Rs.18,000/- per month.

In case where the widow dies or remarries, the children shall be paid family pension at the rates mentioned at (a) or (b) above, as applicable, and the same rate shall also apply to fatherless/motherless children. In both cases, family pension shall be paid to children for the period during which they would have been eligible for family pension under the CCS (Pension) Rules. Dependent parents/brothers/sisters etc. shall be paid family pension one-half the rate applicable to widows/fatherless or motherless children.

II. Family Pension under Categories D & E

(a) Family pension to the widow shall be equal to the notional pay as on 01.01.2016

(b) If the Government servant is not survived by his widow but is survived by child/children only, all children together shall be eligible for family pension at the rate of 60% of the notional pay as on 01.01.2016 subject to a minimum of Rs. 18,000/-

(c) If the Government servant died as a bachelor or as a widower without children, family pension will be admissible to parents without reference to pecuniary circumstances, at the rate of 75% of the notional pay as on 01.01.2016, if both parents are alive, and at the rate of 60% if only one of them is alive.

III. Disability Pension for Categories B & C

(a) Disability pension would comprise of a service element equal to 50% of the notional pay as on 01.01.2016 plus disability element equal to 30% of the same notional pay, for 100% disability.

(b) For disability less than 100%, disability element shall be reduced proportionately subject to the provisions of Rule 8 of CCS(EOP)Rules and subject to minimum disability pension of Rs. 18,000/- per month.

IV. Disability Pension for category D:

(a) Disability pension would comprise of a service element equal to 50% of the notional pay as on 01.01.2016 and disability element equal in amount to normal family pension

(b) For lower percentage of the disability, the disability pension would be proportionately lower subject to the provisions of Rule 8 of CCS (EOP) Rules and subject to a minimum disability pension of Rs.18,000/- per month.

V. Disability Pension for Cases under Category E

(a) Disability pension would comprise of a service element equal to 50% of the notional pay as on 01.01.2016 and disability element equal to the same notional pay as on 01.01.2016 for 100% disability.

(b) For lower percentage of the disability, the disability element shall be proportionately lower subject to the provisions of Rule 8 of CCS (EOP) Rules.

9.4 It has also been decided that the higher of the two formulations, i.e. the disability pension/family pension under CCS(EOP) Rules already revised in accordance with this Department's OM No.38/37/2008-P&PW(A)(ii) dated 4.8.2016 or revised disability pension/family pension under CCS(EOP)Rules worked out in accordance with above instructions, shall be granted to pre 2016 disability pensioners/family pensioners under CCS(EOP)Rules w.e.f. 01.01.2016. In cases, where disability pension/family pension being paid w.e.f. 01.01.2016 in accordance with this Department's OM No.38/37/2008- P&PW(A)(ii) dated 4.8.2016 happens to be more than the disability pension/family pension as worked out in accordance with above instructions, the disability pension/family pension already being paid shall be treated as revised disability pension/family pension under CCS(EOP)Rules with effect from 01.01.2016.

9.5 The limit of maximum pension and family pension under para 8 of Department of Pension and Pensioners' Welfare OM dated 12.05.2017 would not be applicable for disability pension under CCS(EOP)Rules.

9.6 All other terms and conditions of OM No.38/37/2016-P&PW(A) dated 12th May 2017, in so far as they are relevant in the case of disability pension and family pension

under CCS(EOP)Rules would also be applicable for revision of disability pension and family pension under CCS(EOP) Rules with effect from 01.01.2016.

9.7 These orders shall apply to all pensioners/family pensioners who were drawing disability pension/family pension before 1.1.2016 under the CCS (EOP) Rules or the corresponding rules applicable to Railway pensioners and pensioners of All India Services and will also be applicable to those pensioners/family pensioners who were granted disability pension/family pension in terms of this Department's OM No. 38/41/06/-P&PW(A) dated 05.05.2009 on death/disability of Government Servant covered by the National Pension System.

**(Department of Pension & PW OM No.1/4/2016-P&PW (F) dated 12.10.2017)**

**10.0 Enhancement of Fixed Medical Allowance (FMA) to the Central Government Pensioners residing in areas not covered under CGHS.**

10.1 At present Fixed Medical Allowance (FMA) is granted to the Central Government pensioners/family pensioners residing in areas not covered under Central Government Health Scheme administered by the Ministry of Health & Family Welfare and corresponding health schemes administered by other Ministries/Departments for their retired employees for meeting expenditure on their day-to-day medical expenses that do not require hospitalization. Orders were issued vide this Department's O.M. No. 4/25/2008-P&PW(D) dated 19-11-2014 for enhancement of the amount of Fixed Medical Allowance from Rs. 300/- to Rs. 500/- per month w.e.f. 19.11.2014

10.2 Consequent upon the decision taken by the Government on the recommendations of the 7th Central Pay Commission on Allowances (with modifications), sanction of the President is hereby conveyed for enhancement of the amount of Fixed Medical Allowance from Rs.500/- to Rs.1000/- per month. The other conditions for grant of Fixed Medical Allowance shall continue to be as contained in this Department's OMs No. 45/57/97-P&PW(C) dated 19.12.1997, 24.8.1998, 30.12.1998, 18.8.1999 and OM No. 4/25/2008-P&PW(D) dated 19.11.2014

10.3 These orders will take effect from 01.07.2017.

**(Department of Pension & PW OM No. No.4/34/2017-P&PW(D) Dated the 19th July, 2017 )**

**11.0 Enhancement of Constant Attendant Allowance.**

11.1 At present Constant Attendant Allowance (CAA) is Granted to pensioners who retired on disability pension under the CCS(Extraordinary Pension) Rules 1939, with



100% disability (where the individual is completely dependent on somebody else for day-to-day function). The Constant Attendant Allowance is paid in addition to the disability pension. The present rate of Constant Attendant Allowance admissible is Rs.4500/- per month.

11.2 Consequent upon the decision taken by the Government on the recommendations of the 7th Central Pay Commission on Allowances, Government has accepted the recommendation of 7th Central Pay Commission to increase the Constant Attendant Allowance by a factor 1.5, i.e. to Rs.6750/- per month. Accordingly, sanction of the President is hereby conveyed for enhancement of the amount of Constant Attendant Allowance from the existing Rs.4500/- to Rs.6750/- per month.

11.3 These orders will take effect from 01.07.2017.

11.4 The rate of Constant Attendant Allowance payable to civilian pensioners shall be increased by 25% every time the dearness allowance on the revised pay in the pay matrix increases by 50%.

**(Department of Pension & FW OM No. 1/4/2017--P&FW (F) Dated the 2nd August, 2017 and 3rd October, 2017)**

**12.0 Applicability to pensioners who had earlier drawn one time lump sum terminal benefits on absorption in public sector undertakings, etc**

12.1 Those pensioners who had earlier drawn one time lump sum terminal benefits on absorption in public sector undertakings, etc. and whose full pension has been restored in accordance with this Department's O.M. No. 4/34/2002-P&PW(D) (Vol. II) dated 23.06.2017, shall also be eligible for revision of pension w.e.f. 1.1.2016 in accordance with these instructions.

**(Department of Pension & PW O.M. No. 4/34/2002-P&PW(D) (Vol. II) dated 23.06.2017)**

**13.0 Revision of provisional pension sanctioned under Rule 69 of the CCS (Pension) Rules, 1972**

13.1 Instructions were issued vide this Department's OM of even number dated 30.11.2016 for extending the benefit of OM dated 4.8.2016 to the following categories of pensioners drawing provisional pension under Rule-69 of the CCS (Pension) Rules, 1972:

(i) Retired before 1.1.2016 and sanctioned provisional pension under Rule-69 of the CCS (Pension) Rules on account of departmental/judicial proceedings or suspension.

(ii) Suspended before 1.1.2016 and sanctioned provisional pension, based on their pre-revised pay under Rule-69 of the CCS (Pension) Rules on retirement on or after 1.1.2016.

13.2 It has now been decided that provisional pension sanctioned in the above cases may be revised w.e.f. 1.1.2016 in accordance with the instructions contained in this Department's OM No.38/37/2016-P&PW(A) dated 12th May, 2017. Higher of the two formulations i.e. OM dated 4.8.2016 or OM dated 12.5.2017 would be the revised provisional pension w.e.f. 1.1.2016 in such cases.

**(Department of Pension & PW OM No. 38/49/16 - P&PW (A) Dated the 12th February, 2018)**

14.0 Regulation of pension and other retirement benefits of Government servants who were on Extraordinary leave/ unauthorized absence/suspension as on 1.1.2016 and retired/ died thereafter without joining duty.

14.1 In accordance with Rule 33 of the CCS (Pension) Rules, for calculation of pension, the expression 'emoluments' means basic pay as defined in Rule 9(21) (a) (i) of the Fundamental Rules which a Government servant was receiving immediately before his retirement or on the date of his death. In accordance with Note 3 under this rule, if a Government servant immediately before his retirement or death while in service had been absent from duty on extraordinary leave or had been under suspension, the period whereof does not count as service, the emoluments which he drew immediately before proceeding on such leave or being placed under suspension shall be the emoluments for the purpose of this rule.

14.2 Doubts have been raised in regard to the manner in which the pension and other retirement benefits of Government servants, who were on extraordinary leave/unauthorized absence/ suspension as on 1.1.2016 and retired/ died thereafter without joining duty, would be regulated. The matter has been examined in consultation with the Ministry of Finance (Department of Expenditure) and the following clarifications are issued:

Category of Government servant	Manner in which pension and other pensionary benefits are to be regulated
--------------------------------	---------------------------------------------------------------------------

<p>Government servant, who was on extraordinary leave/ unauthorized absence the period whereof does not count as qualifying service as on 1.1.2016 and retired/died thereafter without joining duty</p>	<p>In accordance with Rule 33 of CCS(Pension) Rules, 1972, the basic pay which he draw immediately before proceedings on such leave shall be the emoluments for the purpose of pension. The pension/family pension, thus calculated will be revised in the accordance with the instructions contained in the Department's O.M. No. 38/37/16-P&amp;PW(A) dated 12.05.2017 read with O.M. No. 38/37/16-P&amp;PW(A)(ii) dated 04.08.2016 and will be paid to the pensioner/family pensioner from the date it becomes due. For the purpose of gratuity, the emoluments shall also include Dearness Allowance ( as per 6th CPC) admissible on the date of retirement/death of the Government servant.</p>
<p>Government servant, who was on extraordinary leave the period whereof counts as qualifying service as on 1.1.2016 and retired/ died thereafter without joining duty</p>	<p>The pay of such a Government servant will be notionally revised w.c.f. 1.1.2016 and this notionally revised basic pay will be reckoned as emoluments for the purpose of pension.</p> <p>For the purpose of gratuity, the emoluments shall also include Dearness Allowance ( as per 7th CPC) admissible on the date of retirement/ death of the Government servant. His pension/family pension, commutation of pension and gratuity will be regulated in accordance with the instructions contained in this Department's O.M. No. 38/37/16-P&amp;PW(A) dated 12.05.2017 read with O.M. No. 38/37/16-P&amp;PW(A)(i) dated 04.08.2016 and will be paid to the pensioner/family pensioner from the date it becomes due.</p>
<p>Government servant, who was under suspension as on 1.1.2016 and retired thereafter without joining duty.</p>	<p>Such a Government servant, on retirement, is entitled to only provisional pension. The emoluments which he drew immediately before suspension shall be the emoluments for the purpose of provisional pension. This provisional pension will be revised in accordance with Department's O.M. No. 38/49/ 16-P&amp;PW(A) dated 12.02.2018. The provisional pension will be reviewed / regularized on conclusion of the departmental/judicial proceedings and issue of final orders thereon</p>

(Department of Pension & PW OM No. 38/37/2016-P&PW (A) dated 22.06.2020)

**15.0 Non-applicability of bunching of stages in the revised pay structure for revision of pension of pre-2016 pensioners by notional fixation of pay**

15.1 Representations/references have been received in this Department seeking clarification on the applicability of the OM No. 1-6/2016-IC dated 3.8.2017 of Department of Expenditure regarding bunching of stages in the revised pay structure under Central Civil Services (Revised Pay) Rules, 2016 for the purpose of notional pay fixation and revision of pension of pre-2016 pensioners and family pensioners w.e.f. 1.1.2016.

15.2 The matter has been examined in consultation with the Ministry of Finance (Department of Expenditure). It is clarified that the issue of bunching has not been provided for in the CCS (Revised Pay) Rules, 2016. The issue of bunching has been provided for in terms of orders of that Department dated 3.8.2017 as a post-pay fixation principle in respect of serving employees. Thus, the issue of bunching is not applicable in case of pensioners who retired before 1.1.2016.

**(Department of Pension & PW OM No. 38/37/2016-P&PW (A) dated 18.1.2019)**

**16.0 Non-applicability of provisions of Department of Expenditure's OM 1-6/2016-IC dated 7.9.2016 regarding grant of benefit of additional increment for the purpose of notional pay fixation and revision of pension**

16.1 References/representations have been received in this Department seeking clarification on the applicability of the OM dated 7.9.2016 for the purpose of notional pay fixation and revision of pension of pre-2016 pensioners and family pensioners w.e.f. 1.1.2016. The matter has been examined in consultation with the Ministry of Finance (Department of Expenditure). It is clarified that the benefit of additional increment has been granted to those officers who were serving as on 1.1.2016. Those who retired/died before 1.1.2016 are, therefore, not eligible for increment after retirement for the purpose of pension.

**(Department of Pension & PW OM No. 38/37/2016-P&PW (A) dated 12.12.2018)**

## EXAMPLES

(Reference Para 16 of OM No.38/37/2016-P&PW(A) dated 12<sup>th</sup> May, 2017.)

S. No	Description	1 <sup>st</sup> case	2 <sup>nd</sup> Case	3 <sup>rd</sup> Case	4 <sup>th</sup> Case
1.	Date of Retirement	31.12.1984	31.01.1989	30.06.1999	31.05.2015
2.	Scale of Pay (or Pay Band & G.P.) at the time of retirement <b>OR</b> Notional pay scale as on 1.1.1986 for those retired before 1.1.1986	975-1660 (4 <sup>th</sup> CPC Scale)	3000-4500 (4 <sup>th</sup> CPC Scale)	4000-6000 (5 <sup>th</sup> CPC Scale)	67000-79000 (6 <sup>th</sup> CPC Scale)
3.	Pay on retirement <b>OR</b> Notional pay as on 1.1.1986 for those retired before 1.1.1986	1210	4000	4800	79000
4.	Pension as on 01.01.2016 before revision	4191	12600	5424	39500
5.	Family pension as on 01.01.2016 before revision	3500	7560	3500	23700
6.	Family pension at enhanced rate as on 01.01.2016 before revision (if applicable)	NA	N.A.	NA	39500
7.	Revised pension by multiplying pre-revised pension by 2.57	10771	32382	13940	101515
8.	Revised family pension by multiplying pre-revised family pension by 2.57	9000	19430	9000	60909

9.	Revised family pension at enhanced rate by multiplying pre-revised enhanced family pension by 2.57	NA	NA	N.A.	101515
10.	Pay fixed on notional basis on 1.1.1996	3710 (3200-4900)	11300 (10000-15200)	N.A.	NA
11.	Pay fixed on notional basis on 1.1.2006	8910 (PB-1, GP-2000)	27620 (PB-3, GP-6600)	11330 (PB-1, GP-2400)	NA
12.	Pay fixed on notional basis on 1.1.2016	23100 (Level-3)	71800 (Level-11)	29600 (Level-4)	205100 (Level-15)
13.	Revised pension w.o.f. 1.1.2016 as per first formulation.	11550	35900	14800	102550
14.	Revised family pension w.e.f. 1.1.2016 as per first formulation.	9000	21540	9000	61530
15.	Revised family pension at enhanced rate w.e.f. 1.1.2016 as per first formulation.	NA	N.A.	N.A.	102550
16.	Revised pension payable (Higher of S.No. 7 and 13)	11550	35900	14800	102550
17.	Revised family pension payable (Higher of S.No. 8 and 14)	9000	21540	9000	61530
18.	Revised family pension at enhanced rate payable (Higher of S.No. 9 and 15)	NA	N.A.	N.A.	102550

Table No.25 (Revised)

Scale of pay/Pay in the Pay Band & Grade Pay at the time of retirement

From 01.01.1986 to 31.12.1995	2000-60-2300-75 3200-100-3500
From 01.01.1996 to 31.12.2005	6500-200-10500
From 01.01.2006 to 31.12.2015	9300 34800 GP 4600
Corresponding level w.e.f. 1.1.2016	Level 7 (44900 142400)

Basic Pay From 01.01.1986 to 31.12.1995	Basic Pay From 01.01.1996 to 31.12.2005	Basic Pay from 01.01.2006 to 31.12.2015	Pay range for pensioners retired during 1.1.2006 to 31.12.2015		National Pay as on 01.01.2016	Revised Pension /Enhanced Family pension (if applicable) w.e.f. 1.1.2016	Revised Family pension w.e.f. 1.1.2016
			Minimum	Maximum			
2000	6500	16690		17470	44900	22450	13470
2060	6500	16690		17470	44900	22450	13470
2120	6500	16690		17470	44900	22450	13470
2180	6700	17070		17470	44900	22450	13470
2240	6900	17440		17470	44900	22450	13470
2300	7100	17810	17480	17970	44900	22450	13470
2375	7300	18180	17980	18520	46200	23100	13880
2450	7500	18550	18530	19060	47600	23900	14390
2525	7700	18930	18530	19060	49000	24500	14700
2600	7900	19300	19070	19640	49000	24500	14700
2675	8100	19670	19650	20230	50600	25250	15150
2750	8300	20040	19650	20230	52000	26000	15600
	8400	20410	20240	20850	52000	26000	15600
2825	8700	20790	20240	20850	53600	26800	16080
2900	8900	21160	20860	21470	53600	26800	16080
2975	9100	21530	21480	22140	55200	27500	16560
3050	9300	21900	21480	22140	56900	28150	17070
3125	9500	22270	22150	22810	56900	28150	17070
3200	9700	22650	22150	22810	58600	29100	17580
	9900	23020	22810	23500	58600	29100	17580
3300	10100	23390	22810	23500	60400	30000	18120
3400	10300	23760	23510	24200	60400	30700	18120
3500	10500	24130	23510	24200	62200	31100	18660
3600	10500	24130	23510	24200	62200	31100	18660
3700	10500	24130	23510	24200	62200	31100	18660
3800	10500	24130	23510	24200	62200	31100	18660
	10700	24510	24210	24940	64100	32040	19230
	10900	24880	24210	24940	64100	32040	19230
	11100	25250	24950	25680	66000	33010	19800
			25680	26450	66000	33010	19800
			26460	27230	70000	35000	21000
			27240	28050	72100	36090	21690
			28080	28910	74300	37150	22390
			28920	29780	76500	38250	22950
			29770	30660	78800	39400	23640
			30670	31590	81200	40600	24360
			31600	32520	83600	41800	25080
			32530	33500	86100	43050	25830
			33510	34510	88700	44350	26610
			34520	35560	91400	45700	27420
			35570	36610	94100	47050	28230
			36620	37700	96900	48450	29070
			37710	38830	99800	49900	29940
			38840	40000	102800	51400	30840
			40010	41200	105900	52950	31770
			41210	42450	109100	54550	32730
			42460	43730	112400	56200	33720
			43740	45050	115800	57900	34740
			45060	46420	119300	59650	35790
			46430	47820	122900	61450	36870
			47830	49260	126600	63300	37980
			49270	50730	130400	65200	39120
			50740	52250	134300	67150	40290
			52260	53810	138300	69150	41490
			53820	55400	142400	71200	42720

Table No.24 (Revised)

Scale of pay/Pay in the Pay Band & Grade Pay at the time of retirement

From 01.01.1986 to 31.12.1995	2000-60-2300-75-3700
From 01.01.1996 to 31.12.2005	6500-200-10400
From 01.01.2006 to 31.12.2015	9300-34800 GP 4800
Corresponding level w.e.f. 1.1.2016	Level-7 (4490-142400)

Basic Pay From 01.01.1986 to 31.12.1995	Basic Pay From 01.01.1996 to 31.12.2005	Basic Pay From 01.01.2006 to 31.12.2015	Pay range for		Notional Pay as on 01.01.2016	Revised Pension /Enhanced family pension (if applicable) w.e.f. 1.1.2016	Revised Family pension w.e.f. 1.1.2016
			Minimum	Maximum			
2000	6500	16690		17470	44900	22450	13470
2060	6500	16690		17470	44900	22450	13470
2120	6500	16690		17470	44900	22450	13470
2180	6700	17070		17470	44900	22450	13470
2240	6900	17440		17470	44900	22450	13470
2300	7100	17810	17480	17970	46700	23100	13860
2375	7300	18180	17980	18520	47600	23800	14280
2450	7500	18550	18530	19060	49000	24500	14700
2525	7700	18930	18530	19060	49000	24500	14700
2600	7900	19300	19070	19640	50500	25250	15150
2675	8100	19670	19650	20230	52000	26000	15600
2750	8300	20040	19650	20730	52000	26000	15600
	8500	20410	20240	20850	53600	26800	16080
2825	8700	20790	20740	20850	53600	26800	16080
2900	8900	21180	20860	21470	55200	27600	16560
2975	9100	21530	21480	22140	56900	28450	17070
3050	9300	21900	21480	22140	56900	28450	17070
3125	9500	22270	22150	22800	58600	29300	17580
3200	9700	22650	22150	22800	58600	29300	17580
3275	9900	23020	22810	23500	60400	30200	18120
3350	10100	23390	22810	23500	60400	30200	18120
	10300	23760	23510	24200	62200	31100	18660
3425	10500	24130	23510	24200	62200	31100	18660
	10700	24510	24210	24940	64100	32050	19230
	10900	24880	24210	24940	64100	32050	19230
	11100	25250	24950	25680	66000	33000	19800
			25690	26450	68000	34000	20400
			26460	27230	70000	35000	21000
			27240	28050	72100	36050	21630
			28060	28910	74300	37150	22290
			28920	29760	76500	38250	22950
			29770	30660	78800	39400	23640
			30670	31580	81200	40600	24360
			31600	32520	83600	41800	25080
			32530	33500	86100	43050	25830
			33510	34510	88700	44350	26610
			34520	35560	91400	45700	27420
			35570	36610	94100	47050	28230
			36620	37700	96900	48450	29070
			37710	38830	99800	49900	29940
			38840	40000	102800	51400	30840
			40010	41200	105900	52950	31770
			41210	42450	109100	54550	32730
			42480	43730	112400	56200	33720
			43740	45050	115800	57900	34740
			45060	46420	119300	59650	35790
			46430	47820	122900	61450	36870
			47830	49260	126600	63300	37980
			49270	50730	130400	65200	39120
			50740	52250	134300	67150	40290
			52260	53810	138300	69150	41490
			53870	55400	142400	71200	42720