

SUPPLEMENT

**TO 8TH EDITION OF COMPENDIUM ON
PENSION, CGHS AND MEDICAL
FACILITIES FOR CENTRAL GOVT.
AND BSNL PENSIONERS**



Contents:

**Gazette Notification on VII CPC and related Govt. orders.
Methods of Revised Pension and arrears calculation.**



**Karnataka Posts & Telecommunications
Pensioners' Association (R)**

61/1, 1st Main, Telecom Layout, Bengaluru-560 064.

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SUPPLEMENT

TO
8TH EDITION OF COMPENDIUM
ON
PENSION CGHS AND MEDICAL FACILITIES FOR CENTRAL
GOVERNMENT AND BSNL PENSIONERS



Published by:



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Pensioner's Association (R)
No.61/1, 1st Main, Telecom Layout, Bengaluru-560064

“SUPPLEMENT” TO 8TH EDITION OF COMPENDIUM ON PENSION, CGHS AND MEDICAL FACILITIES FOR CENTRAL GOVERNMENT AND BSNL PENSIONERS -containing Orders on implementation of 7th CPC recommendations. Pay Matrix, Modifications to Pension Rules and Revision of pension of pre 2016 pensioners with illustrations on revision of pension & Ready Reckoner for fixation of notional pay for computation of pension with pay fitment tables–IV CPC to VII CPC by Karnataka Posts and Telecommunications Pensioners’ Association (R) , Bengaluru.

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Organization profile of KARNATAKA POSTS AND TELECOMMUNICATIONS PENSIONERS' ASSOCIATION (R) BANGALORE

A few retirees of the Railway Mail Service (RMS) wing of the P&T Department were meeting regularly in a 'Get-together' of informal nature on every New Year Day, i.e., on the first day of January from 1986. A decision was taken in the 'Get-together' in 1994 to form formally the 'RMS Pensioners' Association, Karnataka State'. The name of the association was changed to Karnataka Posts and Telecommunications Pensioners' Association in 1996. Apart from retirees of the P&T Department, including BSNL pensioners, the Association also enrolls retirees of other Central Govt. Departments as associate members.

The Association has brought out a Compendium on Pension, CGHS and Medical Facilities for Central Government and BSNL Pensioners. The publication has so far seen eight editions.

Another popular publication of the Association is its monthly journal titled *Pensioners' Champion*. Every issue relating to Central pensioners finds a place in it, like government orders on pension, CGHS, Income Tax, reports on SCOVA meeting etc. Besides, information about other Central government pensioners like BSNL is also made available.

The Association has its own website www.kptpa.org. It has been maintained for the last 5 years now.

The Association has constructed a two storied building in Telecom Layout, off BIAL (New Airport) Road, Bengaluru which has been named "Pensioners' Bhavan"; Telecom Layout is 3 k.m. off Bengaluru International Air Port Road with excellent road connectivity.

The Association has been allotted a site, measuring 1335 Sq ft, in front of the existing "Pensioners' Bhavan", and it is proposed to construct an annex in the new site.

The Association prepared a memorandum on pension matters and submitted the same to V CPC on 12.7.1994. The draft of the "Common Memorandum of

Pensioners" submitted to the VI CPC was initially prepared by KP&TP! on behalf of the Coordination Committee of Central Government Pensioners' Associations (CCCGPA), Karnataka." The Association as an affiliate of CCCGPA, had the unique privilege of getting the facility of oral hearing by VI CPC during their visit to Bangalore on 8.5.2007 and the VII CPC on 24-08-2014. The Association was nominated by the President of India as one of the fifteen non-official members of the Standing Committee of Voluntary Agencies (SCOVA), attached to the Dept. of P&PW, for a period of three years from 2005 to 2008. The Association has so far been included in the reconstituted SCOVA as one of the members of the "Rotating Group" for consecutive two-year terms 2013-15 and 2015-17;The !ssociation is one of the Pensioners' !ssociations identified by the Department of Pension & Pensioners' Welfare under "Pensioners' Portal" - a mission mode project under National e-Governance Plan (NeGP). The Association receives Rs.75,000/- as Grant-in- Aid per annum.

The Association is one of the biggest Pensioner's Associations in the State of Karnataka with a Membership of more than 2,500.

PREFACE

This "Supplement" is being published as part of the 8th edition of "Compendium on Pension, CGHS and Medical facilities for Central Government and BSNL Pensioners", published by KP&TPA in June 2013 with contents including modifications to Pension Rules and revision of pension of Pre-2006 pensioners in terms of orders issued by the Govt. in connection with implementation of the recommendations of VI CPC. After issuance of the Orders by the Department of Pension and Pensioners' welfare on 4-8-2016 and 12-5-2017 in connection with the implementation of the recommendation of VII Central Pay Commission, it is felt that the 8th edition of the Compendium will serve its purpose only if it contains Government's resolution on acceptance of the recommendations of VII CPC and the relevant orders issued thereon with illustrations by KP&TPA on notional pay fixation and computation of revised pension in terms of the OMs dated 4-8-2016 and 12-5-2017. The information furnished below will give an idea of the implication of the two orders.

A) Calculation of revised basic pension as on 1-1-2016 under VII CPC in terms of OM dated 4-8-2016 of DoP&PW (Option-2)

The above cited OM was issued in implementation of the 2nd formulation for revision of pension recommended by the VII CPC in para 10.5.67 of its report. In accordance with this formulation (option-2), the pension, as had been fixed at the time of implementation of the VI CPC recommendations, shall be multiplied by 2.57 to arrive at an alternate value for the revised pension.

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 existing pension/family pension, as on 31-12-2015 by 2.57. The amount of revised pension/family pension so arrived at shall be rounded off to next higher rupee.

Illustration: Case-A

Date of retirement: 31-10-1989 (IV CPC)

Pay Scale: Rs. Rs.3000-100-3500-125-4500 (S-19)

Last pay drawn : Rs.4,000

Existing pension under VI CPC Rs. 12,689

Revision as per OM dated 4-8-2016

12689 multiplied by 2.57 = 32,611(VII CPC)

Illustration: Case-B

Date of retirement: 1-8-2003 (V CPC)

Pay Scale: Rs. Rs.4500-125-7000 (S-8)

Last pay drawn : Rs.5,500

Existing pension under VI CPC Rs. 5,585

Revision as per OM dated 4-8-2016

5585 multiplied by 2.57 = 14,354 (VII CPC)

Illustration: Case-C

Date of retirement: 30-6-2015 (VI CPC)

Pay band: PB-2 Rs. 9,300-34,800 + grade pay Rs. 4200

Last pay drawn: Pay in pay band Rs.15970 + grade Pay Rs. 4200 basic pay :20,170

Existing pension under VI CPC: Rs. 10085

Revision as per OM dated 4-8-2016

10085 multiplied by 2.57 = 25,919 (VII CPC)

B) Calculation of revised basic pension as on 1-1-2016 under VII CPC in terms of OM dated 12 -5-2017 of DoP&PW. (Option-1)

The above cited OM was issued in connection with implementation of the report of the Committee constituted to examine the feasibility of implementation of the first option recommended by VII CPC in its report vide para 10.5.67. The report of the Committee headed by the Secretary, Department of Pension & Pensioners' Welfare, was accepted by the Govt. and, as per the provisions of OM dated 12-5-2017, the revised pension/family pension w.e.f. 01.01.2016 in respect of all Central civil pensioners/family pensioners, who retired/died prior to 01.01.2016, shall be revised by notionally fixing their pay in the pay matrix recommended by the VII 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.

Illustration: Case-A - Retirement under 4th CPC Pay Scale

1	Date of Retirement	31-10-1989
2	Pay scale from which retired	Rs.3000-100-3500-125-4500 4 th CPC Pay Scale
3	Last pay drawn	Rs. 4000 (4th CPC)
4	Corresponding pay scale under V CPC	Rs.10000-325-15200 (Grade S-19)
5	Notional pay fixation under V CPC as per CCS (Revised Pay) Rules 1997	Last pay drawn in IV CPC sale : Rs.4000: Corresponding stage in V CPC pay scale as per fitment table:Rs.11,300
6	Notional pay fixation under VI CPC as per pay fitment table annexed to MoF, DoE,OM dated 30-8-2008, applicable to serving employees- CCS (RP)Rules 2008	Notional Pay under V CPC: 11,300 Corresponding pay under VI CPC PB-3: Rs.15600- 39100 + Grade pay Rs.6600 Notional Pay : Rs.27,620 (Pay in pay band 21020 + grade pay Rs.6600)
7	Notional pay fixation under VII CPC as per pay fitment formula for serving employees indicated in paras 5.1.28 & 5.1.29 of VII CPC report/CCS(Revised Pay)Rules 2016	VI CPC notional pay multiplied by 2.57 $27620 \times 2.57 = 70983$
8	The figure closest to the figure in column 7 in the Level -11 assigned to the grade pay of Rs.6600 in PB-3 in VII CPC pay matrix	Rs. 71,800 (Notional Pay for calculation of pension on 1-1-2016)
9	Pension at 50 % of the notional pay in Col-8	Rs. 35,900
Family Pension at 30 % of the Notional Pay of Rs.71,800 = Rs.21,540		

Illustration: Case-B : Retirement under 5th CPC Pay Scale

1	Date of Retirement	1-8-2003
2	Pay scale from which retired	Rs. 4,500-125-7,000 (grade S-8)
3	Last pay drawn	Rs. 5,500 (5th CPC)
4	Corresponding pay band under VI CPC	PB-2 : Rs.9,300-34,800 + Grade pay Rs. 2,800
5	Notional pay fixation under VI CPC as per pay fitment table annexed to MoF, DoE, OM dated 30-8-2008, applicable to serving employees - CCS(RP)Rules 2008	Pay drawn under V CPC: 5,500 Corresponding pay under VI CPC Pay in pay band:10230 + grade pay Rs.2800 Notional Pay : Rs.13,030
6	Notional pay fixation under VII CPC as per pay fitment formula for serving employees indicated in paras 5.1.28 & 5.1.29 of VII CPC report	VI CPC notional pay multiplied by 2.57 $13030 \times 2.57 = 33,487$
7	The figure closest to the figure in column 6 in Level 5 assigned to the grade pay of Rs.2,800 in PB-1 in VII CPC pay matrix	Rs. 33,900 (Notional Pay for calculation of pension on 1-1-2016)
8	Pension at 50 % of the notional pay in Col-7	Rs. 16,950
		Family pension at 30 % of Rs.33900 = Rs.10,170

Illustration: Case- C : Retirement under 6th CPC Pay Scale

1	Date of Retirement	30-6-2015
2	Pay scale / pay band from which retired	PB-2 : Rs.9300-34800+ grade pay Rs. 4200
3	Last pay drawn	Rs. 20,170 (pay in PB: Rs.15970 + grade pay Rs. 4,200)
4	Notional pay fixation under VII CPC as per pay fitment formula for serving employees indicated in paras 5.1.28 & 5.1.29 of VII CPC report	VI CPC notional pay multiplied by 2.57 20170 X 2.57 = 51837
5	The figure closest to the figure in column 4 in Level 6 assigned to the grade pay of Rs.4200 in PB-2 in VII CPC pay matrix	Rs. 52,000 (Notional Pay for calculation of pension on 1-1-2016)
6	Pension at 50 % of the notional pay in Col-5	Rs. 26000
Family Pension at 30 % of the Notional Pay of Rs. 52000 = Rs.15,600		

Note: 1) Ready Reckoner for fixation of notional pay in VII CPC Pay Matrix in respect of all the 34 pay scales from IV CPC to VII CPC is provided in this Supplement.

2) Ready Reckoner indicates the revised pay admissible in the corresponding pay scales introduced in subsequent Pay Commissions. Notional pay in 7th CPC indicated in the table is the pay corresponding to the stage at which the last pay was drawn in the pay scale from which the pensioner had retired.

(a) In respect of pensioners retiring in 4th & 5th pay scales, notional pay under 7th CPC is indicated in Col.4 of the tables

(b) In respect of 6th CPC retirees, notional pay is indicated in Col.6

Important

3) Ready Reckoner does not show the notional pay admissible in the pay scales of the posts which were upgraded in terms of the recommendations of the successive pay commissions.

C) Periods of retirement

4th CPC Retirees :- Retirements between 1-1-1986 & 31-12-1995

5th CPC Retirees :- Retirements between 1-1-1996 & 31-12-2005

6th CPC Retirees :- Retirements between 1-1-2006 & 31-12-2015

D) Age –Related additional Pension

Shall be calculated at the prescribed rates on the revised pension computed in terms of OM dated 12-5-2017 (prescribed rates – page 27)

This Supplement is intended to serve as a guide only. We do not claim that information published in it is completely accurate, though all attempts have been made by us to ensure its accuracy. Readers may consult the official circulars/ publications of the concerned departments before taking any action – legal or any other type - in pursuance of what is furnished in this book. Information on detection of any error, suggestion on rectification of any error and improvement of the publication will be most welcome and gratefully acknowledged. I would like to keep on record the guidance given to me by N Bhaskaran & Sri B. Sadashiva Rao, Advisors to the Association and help rendered to me by the Executive Committee Members of the Association and Sri N R Anantha, Member in “proof correction”.

I convey my special thanks to Sri D V Padubidri, Retd. Dy CCA, DoT and Smt. K. Malathi Bai, Well-wisher, for their assistance in bringing out this publication. The Association acknowledges with thanks the services rendered by Smt. S. Rama and Sri H.S. Achyuta of Omkar-Hi-Prints in printing this book on priority.

K.B. Krishna Rao
Secretary, Karnataka P&T
Pensioners' Association

Report of the Seventh Central Pay Commission Pension and Related Benefits of Civilian Employees

Chapter 10.1

Terms of Reference of the Commission

10.1.1 The term of reference of the Seventh CPC with regard to pension is as under: "To examine the principles which should govern the structure of pension and other retirement benefits, including revision of pension in the case of employees who have retired prior to the date of effect of these recommendations, keeping in view that retirement benefits of all Central Government employees appointed on and after 01.01.2004 are covered by the *National Pension System (NPS)*."

Pensions- Constitutional Provisions and Judicial Position

10.1.2 Article 366(17) of the Constitution defines pension as: "Pension means a pension, whether contributory or not, of any kind whatsoever payable to or in respect of any person, and includes retired pay so payable, a gratuity so payable and any sum or sums so payable by way of the return, with or without interest thereon or any other addition thereto, of subscriptions to a Provident Fund;"

10.1.3 Pension has been the subject matter of a number of landmark judgements by the Supreme Court of India in which its nature, obligations of the government thereon and the recognition of distinctiveness in categories of pensions and pensioners has been settled.

10.1.4 In its judgment in *D.S. Nakara and others Vs Union of India* [AIR 1983 SC 130] the Supreme Court held that a pension scheme consistent with available resources must provide that a pensioner would be able to live free from want, with decency, independence and self respect and standard equivalent at pre-retirement level. It held that pension is not an ex-gratia payment but payment for past services rendered. At the same time in *Indian Ex-Services League & Others Vs Union of India & Others* [(1991) 2 SSC 104] the Supreme Court held that the decision in the Nakara case has to be read as one of a limited application and its ambit cannot be enlarged to cover all claims made by the pension retirees or a demand for an identical amount of pension to

every retiree from the same rank irrespective of the date of retirement, even though the reckonable emoluments for computation of their pension be different. In the judgement in Vasant Gangaramsachandan Vs State of Maharashtra & Others [(1996) 10 SSC148] Supreme Court reiterated that pension is not a bounty of the State. It is earned by the employee for service rendered to fall back upon after retirement. It is attached to the office and it cannot be arbitrarily denied.

10.1.5 In the case of petitioners who were retired Railway employees, covered by or who opted for the Railway Contribution Fund Pension Scheme, the Supreme Court in Krishna Kumar Vs Union of India and Others [(1990) 4 SSC 207] averred that it was never held that both the pension retirees and PF retirees formed a homogenous class and that any further classification among them (viz., pension retirees and PF retirees) would be violative of Article 14; Under the Pension Scheme, the government's obligation does not begin until the employee retires but it begins on his/her retirement and then continues till the death of the employee. Thus, on the retirement of an employee, government's legal obligation under the PF account ends while under the Pension Scheme it begins. The rules governing the PF and its contribution are entirely different from the rules governing pension. An imaginary definition of obligation to include all the government retirees in a class was not decided and could not form the basis for any classification for this case.

Strength of Pensioners as on 01.01.2014

10.1.6 Pensioners can be broadly categorised into Civil and Defence. Within civil pensioners there exist three broad categories: Central Civil, Railways and Post.

10.1.7 As on 01.01.2014, as per data reported to the Commission, the total number of pensioners were 51.96 lakh. The category wise break up is shown in the pie chart below.

Number of Pensioners (in lakh)

Central Civil	: 10.81	Railways	: 13.75	Post	: 3.25
Defence	: 18.6	Defence Civilian	: 5.5		

Pensioners and Family Pensioners

10.1.8 The break-up of the total 51.96 lakh pensioners as on 01.01.2014 between pensioners and family pensioners, category wise, is as under:

(In Lakh)

	Central Civil	Railways	Post	Defence	Defence Civilian	Total
Pensioners	9.37	10.59	2.28	13.78	4.11	40.13
Family pensioners	1.44	3.16	0.97	4.82	1.44	11.83
Total number of pensioners	10.81	13.75	3.25	18.60	5.55	51.96

10.1.9 The table above brings out the following:

i. Of the total 51.96 lakh pensioners as on 01.01.2014, 11.83 lakh viz., 23 percent were family pensioners.

ii. Civilian pensioners consisting of Central Government Civil, Railways and Posts, as on 01.01.2014 number 27.81 lakh while defence pensioners (including defence civilians were 24.15 lakh. Defence pensioners (including defence family pensioners and defence civilians) constitute 47 percent of all pensioners.

Demands made with regard to Pension

10.1.23 The principal demands made before the Seventh Central CPC in respect of pensions for civil personnel and those common to both civil and defence personnel are:

- i. Raising the existing rates of pension and family pension
- ii. The quantum of minimum pension should equal the minimum wage
- iii. Increase in the rate of additional pension and family pension to the older pensioners as also reducing the age the eligibility for its receipt from the existing 80 years
- iv. Increasing the existing time period of seven years for enhanced family pension.

- v. Enhancement in the gratuity ceiling of Rs.10 lakh and its indexation
 - vi. Rationalisation of death gratuity
 - vii. Reduction in the time period for restoration of basic pension, reduced on account of commutation
 - viii. Ex-gratia lump sum compensation
 - ix. Enhancement of ceiling of Earned Leave for purposes of Leave Encashment
 - x. Enhancement in the existing rates of Fixed Medical Allowance
 - xi. Enhancement in the rates of Constant Attendance Allowance
 - xii. Parity in Pension between pre and post Seventh CPC retirees
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 - v. Enhancement in the gratuity ceiling of Rs.10 lakh and its indexation
 - vi. Rationalisation of death gratuity
 - vii. Reduction in the time period for restoration of basic pension, reduced on account of commutation
 - viii. Ex-gratia lump sum compensation
 - ix. Enhancement of ceiling of Earned Leave for purposes of Leave Encashment
 - x. Enhancement in the existing rates of Fixed Medical Allowance
 - xi. Enhancement in the rates of Constant Attendance Allowance
 - xii. Parity in Pension between pre and post Seventh CPC retirees

Raising the Existing Rates of Pension and Family Pension

10.1.24 In representations to and in meetings with the Commission a number of entities have, while seeking a raise in pension from the existing level of 50 percent of last pay drawn, questioned the basis for determination of pension at 50 percent of last pay drawn. Similarly representations for increasing family pension from existing 30 percent to 50 percent of the last pay drawn have been received by the Commission

Analysis and Recommendations

10.1.25 The Commission sought the views of the government in this regard. The Department of Pension and Pensioners Welfare stated that the VI CPC had recommended calculation of pension @ 50 percent of last pay or the average emoluments (for last 10 months) whichever is more beneficial. The Commission also recommended delinking of pension from qualifying service of 33 years. Effectively the dispensation on pension has already been liberalised by the VI CPC. Further the recommendations of this Commission in relation to pay of both the civilian and defence forces personnel will lead to a significant increase in the pay drawn and therefore in the 'last pay drawn'/'reckonable emoluments;' Therefore the Commission does not recommend any further increase in the rate of pension and family pension from the existing levels.

Quantum of Minimum Pension should Equal the Minimum Wage

10.1.26 In representations/depositions before the Commission it has been stated that the existing minimum pension fixed at Rs.3,500 is low and it has been argued that minimum pension be fixed equal to minimum pay for sustenance

Analysis and Recommendations

10.1.27 The Commission sought the views of the government in this regard. The Department of Pension and Pensioners Welfare stated that as per the orders issued after V CPC, the minimum pension in the government was Rs.1,275. The normal revised consolidated pension of a pre-2006 pensioner is 2.26 of the pre-revised basic pension. The revised minimum pension of Rs.3,500 is much more than 2.26 time of the pre-revised pension of Rs.1,275. Further the recommendations of this Commission in

relation to pay of personnel will lead to a significant increase in the minimum pay from the existing Rs.7,000 per month to Rs.18,000 per month. This, based on the computation of pension, will raise minimum pension from the existing Rs.3,500 to Rs.9,000. The minimum pension based on the recommendations of this Commission will increase by 2.57 times over the existing level.

Increase in the Rate of Additional Pension and Family Pension to the Older Pensioners

10.1.28 In representations/depositions before the Commission, a case has been made by a number of Pensioners Bodies/Associations for lowering the existing age slabs of old pensioners for payment of additional quantum of pension and family pension from the existing 80 years of age. Enhancing the rates for payment of additional quantum of pension and family pension with advancing age have also been made.

Analysis and Recommendations

10.1.29 The additional pension with advancing age came into force based on the recommendations of the VI CPC. The rates as applicable for the additional pension are as under:

80 years to <85 years: 20% of basic pension

85 years to <90 years: 30% of basic pension

90 years to <95 years: 40% of basic pension

95 years to <100 years: 50% of basic pension

100 years and more: 100% of basic pension

10.1.30 The Commission sought the views of the government in this regard. Department of Pension and Pensioners Welfare stated that the additional pension for old pensioners of the age of 80 years and above has been allowed as per the recommendations of VI CPC. However, it is felt that the same should be allowed from 75 years onwards. The Ministry of Defence has not supported the proposal. The Commission is of the view that the existing rates of additional pension and additional family pension are appropriate.

Increasing the existing time period of seven years for enhanced family pension

10.1.31 The Commission has received representations seeking enhancement in the period of enhanced family pension from the existing seven years or 67 years, whichever is less, to ten years in case of death of retirees.

Analysis and Recommendations

10.1.32 The current rates of enhanced family pension are –

- i. In the case of death in service: Payable to the family of a government servant for a period of ten years from the date of death of a government servant, without any upper age limit.
- ii. In the case of death after retirement: Payable for a period of seven years or up to the date on which he would have attained 67 years had he survived, whichever is less.

10.1.33 The Commission notes that the revision with regard to period of eligibility for the enhanced family pension of ten years was made based on recommendations of the VI CPC Report. No further change is being recommended by this Commission.

Enhancement in the Gratuity Ceiling and its Indexation

10.1.34 A number of representations have been received by the Commission stating that there is a need to revise the existing ceiling of Rs.10.00 lakh with regard to payment of service gratuity.

Analysis and Recommendations

10.1.35 Rule 49 and 50 of the CCS (Pension) Rules provides that a government servant is entitled to get retirement gratuity equal to one-fourth of his emoluments for each completed six monthly period of qualifying service subject to a maximum of 16.5 times of the last emoluments subject to a maximum of Rs.10 lakh.

10.1.36 The Commission sought the views of the government in this regard. The Department of Pension and Pensioners Welfare stated that the VI CPC has increased

the amount of gratuity from Rs.3.5 lakh to Rs.10 lakh w.e.f. 01.01.2006. This amount, in the view of the department, is not commensurate with emoluments that are available to senior officers at the time of retirement. The department has suggested to the Commission that a view could be taken to index gratuity with amount of DA admissible at the time of retirement.

10.1.37 The Commission notes that there is merit in the argument advanced to index the ceiling on gratuity so that the benefits of the enhanced ceiling are available to personnel in a manner which is more even over a time frame.

The Commission recommends enhancement in the ceiling of gratuity from the existing Rs.10 lakh to Rs.20 lakh from 01.01.2016. The Commission further recommends, as has been done in the case of allowances that are partially indexed to Dearness Allowance, the ceiling on gratuity may increase by 25 percent whenever DA rises by 50 percent.

Rationalisation of Death Gratuity

10.1.38 The Commission has received representations pointing to a need for rationalization of current slabs for death gratuity, especially for the slab of 5 to 20 years of qualifying service in which family pensioners are stated to be placed at a disadvantageous position.

Analysis and Recommendations

10.1.39 As per Rule 50 of Pension Rules, the death gratuity admissible will be as follows, subject to the maximum limit prescribed for the gratuity:

Length of Service	Rate of Death Gratuity
Less than one year	2 times of monthly emoluments
One year or more but less than 5 years	6 times of monthly emoluments
5 years or more but less than 20 years	12 times of monthly emoluments

20 years or more

Half of monthly emoluments for every complete six monthly period of qualifying service subject to a maximum of 33 times of monthly emoluments

10.1.40 The Commission sought the views of the government in this regard. Department of Pension and Pensioners Welfare stated that it had received similar demands from Pensioners' Association and it feels a need for a review of the existing slabs for death gratuity.

10.1.41 The Commission, after examination of the matter, recommends the following revised rates for payment of death gratuity

Length of Service	Rate of Death Gratuity
Less than one year	2 times of monthly emoluments
One year or more but less than 5 years	6 times of monthly emoluments
5 years or more but less than 11 years	12 times of monthly emoluments
11 years or more but less than 20 years	20 times of monthly emoluments
20 years or more	Half of monthly emoluments for every complete six monthly period of qualifying service subject to a maximum of 33 times of emoluments

Reduction in the time period for Restoration of Basic Pension

10.1.42 The Commission has received a number of representations requesting reduction of restoration period of commuted portion of pension from the existing 15 years.

10.1.43 The Commission notes that prior to V CPC the commutation allowed was one-third.

However, there was no restoration. The Supreme Court, vide their judgement dated 09.12.1986, allowed restoration of pension after 15 years. The Supreme Court in its judgement specifically stated that though the amount is recovered in 12 years, yet since there is a risk factor and some of the states are restoring pension after 15 years,

the period of restoration is fixed at 15 years. The V CPC in its recommendation increased the percentage of commutation to 40 percent and recommended restoration period at 12 years. But the reduction of restoration period was not accepted by the government. The VI CPC did not recommend any change in the maximum percentage of commutation allowed or in the period of restoration. This Commission also does not recommend any change either in the maximum percentage of commutation or in the period of restoration.

Enhancement of ceiling of Earned Leave for purposes of Leave Encashment

10.1.46 The recommendations in relation to pay of both the civilian and defence forces personnel will also lead to a significant increase in the pay drawn and therefore in the total *amount* of leave encashment available for an employee. Therefore raising the present ceiling of 300 days is not recommended by the Commission.

Parity in Pension between Pre and Post Seventh CPC Retirees

10.1.67 The Commission recommends the following pension formulation for civil employees including CAPF personnel, who have retired before 01.01.2016:

- i. All the civilian personnel including CAPF who retired prior to 01.01.2016 (expected date of implementation of the Seventh CPC recommendations) shall first be fixed in the Pay Matrix being recommended by this Commission, on the basis of the Pay Band and Grade Pay at which they retired, at the minimum of the corresponding level in the matrix. This amount shall be raised, to arrive at the notional pay of the retiree, by adding the number of increments he/she had earned in that level while in service, at the rate of three percent. Fifty percent of the total amount so arrived at shall be the revised pension.
- ii. The second calculation to be carried out is as follows. The pension, as had been fixed at the time of implementation of the VI CPC recommendations, shall be multiplied by 2.57 to arrive at an alternate value for the revised pension. Pensioners may be given the option of choosing whichever formulation is beneficial to them.

10.1.68 It is recognised that the fixation of pension as per formulation in (i) above may take a little time since the records of each pensioner will have to be checked to ascertain the number of increments earned in the retiring level. It is therefore recommended that in the first instance the revised pension may be calculated as at (ii) above and the same may be paid as an interim measure. In the event calculation as per (i) above yields a higher amount the difference may be paid subsequently.

Case I

10;1;70 Pensioner '!' retired at last pay drawn of Rs;79,000 on 30 May, 2015 under the VI CPC regime, having drawn three increments in the scale Rs.67,000 to 79,000:

	Amount in Rs.
1. Basic Pension fixed in VI CPC	39,500
2. Initial Pension fixed under Seventh CPC (using a multiple of 2.57)	1,01,515
	Option 1
3. Minimum of the corresponding pay level in 7 CPC	1,82,200
4. Notional Pay fixation based on 3 increments	1,99,100
5. 50 percent of the notional pay so arrived	99,550
	Option 2
6. Pension amount admissible (higher of Option 1 and 2)	1,01,515

Case II

10.1.71 Pensioner 'B' retired at last pay drawn of Rs.4,000 on 31 January, 1989 under the IV CPC regime, having drawn 9 increments in the pay scale of Rs.3000-100-3500-125-4500:

	Amount in Rs.
1. Basic Pension fixed in IV CPC	1,940
2. Basic Pension as revised in VI CPC	12,543
3. Initial Pension fixed under Seventh CPC (using a multiple of 2.57)	32,236
	Option 1
4. Minimum of the corresponding pay level in 7 CPC	67,700
5. Notional Pay fixation based on 9 increments	88,400
6. 50 percent of the notional pay so arrived	44,200
	Option 2
7. Pension amount admissible (higher of Option 1 and 2)	44,200

Fixed Medical Allowance

8.17.51 It is granted to pensioners for meeting expenditure on day to day medical expenses that do not require hospitalization, presently payable at the rate of Rs.500 pm. Demands have been received to increase the rate of this allowance to Rs.2,000 pm.

Analysis and Recommendations

8.17.52 The Commission notes that this allowance was enhanced from Rs.300 pm to Rs.500 pm from 19.11.2014. As such, further enhancement of this allowance is not recommended. Detailed recommendations regarding health care of pensioners have been made in Chapter 9.5 of the report.

Resolution of the Government on implementation of
VII CPC recommendations.

(To be published in the Gazette of India (extraordinary), part I section 1)
Gol Ministry of Personnel, Public Grievances and Pensions, Department of Pension and Pensioners' Welfare, No. 38/37/2016-P&PW (A) the 4th August, 2016.

RESOLUTION

The Terms of Reference of the Seventh Central Pay Commission as contained in Ministry of Finance (Department of Expenditure) Resolution No.1/1/2013-E.111 (A) dated 28.2.2014 included the following:

“To examine the principles which should govern the structure of pension and other retirement benefits, including revision of pension in the case of employees who have retired prior to the date of effect of these recommendations, keeping in view that retirement benefits of all Central Government employees appointed on and after 01.01.2004 are covered by the New Pension Scheme (NPS);”

2. The Commission, on 19th November, 2015, submitted its report to the Government on Terms of Reference as contained in aforementioned Resolution dated 28.02.2014. Government, after consideration, has decided to accept the recommendations of the Commission on pensionary benefits to the Central Government civil employees, including employees of the Union Territories and Members of All India Services subject to certain modifications, as specified hereinafter.

3. Detailed recommendations of the Commission relating to pensionary benefits and the decisions taken thereon by the Government are listed in the statement annexed to this Resolution.

4. The revised provisions regarding pensionary benefits, which have been accepted as indicated in the Annexure, will be effective from 01.01.2016.

Annexure

Statement showing the recommendations of the Seventh Central Pay Commission relating to principles which should govern the structure of pension and other terminal benefits and the decisions of the Government thereon

Item No. 1. Fixed Medical Allowances

The Commission notes that this allowance was enhanced from RS.300/- p.m. to RS.500/- p.m. from 19.11.2014. As such, further enhancement of this allowance is not recommended. (Para 8.17.52 of the Report)

Decision of Government

To be examined by a Committee comprising Finance Secretary and Secretary (Expenditure) as Chairman and Secretaries of Home Affairs, Defence, Posts, Health & Family Welfare, Personnel & Training and Chairman, Railway Board as Members. Till a final decision is taken based on the recommendations of the Committee, Fixed Medical Allowance shall be paid at existing rates.

Item No. 2. Constant Attendance Allowance

The allowance may be increased by a factor of 1.5 i.e. to Rs. 6750/- per month. The allowance needs further increase by 25% each time DA rises by 50%. (Para 8.17.29 of the Report)

Decision of Government

To be examined by a Committee comprising Finance Secretary and Secretary (Expenditure) as Chairman and Secretaries of Home Affairs, Defence, Posts, Health & Family Welfare, Personnel & Training and Chairman, Railway Board as Members. Till a final decision is taken based on the recommendations of the Committee, Constant Attendant Allowance shall be paid at existing rates.

Item No. 3. General Provident Fund

Status quo may be maintained in this respect. (Para 9.4.4 of the Report)

Decision of Government : Accepted

Item No. 4. Rates of Pension & Family Pension

The Commission does not recommend any further increase in the rate of Pension and Family Pension from the existing levels. (Para 10.1.25 of the Report)

Decision of Government : Accepted

Item No. 5. Quantum of Minimum Pension

The recommendations of the Commission in relation to pay of a personnel will lead to a significant increase in the minimum from the existing Rs.7,000 per month to Rs.18,000 per month. This, based on computation of pension, will raise minimum pension from the existing Rs.3500 to Rs.9,000. The minimum pension based on the recommendations of the Commission will increase by 2.57 times over the existing level. (Para 10.1.27 of the Report)

Decision of Government : Accepted

Item No. 6. Rate of Additional Pension and Family Pension to the older pensioners .

The Commission is of the view that the existing rates of additional pension and additional family pension are appropriate. (Para 10.1.30 of the Report)

Decision of Government : Accepted

Item No. 7. Time Period for enhanced family pension .

The Commission notes that the recommendation with regard to period of eligibility of the enhanced family pension of 10 years in case of death of a serving employee was made based on the recommendations of VI CPC Report. No further change is being recommended by the Commission. (Para 10.1.33 of the Report)

Decision of Government : Accepted

Item No. 8. Gratuity ceiling and its indexation.

The Commission recommends enhancement in the ceiling of gratuity from the existing Rs.10 lakh to Rs.20 lakh from 01.01.2016. The Commission further recommends the ceiling on gratuity may increase by 25% whenever DA rises by 50%.

Decision of Government : Accepted

Item No. 9. Rationalization of death gratuity

The Commission, after examination of the matter, recommends the following rates for payment of death gratuity:

Length of Service	Rate of Death Gratuity
Less than One year	2 times of monthly emoluments
One Year or more but less than 5 years	6 times of monthly emoluments
5 years or more but less than 11 years	12 times of monthly emoluments
11 years or more but less than 20 years	20 times of monthly emoluments
20 years or more	Half month's emoluments for every completed six monthly period of qualifying service subject to a maximum of 33 times of emoluments.

(Para 10.1.41 of the Report)

Decision of Government: Accepted

Item No. 10. Commutation of Pension and restoration of commuted pension

The Commission does not recommend any change either in the maximum percentage of commutation or in the period of restoration. (Para 10.1.43 of the Report)

Decision of Government : Accepted

Item No. 11. Revision of Pension of pre 7th CPC retirees

The Commission recommends the following pension formulation for civil employees including CAPF personnel who have retired before 01.01.2016

- (i) All the Civilian personnel including CAPF who retired prior to 01.01.2016 (expected date of implementation of the Seventh CPC recommendations) shall first be fixed in the Pay Matrix being recommended by this Commission, on the basis of the Pay Band and Grade Pay at which they retired, at the minimum of the corresponding level in the matrix. This amount shall be raised, to arrive at the notional pay of the retiree, by adding the number of increments he / she had earned in that level while in service, at the rate of three percent. Fifty percent of the total amount so arrived at shall be the revised pension.
- (ii) The second calculation to be carried out is as follows. The pension, as had been fixed at the time of implementation of the VI CPC recommendations, shall be multiplied by 2.57 to arrive at an alternate value for the revised pension.
- (iii) Pensioners may be given the option of choosing whichever formulation is beneficial to them.

It is recognized that the fixation of pension as per formulation in (i) above may take a little time since the records of each pensioner will have to be checked to ascertain the number of increments earned in the retiring level. It is therefore recommended that in the first instance the revised pension may be calculated as at (ii) above and the same may, be paid as an interim measure. In the event calculation as per (i) above yields a higher amount the difference may be paid subsequently. (Para 10.1.67 and Para 10.1.68 of the Report)

Decision of Government

Both the options recommended by the Central Pay Commission as regards pension revision be accepted subject to feasibility of the implementation. Revision of pension using the second option based on fitment factor of 2.57 be implemented immediately. The first option may be made applicable if its implementation is found feasible after examination by the Committee comprising Secretary (Pension) as Chairman and Member (Staff), Railway Board, Member (Staff), Department of Posts, Additional Secretary & Financial Adviser, Ministry of Home Affairs and Controller General of Accounts as Members

Item No. 12. Ex-gratia Lump sum Compensation

The commission recommends a Common regime for payment of ex -gratia lump sum compensation for civil and defence forces personnel, payable to the next of Kin at the following rates:

Circumstances	Existing	Proposed
i)Death occurring due to accidents in course of performance of duties	10 lakh	25 lakh
ii)Death in the course of performance of duties attributed to acts of violence by terrorists, anti social elements etc.	10 lakh	25 lakh
iii)Death occurring in border skirmishes and action against militants ,terrorists, extremists, sea pirates	15 lakh	35 lakh
iv)Death occurring while on duty in the specified high altitude, inaccessible border posts, on account of natural disasters, extreme weather conditions	15 lakh	35 lakh
Death occurring during enemy action in war or such war like engagements, which are specifically notified by Ministry of Defence and death occurring during evacuation of Indian Nationals from a war-torn zone in foreign country (Para 10.2.77)	20 lakh	45 lakh

Decision of Government : Accepted

Orders issued by the Government in connection with implementation of recommendations of the 7th Central Pay Commission

ORDER ON REVISION OF PENSION

Implementation of Government's decisions on the recommendations of the Seventh Central Pay Commission - Revision of pension of pre-2016 Pensioners/Family Pensioners etc.

(O.M. No. F.No.38/37/2016-P&PW(A) (II) Gol, Ministry of Personnel, Public Grievances and Pensions, Department of Pension & Pensioners' Welfare, Dated the 4th August, 2016.)

The undersigned is directed to say that in pursuance of Government's decision on the recommendations of Seventh Central Pay Commission, sanction of the President is hereby accorded to the regulation, with effect from 01.01.2016, of pension/ family pension of all the pre-2016 Pensioners/ Family Pensioners in the manner indicated in the succeeding paragraphs. Separate Orders are being issued in respect of Employees who retired/died on or after 01.01.2016.

2.1. These Orders shall 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.

2.2. Separate Orders will be issued by the Ministry of Defence in regard to Armed Forces Pensioners/Family pensioners.

2.3. 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.

3. 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 2.1 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 6th CPC recommendations, which an existing Pensioner or Family pensioner was entitled to.

4.1. 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 6th 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.

Illustration:

Case I

Pensioner 'A' retired at last pay drawn of Rs; 79,000 on 31st May, 2015 under the 6th CPC regime in the scale of Rs. 67000-79000:

Amount in Rs.

1. Basic Pension fixed in 6th CPC	39,500
2. Revised Pension fixed under 7th CPC using a multiple of 2.57)	1,01,515

Case II

Pensioner 'B' retired at last pay drawn of Rs; 4,000 on 31st January, 1989 under the 4th CPC regime in the pay scale of Rs. 3000- 100-3500-125-4500:

Amount in Rs.

1. Basic Pension fixed in 4th CPC	1,940
2. Basic Pension as revised in 6th CPC	12,600
3. Revised Pension fixed under 7th CPC (using a multiple of 2.57)	32,382

4.2 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. The additional pension/family pension payable to the old pensioners/family pensioners will be worked out in accordance with para 4.5 of this O.M.

4.3. 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.

4.4. 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).

4.5. The quantum of pension/family pension available to the old Pensioners/ Family pensioners shall continue to be as follows:

Age of pensioners/family pensioner	Additional quantum of pension
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 in terms para 4.1 above 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.

4.6 The revised pension/family pension arrived at as per paragraph 4.1 includes dearness relief sanctioned from 1.1.2016.

5. Where the revised pension/family pension in terms of paragraph 4.1 above 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.

6. The existing instructions regarding regulation of dearness relief to employed/reemployed 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.

7. The cases of Central Government employees who have been permanently absorbed in public sector undertakings/autonomous bodies will be regulated as follows:-

(a) PENSION Where the Government servants on permanent absorption in Public Sector Undertakings/Autonomous bodies continue to draw pension separately from the Government, the pension of such Absorbees will be updated in terms of these Orders. In cases where the Government servants have drawn one time lump sum terminal benefits equal to 100% of their pension and have become entitled to the restoration of one-third commuted portion of pension as per the instructions issued by this Department from time to time, their cases will not be covered by these Orders. Orders for regulating pension of such Pensioners will be issued separately.

(b) FAMILY PENSION 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.

8. The matter regarding Constant Attendant Allowance admissible to the existing Pensioners shall be examined by a Committee comprising Finance Secretary and Secretary (Expenditure) as Chairman and Secretaries of Home Affairs, Defence, Posts, Health & Family Welfare, Personnel & Training and Chairman, Railway Board as Members. Till a final decision is taken based on the recommendations of the Committee, Constant Attendant Allowance shall be paid at existing rates.

9. 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 para 4.1 and 5 above 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 in terms of para 4.4. above may also be paid by the Pension Disbursing Authorities immediately without any further authorisation from the concerned Account Officer/ Head of Office, etc. A suitable entry regarding the revised pension shall be recorded by the Pension Disbursing Authorities in both halves of the Pension Payment Order.

10. The pension/family pension as worked out in accordance with provisions of Para 4.1. and 5 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.

11. Further Orders in regard to revision of pension based on the recommendations of the Committee to be constituted in terms of the Government's decision on Item No; 11 of this Department's Resolution No; 38/37/2016- P&PW (A) dated 4th August, 2016, will be issued in due course.

12. After a decision as in para 11 above is taken by the Government and Orders are issued in this regard, the Head of the Department of the Ministry, Department, Office, etc. from which the Government servant had retired or where he was working prior to his demise will revise the pension/family pension of all Pensioners/ Family Pensioners with effect from 1st January 2016 in accordance with those Orders and issue revised Pension Payment Order (PPOs) accordingly.

13. It is considered desirable that the benefit of these Orders should reach the Pensioners as expeditiously as possible. To achieve this objective it is desired that all Pension Disbursing Authorities should ensure that the revised pension and the arrears due to the Pensioners in terms of para 4.1. and para 5 above is paid to the Pensioners or credited to their account by 31st August, 2016 or before positively.

14. In their application to the persons belonging to Indian Audit and Accounts Department, these Orders issue in consultation with the Comptroller and Auditor General of India.

15. Ministry of Agriculture etc. are requested to bring the contents of these Orders to the notice of Controller of Accounts/Pay and Accounts Officers and Attached and subordinate Offices under them on a top priority basis. All Pension Disbursing Offices are also advised to prominently display these Orders on their notice boards for the benefit of Pensioners.

Order on Modifications in Pension Rules

Implementation of Government's decision on the recommendation of the Seventh Central Pay Commission-Revision of provisions regulating pension/ gratuity/ commutation of pension/family pension/disability pension/ex-gratia lump-sum compensation, etc.

O.M. No 38/37/2016-P&PW(A)(i) Gol, Ministry of Personnel, Public Grievances & Pensions Department of Pension & Pensioners' Welfare, New Delhi-110003 Dated the 4th August, 2016.

The undersigned is directed to state that in pursuance of Government's decision on the recommendation of the Seventh Central Pay Commission, the President is pleased to introduce the following modifications in the rules regulating Pension, Retirement/Death/Service Gratuity, Family Pension, Disability Pension, ex-gratia lump sum compensation, etc. under the CCS (Pension) Rules, 1972 and Commutation of Pension under CCS (Commutation of Pension) Rules, 1981, CCS (Extraordinary Pension) Rules, 1939, etc.

2. These Orders apply to Central Government Employees governed by the CCS (Pension) Rules, 1972. Separate Orders will be issued by the Ministry of Defence, Ministry of Railways and the AIS Division of the DOPT in respect of Armed Forces personnel, Railway employees and the officers of All India Services respectively on the basis of these Orders.

DATE OF EFFECT

3.1. The revised provisions as per these Orders shall apply to Government servants who retire/ die in harness on or after 1.1.2016. Separate order have been issued in respect of employees who retired/died before 1.1.2016.

3.2. Where Pension/Family Pension/Gratuity/ Commutation of pension, etc has already been sanctioned in cases occurring on or after 1.1.2016, the same shall be revised in terms of these Orders. In cases where pension has been finally sanctioned on the pre-revised Orders and if it happens to be more beneficial than the pension becoming due under these Orders, the pension already sanctioned shall not be revised to the disadvantage of the Pensioner in view of Rule 70 of the CCS (Pension) Rules, 1972.

EMOLUMENTS

4.1. The term 'Emoluments' for purposes of calculating various Pensionary Benefits other than various kinds of Gratuity shall have the same meaning as in Rule 33 of the Central Civil Services (Pension) Rules, 1972.

4.2. Basic pay in the revised pay structure means the Pay drawn in the prescribed level in the Pay Matrix with effect from 01.01.2016 but does not include any other type of pay like Special Pay, etc

4.3. In the case of all kinds of Gratuity, Dearness Allowance admissible on the date of retirement/death shall continue to be treated as emoluments along with the emoluments as defined in Paragraph 4.1 above.

PENSION

5.1. Subject to para 5.2, there shall be no change in the provisions regulating the amount of pension as contained in Rule 49 of the CCS (Pension) Rules, 1972

5.2. The amount of pension shall be subject to a minimum of Rs.9000/- and the maximum pension would be 50% of highest pay in the Government (The highest pay in the Govt. is Rs 2,50,000 with effect from 1.1.2016). The provisions of sub-rule (2) of Rule 49 of the CCS (Pension) Rules, 1972 shall stand modified to this extent

5.3. The quantum of additional pension/family pension available to the old pensioners/family pensioners shall continue to be as follows: -

Age of pensioners/family pensioner	Additional quantum of pension
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 Pension Sanctioning Authorities should ensure that the date of birth and the age of a Pensioner is invariably indicated in the Pension Payment Order to facilitate payment of additional pension by the Pension Disbursing Authority as soon as it becomes due. 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 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 attaining the age of 85 years will be shown as (i).Basic Pension = Rs.1 0,000 and (ii) additional pension = Rs. 3,000 pm.

Retirement/Death Gratuity

6.1. The rates for payment of Death Gratuity shall be revised as under:

Length of qualifying service	Rate of Death Gratuity
Less than One year	2 times of monthly emoluments
One Year or more but less than 5 years	6 times of monthly emoluments
5 years or more but less than 11 years	12 times of monthly emoluments
11 years or more but less than 20 years	20 times of monthly emoluments

20 years or more

Half month's emoluments for every completed six monthly period of qualifying service subject to a maximum of 33 times of emoluments.

Accordingly, Rule 50(1) (b) of CCS (Pension) Rules, 1972 shall stand modified to this extent.

6.2. The maximum limit of Retirement Gratuity and Death Gratuity shall be Rs. 20 lakh. The ceiling on Gratuity will increase by 25% whenever the dearness allowance rises by 50% of the basic pay. Accordingly, first proviso under Rule 50(1)(b) of CCS (Pension) Rules, 1972 shall stand modified to this extent

FAMILY PENSION 1964

7.1. Family pension shall be calculated at a uniform rate of 30% of basic pay in the revised pay structure and shall be subject to a minimum of Rs.9000/-p.m. and maximum of 30% of the highest pay in the Government. Rule 54(2) relating to Family Pension, 1964 under CCS (Pension) Rules, 1972 shall stand modified to this extent.

7.2 The amount of enhanced family pension shall be 50% of basic pay in the revised pay structure and shall be subject to a minimum of Rs.9000/- p.m. and maximum of 50% of the highest pay in the Government. (The highest pay in the Govt. is Rs. 2,50,000 with effect from 1.1.2016)

7.3 There will be no other change in the provisions regulating family pension, enhanced family pension and additional family pension to old family pensioners.

Commutation of Pension

8.1. There will be no change in the provisions relating to commutation values, the limit upto which the pension can be commuted or the period after which the commuted pension is to be restored

9.1. The pension/family pension under para 5 and 7 above shall qualify for dearness relief sanctioned from time to time, in accordance with the relevant rules/instructions

Fixed Medical Allowance

10.1. Fixed Medical Allowance to the Pensioners who are residing in non -CGHS areas and are not availing OPD facility of CGHS shall continue to be paid at the existing rate till a final decision is taken on the basis of recommendations of the Committee constituted for the purpose.

Constant Attendant Allowance

11.1. The amount of Constant Attendant Allowance to Pensioners who re tired on disability pension with 100% disability under the CCS (Extraordinary) Pension Rules, 1939, (where the individual is completely dependent on somebody else for day to day functions) shall continue to be paid at the existing rate till a final decision is taken on the basis of recommendations of the Committee constituted for the purpose.

Ex Gratia Lump sum Compensation

12.1 The amount of ex gratia lump sum compensation available to the families of Central Government Civilian employees, who die in the performance of their bona fide official duties under various circumstances shall be revised as under:

Circumstances	Amount
Death occurring due to accidents in course of performance of duties	25 lakh
Death in the course of performance of duties attributed to acts of Violence by terrorists, anti social elements etc.	25 lakh
Death occurring in border skirmishes and action against militants, terrorists, extremists, sea pirates	35 lakh
Death occurring while on duty in the specified high altitude, inaccessible border posts, etc. on account of natural disasters, extreme weather	35 lakh
Death occurring during enemy action in war or such war like engagements, which are specifically notified by Ministry of Defence and death occurring during evacuation of Indian Nationals from a war -torn zone in foreign country	45 lakh

13.1. Formal amendments to CCS (Pension) Rules, 1972 and CCS (Extraordinary) Pension Rules, 1939 in terms of the decisions contained in this Order will be issued in due course. Provisions of the CCS (Pension) Rules 1972, CCS (Extraordinary) Pension Rules, 1939, and CCS (Commutation of Pension) Rules, 1981 which are not specifically modified by these Orders, will remain unchanged.

14.1. These Orders issue with concurrence of the Ministry of Finance Department of Expenditure vide their U.O., No. 30-1/33(c)/2016-IC dated 03.08.2016

15.1. In their application to the employees of the Indian Audit and Accounts Department, these Orders issue in consultation with Comptroller and Auditor General of India.

16. Ministry of Agriculture etc. are requested to bring the contents of these Orders to the notice of Controller of Accounts/Pay and Accounts Officers and Attached and Subordinate Offices under them on a top priority basis.

Annexure - (A)

7th CPC - Illustrations on Revision of Pension and calculation of arrears of Pension in terms of O.M. dated 4.8.2016 by K P&T PA

Sl. No.	particulars	Pensioner 'A' below 80 years of age	Pensioner 'B' of 80 years of age.	Pensioner 'C' of 85 years of age	Pensioner 'D' of 90 years of age
1	Existing Basic pension (without deducting commuted portion of pension)	9492	12600 (Excluding Addl pen)	11100 (Excluding Addl pen)	23050 (Excluding Addl pen)
2	Revised Basic pension after multiplication of the existing Basic pension in col- 1 by 2.57	24394.44	32382	28527	59238.5
3	Revised Basic pension admissible from 1-1-2016	24395	32382	28527	59239
4	Age related Additional pension admissible on revised Basic pension in Col-3	0	6477 At 20 % of the revised basic pension in Col-3	8559 At 30% of the revised basic pension in Col-3	23696 At 40 % of the revised basic pension in Col-3
5	Total Basic + Additional pension	24395	38859	37086	82935
6	Existing emoluments Basic + Additional pen + DR at 125% of the sum of Basic and Additional pension	21357 (Basic 9492 + D R 11865)	34020 (basic12600 + Addl pen2520 + DR 18900)	32468 (basic11100 + Addl pen 3330 +D R 18038)	72608 (basic 23050 + Addl pen 9220 + D R 40338)
7	Increase Col. 5-6	3038	4839	4618	10327
8	Arrears of pension from January 16 to July-16	3038 X 7 21266	4839 X 7 33873	4618 X 7 32326	10327 X 7 72289

Annexure – (B)

**Ready Reckoner for calculation of revised pension under 7th CPC
in terms of O.M. dated 4.8.2016 by K.P.&T.P.A.
Existing pension multiplied by 2.57**

VI CPC Existing basic Pension	VII CPC Revised basic Pension	VI CPC Existing basic Pension	VII CPC Revised basic Pension
3500	9000	24000	61680
4000	10280	24500	62965
4500	11565	25000	64250
5000	12850	25500	65535
5500	14135	26000	66820
6000	15420	26500	68105
6500	16705	27000	69390
7000	17990	27500	70675
7500	19275	28000	71960
8000	20560	28500	73245
8500	21845	29000	74530
9000	23130	29500	75815
9500	24415	30000	77100
10000	25700	30500	78385
10500	26985	31000	79670
11000	28270	31500	80955
11500	29555	32000	82240
12000	30840	32500	83525
12500	32125	33000	84810
13000	33410	33500	86095
13500	34695	34000	87380
14000	35980	34500	88665
14500	37265	35000	89950
15000	38550	35500	91235
15500	39835	36000	92520
16000	41120	36500	93805
16500	42405	37000	95090
17000	43690	37500	96375
17500	44975	38000	97660
18000	46260	38500	98945
18500	47545	39000	100230
19000	48830	39500	101515
19500	50115	40000	102800
20000	51400	45000	115650
20500	52685		
21000	53970		
21500	55255		
22000	56540		
22500	57825		
23000	59110		
23500	60395		
Existing basic	Revised basic		

Pension below Rs.500 Existing	Revised Pension		
1	2.57		
2	5.14		
3	7.71		
4	10.28		
5	12.85		
6	15.42		
7	17.99		
8	20.56		
9	23.13		
10	25.70		
20	51.40		
30	77.10		
40	102.80		
50	128.50		
60	154.20		
70	179.90		
80	205.60		
90	231.30		
100	257.00		
150	385.50		
200	514.00		
250	642.50		
300	771.00		
350	899.50		
400	1028.00		
450	1156.50		

HOW TO REFER THE CHART

Suppose "I" is drawing basic pension of Rs.16685/-
Revised basic pension from 1-1-2016 under 7th CPC will be

	Existing basic pension	Revised basic pension
First	16500	42405.00
Next	100	257.00
Next	80	205.60
Next	5	12.85
Total	16585	42880.45

Rounded off to Rs.42881

(Fraction of a rupee to be rounded off to the next higher rupee)

Compiled by:

D.V.Padubidri

Retd. Deputy Controller of Communications Accounts, DoT

President, Udupi District P&T Pensioners' Association

REVISION OF PENSION IN TERMS OF DEPARTMENT OF PENSION AND
PENSIONERS' WELFARE O.M. DATED 12-5-2017 ISSUED IN CONNECTION
WITH IMPLEMENTATION OF THE COMMITTEE SET UP TO EXAMINE THE
FEASIBILITY OF IMPLEMENTATION OF OPTION -1
RECOMMENDED BY 7TH CPC

No.38/37/2016-P&PW(A)
Ministry of Personnel, PG & Pensions
Department of Pension & Pensioners' Welfare
Office Memorandum Dated, the 12th May, 2017

Subject: - Implementation of Government's decision 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 the 7th Central Pay Commission (7th CPC), 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 7th CPC on pensionary matters.

2. Based on the decisions taken by the Government on the recommendations of the 7th 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 OM 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 6th CPC, by 2.57.

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 7th CPC has been examined by a Committee headed by Secretary, Department of Pension & Pensioners' Welfare.

4. The aforesaid Committee has 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 7th 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.

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 para 4 above, 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 para 4 above, the pension/family pension already being paid shall be treated as revised pension/family pension w.e.f. 1.1.2016.

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 5th Central Pay Commission

7. Accordingly, for the purpose of calculation of notional pay w.e.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 para 4 above.

8. 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).

9. The pension/family pension as worked out in accordance with provisions of Para 4 and 5 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.

10. 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

11. 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.

12. 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. However, separate orders will be issued for revision of pension of those pensioners who had earlier drawn one time lump sum terminal benefits on absorption in public sector undertakings, etc. and are drawing one-third restored pension as per the instructions issued by this Department from time to time.

13. 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.

14. 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

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

Age of pensioner/family pensioner	Additional quantum of pension
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.

16. A few examples of calculation of pension/family pension in the manner prescribed above are given in Annexure-I to this O.M.

17. 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.

18. 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

19. These orders shall apply to all pensioners/family pensioners who were drawing pension/family pension before 1.1.2016 under the Central Civil Services (Pension) Rules, 1972, 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 will be issued by the Ministry of Defence in regard to Armed Forces pensioners/family pensioners.

20. These orders 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.

21. These orders issue with the concurrence of Ministry of Finance (Department of Expenditure) vide their I.D. No. 30-1/33(c)/2016-IC dated 11.05.2017 and I.D. No. 30-1/33(c)/2016-IC dated 12.05.2017

22. In their application to the persons belonging to the Indian Audit and Accounts Department, these orders issue in consultation with the Comptroller and Auditor General of India.

23. Ministry of Agriculture etc. are requested to bring the contents of these orders to the notice of Heads of Department/Controller of Accounts, Pay and Accounts Officers, and Attached and Subordinate Offices under them on top priority basis. All Ministries/Departments are requested to accord top priority to the work of revision of pension of pre-2016 pensioners/family pensioners and issue the revised Pension Payment Authority in respect of all pre-2016 pensioners.

Example on Revision of pension in terms of O.M.
dated 12.5.2017 given DoP&PW

ANNEXURE I

EXAMPLES

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

S.No	Description	1 st case	2 nd Case	3 rd Case	4 th 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 OR Notional pay scale as on 1.1.1986 for those retired before 1.1.1986	975-1660 (4 th CPC Scale)	3000-4500 (4 th CPC Scale)	4000-6000 (5 th CPC Scale)	67000-79000 (6 th CPC Scale)
3.	Pay on retirement OR 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-I, GP 2000)	27620 (PB-3, GP 6600)	11330 (PB-I, 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.e.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

PAY MATRIX (CIVILIAN EMPLOYEES)

Pay Band	5200-20200					9300-34800			
Grade Pay	1800	1900	2000	2400	2800	4200	4600	4800	5400
Level	1	2	3	4	5	6	7	8	9
1	18000	19900	21700	25500	29200	35400	44900	47600	53100
2	18500	20500	22400	26300	30100	36500	46200	49000	54700
3	19100	21100	23100	27100	31000	37600	47600	50500	56300
4	19700	21700	23800	27900	31900	38700	49000	52000	58000
5	20300	22400	24500	28700	32900	39900	50500	53600	59700
6	20900	23100	25200	29600	33900	41100	52000	55200	61500
7	21500	23800	26000	30500	34900	42300	53600	56900	63300
8	22100	24500	26800	31400	35900	43600	55200	58600	65200
9	22800	25200	27600	32300	37000	44900	56900	60400	67200
10	23500	26000	28400	33300	38100	46200	58600	62200	69200
11	24200	26800	29300	34300	39200	47600	60400	64100	71300
12	24900	27600	30200	35300	40400	49000	62200	66000	73400
13	25600	28400	31100	36400	41600	50500	64100	68000	75600
14	26400	29300	32000	37500	42800	52000	66000	70000	77900
15	27200	30200	33000	38600	44100	53600	68000	72100	80200
16	28000	31100	34000	39800	45400	55200	70000	74300	82600
17	28800	32000	35000	41000	46800	56900	72100	76500	85100
18	29700	33000	36100	42200	48200	58600	74300	78800	87700
19	30600	34000	37200	43500	49600	60400	76500	81200	90300
20	31500	35000	38300	44800	51100	62200	78800	83600	93000
21	32400	36100	39400	46100	52600	64100	81200	86100	95800
22	33400	37200	40600	47500	54200	66000	83600	88700	98700
23	34400	38300	41800	48900	55800	68000	86100	91400	101700
24	35400	39400	43100	50400	57500	70000	88700	94100	104800
25	36500	40600	44400	51900	59200	72100	91400	96900	107900
26	37600	41800	45700	53500	61000	74300	94100	99800	111100
27	38700	43100	47100	55100	62800	76500	96900	102800	114400
28	39900	44400	48500	56800	64700	78800	99800	105900	117800
29	41100	45700	50000	58500	66600	81200	102800	109100	121300
30	42300	47100	51500	60300	68600	83600	105900	112400	124900
31	43600	48500	53000	62100	70700	86100	109100	115800	128600
32	44900	50000	54600	64000	72800	88700	112400	119300	132500
33	46200	51500	56200	65900	75000	91400	115800	122900	136500
34	47600	53000	57900	67900	77300	94100	119300	126600	140600
35	49000	54600	59600	69900	79600	96900	122900	130400	144800
36	50500	56200	61400	72000	82000	99800	126600	134300	149100
37	52000	57900	63200	74200	84500	102800	130400	138300	153600
38	53600	59600	65100	76400	87000	105900	134300	142400	158200
39	55200	61400	67100	78700	89600	109100	138300	146700	162900
40	56900	63200	69100	81100	92300	112400	142400	151100	167800

PAY MATRIX (CIVILIAN EMPLOYEES)

15600-39100			37400-67000			67000-79000	75500-80000	80000	90000
5400	6600	7600	8700	8900	10000				
10	11	12	13	13A	14	15	16	17	18
56100	67700	78800	123100	131100	144200	182200	205400	225000	250000
57800	69700	81200	126800	135000	148500	187700	211600		
59500	71800	83600	130600	139100	153000	193300	217900		
61300	74000	86100	134500	143300	157600	199100	224400		
63100	76200	88700	138500	147600	162300	205100			
65000	78500	91400	142700	152000	167200	211300			
67000	80900	94100	147000	156600	172200	217600			
69000	83300	96900	151400	161300	177400	224100			
71100	85800	99800	155900	166100	182700				
73200	88400	102800	160600	171100	188200				
75400	91100	105900	165400	176200	193800				
77700	93800	109100	170400	181500	199600				
80000	96600	112400	175500	186900	205600				
82400	99500	115800	180800	192500	211800				
84900	102500	119300	186200	198300	218200				
87400	105600	122900	191800	204200					
90000	108800	126600	197600	210300					
92700	112100	130400	203500	216600					
95500	115500	134300	209600						
98400	119000	138300	215900						
101400	122600	142400							
104400	126300	146700							
107500	130100	151100							
110700	134000	155600							
114000	138000	160300							
117400	142100	165100							
120900	146400	170100							
124500	150800	175200							
128200	155300	180500							
132000	160000	185900							
136000	164800	191500							
140100	169700	197200							
144300	174800	203100							
148600	180000	209200							
153100	185400								
157700	191000								
162400	196700								
167300	202600								
172300	208700								
177500									

Pay Scales : (S-1)

4th CPC Rs. 750-12-870-EB 14-940

5th CPC: Rs. 2,550-55-2,660-60-3,200

6th CPCPB-1 : Rs.5,200-20,200 + grade pay Rs 1,800

7th CPC Level-1

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4 th CPC	5 th CPC	6 th CPC	7 th CPC	Pay drawn in 6 th CPC	Notional pay - 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From - To	
1	2	3	4	5	6
750	2550	7000	18000	7000	18000
762	2550	7000	18000	7010-7190	18500
774	2550	7000	18000	7200-7430	19100
786	2605	7000	18000	7430-7660	19700
798	2605	7000	18000	7670-7890	20300
810	2605	7000	18000	7900-8130	20900
822	2660	7160	18500	8140-8360	21500
834	2660	7160	18500	8370-8590	22100
846	2660	7160	18500	8600-8870	22800
858	2720	7160	18500	8880-9140	23500
870	2720	7160	18500	9150-9410	24200
884	2780	7330	19100	9420-9680	24900
898	2840	7330	19100	9690-9960	25600
912	2840	7330	19100	9970-10270	26400
926	2900	7500	19700	10280-10580	27200
940	2960	7500	19700	10590-10890	28000
954	2960	7500	19700	10900-11200	28800
968	3020	7680	20300	11210-11550	29700
	3080	7680	20300	11560-11900	30600
	3140	7860	20300	11910-12250	31500
	3200	7860	20300	12510-12600	32400
	3260	7870	20300	12610-12990	33400
	3320	7980	20900	12300-13380	34400
				12390-13770	35400
				13780-14200	36500
				14210-14630	37600
				14640-15050	38700

Pay Scales : (S-2)

4th CPC Rs. 775-12-871-EB 14-1,025

5th CPC: Rs.2,610-60-3,150-65-3,540

6th CPCPB-1 : Rs.5,200-20,200 + grade pay Rs. 1,800

7th CPC Level-1

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4 th CPC	5 th CPC	6 th CPC	7 th CPC	Pay drawn in 6 th CPC	Notional pay 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From -To	
1	2	3	4	5	6
775	2610	7000	18000	7000	18000
787	2610	7000	18000	7010-7190	18500
799	2610	7000	18000	7200-7430	19100
811	2670	7160	18500	7430-7660	19700
823	2670	7160	18500	7670-7890	20300
835	2670	7160	18500	7900-8130	20900
847	2730	7160	18500	8140-8360	21500
859	2730	7160	18500	8370-8590	22100
871	2730	7160	18500	8600-8870	22800
885	2790	7330	19100	8880-9140	23500
899	2850	7330	19100	9150-9410	24200
913	2850	7330	19100	9420-9680	24900
927	2910	7500	19700	9690-9960	25600
941	2970	7500	19700	9970-10270	26400
955	2970	7500	19700	10280-10580	27200
969	3030	7680	20300	10590-10890	28000
983	3090	7680	20300	10900-11200	28800
997	3090	7680	20300	11210-11550	29700
1011	3150	7860	20300	11560-11900	30600
1025	3215	7860	20300	11910-12250	31500
	3280	7910	20900	12510-12600	32400
	3345	8030	20900	12610-12990	33400
	3410	8150	21500	12300-13380	34400
	3475	8270	21500	12390-13770	35400
	3540	8390	22100	13780-14200	36500
	3605	8510	22100	14210-14630	37600
	3670	8630	22800	14640-15050	38700
				15060-15520	39900
				15530-15990	41100
				15600-16450	42300
				16460-16960	43600

Pay Scales : (S-2 A)

4th CPC : Rs. 775-12-871-14-955-15-1030- 20-1150

5th CPC: Rs.2610-60-2910-65-3300-70-4000

6th CPC: PB-1 : Rs.5200-20200 + grade pay Rs. 1800

7th CPC Level-1

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4 th CPC	5 th CPC	6 th CPC	7 th CPC	Pay drawn in 6 th CPC	Notional pay 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From - To	
1	2	3	4	5	6
775	2610	7000	18000	7000	18000
787	2610	7000	18000	7010-7190	18500
799	2610	7000	18000	7200-7430	19100
811	2670	7160	18500	7430-7660	19700
823	2670	7160	18500	7670-7890	20300
835	2670	7160	18500	7900-8130	20900
847	2730	7160	18500	8140-8360	21500
859	2730	7160	18500	8370-8590	22100
871	2730	7160	18500	8600-8870	22800
885	2790	7330	19100	8880-9140	23500
899	2850	7330	19100	9150-9410	24200
913	2850	7330	19100	9420-9680	24900
927	2910	7500	19700	9690-9960	25600
941	2975	7500	19700	9970-10270	26400
955	2975	7500	19700	10280-10580	27200
970	3040	7680	20300	10590-10890	28000
985	3040	7680	20300	10900-11200	28800
1000	3105	7680	20300	11210-11550	29700
1015	3170	7860	20300	11560-11900	30600
1030	3170	7860	20300	11910-12250	31500
1050	3235	7860	20300	12510-12600	32400
1070	3300	7940	20900	12610-12990	33400
1090	3370	8070	20900	12300-13380	34400
1110	3440	8200	21500	12390-13770	35400
1130	3510	8330	21500	13780-14200	36500
1150	3580	8460	22100	14210-14630	37600
	3650	8590		14640-15050	38700
	3720	8720		15060-15520	39900
	3790	8850		15530-15990	41100
	3860	8980		15600-16450	42300
	3930	9110		16460-16960	43600
	4000	9240		16970-17470	44900
				17480-17970	46200
				17980-18520	47600
				18530-19060	49000
				19070-19640	50500
				19650-20230	52000
				20240-20850	53600

Pay Scales : (S-3)

4th CPC : Rs. 800-15-1,010-20-1,150

5th CPC: Rs.2,650-65-3,300-70-4,000

6th CPC :PB-1 : Rs.5200-20200 + grade pay Rs. 1800

7th CPC Level-1

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay band (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4 th CPC	5 th CPC	6 th CPC	7 th CPC	Pay drawn in 6 th CPC	Notional pay - 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From - To	
1	2	3	4	5	6
800	2650	7160	18500	7000	18000
815	2650	7160	18500	7010-7190	18500
830	2650	7160	18500	7200-7430	19100
845	2715	7160	18500	7430-7660	19700
860	2715	7160	18500	7670-7890	20300
875	2780	7330	19100	7900-8130	20900
890	2780	7330	19100	8140-8360	21500
905	2845	7330	19100	8370-8590	22100
920	2910	7500	19700	8600-8870	22800
935	2910	7500	19700	8880-9140	23500
950	2975	7500	19700	9150-9410	24200
965	3040	7680	20300	9420-9680	24900
980	3040	7680	20300	9690-9960	25600
995	3105	7680	20300	9970-10270	26400
1010	3170	7860	20300	10280-10580	27200
1030	3170	7860	20300	10590-10890	28000
1050	3235	7860	20300	10900-11200	28800
1070	3300	7940	20900	11210-11550	29700
1090	3370	8070	20900	11560-11900	30600
1110	3440	8200	21500	11910-12250	31500
1130	3510	8330	21500		
1150	3580	8460	22100		
1170	3650	8590	22100		
1190	3650	8590	22100		
1210	3720	8720	22800		

Pay Scales : S-4

4th CPC: Rs. 825-15-900-20-1200

5th CPC: Rs.2750-70-3800-75-4400

6th CPCPB-1 : Rs.5200-20200 + grade pay Rs. 1800

7th CPC Level-1

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay band (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4 th CPC	5 th CPC	6 th CPC	7 th CPC	Pay drawn in 6 th CPC From -To	Notional pay 7 th CPC
1986-1995	1996-2005	2006-2015	2016		
1	2	3	4	5	6
825	2750	7330	19100	7000	18000
840	2750	7330	19100	7010-7190	18500
855	2750	7330	19100	7200-7430	19100
870	2820	7330	19100	7430-7660	19700
885	2820	7330	19100	7670-7890	20300
900	2820	7330	19100	7900-8130	20900
920	2890	7500	19700	8140-8360	21500
940	2960	7500	19700	8370-8590	22100
960	3030	7680	20300	8600-8870	22800
980	3030	7680	20300	8880-9140	23500
1000	3100	7680	20300	9150-9410	24200
1020	3170	7860	20300	9420-9680	24900
1040	3240	7860	20300	9690-9960	25600
1060	3310	7960	20900	9970-10270	26400
1080	3380	8090	20900	10280-10580	27200
1100	3380	8090	20900	10590-10890	28000
1120	3450	8220	21500	10900-12110	28800
1140	3520	8350	21500	11210-11550	29700
1160	3590	8480	22100	11560-11900	30600
1180	3660	8610	22800	11910-12250	31500
1200	3730	8740	22800		
	3800	8870	22800		
	3875	9010	23500		
	3950	9150	24200		
	4025	9290	24200		
	4100	9430	24900		
	4175	9570	24900		
	4250	9710	25600		
	4325	9850	25600		
	4400	9990	26400		

Pay Scales : (S-5)

4th CPC: (1) Rs.950-20-1150-25-1400 (2) Rs.950-20-1150-25-1500 (3)Rs.1150-25-1500

5th CPC: Rs.3050-75-3950-80-4590

6th CPC PB-1: Rs.5200-20200 + grade pay Rs.1900

7th CPC Level-2

4 th & 5 th CPC Retirees Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				6 th CPC retirees Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4 th CPC	5 th CPC	6 th CPC	7 th CPC	Pay drawn in 6 th CPC	Notional pay 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From -To	
1	2	3	4	5	6
950	3050	7780	20500	7740	19900
970	3050	7780	20500	7750-7970	20500
990	3125	7960	20500	7980-8210	21100
1010	3125	7960	20500	8220-8440	21700
1030	3200	7960	20500	8450-8710	22400
1050	3275	8000	21100	8720-8980	23100
1070	3350	8140	21100	8990-9260	23800
1090	3350	8140	21100	9270-9530	24500
1110	3425	8280	21700	9540-9800	25200
1130	3500	8410	21700	9810-10110	26000
1150	3575	8550	22400	10120-10420	26800
1175	3650	8690	22400	10430-10730	27600
1200	3725	8830	23100	10740-11050	28400
1225	3800	8970	23100	11060-11400	29300
1250	3875	9110	23800	11410-11750	30200
1275	3950	9250	23800	11760-12100	31100
1300	4030	9400	25200	12110-12450	32000
1325	4110	9550	25200	12460-12840	33000
1350	4190	9700	26000	12850-13220	34000
1375	4270	9850	26000	13230-13610	35000
1400	4350	10000	26000	13620-14040	36100
1425	4350	10000	26000	14050-14470	37200
1450	4430	10140	26800	14480-14900	38300
1475	4510	10290	26800	14910-15330	39400
1500	4590	10440	27600	15340-15790	40600
1525	4590	10440	27600	15800-16260	41800
1550	4590	10440	27600		

Pay Scales : (S-6)

4th CPC (1) Rs. 975-25-1150-30-1540 (2) Rs.975-25-1150- 30-1660

5th CPC: Rs.3200-85-4900

6th CPC :PB-1 : Rs.5200-20200 + grade pay Rs.2000

7th CPC Level-3

4 th & 5 th CPC Retirees Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				6 th CPC retirees Pay drawn in 6 th CPC pay band (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4 th CPC	5 th CPC	6 th CPC	7 th CPC	Pay drawn in 6 th CPC	Notional pay 7th CPC
1986-1995	1996-2005	2006-2015	2016	From - To	
1	2	3	4	5	6
975	3200	8060	21700	8440	21700
1000	3200	8060	21700	8450-8710	22400
1025	3200	8060	21700	8720-8980	23100
1050	3285	8110	21700	8990-9260	23800
1075	3370	8270	21700	9270-9530	24500
1100	3455	8430	21700	9540-9800	25200
1125	3455	8430	21700	9810-10110	26000
1150	3540	8590	22400	10120-10420	26800
1180	3625	8750	23100	10430-10730	27600
1210	3710	8910	23100	10740-11050	28400
--	3795	9060	23800	11060-11400	29300
1240	3880	9220	23800	11410-11750	30200
1270	3965	9380	24500	11760-12100	31100
1300	4050	9540	25200	12110-12450	32000
1330	4135	9700	25200	12460-12840	33000
1360	4220	9850	26000	12850-13220	34000
1390	4305	10010	26000	13230-13610	35000
1420	4390	10170	26800	13620-14040	36100
1450	4475	10330	26800	14050-14470	37200
1480	4560	10490	27600	14480-14900	38300
1510	4645	10640	27600	14910-15330	39400
1540	4730	10800	28400	15340-15790	40600
1570	4815	10960	28400	15800-16260	41800
1600	4900	11120	29300	16270-16770	43100
1630	4900	11120	29300	16780-17270	44400
1660	4900	11120	29300	17280-17780	45700
1690	4900	11120	29300	17790-18320	47100
1720	4900	11120	29300	18330-18870	48500

Pay Scales : (S-7)

4th CPC : (1) Rs. 1200-30-1440-Eb-30-1800 (2) Rs.1200-30-1560-40-2040 (3) Rs. 1320-30-1560-40-2040

5th CPC: Rs.4000-100-6000

6th CPC : PB-1 : Rs.5200-20200 + grade pay Rs.2400

7th CPC Level-4

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay band (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4 th CPC	5 th CPC	6 th CPC	7 th CPC	Pay drawn in 6 th CPC	Notional pay 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From - To	CPC
1	2	3	4	5	6
1200	4000	9840	25500	9920	25500
1230	4000	9840	25500	9930-10230	26300
1260	4000	9840	25500	10240-10540	27100
1290	4100	10030	25500	10550-10850	27900
1320	4100	10030	25500	10860-11160	28700
1350	4200	10220	26300	11170-11510	29600
1380	4300	10400	27100	11520-11860	30500
1410	4400	10590	27900	11870-12210	31400
1440	4400	10590	27900	12220-12560	32300
1470	4500	10770	27900	12570-12950	33300
1500	4600	10960	28700	12960-13340	34300
1530	4700	11150	28700	13350-13730	35300
1560	4800	11330	29600	13740-14160	36400
1590	4900	11520	30500	14170-14590	37500
1600	4900	11520	30500	14600-15010	38600
1620	5000	11700	30500	15020-15480	39800
1640	5000	11700	30500	15490-15950	41000
1650	5100	11890	31400	15960-16420	42200
1680	5200	12080	31400	16430-16920	43500
1710	5200	12080	31400	16930-17430	44800
1720	5300	12260	32300	17440-17930	46100
1740	5300	12260	32300	17940-18480	47500
1760	5400	12450	32300	18490-19020	48900
1770	5400	12450	32300	19030-19610	50400
1800	5500	12630	33300	19620-20190	51900
1830	5600	12820	33300	20200-20810	53500
1840	5600	12820	33300	20820-21430	55100
1860	5700	13010	34300	21440-22100	56800
1880	5800	13190	34300	22200-22760	58500
1890	5800	13190	34300	22770-23460	60300
1920	5900	13380	35300	23470-24160	62100
1960	6000	13560	35300	24170-24900	64000
2000	6000	13560	35300	24910-25640	65900
2040	6000	13560	35300		

Pay Scales : (S-7) 5th CPC Retirees

5th CPC: Rs.4000-100-6000

6th CPCPB-1 : Rs.5200-20200 + grade pay Rs. 2400

7th CPC Level-4

5 th CPC Retirees			6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions			Pay drawn in 6 th CPC Pay band (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
5 th CPC	6 th CPC	7 th CPC	Pay drawn in 6 th CPC	Notional pay 7 th CPC
1996-2005	2006-2015	2016	From - To	
1	2	3	4	5
4000	9840	25500	9920	25500
4100	10030	26300	9930-10230	26300
4200	10220	26300	10240-10540	27100
4300	10400	27100	10550-10850	27900
4400	10590	27900	10860-11160	28700
4500	10770	27900	11170-11510	29600
4600	10960	28700	11520-11860	30500
4700	11150	28700	11870-12210	31400
4800	11330	29600	12220-12560	32300
4900	11520	30500	12570-12950	33300
5000	11700	30500	12960-13340	34300
5100	11890	31400	13350-13730	35300
5200	12080	31400	13740-14160	36400
5300	12260	32300	14170-14590	37500
5400	12450	32300	14600-15010	38600
5500	12630	33300	15020-15480	39800
5600	12820	33300	15490-15950	41000
5700	13010	34300	15960-16420	42200
5800	13190	34300	16430-16920	43500
5900	13380	35300	16930-17430	44800
6000	13560	35300	17440-17930	46100
6100	13750	36400	17940-18480	47500
6200	13940	36400	18490-19020	48900
6300	14120	36400	19030-19610	50400
			19620-20190	51900
			20200-20810	53500
			20820-21430	55100
			21440-22100	56800
			22200-22760	58500
			22770-23460	60300
			23470-24160	62100
			24170-24900	64000
			24910-25640	65900

Pay Scales : (S-8)

4th CPC :(1) Rs. 1350-30-1440-40-1800-50-2200 (2)Rs.1400-40-1800-50-2300

5th CPC: Rs.4500-125-7000

6th CPC: PB-1 -Rs. 5200-20200 + grade pay Rs.2800

7th CPC : Level-5

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4 th CPC	5th CPC	6th CPC	7th CPC	Pay drawn in 6 th CPC	Notional pay 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From-To	
1	2	3	4	5	6
1350	4500	11170	29200	11360	29200
1380	4500	11170	29200	11370-11710	30100
1400	4500	11170	29200	11720-12060	31000
1410	4500	11170	29200	12070-12410	31900
1440 (1350- 2200 scale)	4500	11170	29200	12420-12800	32900
1440 (1400-2300 scale)	4625	11410	30100	12810-13190	33900
1480	4625	11410	30100	13200-13570	34900
1520	4750	11640	30100	13580-13960	35900
1560	4750	11640	30100	13970-14390	37000
1600	4875	11870	31000	14400-14820	38100
1640	5000	12100	31900	14830-15250	39200
1680	5125	12340	31900	15260-15710	40400
1720	5250	12570	32900	15720-16180	41600
1760	5375	12800	32900	16190-16650	42800
1800	5500	13030	33900	16660-17150	44100
1850	5625	13270	34900	17160-17660	45400
-	5750	13500	34900	17670-18210	46800
1900	5875	13730	35900	18220-18750	48200
1950	6000	13960	35900	18760-19290	49600
2000	6125	14200	37000	19300-19880	51100
2050	6250	14430	38100	19890-20460	52600
2100	6375	14660	38100	20470-21080	54200
-	6500	14890	39200	21090-21710	55800
2150	6625	15130	39200	21720-22370	57500
2200	6750	15360	40400	22380-23030	59200
2250	6875	15590	40400	23040-23730	61000
2300	7000	15820	41600	23740-24430	62800
2350	7000	15820	41600	24440-25170	64700
2400	7000	15820	41600	25180-25910	66600
-	7125	16060	41600	25920-26690	68600
-	7250	16290	42800	26700-27500	70700

Pay Scales : (S-9)

4th CPC:Rs. (1) 1600-50-2300-60-2660 (2) Rs. 1400-40-1600-50-2300-60-2600

5th CPC:Rs. 5,000-150-8,000

6th CPC:PB-2: Rs. 9300-34800 + grade pay Rs 4200

7th CPC:Level-6

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per pay matrix	
4 th CPC	5 th CPC	6 th CPC	7 th CPC	Pay drawn in 6 th CPC	Notional pay : 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From - To	CPC
1	2	3	4	5	6
Pay Scale 1600-50-2300-60-2660					
1600	5000	13500	35400	13770	35400
1650	5150	13780	36500	13780-14200	36500
1700	5300	14060	36500	14210-14630	37600
1750	5450	14340	37600	14640-15050	38700
1800	5600	14620	37600	15060-15520	39900
1850	5750	14900	38700	15530-15990	41100
1900	5900	15180	39900	16000-16450	42300
1950	6050	15460	39900	16460-16960	43600
2000	6200	15740	41100	16970-17470	44900
2050	6350	16020	42300	17480-17970	46200
2100	6500	16290	42300	17980-18520	47600
2150	6650	16570	43600	18530-19060	49000
2200	6800	16850	43600	19070-19640	50500
2250	6950	17130	44900	19650-20230	52000
2300	7100	17410	44900	20240-20850	53600
2360	7250	17690	46200	20860-21470	55200
2420	7400	17970	46200	21480-22140	56900
2480	7550	18250	47600	22150-22800	58600
2540	7700	18530	49000	22810-23500	60400
2600	7850	18810	49000	23510-24200	62200
2660	8000	19080	50500		
2720	8000	19080	50500		
2780	8000	19080	50500		
	8150	19360	50500		
	8300	19640	50500		
Pay Scale 1400-40-1600-50-2300-60-2600					
1400	5000	13500	35400		
1440	5000	13500	35400		
1480	5000	13500	35400		
1520	5150	13780	36500		
1560	5150	13780	36500		
1600	5150	13780	36500		
1650	5300	14060	36500		

Pay Scales (S-10)

4th CPC:Rs.1640-60-2600-75-2900

5th CPC:Rs.5500-175-9000

6th CPC:PB-2: Rs. 9300-34800 + grade pay Rs 4200

7th CPC:Level-6

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4 th CPC	5 th CPC	6 th CPC	7 th CPC	Pay drawn in 6 th CPC	Notional pay : 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From - To	
1	2	3	4	5	6
1640	5500	14430	37600	13770	35400
1700	5500	14430	37600	13780-14200	36500
1760	5500	14430	37600	14210-14630	37600
1820	5675	14760	38700	14640-15050	38700
1880	5850	15090	39900	15060-15520	39900
1940	6025	15410	39900	15530-15990	41100
2000	6200	15740	41100	16000-16450	42300
2060	6375	16060	42300	16460-16960	43600
2120	6550	16390	42300	16970-17470	44900
2180	6725	16710	43600	17480-17970	46200
2240	6900	17040	44900	17980-18520	47600
2300	7075	17360	44900	18530-19060	49000
2360	7250	17690	46200	19070-19640	50500
2420	7425	18020	47600	19650-20230	52000
2480	7600	18340	47600	20240-20850	53600
2540	7775	18670	49000	20860-21470	55200
2600	7950	18990	49000	21480-22140	56900
2675	8125	19320	50500	22150-22800	58600
2750	8300	19640	50500	22810-23500	60400
-	8475	19970	52000	23510-24200	62200
2825	8650	20290	53600	24210-24940	64100
2900	8825	20620	53600	24950-25680	66000
2975	9000	20940	55200	25690-26450	68000
3050	9000	20940	55200	26460-27230	70000
-	9175	21270	55200	27240-28050	72100
-	9350	21600	56900	58060-28910	74300

Pay Scales (S-11)

4th CPC : Rs. 2000-60-2120

5th CPC:Rs.6500-200-6900

6th CPC:PB-2: Rs. 9300-34800 + grade pay Rs 4200

7th CPC:Level-6

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4 th CPC	5 th CPC	6 th CPC	7 th CPC	Pay drawn in 6 th CPC	Notional pay : 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From-To	
1	2	3	4	5	6
2000	6500	16290	42300	13770	35400
2060	6500	16290	42300	13780-14200	36500
2120	6500	16290	42300	14210-14630	37600
2180	6700	16670	43600	14640-15050	38700
2240	6900	17040	44900	15060-15520	39900
2300	6900	17040	44900	15530-15990	41100
	7100	17410	44900	16000-16450	42300
	7300	17780	46200	16460-16960	43600
	7500	18150	47600	16970-17470	44900
				17480-17970	46200
				17980-18520	47600
				18530-19060	49000
				19070-19640	50500
				19650-20230	52000
				20240-20850	53600
				20860-21470	55200
				21480-22140	56900
				22150-22800	58600
				22810-23500	60400
				23510-24200	62200

Pay Scales : (S-12)

4th CPC : (1) Rs. 2,000-60-2,300-75-3,200 (2) Rs.2,000-60-2,300-75-3,200-100-3,500

5th CPC: 6,500-200-10,500

6th CPC PB-2: 9,300-34,800 + grade pay Rs 4,200

7th CPC Level-6

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4 th CPC	5 th CPC	6 th CPC	7 th CPC	Pay drawn in 6 th CPC	Notional pay 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From - To	
1	2	3	4	5	6
2000	6500	16290	42300	15990	41100
2060	6500	16290	42300	16000-16450	42300
2120	6500	16290	42300	16460-16960	43600
2180	6700	16670	43600	16970-17470	44900
2240	6900	17040	44900	17480-17970	46200
2300	7100	17410	44900	17980-18520	47600
2375	7300	17780	46200	18530-19060	49000
2450	7500	18150	47600	19070-19640	50500
2525	7700	18530	49000	19650-20230	52000
2600	7900	18900	49000	20240-20850	53600
2675	8100	19270	50500	20860-21470	55200
2750	8300	19640	50500	21480-22140	56900
-	8500	20010	52000	22150-22800	58600
2825	8700	20390	53600	22810-23500	60400
2900	8900	20760	53600	23510-24200	62200
2975	9100	21130	55200	24210-24940	64100
3050	9300	21500	56900	24950-25680	66000
3125	9500	21870	56900	25690-26450	68000
3200	9700	22250	58600	26460-27230	70000
3275	9900	22620	58600	27240-28050	72100
3300	10100	22990	60400	28060-28910	74300
3350	10100	22990	60400	28920-29760	76500
3400	10300	23360	60400	29770-30660	78800
3425	10500	23730	62200	30670-31590	81200
3500	10500	23730	62200	31600-32520	83600
3600	10500	23730	62200	32530-33500	86100
3700	10500	23730	62200	33510-34510	88700

Pay Scales : (S-13)

4th CPC 1)Rs. 2375-75-3200-EB100-3500 (2) Rs.2375-75-3200-100-3500-125-3750

5th CPC: Rs.7450-225-11500

6th CPC PB-2: Rs.9300-34800 + grade pay Rs 4600

7th CPC Level-7

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4 th CPC	5th CPC	6th CPC	7th CPC	Pay drawn in 6 th CPC	Notional pay 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From - To	
1	2	3	4	5	6
2375	7450	18460	47600	17470	44900
2450	7450	18460	47600	17480-17970	46200
2525	7675	18880	49000	17980-18520	47600
2600	7900	19300	50500	18530-19060	49000
2675	8125	19720	52000	19070-19640	50500
2750	8350	20140	52000	19650-20230	52000
2825	8575	20550	53600	20240-20850	53600
2900	8800	20970	55200	20860-21470	55200
2975	9025	21390	55200	21480-22140	56900
3050	9250	21810	56900	22150-22800	58600
3125	9475	22230	58600	22810-23500	60400
3200	9700	22650	58600	23510-24200	62200
-	9925	23070	60400	24210-24940	64100
3300	10150	23480	60400	24950-25680	66000
3400	10375	23900	62200	25690-26450	68000
3500	10600	24320	64100	26460-27230	70000
3600	10825	24740	64100	27240-28050	72100
3625	10825	24740	64100	58060-28910	74300
3700	11050	25160	66000	28920-29760	76500
3750	11050	25160	66000	29770-30660	78800
3800	11050	25160	66000	30670-31590	81200
3875	11275	25580	66000	31600-32520	83600
4000	11500	25990	68000	32530-33500	86100
4125	11500	25990	68000	33510-34510	88700
	11725	26410	68000	34520-35560	91400
	11950	26830	70000	35570-36610	94100
				36620-37700	96900

Pay Scales : (S-14)

5th CPC: Rs.7500-250-12000

6th CPC: PB-2: Rs.9300-34800 + grade pay Rs 4800

7th CPC Level-8

5 th CPC Retirees			6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions			Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
5th CPC	6th CPC	7th CPC 2016	Pay drawn in 6 th CPC	Notional pay 7 th CPC
1996-2005	2006-2015	2016	From - To	
1	2	3	4	5
7500	18750	49000	18520	47600
7750	19220	50500	18530-19060	49000
8000	19680	52000	19070-19640	50500
8250	20150	52000	19650-20230	52000
8500	20610	53600	20240-20850	53600
8750	21080	53600	20860-21470	55200
9000	21540	56900	21480-22140	56900
9250	22010	56900	22150-22800	58600
9500	22470	58600	22810-23500	60400
9750	22940	60400	23510-24200	62200
10000	23400	60400	24210-24940	64100
10250	23870	62200	24950-25680	66000
10500	24330	64100	25690-26450	68000
10750	24800	64100	26460-27230	70000
11000	25260	66000	27240-28050	72100
11250	25730	68000	28060-28910	74300
11500	26190	68000	28920-29760	76500
11750	26660	70000	29770-30660	78800
12000	27120	70000	30670-31590	81200
12250	27590	72100	31600-32520	83600
12500	28050	72100	32530-33500	86100
12750	28520	74300	33510-34510	88700

Pay Scales : (S-15)

4th CPC (1)Rs. 2200-75-2800-100-4000 (2) Rs.2300-100-2800

5th CPC: Rs.8000-275-13500

6th CPC:PB-2: Rs.9300-34800 + grade pay Rs. 5400

7th CPC Level-9

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4 th CPC	5 th CPC	6 th CPC	7 th CPC	Pay drawn in 6 th CPC	Notional pay 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From - To	
1	2	3	4	5	6
Scale: Rs. 2200-75-2800-100-4000					
2200	8000	20280	53100	20660	53100
2275	8000	20280	53100	20670-21280	54700
2350	8000	20280	53100	21290-21900	56300
2425	8275	20800	54700	22000-22560	58000
2500	8275	20800	54700	22570-23220	59700
2575	8275	20800	54700	23230-23920	61500
2650	8550	21310	56300	23930-24630	63300
2725	8550	21310	56300	24640-25360	65200
2800	8550	21310	56300	25370-26140	67200
2900	8825	21820	56300	26150-26920	69200
3000	9100	22330	58000	26930-27740	71300
3100	9375	22840	59700	27750-28560	73400
3200	9650	23350	61500	28570-29410	75600
-	9925	23870	61500	29420-30310	77900
3300	10200	24380	63300	30320-31200	80200
3400	10475	24890	65200	31210-32140	82600
3500	10750	25400	67200	32150-33110	85100
3600	10750	25400	67200	33120-34120	87700
3700	11025	25910	67200	34130-35130	90300
3800	11025	25910	67200	35140-36180	93000
3900	11300	26420	69200	36190-37270	95800
4000	11300	26420	69200	37280-38400	98700
4100	11575	26930	71300	38410-39570	101700
4200	11850	27450	71300	39580-40770	104800
4300	11850	27450	71300	40780-41980	107900
-	12125	27960	73400	41990-43220	111100
				43230-44510	114400
				44520-45830	117800
				45840-47190	121300
Scale Rs.2300-100-2800					
2300	8000	20280	54700		
2400	8000	20280	54700		
2500	8000	20280	54700		
2600	8275	20800	54700		
2700	8275	20800	54700		
2800	8550	21310	56300		
2900	8825	21820	56300		
3000	9100	22330	58000		
3100	9375	22840	59700		

Pay Scales : (S-15) - New Group-A(entry level)

5th CPC: Rs.8000-275-13500

6th CPC PB-3: Rs. 15600-39100 + grade pay Rs 5400

7th CPC Level-10

5 th CPC Retirees			6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions			Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
5th CPC	6th CPC	7th CPC	Pay drawn in 6 th CPC	Notional pay 7 th CPC
1996-2005	2006-2015	2016	From - To	
1	2	3	4	5
8000	21000	56100	21820	56100
8275	21000	56100	21830-22490	57800
8550	21310	56100	22500-23150	59500
8825	21820	56100	23160-23850	61300
9100	22330	57800	23860-24550	63100
9375	22840	59500	24560-25290	65000
9650	23350	61300	25300-26070	67000
9925	23870	63100	26080-26840	69000
10200	24380	63100	26850-27660	71100
10475	24890	65000	27670-28480	73200
10750	25400	67000	28490-29330	75400
11025	25910	67000	29340-30230	77700
11300	26420	69000	30240-31120	80000
11575	26930	71100	31130-32060	82400
11850	27450	71100	32070-33030	84900
12125	27960	73200	33040-34000	87400
12400	28470	73200	34010-35010	90000
12675	28980	75400	35020-36070	92700
12950	29490	77700	36080-37150	95500
13225	30000	77700	37160-38280	98400
13500	30510	80000	38290-39450	101400
13775	31030	80000	39460-40620	104400
14050	31540	82400	40630-41820	107500
14325	32050	82400	41830-43070	110700

Pay Scales : (S-16)

4th CPC :Rs. 2630 (Fixed)

5th CPC: Rs. 9000 (Fixed)

6th CPC PB-3: Rs.15600-39100 + grade pay Rs.5400

7th CPC Level-10

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4th CPC	5th CPC	6th CPC	7th CPC	Pay drawn in 6 th CPC	Notional pay 7 th CPC
1986-1995	1996-2005	2006-2015	2016	Pay Up to Rs.	
1	2	3	4	5	6
2630	9000	22140	57800	22140	57800

Pay Scales : (S-17)

4th CPC : Rs. 2630-75-2780

5th CPC: Rs.9000-275-9550

6th CPC: PB-3 -Rs.15600-39100 + grade pay Rs. 5400

7th CPC : Level-10

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4th CPC	5th CPC	6th CPC	7th CPC	Pay drawn in 6 th CPC	Notional pay 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From - To	
1	2	3	4	5	6
2630	9000	22140	57800	22490	57800
2705	9000	22140	57800	22500-23150	59500
2780	9000	22140	57800	23160-23850	61300
2855	9275	22660	59500	23860-24550	63100
2930	9275	22660	59500	24560-25290	65000
3005	9275	22660	59500	25300-26070	67000
-	9550	23170	61300	26080-26840	69000
-	9825	23680	61300	26850-27660	71100
-	10100	24190	63100	27670-28480	73200
-	10375	24700	65000	28490-29330	75400
				29340-30230	77700
				30240-31120	80000
				31130-32060	82400
				32070-33030	84900
				33040-34000	87400

Pay Scales : (S-18)

4th CPC : Rs. 3150-100-3350

5th CPC: Rs.10325-325-10975

6th CPC: PB-3 -Rs. 15600-39100 + grade pay Rs.6600

7th CPC : Level-11

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4th CPC	5th CPC	6th CPC	7th CPC	Pay drawn in 6 th CPC	Notional pay 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From - To	
1	2	3	4	5	6
3150	10325	25810	67700	26340	67700
3250	10325	25810	67700	26350-27120	69700
3350	10325	25810	67700	27130-27930	71800
3450	10650	26410	69700	27940-28790	74000
3550	10650	26410	69700	28800-29640	76200
3650	10975	27020	69700	29650-30540	78500
	11300	27620	71800	30550-31470	80900
	11625	28230	74000	31480-32410	83300
	11950	28830	76200	32420-33380	85800
				33390-34390	88400
				34400-35440	91100
				35450-36490	93800
				36500-37580	96600
				37590-38710	99500
				38720-39880	102500
				39890-41080	105600

Pay Scales : (S-19)

4th CPC :(1) Rs. 3000-125-3625 (2) 3000-100-3500-125-4500 (3)3000-100-3500-125-5000

5th CPC: Rs.10000-325-15200

6th CPC: PB-3 -Rs. 15600-39100 + grade pay Rs.6600

7th CPC : Level-11

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4 th CPC	5th CPC	6th CPC	7th CPC	Pay drawn in 6th CPC	Notional pay
1986	1996	2006	2016	From - To	7 th CPC
1	2	3	4	5	6
3000	10000	25200	67700	26340	67700
3100	10000	25200	67700	26350-27120	69700
3125	10000	25200	67700	27130 -27930	71800
3200	10000	25200	67700	27940 -28790	74000
3250	10000	25200	67700	28800-29640	76200
3300	10325	25810	67700	29650-30540	78500
3375	10325	25810	67700	30550-31470	80900
3400	10325	25810	67700	31480-32410	83300
3500	10650	26410	69700	32420-33380	85800
3625	10975	27020	69700	33390-34390	88400
3750	10975	27020	69700	34400-35440	91100
3875	11300	27620	71800	35450-36490	93800
4000	11300	27620	71800	36500-37580	96600
4125	11625	28230	74000	37590-38710	99500
4250	11950	28830	76200	38720-39880	102500
4375	11950	28830	76200	39890-41080	105600
4500	12275	29440	76200	41090-42330	108800
4625	12275	29440	76200	42340-43610	112100
4750	12600	30040	78500	43620-44940	115500
4875	12925	30650	80900	44950-46300	119000
5000	13250	31250	80900	46310-47700	122600
5125	13575	31850	83300	47710-49140	126300
5250	13900	32460	85800	49150-50620	130100
5375	14225	33060	85800	50630-52140	134000
	14550	33670	88400	52150-53690	138000
	14875	34270	88400	53700-55290	142100
	15200	34880	91100	55300 -56960	146400
	15525	35480	93800	56970 -58670	150800
	15850	36090	93800		

Pay Scales : (S-20)

4th CPC : Rs. 3200-100-3700-125-4700

5th CPC: Rs.10650-325-15850

6th CPC: PB-3 -Rs. 15600-39100 + grade pay Rs.6600

7th CPC : Level-11

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4 th CPC 1986-1995	5 th CPC 1996-2005	6 th CPC 2006-2015	7 th CPC 2016	Pay drawn in 6 th CPC From - To	Notional pay 7 th CPC
1	2	3	4	5	6
3200	10650	26410	69700	26340	67700
3300	10650	26410	69700	26350-27120	69700
3400	10650	26410	69700	27130-27930	71800
3500	10975	27020	69700	27940-28790	74000
3600	10975	27020	69700	28800-29640	76200
3700	10975	27020	69700	29650-30540	78500
3825	11300	27620	71800	30550-31470	80900
3950	11300	27620	71800	31480-32410	83300
4075	11625	28230	74000	32420-33380	85800
4200	11625	28230	74000	33390-34390	88400
4325	11950	28830	76200	34400-35440	91100
4450	12275	29440	76200	35450-36490	93800
4575	12275	29440	76200	36500-37580	96600
4700	12600	30040	78500	37590-38710	99500
4825	12925	30650	80900	38720-39880	102500
4950	13250	31250	80900	39890-41080	105600
5075	13575	31850	83300	41090-42330	108800
	13900	32460	85800	42340-43610	112100
	14225	33060	85800	43620-44940	115500
	14550	33670	88400	44950-46300	119000
	14875	34270	88400	46310-47700	122600
	15200	34880	91100	47710-49140	126300
	15525	35480	93800	49150-50620	130100
	15850	36090	93800	50630-52140	134000
	16175	36690	96600	52150-53690	138000
	16500	37290	96600	53700-55290	142100

Pay Scales : (S-21)

4th CPC : (1) Rs. 3700-150-4450 (2)3700-125-4700-150-5000

5th CPC: Rs.12000-375-16500

6th CPC: PB-3 -Rs. 15600-39100 + grade pay Rs.7600

7th CPC : Level-12

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4 th CPC	5 th CPC	6 th CPC	7 th CPC	Pay drawn in 6 th CPC	Notional pay 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From - To	
1	2	3	4	5	6
Pay Scale 3700-150-4500					
3700	12000	29920	78800	30660	78800
3850	12000	29920	78800	30670-31590	81200
4000	12000	29920	78800	31600-32520	83600
4150	12375	30620	78800	32530-33500	86100
4300	12375	30620	78800	33510-34510	88700
4450	12375	30620	78800	34520-35560	91400
4600	12750	31320	81200	35570-36610	94100
4750	12750	31320	81200	36620-37700	96900
4900	13125	32020	83600	37710-38830	99800
	13500	32710	86100	38840-40000	102800
	13875	33410	86100	40010-41200	105900
	14250	34110	88700	41210-42450	109100
	14625	34810	91400	42460-43730	112400
	15000	35500	91400	43740-45050	115800
	15375	36200	94100	45060-46420	119300
	15750	36900	96900	46430-47820	122900
	16125	37600	96900	47830-49260	126600
	16500	38290	99800	49270-50730	130400
	16875	38990	102800	50740-52250	134300
	17250	39690	102800	52260-53810	138300
				53820-55400	142400
				55410-57080	146700
				57090-58790	151100
				58800-60540	155600
				60550-62370	160300
Pay Scale 3700 -125- 4700-150-5000				62380-64240	165100
3700	12000	29920	78800		
3825	12000	29920	78800		
3950	12000	29920	78800		
4075	12375	30620	78800		
4200	12375	30620	78800		
4325	12375	30620	78800		
4450	12750	31320	81200		
4575	12750	31320	81200		
4700	12750	31320	81200		
4850	13125	32020	83600		
5000	13500	32710	86100		
5150	13875	33410	86100		
5300	14250	34110	88700		
5450	14625	34810	91400		

Pay Scales : (S-22)

4th CPC : Rs. 3950-125-4700 -150-5000

5th CPC: Rs.12750-375-16500

6th CPC: PB-3 -Rs. 15600-39100 + grade pay Rs.7600

7th CPC : Level-12

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4th CPC	5th CPC	6th CPC	7th CPC	Pay drawn in 6h CPC	Notional pay 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From - To	
1	2	3	4	5	6
3950	12750	31320	81200	30660	78800
4075	12750	31320	81200	30670-31590	81200
4200	12750	31320	81200	31600-32520	83600
4325	13125	32020	83600	32530-33500	86100
4450	13125	32020	83600	33510-34510	88700
4575	13125	32020	83600	34520-35560	91400
4700	13500	32710	86100	35570-36610	94100
4850	13500	32710	86100	36620-37700	96900
5000	13500	32710	86100	37710-38830	99800
5150	13875	33410	86100	38840-40000	102800
5300	14250	34110	88700	40010-41200	105900
5450	14625	34810	91400	41210-42450	109100
	15000	35500	91400	42460-43730	112400
	15375	36200	94100	43740-45050	115800
	15750	36900	96900	45060-46420	119300
	16125	37600	96900	46430-47820	122900
	16500	38290	99800	47830-49260	126600
	16875	38990	102800	49270-50730	130400
	17250	39690	102800	50740-52250	134300
	17625	40390	105900	52260-53810	138300
				53820-55400	142400
				55410-57080	146700
				57090-58790	151100
				58800-60540	155600
				60550-62370	160300
				62380-64240	165100
				64250-66180	170100
				66190-68170	175200
				68180-70230	180500
				70240-74510	191500

Pay Scales : (S-23)

4th CPC : Rs. 3700-125-4950 -150-5700

5th CPC: Rs.12000-375-18000

6th CPC: PB-3 -Rs. 15600-39100 + grade pay Rs.7600

7th CPC : Level-12

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4th CPC 1986-1995	5th CPC 1996-2005	6th CPC 2006-2015	7th CPC 2016	Pay drawn in 6 th CPC From - To	Notional pay 7 th CPC
1	2	3	4	5	6
3700	12000	29920	78800	30660	78800
3825	12000	29920	78800	30670-31590	81200
3950	12000	29920	78800	31600-32520	83600
4075	12375	30618	78800	32530-33500	86100
4200	12375	30618	78800	33510-34510	88700
4325	12375	30618	78800	34520-35560	91400
4450	12750	31315	81200	35570-36610	94100
4575	12750	31315	81200	36620-37700	96900
4700	12750	31315	81200	37710-38830	99800
4825	13125	32013	83600	38840-40000	102800
4950	13125	32013	83600	40010-41200	105900
5100	13500	32710	86100	41210-42450	109100
5250	13875	33408	86100	42460-43730	112400
5400	14250	34105	88700	43740-45050	115800
5550	14625	34803	91400	45060-46420	119300
5700	15000	35500	91400	46430-47820	122900
5850	15375	36198	94100	47830-49260	126600
-	15750	36895	96900	49270-50730	130400
6000	16125	37593	96900	50740-52250	134300
6150	16125	37593	96900	52260-53810	138300
	16500	38290	99800	53820-55400	142400
	16875	38988	102800	55410-57080	146700
	17250	39685	102800	57090-58790	151100
	17625	40383	105900	58800-60540	155600
	18000	41080	105900	60550-62370	160300
	18375	41778	109100	62380-64240	165100
	18750	42475	112400	64250-66180	170100
				66190-68170	175200
				68180-70230	180500
				70240-74510	191500

Pay Scales : (S-24)

4th CPC : (1) Rs. 4100-125-4850 -150-5300 (2) Rs.4500-150-5700

5th CPC: Rs.14300-400-18300

6th CPC: PB-4 -Rs. 37400-67000 + grade pay Rs.8700

7th CPC : Level-13

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4th CPC	5th CPC	6th CPC	7th CPC	Pay drawn in 6 th CPC	Notional pay 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From - To	
1	2	3	4	5	6
Pay Scale: Rs. 4100-125-4850-150-5300					
4100	14300	46100	123100	47890	123100
4225	14300	46100	123100	47900-49330	126800
4350	14300	46100	123100	49340-50810	130600
4475	14700	46100	123100	50820-52330	134500
4600	14700	46100	123100	52340-53890	138500
4725	14700	46100	123100	53900-55520	142700
4850	15100	47230	123100	55530-57190	147000
5000	15100	47230	123100	57200-58910	151400
5150	15100	47230	123100	58920-60600	155900
5300	15500	47230	123100	60610-62490	160600
5450	15500	47230	123100	62500-64350	165400
5600	15500	47230	123100	64360-66300	170400
5750	15900	48390	126800	66310-68280	175500
Pay Scale: Rs.4500-150-5700				68290-70350	180800
4500	14300	46100	123100	70360-72450	186200
4650	14300	46100	123100	72460-74630	191800
4800	14300	46100	123100	74640-76880	197600
4950	14700	46100	123100	76890-79180	203500
5100	14700	46100	123100	79190-81550	209600
5250	14700	46100	123100	81560-84000	215900
5400	15100	47230	123100		
5550	15100	47230	123100		
5700	15100	47230	123100		
5850	15500	47230	123100		
6000	15900	48390	126800		
6150	16300	48390	126800		
	16700	49590	130600		
	17100	49590	130600		
	17500	50820	134500		
	17900	50820	134500		
	18300	52090	134500		
	18700	52090	134500		
	19100	53400	138500		
	19500	53400	138500		

Pay Scales : (S-25)

4th CPC : Rs. 4800-150-5700

5th CPC: Rs.15100-400-18300

6th CPC: PB-4 -Rs. 37,400-67,000 + grade pay Rs.8,700

7th CPC : Level-13

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4th CPC	5th CPC	6th CPC	7th CPC	Pay drawn in 6 th CPC	Notional pay 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From - To	
1	2	3	4	5	6
4800	15100	48390	126800	47890	123100
4950	15100	48390	126800	47900-49330	126800
5100	15100	48390	126800	49340-50810	130600
5250	15500	48390	126800	50820-52330	134500
5400	15500	48390	126800	52340-53890	138500
5550	15500	48390	126800	53900-55520	142700
5700	15900	49590	130600	55530-57190	147000
5850	15900	49590	130600	57200-58910	151400
6000	15900	49590	130600	58920-60600	155900
6150	16300	49590	130600	60610-62490	160600
	16700	50820	134500	62500-64350	165400
	17100	50820	134500	64360-66300	170400
	17500	52090	134500	66310-68280	175500
	17900	52090	134500	68290-70350	180800
	18300	53400	138500	70360-72450	186200
	18700	53400	138500	72460-74630	191800
	19100	54750	142700	74640-76880	197600
				76890-79180	203500
				79190-81550	209600
				81560-84000	215900

Pay Scales : (S-26)

4th CPC : (1) Rs. 5100-150-5700 (2) Rs.5100-150-6150 (3) Rs.5100-150-5700-200-6300

5th CPC: Rs.16400-450-20000

6th CPC: PB-4 -Rs. 37400-67000 + grade pay Rs.8900

7th CPC : Level-13-A

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4th CPC	5th CPC	6th CPC	7th CPC	Pay drawn in 6 th CPC	Notional pay 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From - To	
1	2	3	4	5	6
5100	16400	48590	131100	51010	131100
5250	16400	48590	131100	51020-52520	135000
5400	16400	48590	131100	52530-54120	139100
5550	16850	49790	131100	54130-55750	143300
5700	16850	49790	131100	55760-57430	147600
5850	16850	49790	131100	57440-59140	152000
5900	16850	49790	131100	59150-60930	156600
6000	17300	49790	131100	60940-62760	161300
6100	17300	49790	131100	62770-64630	166100
6150	17300	49790	131100	64640-66570	171100
6300	17300	49790	131100	66580-68560	176200
6500	17300	49790	131100	68590-70620	181500
6700	17750	51020	135000	70630-72720	186900
	18200	51020	135000	72730-74900	192500
	18650	52290	135000	74910-77150	198300
	19100	52290	135000	77160-79450	204200
	19550	53600	139100	79460-81820	210300
	20000	53600	139100	81830-84280	216600
	20450	54950	143300		
	20900	54950	143300		
	21350	56340	147600		

Pay Scales : (S-27)

4th CPC : Rs. 5100-150-6300-200-6700

5th CPC: Rs.16400-450-20900

6th CPC: PB-4 -Rs. 37,400-67,000 + grade pay Rs.8,900

7th CPC : Level-13-A

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4th CPC 1986-1995	5th CPC 1996-2005	6th CPC 2006-2015	7th CPC 2016	Pay drawn in 6 th CPC From - To	Notional pay 7 th CPC
1	2	3	4	5	6
5100	16400	48590	131100	51010	131100
5250	16400	48590	131100	51020-52520	135000
5400	16400	48590	131100	52530-54120	139100
5550	16850	49790	131100	54130-55750	143300
5700	16850	49790	131100	55760-57430	147600
5850	16850	49790	131100	57440-59140	152000
6000	17300	49790	131100	59150-62760	161300
6150	17300	49790	131100	62770-64630	166100
6300	17300	49790	131100	64640-66570	171100
6500	17750	51020	135000	66580-68560	176200
6700	17750	51020	135000	68570-70620	181500
6900	17750	51020	135000	70630-72720	186900
7100	18200	51020	135000	72730-74900	192500
7300	18200	51020	135000	74910-77150	198300
	18650	52290	135000	77160-79450	204200
	19100	52290	135000	79460-81820	210300
	19550	53600	139100	81830-84280	216600
	20000	53600	139100		
	20450	54950	143300		
	20900	54950	143300		
	21350	56340	147600		
	21800	56340	147600		

Pay Scales : (S-28)

4th CPC : Rs. 4500-150-5700-200-7300

5th CPC: Rs.14300-450-22400

6th CPC: PB-4 -Rs. 37,400-67,000 + grade pay Rs.10,000

7th CPC : Level-14

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4th CPC	5th CPC	6th CPC	7th CPC	Pay drawn in 6th CPC	Notional pay 7th CPC
1986-1995	1996-2005	2006-2015	2016	From - To	
1	2	3	4	5	6
4500	14300	47400	144200	56100	144200
4650	14300	47400	144200	56110-57780	148500
4800	14300	47400	144200	57790-59530	153000
4950	14750	47400	144200	59540-61320	157600
5100	14750	47400	144200	61330-63150	162300
5250	14750	47400	144200	63160-65050	167200
5400	15200	48530	144200	65060-67000	172200
5550	15200	48530	144200	67010-69020	177400
5700	15200	48530	144200	69030-71080	182700
5900	15650	48530	144200	71090-73220	188200
6100	16100	49690	144200	73230-75400	193800
6300	16550	49690	144200	75410-77660	199600
6500	16550	49690	144200	77670-80000	205600
6700	17000	50890	144200	80010-82410	211800
6900	17450	50890	144200	82420-84900	218200
7100	17900	52120	144200		
7300	18350	52120	144200		
	18800	53390	144200		
	19250	52390	144200		
	19700	54700	144200		
	20150	54700	144200		
	20600	56050	144200		
	21050	56050	144200		
	21500	57400	148500		
	21950	57440	148500		
	22400	58870	153000		
	22850	58870	153300		
	23300	60340	157600		

Pay Scales : (S-29)

4th CPC : (1) Rs. 5900-200-6700 (2)Rs. 5900-200-7300

5th CPC: Rs.18400-500-22400

6th CPC: PB-4 -Rs. 37,400-67,000 + grade pay Rs.10,000

7th CPC : Level-14

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4th CPC 1986-1995	5th CPC 1996-2005	6th CPC 2006-2015	7th CPC 2016	Pay drawn in 6 th CPC From - To	Notional pay 7 th CPC
1	2	3	4	5	6
5900	18400	54700	144200	56100	144200
6100	18400	54700	144200	56110-57780	148500
6300	18400	54700	144200	57790-59530	153000
6500	18900	56050	144200	59540-61320	157600
6700	18900	56050	144200	61330-63150	162300
6900	18900	56050	144200	63160-65050	167200
7100	19400	56050	144200	65060-67000	172200
7300	19400	56050	144200	67010-69020	177400
	19900	57440	148500	69030-71080	182700
	20400	57400	148500	71090-73220	188200
	20900	58870	153000	73230-75400	193800
	21400	58870	153000	75410-77660	199600
	21900	60340	157600	77670-80000	205600
	22400	61850	162300	80010-82410	211800
	22900	63410	167200	82420-84900	218200
	23400	65020	167200		
	23900	66680	172200		
		69020	177400		

Pay Scales : (S-30)

4th CPC : Rs. 7300-100-7600

5th CPC: Rs.22400-525-24500

6th CPC: HAG -Rs. 67000 -79000

7th CPC : Level-15

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per pay matrix	
4th CPC	5th CPC	6th CPC	7th CPC	Pay drawn in 6 th CPC	Notional pay 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From - To	
1	2	3	4	5	6
7300	22400	67700	182200	70890	182200
7400	22400	67700	182200	70900-73030	187700
7500	22400	67700	182200	73040-75210	193300
7600	22925	69010	182200	75220-77470	199100
	23450	71080	187700	77480-79800	205100
	23975	73220	193300	79810-82210	211300
	24500	75420	199100	82220-84660	217600
				84670-87190	224100

Pay Scales : (S-31)

4th CPC : Rs. 7,300-200-7,500-250-8,000

5th CPC: Rs.22,400-600-26,000

6th CPC: HAG + Rs. 75,500-80,000

7th CPC : Level-16

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in 7 th CPC as per Pay Matrix	
4th CPC	5th CPC	6th CPC	7th CPC	Pay drawn in 6 th CPC	Notional pay 7 th CPC
1986-1995	1996-2005	2006-2015	2016	From - To	
1	2	3	4	5	6
7300	22400	75500	205400	79920	205400
7500	22400	75500	205400	79930-82330	211600
7750	22400	75500	205400	82340-84780	217900
8000	23000	75500	205400	84790-87310	224400
	23600	77765	205400		
	24200	77765	205400		
	24800	80000	211600		
	25400	80000	211600		
	26000	80000	211600		

Pay Scales : (S-32)

4th CPC : (1) Rs.7,600 (fixed) (2) RS.7,600-100-8,000

5th CPC: Rs.24,050-650-26,000

6th CPC: HAG + Rs. 75,500-80,000

7th CPC : Level-16

4 th & 5 th CPC Retirees				6 th CPC retirees	
Pay drawn in the retiring pay scale and the notional pay under subsequent pay commissions				Pay drawn in 6 th CPC pay bands (Pay in PB + Grade pay) and notional pay in CPC as per Pay Matrix	
4th CPC 1986-1995	5th CPC 1996-2005	6th CPC 2006-2015	7th CPC 2016	Pay drawn in CPC From - To	Notional pay 7 th CPC
1	2	3	4	5	6
7600	24050	77765	205400	79920	205400
7700	24050	77765	205400	79930-82330	211600
7800	24050	77765	205400	82340-84780	217900
7900	24700	80000	211600	84790-87310	224400
8000	24700	80000	211600		
	25350	80000	211600		
	26000	80000	211600		
<p>Pay Scales : (S-33)</p> <p>4th CPC : Rs.8,000 (fixed)</p> <p>5th CPC: Rs.26,000 (fixed)</p> <p>6th CPC: Apex Scale Rs.80,000 (fixed)</p> <p>7th CPC : Level-17</p>					
8000	26000	80000	225000	80000	225000
<p>Pay Scales : (S-34)</p> <p>4th CPC : Rs.9,000 (fixed)</p> <p>5th CPC: Rs.30,000 (fixed)</p> <p>6th CPC: Apex Scale Rs.90,000 (fixed)</p> <p>7th CPC : Level-18</p>					
9,000	30,000	90,000	250,000	90,000	250,000

B S N L

A. MERGER OF 78.2% OF IDA WITH BASIC PAY / PENSION

1. DoT Order on merger of 78.2% of IDA with Basic Pension

*(GoI, Ministry of Communications, Dept. of Telecommunications O.M. No. 40-13/2013-Pen(T)
dated 18.7.2016)*

Revision of pension of BSNL pensioners/family pensioners, who retired prior to 10.6.2013 by allowing the benefit of merger of 50% DA/DR with Basic Pay/Pension, effectively amounting to 78.2% DA/DR for the purpose of fitment.

The pension to combined service optee absorbed employees in BSNL is paid by Government as per sub-rules 21 to 23 of 37-A of CCS (Pension) Rules 1972.

2. Consequent to the Department of Public Enterprises (DPE) orders dated 26.11.2008, revision of pay of employees of BSNL was allowed with effect from 1.1.2007 vide letter No. 61-01/2009-SU dated 27.2.2009. Subsequently, pension/family pension of employees retired from BSNL who retired between 1.10.2000 and 1.1.2007 was revised vide this Office O.M. No. 40-27/2008-Pen (T) Vol. III dated 15.3.2011.

3. Further to Department of Public Enterprises OM No. 2(70)/08-DPE (WC) GL-VII/09 dated 2.4.2009, the benefit of merger of 50% DA with Basic Pay effectively amounting to 78.2% IDA as on 1.1.2007 for the purpose of fitment, was granted to the BSNL serving employees w.e.f. 10.6.2013 vide Order No 61 -1/2012-SU dated 10.6.2013.

4. The issue regarding revision of pension/family pension of BSNL IDA pensioners/family pensioners, who retired prior to 10.6.2013 has been considered by the Government, and the following has been decided

- a. The pension/family pension of BSNL IDA pensioners/family pensioners, who retired prior to 1.1.2007, may be revised as on 1.1.2007 notionally with actual benefit w.e.f. 10.6.2013 by adding together.

- (i) Existing basic pension/family pension including commuted portion of pension, if any
- (ii) Dearness Relief (IDA) @ 78.2%
- (iii) Fitment weightage @ 30% of the existing pension/family pension and dearness relief (IDA) thereon.

The amount so arrived will be regarded as consolidated pension/family pension with effect from 10.6.2013.

(b) The pension/family pension of BSNL IDA pensioners/family pensioners, who retired between 1.1.2007 and 9.6.2013; their pay may be revised notionally with effect from 1.1.2007 by allowing the benefit of merger of 50% DA/DR with Basic Pay/Pension effectively amounting to 78.2% IDA for the purpose of fitment and consequential revision of pension on notional pay with the actual benefit w.e.f. 10.6.2013. at par with the serving employees of BSNL. However, these Pensioners do not get actual benefit of increase in pay/pension during the period between 1.1.2007 to 9.6.2013, and they would not get increase in the amount of DCRG, leave encashment and commutation of pension on this account.

5. The other conditions with regard to commuted portion of pension, minimum pension and increase in the quantum of pension/family pension to the old pensioners/family pensioners, as mentioned in this office OM No. 40-17/2008-Pen(T) Vol. III dated 15.3.2011 shall remain the same.

6. Action to revise pension/family pension in terms of these provisions may be initiated suo-moto by the concerned Heads of offices. All Administrative offices of BSNL handling preparation of pension papers of BSNL Pensioners may be directed to initiate the process of consolidation of pension/family pension to the BSNL IDA pensioners/family pensioners, who retired prior to 10.6.2013, at the consolidated rates in terms of para 4 above immediately and forward the same to the concerned CCAs for consolidation and issue of revised Pension Payment Orders (PPOs).

7. The exercise to extend benefit of these orders to the Pensioners/Family pensioners should be completed by 31.12.2016.

**Illustration on
revision of pension by KP&TPA**

A. RETIREMENT BETWEEN 1-2007 AND 9-6-2013

Date of Retirement: 31-12-2007

Pay Scale from which retired: Pre revised
pay scale :9850-250-14600

Revised pay scale :16400-40500

Qualifying Service : 33 years

Notional Pay fixation on 1 -1-2007 as per DoT Order dated 18-7-2016

Existing	Rs.	To be revised to on Notional basis	Rs.
Pay	12175		12175
IDA @ 68.8 % of basic pay	8376	IDA @ 78.2 % of basic pay	9521
Total	20551		21696
Fitment benefit @ 30 % of the total	6165		6509
Total	26716		28205
Revised Basic Pay w.e.f 1-1-2007	26720		28210

Increase in basic pay $28210-26720 =1490$

Revision of Pension

Existing pension @50 % of 26720	13360
Revised pension w.e.f 10-6-2013 @ 50% of 28210	14105
Increase in basic pension w.e.f 10-6-2013	$14105-13360=745$

B. Retirement before 1-1-2007

Existing		To be revised to as per DoT Order dated 18-7-2016	
	Rs.		Rs.
Basic pension on 31-12-2006	7250		7250
IDA @ 68.8 % of basic pension	4988	IDA @ 78.2 % of basic pension	5670
Total	12238		12920
Fitment benefit @ 30 % of the total	3672		3876
Revised basic pension w.e.f 1-1-2007(Notional)	15910		16976

Increase w.e.f. 10-6-2013 on actual basis : 16976-15910 =886

Percentage of increase over the existing Basic pension of 7250 = 14.22

Important :

Revision of Pay & Pension from 1-1-2007 is done on NOTIONAL Basis Increase in Pension on ACTUAL basis is given from 10-6-2013

2. BSNL Corporate Office Order

Instructions on Merger of 78.2 % of IDA with basic pension
BSNL Corporate Office (Pension Section) Circular No.40-06/2011-Pen (B)(Pt)
dated 17-08-2016

To

All Heads of Telecom Circles/ Telecom District/Regions/Projects/Telecom Stores/Telecom Factories & Other Administrative Offices, BSNL

Revision of pension of BSNL Pensioners/Family Pensioners, who retired prior to 10-6-2013 by allowing the benefit of merger of 50 % of DA/DR with Basic Pay/Pension, effectively amounting to 78.2% of DA/DR for the purpose of fitment – Instruction for utilization of Proforma .

Instructions for revision of pension of BSNL Pensioners/ Family Pensioners, who retired prior to 10-6-2013 by allowing the benefit of merger of 50 % of DA/DR with Basic Pay/Pension, effectively amounting to 78.2% of DA/DR for the purpose of fitment has been issued vide DoT OM No. 40-13/2013-Pen (T) dated 18-7-2016 forwarded vide this office Circular of even No. dated 26-7-2016

2. In order to facilitate consolidation of pension/family pension of BSNL IDA Pensioners/Family Pensioners and forward the same to concerned CCA, all the Administrative Offices of BSNL are requested to utilise the proforma prescribed in the Annexures to DoT letter No 40-17/2008- Pen (T)- Vol III dated 15-3-2011 circulated vide this letter No 4-6/2011-Pen(B) dated 4-4-2011. Copies of these annexures with slight modifications are enclosed herewith

3. While calculating the Pay notionally in case of BSNL IDA Pensioners/Family Pensioners, who retired between 1-1-2007 & 9-6-2013 as per the principle mentioned in par 4(b) of DoT OM dated 18-17-2016, it may be ensured to grant notional increment at 3% of the existing basic pay for fixation of Pay on promotion wef 1-1-2007, as clarified vide this office letter No. 1-05/2015-PAT(BSNL) dated 4-4-2016, in case the same is not granted earlier

4. Accordingly, the Pension/family pension of BSNL IDA Pensioners/Family Pensioners may be consolidated and sent to the concerned CCA at the earliest in order to enable the Pensioner get the benefit revision by 31-12-2016.

BSNL**Pension Chart-BSNL**

Pensioners/Family Pensioners who retired prior to 1.1.2007

Revised pension calculation after allowing the benefit of merger of IDA DR amounting to 78.2%

Existing Pension (before merger of 68.8%)	Revised Pension after merger of 78.2%	Existing Pension (before merger of 68.8%)	Revised Pension after merger of 78.2%	Pension below Rs. 500/	
				Existing Pension	Revised Pension
Rs	Rs	Rs	Rs	Rs	Rs
3500	8109	17500	40541	450	1042.47
4000	9267	18000	41699	400	926.64
4500	10425	18500	42858	350	810.81
5000	11583	19000	44016	300	694.98
5500	12742	19500	45174	250	579.15
6000	13900	20000	46333	200	463.32
6500	15058	20500	47491	150	347.49
7000	16217	21000	48649	100	231.66
7500	17375	21500	49807	90	208.494
8000	18533	22000	50966	80	185.328
8500	19692	22500	52124	70	162.162
9000	20850	23000	53282	60	138.996
9500	22008	23500	54441	50	115.83
10000	23166	24000	55599	40	92.664
10500	24325	24500	56757	30	69.498
11000	25483	25000	57915	20	46.332
11500	26641	25500	59074	10	23.166
12000	27800	26000	60232	9	20.849
12500	28958	26500	61390	8	18.533
13000	30116	27000	62549	7	16.216
13500	31275	27500	63707	6	13.900
14000	32433	28000	64865	5	11.583
14500	33591	28500	66023	4	9.266
15000	34749	29000	67182	3	6.950
15500	35908	29500	68340	2	4.633
16000	37066	30000	69498	1	2.317
16500	38224	30500	70656		
17000	39383	31000	71815		

How to refer the chart

Suppose 'A' is drawing original pension as on 31.12.2006 to the extent of Rs. 3779. His revised Pension as on 1.1.2007 will be Rs. 8756/ and payable w.e.f. 10.6.2013 as per GOI, Ministry of Communications, Dept. of Telecommunications vide Lr No. 40-13/2013-Pen (I) dated 18.7.2016

	Existing Pension without merger of 68.8%	Existing Pension without merger of 78.2%
Stages		
First	3500	8109.00
Next	250	579.15
Next	20	46.33
Next	9	20.85
	3779	8756.00

** Fraction of Rupee will be rounded off to next higher Rupee

Note:

In few cases a difference of Rupee one or Rs.2/ may occur with actual calculation and it is due to the rounding off fraction of a rupee to the next higher Rupee. In such cases, actual calculations may be done in the following manner to arrive at correct amount of Pension/ Family Pension

Revision of Pension / Family Pension	
(i) Existing Pension/FP before merger of 68.8%	
(ii) Dearness Relief @ 78.2%	
(iii) Total	
(iv) Fitment weightage at 30% of(iii) above	
(v) Consolidated Pension/FP w.e.f. 1.1.2007	

(Above consolidated amount of Pension/Family pension is payable from 10.6.2013)

Compiled by:

Sri D V Padubidri

Rtd Dy CCA, Dept of Telecommunication

PH: 9448871245

ANOTHER SIMPLE METHOD OF FINDING OUT THE REVISED PENSION

MULTIPLY THE EXISTING BASIC PENSION/ FAMILY PENSION AS ON 31-12-2006 BY **2.3166**

EXAMPLES

Existing basic pension on 31-12-2006 = 3500X2.3166 =8108.1 Rounded off to Rs.8109
 3779 X2.3166 =8754.43 Rfounded off to Rs.8755
 16500 X 2.3166 =38223.9 Rounded off to Rs.38224
 24500X 2.3166 =56756.7 Rounded off to Rs.56757
 31000 X 2.3166 =71814.6 Rounded off to Rs.71815

B. MODIFICATION OF THE LIABILITY OF BSNL TOWARDS THE PAYMENT OF PENSIONARY BENEFITS TO THE RETIRED EMPLOYEES – DOT ORDER

(Gol, Ministry of Communications, Department of Telecommunications
O.M. No 40-13/2013-Pen (T) Dated 20-07-2016)

As stipulated in rule 37-A of CCS (Pension) Rules, 1972, the pensionary benefits in the case of BSNL shall be paid by the Government, and the Government shall specify the arrangement and manner including the rate of pensionary contribution to be made by BSNL and the manner in which financial liabilities on this account shall be met. As per sub-rule 24 of the said Rule, the arrangement thus worked out shall be applicable to the existing Pensioners and to the Employees who are deemed to have retired from Government 2. The instructions with regard to the financial liability on this account were issued vide DoT's letter no 1-45/2003-B dated 15-06-2006. Subsequently, the matter of modifying the Pension liability of BSNL towards the payment of pensionary benefits including family pension to the retired employees has been considered by the Government, and the following has been decided.

- a) The pension liability in respect of employees of DOT/DTS/DTO who retired prior to 01.10.2000 is solely borne by Government of India and the BSNL will have no liability in respect of these Employees.
- b) The liability towards pensionary benefits including family pension to the BSNL employees (excepting those recruited after 1-10-2000), as per sub-Rule 22 of Rule 37-A of CCS (Pension) Rules, 1972, lies with the Government of India. The condition that the annual pension liability of the Government shall not exceed 60% of the annual receipts to Government from the items specified in the O M dated 15-06-21006, is hereby rescinded.
- c) BSNL will continue to discharge pension liability by way of pension contribution in accordance with FR 116.

C. DELINKING OF REVISED PENSION FROM QUALIFYING SERVICE OF 33 YEARS

1. BSNL endorses DoP&PW OM dated 6.4.2016

(BSNL Corporate Office (Pension Section) - Letter No. 40-22/2011 - Pen (B) dated 29.7.2016)

Revision of pension of pre-2006 pensioners-delinking of revised pension from qualifying service of 33 years

To All Heads of Telecom Circles/ Telecom District/Regions/ Projects/Telecom Stores/Telecom Factories & Other Administrative Offices Bharat Sanchar Nigam Limited Sir,

I am directed to forward herewith a copy of DoP&PW's O.M. No. 38/37/08-P&PW(A) dated 6.4.2016 forwarded vide DoT letter dated 5.5.2016 and a copy of DoT OM No. 40-04/2013-Pen. (T) dated 3.6.2016 on the above mentioned subject for kind information and necessary action.

2. Clarification by DoT

Revision of pension of pre-2006 pensioners - delinking of revised Pension from qualifying service of 33 years vide DoP&PW OM No. 38/37/08-P&PW(A) dated 6.4.2016 - Applicability to IDA pensioners of BSNL/MTNL

No. 40-12/2016-Pen(T) Gol, Ministry of Communications, Department of Telecommunications (Pension Section) dated 15, February, 2017.

The undersigned is directed to refer to above mentioned DoP&PW OM and to state regarding its applicability to IDA Pensioners that Pension revision of IDA pensioners/family pensioners (pre-2007) was done pursuant to wage revision based on 2nd PRC recommendations w.e.f. 1.1.2007 as per DoT OM No. 40 -17/2008-Pen(T)-VoL. III dated 15.3.2011. Para 4.2 of this OM specifies that the revised pension in no case

shall be lower than 50% of the minimum of the pay in the pay scale corresponding to the pre-revised pay scale from which BSNL pensioner had retired and there is no mention of pro-rata reduction of minimum pension so arrived at on the basis of pensioners having qualifying service of less than 33 years at the time of retirement. Annexure-1 of the OM also mentions the minimum revised pension corresponding to each pre-revised pay scale.

2. Thus, it is hereby clarified that pro-rata reduction of the minimum revised pension (50% of the minimum of the pay in the pay scale corresponding to the pre-revised pay scale from which BSNL pensioner had retired) was not included in the pension revision order in respect of IDA pensioners vide DoT OM No. 40-17/2008-Pen(T)- Vol. III dated 15.3.2011. DoP&PW OM No. 38/37/08-P&PW(A) dated 6.4.2016 bears no relevance to IDA pensioners as it has been issued in partial modification of DoP&PW OM No. 38/37/08-P&PW(A) dated 28.1.2013 applicable to CDA pensioners.

3. It may be ensured that pension revision of all pre-2007 IDA pensioners w.e.f. 1.1.2007, carried out on the basis of DoT OM No. 40-17/2008-Pen(T)-Vol. III dated 15.3.2011, has been done strictly according to the provisions contained in the said OM. In case of pensioners in respect of whom the revised pension has been fixed in accordance with the para. 4.2. of the said DoT Om at 50% of the minimum of the pay in the pay scale corresponding to the pre-revised pay scale from which BSNL pensioners had retired, no pro-rata reduction is to be applied even if they had qualifying service of less than 33 years at the time of retirement.

D. BSNL MEDICAL REIMBURSEMENT SCHEME

Reimbursement of medical charges without voucher restored

(BSNL Corporate Office OM No. BSNL/Asmn.1/15-22/14 dated 11-4-2017)

Sub: Reconsideration of extension of without voucher facility to retired employees

Reference: 7-8/2010/EF/Part/1 dated 5-9-2011

Facility of extension of without voucher facility was withdrawn vide guidelines conveyed vide letter No. 7-8/2010/EF/Part/1 dated 5-9-2011, as expenditure control measure. To mitigate the hardship on submission and following up of medical claims by retired employees, the Competent Authority has approved revival of the facility only to retired employees, as per the guidelines issued vide letter No. BSNL/A DMN/1 dated 28-2-2003 under para 2.1.1

The entitlement under this option will be 50 % of the admissible amount (annual outdoor ceiling prescribed) and will be paid on four equal instalments at the end of each quarter. The amount payable is taxable as per the applicable Rules

The decision will however be reviewed after 6 months.

No. S.11011/11/2016- CGHS (P)/EHS
Government of India
Ministry of Health and Family Welfare
EHS Section

Nirman Bhawan, New Delhi
Dated the 5th January, 2017

OFFICE MEMORANDUM

Sub: Revision of rates of subscription under Central Government Health Scheme due to revision of pay and allowances of Central Government employees and revision of pension/ family pension on account of implementation of recommendations of the Seventh Central Pay Commission.

The undersigned is directed to refer to this Ministry's OM No. S.11011/2/2008-CGHS(P) dated 20th May, 2009 vide which orders were issued revising the rates of monthly subscription for availing CGHS facility, as also the entitlement for free diet, entitlement of accommodation in private empanelled hospitals under CGHS, etc.

2. Consequent upon revision of pay on the basis of the implementation of the recommendations of the 7th Central Pay Commission, *it has been decided to revise the rates of subscriptions, to be made by employees / pensioners, for availing benefits under the CGHS, with effect from 1st January, 2017.* It has also been decided to revise the monetary ceiling limits for various entitlements of the beneficiaries for availing CGHS facilities.

3. In supersession of all earlier instructions, the following revisions are being made, in so far as it relates to the facilities mentioned below:

(A) Monthly Contributions for availing CGHS facility:

Sl. No.	Corresponding levels in the Pay Matrix as per 7 th CPC	Contribution (Rs. Per month)
1.	Level: 1 to 5	250
2.	Level: 6	450
3.	Level: 7 to 11	650
4.	Level: 12 & above	1000

(B) Entitlement of wards in private hospitals empanelled under CGHS:

Sl. No.	Corresponding Basic Pay drawn by the officer in 7 th CPC per month	Ward entitlement
1.	Up to Rs. 47,600/-	General
2.	Rs. 47,601/- to Rs. 63,100/-	Semi-Private
3.	Rs. 63,101/- and above	Private

(C) Monetary Ceiling for Free Diet:

The monetary ceiling for free diet for CGHS beneficiaries is revised to pay/ pension / family pension of Rs. 44,900/- per month.

(D) Monetary ceiling for free diet for beneficiaries suffering from TB or mental disease):

The monetary ceiling for free diet in case of beneficiary suffering from TB or Mental disease is revised to pay / pension / family pension of Rs. 69,700/- per month.

(E) Pay slab for determining the entitlement of Nursing Home facilities in Government / State Government / Municipal Hospitals:

The monetary ceiling for determining the entitlement of nursing home facilities in Central Government / State Government / Municipals Hospitals is revised to pay / pension / family pension Rs. 47,600/- per month and above.

(F) Monetary Ceiling for direct consultation with Specialists in Central Government /State Government / Municipal Hospitals:

The monetary ceiling for determining the entitlement for direct consultation with Specialists in Central Government / State Government / Municipal Hospitals will continue at the existing rates until revision of the same after consultation with Ministry of Finance.

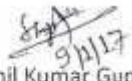
(G) Pay slab for determining the entitlement of accommodation in AIIMS, New Delhi.

The revised entitlement, as per the pay drawn by the officials, is as follows:

Sl. No.	Corresponding Basic Pay drawn by the officer in 7 th CPC per month	Ward entitlement
1.	Up to Rs. 63,100/-	General
2.	Rs. 63,101/- to Rs. 80,900/-	Private
3.	Rs. 80,901/- and above	Deluxe/Private

4. It is clarified that the reference to pay in this order relates to the pay drawn in the level of pay.
5. Pensioners have an option to get their CGHS pensioner card made by either making CGHS contribution on an annual basis (twelve months) or by making contribution for 10 (ten) years {120 (one hundred and twenty) months} for getting a pensioner CGHS card with life-time validity. It is clarified that:
- (i) Contribution to be made by pensioners / family pensioners would be the amount that they were subscribing at the time of their retirement or at the time of death of the Government servant;
 - (ii) Pensioner beneficiaries, who have already obtained CGHS card with life time validity by paying a lump sum amount equivalent to 10 years' contribution, will not be required to pay any additional amount as a result of the revision in the rates of contribution for availing CGHS facility;
 - (iii) Entitlement of pensioners / family pensioners, who have already deposited their contribution for life time CGHS facility, will not be changed.
 - (iv) Pensioners / family pensioners who are contributing to the CGHS on an annual basis and wish to continue to avail CGHS benefits will have to contribute at the revised rates up to the time of contribution needed to cover a period of a total of ten years from the time pensioner CGHS card was issued for the first time to them. The revised rate of contribution for the remaining period would be with reference to the level of pay that he / she would have drawn in the post held by him / her (at the time of his / her retirement / death) had he / she continued to be in service now but for his / her retirement/ death; and

- (v) Any pensioner / family pensioner who is entitled to avail CGHS facility has not so far got his / her pensioner CGHS card made, the rate of contribution in such cases will be with reference to the level of pay that he / she would have drawn in the post held by him / her (at the time of his / her retirement / death) had he / she continued to be in service now but for his/ her retirement / death.
6. This issues with the concurrence of the Department of Expenditure vide their I.D. Note No. 18[1]/EV/2016, dated 24/11/2016.
7. Hindi version will follow.


(Sunil Kumar Gupta)

Under Secretary to the Government of India
Tel. 23061986

To

List of Private Hospitals empanelled under CGHS, Bengaluru

Sr. No.	Name of the Hospitals	Address & Tel. No.	NABH Accredited / Non-NABH	Facilities Available
1.	Fortis Hospitals Limited Cunningham Road (w.e.f 17/11/2014)	Fortis Hospitals Limited No 14, Cunningham Road Bangalore -560052. Contact No 080-41994498/080- 41994649 manish.mattoo@fortishealthcare.com	NON NABH	CTVS, Cardiology, Orthopedics, General Medicine, Urology, Gastroenterology
2.	Imperial Hospital and Research Centre(Apollo) (w.e.f 17/11/2014)	Imperial Hospital and Research Centre ltd(A unit of Apollo hospitals, Bangalore) 154/11, Opp. IIMB-B, Bannerghatta Road, Bangalore -560076. Tel:080- 26304034/35 bharath_j@apollohospitals.com	NABH	Cardiology, CTVS, Vascular Surgery, Orthopedics (Joint Replacements, Spine Surgery), Paediatrics & Gynecology, General Surgery, Bariatric Surgery, Urology, Nephrology (Transplantation and Dialysis), Medical & Surgical Gastroenterology, Neurology & Neuro Surgery, ENT Surgery, Ophthalmology, Imaging Services (CT, MRI, PET Scan, Nuclear Medicine), Medical, Surgical & Radiation Oncology, Laboratory Services.
3.	KIMS Hospital & Research Center (w.e.f 25/03/2015)	KIMS Hospital & Research Center K.R. Raod, V.V. Puram, Bangaluru- 560004 Ph. No. 080-26624870 kimshospitalbangalore@gmail.com	NON- NABH	General Medicine, General Surgery, Emergency Services, Obsteric & Gynecology, Orthopedics, Pediatrics, E.N.T, Ophthalmology, Skin & STD, Psychiatry, Community Medicine, Dental , Anesthesiology, Radiology, Cardiology, Neuro Surgery, Urology, Nephrology, Gastroenterology, Plastic Surgery, Oncology, Diagnostic Services.
4.	Mallya Hospital (w.e.f 25/03/2015)	Mallya Hospital No 2 Vittal Mallya Road Bangalore 560001. Ph: 080 22277979 kanchan.sanyal@gmail.com	NABH	Cardiology, Cardiothoracic Surgery, Dentistry ,Dermatology, Endocrinology, ENT, Gastroenterology, General and Minimal Invasive Surgery, Internal Medicine, Maxillofacial Neonatology, Nephrology, Neurology, Neuro Surgery, Obstetrics & Gynecology, Oncology, Onco Surgery, Ophthalmology ,Orthodontist, Orthopedics, Pediatrics, Pediatric, Cardiology, Pediatric Surgery, Plastic Surgery, Preventive Health Checkups, Psychiatry, Pulmonary Medicine, Radiology, Speech Therapy, Urology, Vascular Surgery
5.	Narayana Hrudayalaya (w.e.f 25/03/2015)	Narayana Hrudayalaya No. 258/A, Bommasandra Industrial Area, Hosur Road, Bangalore - 560 099 Ph no 080-71222222 mohan.kumar@nhhospitals.org	NABH	Anaesthesiology, Blood Bank, Cardiology & Cardiothoracic Surgery - Adult , Pediatrics & Neonatology, Cranio -Maxillo Facial Surgery, Clinical Nutrition & Dietetics, Dentistry & Implantology, Dermatology & Cosmetology, Diabetics & Endocrinology, E.N.T, General Surgery, Genetics, Haematology, Internal Medicine, Medical & Surgical Gastroenterology, Medical & Surgical Oncology, Multi -Organ Transplantation (Cardiac, Liver, Kidney, Bone Marrow), Nephrology, Medical, Surgical & Interventional Neurology, Nuclear Medicine, OB & G, Pediatrics, Plastic & Reconstructive Surgery, Psychiatry & Clinical Psychology, Pulmonology, Reproductive Medicine, Thoracic Surgery, Urology, Vascular Surgery, Rheumatology, Speech & Swallow Rehabilitation, Physiotherapy & Rehabilitation, Infectious Diseases. Radiology & Imaging facilities including Fluoroscopy, Mammography, Nuclear Medicine including PET- CT, Laboratory facilities.
6.	P D Hinduja Sindhi Hospital (w.e.f 17/11/2014)	P D Hinduja Sindhi Hospital no 12th A cross sindhi Hospital Road Sampangiramnagar Bangalore 560027. PH :080- 49030303, 080-49060605 jyothikm@hindujasindhospital.com	NON NABH and NABL	General Medicine, Ophthalmology, E.N.T, Dental, Urology, Neuro Surgery, Plastic Surgery, General Surgery, Paediatrics, Obstetrics & Gynecology, Orthopedics, Physiotherapy, Laparoscopic Surgery, Micro Surgery, Urethrotomy, Diagnostic services including Ultrasound Scanning, Echo Cardiography Colour Dopplar Vascular Imaging, Treadmill Cardiac Stress Test (TMT), Foetal Monitor Computerised Radiography Video Endoscopy Video Colonoscopy Pulmonary Function
7.	Sagar Hospital Banshankari (w.e.f 25/03/2015)	Sagar Hospitals Banshankari Shavige Malleshwara hills Kumaraswamy Layout Banashankari Bangalore 560078. Ph no:080-4299 9999 91894padhu_74@yahoo.com	NON- NABH & NABL	Anesthesiology, Cardiology, Cosmetic /Plastic Surgery, Dental, Dermatology, Diabetics & Endocrinology Dietary & Nutrition, ENT, Gastroenterology, General Surgery, Geriatrics, Neonatology, Nephrology Neurosurgery, Obstetrics and Gynecology, Oncology -Medical/Surgical, Ophthalmology, Orthopedics, Pathology and Laboratory Services, Pediatrics, Physiotherapy, Psychology, Pulmonology/Respiratory Medicine, Radiology & Imaging Services, Rheumatology, Reconstructive Surgery, Transfusion Medicine Urology, Vascular Surgery, Diagnostic Services

8	Sagar Hospital Jayanagar (w.e.f 25/03/2015)	Sagar Hospitals Jayanagar No 44/54 30th cross Tilaknagar Jayanagar Ext Bangalore 560041 Ph no: 080-4288 8550 padhu_74@yahoo.com	NABH	Anesthesiology, Bariatric Surgery, Cardiology, Cosmetic/Plastic Surgery, Dental, Dermatology, Diabetics & Endocrinology Dietary & Nutrition, ENT, Gastroenterology, General Surgery, Geriatrics, Neonatology, Nephrology Neurosurgery, Obstetrics and Gynecology, Oncology -Medical/Surgical, Ophthalmology, Orthopedics, Pathology and Laboratory Services, Pediatrics, Physiotherapy, Psychology, Pulmonology/Respiratory Medicine, Radiology & Imaging Services, Rheumatology, Reconstructive Surgery, Transfusion Medicine Urology, Vascular Surgery, Diagnostic Services
9	Sri Shankara Cancer Hospital & Research Centre (w.e.f 25/03/2015)	Sri Shankara Cancer Hospital & Research Centre (A unit of Sri Shankara Cancer Foundation) 1 st Cross, Shankarapuram, Basvanguadi, Bengaluru-560004. Ph. NO. 080-26981065 madhurisandy@gmail.com	NON-NABH	Radiology, Radiation Oncology, Medical Oncology, Surgical Oncology, Anaesthesiology, Gastroenterology, Urology, Psycho-Oncology/Psychiatry, Plastic and Reconstructive Surgery, Neurosurgery, Paediatric Surgery, Pulmonology, Orthopedics, Physiotherapy, Blood Transfusion services, Diagnostic Services.
10.	Vydehi Institute of Medical Science & Research Centre (w.e.f 25/03/2015)	Vydehi Hospital, #82, EPIP Area, Whitefield, Bangalore 560066. Phone Number: 08028413381/82/83 info@vims.ac.in	NON NABH	Cardiology, Cardio Thoracic & Vascular Surgery, Oncology, Urology, Nephrology, Neonatology, Plastic Surgery, Cranio -Maxillofacial Surgery, Neurosurgery, Gastroenterology, Endocrinology, Endocrine Surgery, OBG.
11	HealthCare Global Enterprises Ltd. (w.e.f 17/02/2016)	HealthCare Global Enterprises Ltd. No.8, HCG Towers, Sampangram Nagar, Bangalore-560027 Ph:080-40206000, 080-40206065,9341307646 Fax No: 080-2248 5962 www.hcgoncology.com	NABH	Comprehensive Cancer Care including Medical Oncology – Adult & Paediatrics, Surgical Oncology with Sub Specialty Radiation Oncology, Hematology & Hemato oncology, Bone Marrow Transplant, Liver Transplant, Genomics, Laboratory Services, Blood Bank, PET CT Scan, CT, MRI, Digital Mammography, X-Ray, U/S, Nuclear Medicine Therapies (Iodine 131 for Thyroid Cancer), Hepatobiliary & Plastic Surgery
12	MS Ramaiah Memorial Hospital (w.e.f 17/02/2016)	MS Ramaiah Memorial Hospital MSRIT Post, MSR Nagar Bengaluru-560054 Ph: 080-23608888, 080-23609999 Fax: 080-22183276 contact@msrmh.com	NABH	Anaesthesiology, Cardio Thoracic Surgery, Cardiology, Dental Science, Dermatology, Emergency, Medicine, Endocrinology, Gastroenterology (Medical, surgical), General Medicine, General Surgery, Intensive care Unit, Nephrology, Neuro-surgery, Neurology, Obstetrics & Gynaecology, Oncology (Medical, Radiation, Surgical), Ophthalmology, Orthopaedic Surgery including joint Replacement Surgery, ENT, Paediatric (Cardiology, surgery, Neonatology), Plastic and Reconstructive Surgery, Psychiatry, Respiratory Medicine, Transplant Services (Kidney, Heart), Urology, Vascular Surgery, Laboratory and Diagnostic Services, 2D Echo, Audiology, Colonoscopy, CT Scanning, DSA Lab, EEG, ENMG, Fluoroscopy, Gastroscopy, Holter Monitoring, Mammography, MRI, Spirometry, TMT, Ultrasound, X-Ray, Blood Transfusions Services, Blood Bank, Dietetics, Physiotherapy, Rehabilitation, Speech & Language Therapy
13	Sparsh Hospital A unit of Shiva & Shiva Orthopaedic Hospital Pvt. Ltd (w.e.f 17/02/2016)	Sparsh Hospital A unit of Shiva & Shiva Orthopaedic Hospital Pvt. Ltd 29/P2, Health City, Bommasandra Industrial Area, Hosur Main Road, Bengaluru-560099. Ph: 080-33271000/99 Fax: 080-33271111/2 info@sparshhospital.com	NABH	Orthopaedics, Plastic surgery, Neuro surgery, Maxillofacial surgery, Microvascular surgery
14	Fortis Hospitals Limited (w.e.f 21/11/2016)	Fortis Hospitals Limited No. 154/9, Bannerghatta Road Opposite IIM Bangalore Bengaluru-560076 Ph: 080-66214444 Fax: 080-66214242 care.bng@fortishealthcare.com	NABH	Anaesthesiology, Cardiac Anaesthesia, Cardio Thoracic Surgery - Adult & Paediatric, Cardiology - Adult & Paediatric Dental Science, Dermatology & Venereology, Emergency Medicine, Endocrinology, Family Medicine, Gastroenterology (Medical, Paediatric, Surgical), General Medicine, General Surgery Including Minimal Access Surgery, Geriatrics, Head and Neck Surgery, Hepato Pancreato Biliary Surgery, Hepato Pancreato Biliary surgery, Hepatology, Infertility and IVE, Neonatology, Nephrology, Neuro Surgery, Neurology, Obstetrics & Gynaecology, Oncology (Medical, Surgical), Ophthalmology, Orthopaedic Surgery including joint Replacement Surgery, Otorhinolaryngology, Paediatric Surgery, Paediatrics, Plastics and Reconstructive Surgery, Psychiatry, Respiratory Medicine, Rheumatology, Sports Medicine, Urology, Vascular Surgery, Dietetics, Physiotherapy and Rehabilitation, Psychology, Speech and language Therapy, laboratory Services, Diagnostic Services and Transfusions Services.

Exclusive Eye Centres: Bengaluru

Sr. No.	Name of the Exclusive Eye Centres	Address & Tel. No.	NABH / Non-NABH	Empanelled As
1	Abhishek Nethradhama (w.e.f 20/02/2015)	Abhishek Nethradhama #HIG 2024,3 rd cross, 'B' sector, opposite to National Public School, ICICI Bank road, Near SBI, yelahanka New town, Bengaluru-64 Ph: 080- 40933219, 7795715203 7204446073 abhisheknethradhama@yahoo.in	NON NABH	Exclusive Eye Care Centre
2	Aditya Netralaya (w.e.f 25/03/2015)	Aditya Netralaya #244, 7 th Cross, VI Block, III Phase, 3 rd Stage, BSK, Bengaluru-560085 Ph no. 080-26695392 adityanetralaya@gmail.com	NON NABH	Exclusive Eye Care Centre
3	Bangalore Nethralaya (w.e.f 25/03/2015)	Bangalore Nethralaya #946, 21 st Main, Near BDA Complex, Banashankari, 2 nd Stage, Bangalore- 560070. Ph no. 080-65375566 bangalorenethralaya@gmail.com	NON-NABH	Exclusive Eye Care Centre
4	Bangalore West Lions Superspeciality Eye Hosp (w.e.f 17/11/2014)	Bangalore West Lions Superspeciality Eye Hosp No 5 Lions Eye Hospital road (Off j c road) bangalore.560002 Ph no 080-22121255 lionseye@vsnl.com	NABH	Exclusive Eye Care Centre
5	Devi Super Speciality Eye Hospital Pvt Ltd (w.e.f 17/11/2014)	Devi Super Speciality Eye Hospital PVT LTD,#434,18th Main,80Feet Road,6th Block,Opp Koramangala Banagalore-560095, 080-25535514 devieyehospital@hotmail.com	Non NABH	Exclusive Eye Care Centre
6	Dr Agarwals Eye Hospital Bannerghatta Road (w.e.f 17/11/2014)	Dr. Agarwal's Eye Hospital C K Emerald No 10 N S Palya Kaveriappa Industrial Area, Bannerghatta Road Bangalore-560076, 080-26784012 tpa_ka@dragarwal.com	NON-NABH	Exclusive Eye Care Centre
7	Dr. Agarwal's Eye Hospital Yelankha (w.e.f 17/11/2014)	Dr. Agarwals Eye Hospital (Represented by Dr. Agarwal's Healthcare Limited), No. 2557 HIG, 16th B Cross Road, 3rd Stage, Yelahanka New Town, Bangalore - 560 064. Ph no 080 2846 1225 yelahanka@dragarwal.com	NON NABH	Exclusive Eye Care Centre
8	Karthik Netralaya Institute of Ophthalmology Pvt Ltd (w.e.f 17/11/2014)	Karthik Netralaya Institute of Ophthalmology Pvt. Ltd.89, 6th Cross, Ashok Nagar, BSK 1st Stage, Bangalore - 560 050, Karnataka. Ph : 2667 4399. karthiknetralaya@gmail.com	NABH	Exclusive Eye Care Centre
9	Narayana Netralaya-1 (w.e.f 17/11/2014)	Narayana Nethralaya , 121/C, Chord Road, Rajajinagar, 1 st R Block, Bangalore-010 Ph No.080-6612 1428 dr.mkurian@gmail.com	NABH	Exclusive Eye Care Centre
10	Narayana Netralaya-2 (w.e.f 17/11/2014)	Narayana Nethralaya , # 258/A, Bommasandra, Narayana Health City, Bangalore - 560 099. Ph No. 080 -6666 0707 himanshu@narayananeethralaya.com	NABH	Exclusive Eye Care Centre
11	Narayana Netralaya-3 (w.e.f 17/11/2014)	Narayana Nethralaya , No.37, Castle Street, Opp. Sacred Heart Church, Ashok Nagar, Bangalore - 560 025. Ph No. 080 -6697 4033, 080- 6697 4013 dr.colin@narayananeethralaya.com	NON-NABH	Exclusive Eye Care Centre

12	Nelivigi Eye Hospital & Surgical Centre (w.e.f 25/03/2015)	Nelivigi Eye Hospital & Surgical Centre No. 446/21, Above Vijaya Bank, 3 rd Floor, Opposite Amba Bajaj Showroom, Bellandur Circle, outer ring road, Bangalore-560103. Ph no. 080-65756600, 080-25742525 nelivigieyehospital@gmail.com	NON-NABH	Exclusive Eye Care Centre
13	Nethradhama Superspeciality Eye Hospital, Indiranagar (w.e.f 20/02/2015)	Nethradhama Superspeciality Eye Hospital, Indiranagar # 66, Double Road, HAL 2 nd stage, Indiranagar, Bangalore - 38 080-43332555, 8197351609 nhplindr@nethradhama.org	NON NABH	Exclusive Eye Care Centre
14	Nethradhama Superspeciality Eye Hospital, Rajajinagar (w.e.f 20/02/2015)	Nethradhama Superspeciality Eye Hospital, Rajajinagar # 607 / 77, 1 st Main, Dr, Rajkumar Road, 2 nd Block, Rajajinagar, Bangalore -21 080-43334111, 99728 53918 nhplrjn@nethradhama.org	NON NABH	Exclusive Eye Care Centre
15	Nethradhama Superspeciality Eye Hospital (w.e.f 17/11/2014)	Nethradhama Superspeciality Eye Hospital No.256/14, Kanakapura main road, Jayanagar 7th block Bangalore 560082, 080-26088000 pr@nethradhama.org	NABH	Exclusive Eye Care Centre
16	Netra Enterprise Prabha Eye Clinic (w.e.f 17/11/2014)	PRABHA EYE CLINIC AND RESEARCH CENTRE, #504, 40TH CROSS, 8TH BLOCK JAYANAGAR, BANGALORE - 560070 Ph no: 080 - 22444131 bharat@prabhaeyeclinic.com	NON-NABH	Exclusive Eye Care Centre
17	Padmabhushana Dr M C Modi Eye Hospital (w.e.f 17/11/2014)	Padmabhushana Dr.M.C. Modi Eye Hospital, Dr.M.C.Modi Road, Mahalakshimpuram, Bangalore-560086 Ph.080-23492233 mcmodihospital@gmail.com	Non-NABH	Exclusive Eye Care Centre
18	Retina Institute of Karnataka (w.e.f 25/03/2015)	Retina Institute of Karnataka #122, 5 th Main Road, Chamarajpet, Bengaluru-560018. Ph no. 080-22410106 retinakarnataka@gmail.com	NABH	Exclusive Eye Care Centre
19	Samprathi Eye Hospital & Squint Centre (w.e.f 25/03/2015)	Samprathi Eye Hospital & Squint Centre #111/3, Raiway Parallel Raod, Kumara Park West, Bengaluru - 560020 Ph no. 080-23367544 arunsamprathi@yahoo.com	Non NABH	Exclusive Eye Care Centre
20	Sankara Eye Hospital (w.e.f 17/11/2014)	Sri Kanchi Kamakoti Medical Trust-Sankara Eye Hospital Site-43, Varthur Main Road, Marathahalli, Bangalore-560037 Ph no 080-28542727 ceo.blr@sankaraeye.com	NABH	Exclusive Eye Care Centre
21	Shekar Eye Hospital (w.e.f 17/11/2014)	Shekar Nethralaya, A unit of Varasiddi Hospitals No.33 100 feet Ring road, JP Nagar 3rd phase, Bangalore - 560078, Tel: - 080 26593210 info@shekarnethralaya.com	NON-NABH	Exclusive Eye Care Centre
22	Sukruthi Eye Care Microsurgical Centre (w.e.f 17/11/2014)	Sukruthi Eye Care Microsurgical Centre, 148, Vyalikaval, Malleswaram 11th Cross, Bangalore 560003 Ph no 080-23566251 sukruthieyecare@gmail.com	NON-NABH	Exclusive Eye Care Centre

23	Sunayana Eye Hospital (w.e.f 17/11/2014)	Sunayana Eye Hospital, #1156, 26th Main, 4th 'T' Block, Jayanagar, Bangalore-41. 080-22442356 info@sunayanaeyehospital.com	NON-NABH	Exclusive Eye Care Centre
24	Sunetra Eye Hospital (w.e.f 17/11/2014)	Sunetra Hitech Eye Hospital # 519/34,2nd cross,10th main ,BSK 1 st Stage , 2nd block ,Bangalore-560050. Ph no 080-22410500 sunetra@sunetraeyehospital.org	NON-NABH	Exclusive Eye Care Centre
25	The Eye Foundation (w.e.f 17/11/2014)	The Eye Foundation, #79/5, Outer Ring Road,(Diagnolly Opp. To Bellandur Central Mall), Bellandur, Bangalore - 560103. Ph: 080-49422000. info@theyefoundation.com	NABH	Exclusive Eye Care Centre
26	Vasan Eyecare Hospital Ganganagar (w.e.f 17/11/2014)	VASAN EYE CARE HOSPITAL Vijayalakshmi Arcade, # 533 Opp. BMTC Bus Stop, Ganganagar, R T Nagar, Bangalore -560032. Ph No.: 080 39207950 rtnagar.accounts@vasaneyeye.in	NON-NABH	Exclusive Eye Care Centre
27	Vasan Eyecare Hospital HRBR Layout Banasavadi (w.e.f 17/11/2014)	VASAN EYE CARE HOSPITAL # 205/4C, IV Cross III Block, HRBR Layout, Near Hennur BMTC Bus depot, Banaswadi, Bangalore-560043 Ph No.: 080 39890600 hrbrlayout.accounts@vasaneyeye.in	NON-NABH	Exclusive Eye Care Centre
28	Vasan Eyecare Hospital Jayanagar (w.e.f 17/11/2014)	VASAN EYE CARE HOSPITAL # 28 & 29, 7 th Main Road, IV Block, Jayanagar, Bangalore -560011. Ph No.: 080 39890500 jayanagar.accounts@vasaneyeye.in	NON-NABH	Exclusive Eye Care Centre
29	Vasan Eyecare Hospital Koramangala (w.e.f 17/11/2014)	VASAN EYE CARE HOSPITAL # 897/C, 80 Feet Road, VI Block, Opp. Pizza Hut, Koramangala Bangalore-560095. Ph No.: 080 39890000 koramangala.accounts@vasaneyeye.in	NON-NABH	Exclusive Eye Care Centre
30	Vasan Eyecare Hospital Nagarbhavi (w.e.f 17/11/2014)	VASAN EYE CARE HOSPITAL # 5, 20 th Cross, Malagala Underpass Ring Road II Stage, Nagarbhavi Bangalore-091 Ph No.: 080 30163800 nagarbhavi.accounts@vasaneyeye.in	NON-NABH	Exclusive Eye Care Centre
31	Vasan Eyecare Hospital Rajajinagar (w.e.f 17/11/2014)	VASAN EYE CARE HOSPITAL # 46, 19 th Main Road, I Block, Rajajinagar Bangalore-560010. Ph No.: 080 39419000 rajajinagar.accounts@vasaneyeye.in	NON-NABH	Exclusive Eye Care Centre
32	Vittala International Institute of Ophthalmology (w.e.f 17/11/2014)	Vittala International Institute Of Ophthalmology, C.A.Site #1, 2 nd Crs, 2nd Mn, 7th Blk, Hosakerehalli, Banashankari 3rd Stage, Bangalore 560 085. Ph: 080-26722214/080-26722214 bgn@viio.org	NON-NABH	Exclusive Eye Care Centre

DIAGNOSTIC Centres: Bengaluru

Sr. No.	Name of the Diagnostic Centres	Address & Tel. No.	NABH / Non-NABH	Facilities Empanelled for
1	Chanre Diagnostic Laboratory (w.e.f 17/11/2014)	ChanRe Diagnostic Laboratory & Multi Speciality Clinic, # 121 /1, 3rd main bet 10th & 11th Cross, Margosa Rd, Malleswaram, bangalore - 03,080-40810611 medicalofficer@chanrediagnostic.com	NABL	Laboratory Investigations and Ultrasound, 2D ECHO, TMT, Doppler, ECG, Denstistry, Advanced Diagnostic Laboratory
2	Kanva Diagnostic Services Pvt Ltd (w.e.f 17/11/2014)	Kanva Diagnostic Services {P} Ltd #/2/10. Dr Rajkumar Road, 4th N Block, Rajajinagar, Bangalore - 560010 Phone: 080-23133838/39/40/41/42 FAX: 080-23133844 WEB: www.kanvadiagnostic.com krupa06@kanvadiagnostic.com	NABL	Laboratory Services including Biochemistry, Special Biochemistry, Hematology, Microbiology, Histopathology, Clinical Pathology, Cytology, Radiology & Imaging Services including Digital X-ray, Mammography and Bone Densitometry, Ultrasound Scan Including Anamoly scan, 4D scan, Dopplers all kinds, Ultrasound guided Biopsy, FNAC Etc, CT Scan, MRI
3	RV Metropolis and Diagnostic and Health Care Centre Pvt Ltd (w.e.f 17/11/2014)	RV Metropolis and Diagnostic and Health Care Centre Pvt Ltd # 7&21, 10th Cross, Yellappa Garden Malleswaram, Bangalore-560003, 080-33993939 admin.rv@metropolisindia.com	NABL	TMT, LBC, X-ray, Ultrasound, Echo, ECG Microbiology, Biochemistry, Histopathology, Serology, Hematology, Clinical Pathology, Cytology,
4	Elbit Medical Diagnostic Limited (w.e.f 17/11/2014)	Elbit Medical Diagnostic Limited INDIAN EXPRESS BUILDING, 1&1/2. QUEENS ROAD BANGALORE -560001 Ph no 080-40570000 info@elbit.in	NABL	MRI, CT, Nuclear Meducine, Echocardiograpy, T.M.T/E,C.G Mammograpy, Bone Densitometry, Radiography (Digital X-Ray), Pathology, Biochemistry&Microbiology, Ultrasound,, Diagnostic Endosocy/ERCP, Moleculer Diagnostics, E.E.G.,E.N.M.G & NCV
5	Anand Diagnostic Laboratory (w.e.f 17/02/2016)	Anand Diagnostic Laboratory Bowring Tower, No. 54, Bowring Hospital Road Shivajinagar, Bengaluru -560001 Ph: 080-25318550 adlchgs@anandlab.com	NABL	Laboratory services, X-ray, USG, Doppler Studies, Audiometry

EXCLUSIVE DENTAL CLINICS: Bengaluru

Sr. No.	Name of the Exclusive Dental Centres	Address & Tel. No.	NABH / Non-NABH	Empanelled for
1.	Smiles Dental Care (w.e.f 17/11/2014)	SMILES DENTAL CARE, #74/2, ABOVE NAGENDRA MEDICALS, NAGAVARPALYA MAIN ROAD, C.V.RAMAN NAGAR, BANGALORE 560093 Ph no 080-64557113 get2prashanth@yahoo.com	NON-NABH	Dental Care
2.	Chinmayi Dental and Medicare (w.e.f 17/11/2014)	Chinmayi Dental & Medicare #28,2 main, 5th cross, Govindarajanagar, Bangalore-560040. Ph-080-23404380. drgirish_g@yahoo.com	NON-NABH	Dental Care
3.	Apoorva Dental Care (w.e.f 17/11/2014)	Apoorva Dental Care, hig 4/1, 80feet double road, dollars colony, rmv 2nd stage, near rmv club, Bangalore -560094. Ph no: 080-65951922 dr.ajay.j@gmail.com	NON-NABH	Dental Care
4.	Dental Health Clinic (w.e.f 25/03/2015)	Dental Health Clinic No. 150, 5 th Cross, Koramangala, 5 th Block, Next to Juice Junction, Bengaluru-560095 Ph no. 080-65658727 Mobile no. 9845101056 prasaddent17@gmail.com	NON-NABH	Dental Care

EMANELMENT OF HCO'S UNDER CGHS BENGALURU W.E.F.01.06.2017

Sr. No.	Name of the Hospitals	NABH STATUS	FACILITIES AVAILABLE
1.	VIBRAM HOSPITAL (BENGALURU) PVT. LTD. #71/1, Miller's Road, Opp. St. Anne's College, Bangalore-560052, Contact No: 080-71004500.	NABH	Anaesthesiology, Bariatric Surgery, Cardiology, Cosmetic Surgery, Critical Care, Dental Sciences, Dermatology, Emergency Medicine, Endocrinology, Family Medicine, Medical & Surgical Gastroenterology, General Surgery, HepatoPancreato Biliary Surgery, ICU, Interventional Radiology, Nephrology including Dialysis, Neuro Surgery, Neurology, OBG, Medical & Surgical oncology, Ophthalmology, Orthopedic Surgery, ENT, Pediatrics, Psychiatry, Respiratory Medicine, Rheumatology, Spine Surgery, Urology, Vascular Surgery, Biochemistry, Microbiology & Serology, Pathology, Haematology, Histopathology, 2D ECHO, Audiometry, Bone Densitometry, Colour Doppler, CT MRLEEE, EMG/EP, Holter Monitoring, Mammography, MRI, Ultrasound, X-Ray, Pharmacy, Diets, Physiotherapy, Ambulance
2.	Sakra World Hospital, A unit of TAKSHASHILA HOSPITALS OPERATING PVT LTD, Sy No. 52/2 & 52/3, DEVERABESANAHALLI, VARTHUR HOBLI, BANGALORE - 560103 [OPPOSITE INTEL, OUTER RING ROAD MARATHAHALLI] Contact No : 080-49694969	NABH	Anesthesiology, Cardiac Anesthesia, Cardiology, Cardiothoracic Surgery, Cosmetic Surgery, Critical Care, Dental Sciences, Dermatology, Diabetology, Dialysis, Emergency Medicine, Endocrinology, ENT, Fertility, Fetal Medicine, General Medicine, General Surgery, Hepatology, Hepato-Pancreato-Biliary Surgery, Interventional Radiology, IVF, Medical Gastroenterology, Neonatology, Nephrology, Neurology, Neurosurgery, OBG, EYE, Medical Oncology, Surgical Oncology, Orthopedics, Orthopedic Surgery including joint replacement, Pediatric Surgery, Pediatrics, Plastic and Reconstructive Surgery, Psychiatry, Pulmonology, Rheumatology, Sleep Study, Spine Surgery, Surgical Gastroenterology, Urology, Vascular Surgery, Liver Transplant, Kidney Transplant, Ambulance, Blood Bank / Transfusion Services, Dietetics, Psychology, Rehabilitation, Occupational Therapy, Physiotherapy, Speech and Language Therapy, Sports Medicine, Audiometry, Bone Densitometry, CT Scanning, DSA Lab, ECG, EEG, Holter Monitoring, Mammography, MIG, PET, Spirometry, Tread Mill Test, Ultrasound, Ultra Dynamic Studies, X-Ray, Bio-chemistry, Microbiology and Serology, Pathology, Cytopathology, Genetics, Hematology, Histopathology
3.	HOSMAT HOSPITAL, 45, Magrath Road, Bengaluru 580025 Contact Nu: 080-25593796	NABH	Orthopaedics, Paediatric Orthopaedics, Accident-Trauma, Rheumatology, Sports Medicine, Joint Replacement, Neurosurgery, Spine Surgery, Neurology, Faciomaxillary, Dermatology & Cosmetology, Plastic Surgery, ENT, Urology, Physical & Rehabilitation Medicine, Corporate Health Plan, Non Invasive Cardiology, General Surgery, Gynaecology, Haug Surgery, Internal Medicine, Pulmonology, Anaesthesiology, Diets, Physiotherapy, Occupational Therapy, Neuro Rehabilitation, Ambulance Services (24/7), Pharmacy (24/7), Laboratory (24/7), MRI Scan, CT Scan, Ultrasound Scan, X-Ray, Bone Densitometry, Clinical Bio-Chemistry, Clinical Pathology, Haematology, Clinical Microbiology & Serology, Blood Bank (Whole Blood Only), Blood Transfusion Services.

**Construction of an Annexe
to Pensioners' Bhavan,
Association's Building
in Telecom Layout,
Bengaluru.
An APPEAL
FOR DONATION TO THE
BUILDING FUND OF THE
ASSOCIATION**



The Executive Committee of K P&T PA thanks all Members, Subscribers, Pensioners' Associations and Well Wishers who have so far remitted their donation to the building fund of the Association.

Foundation stone for the proposed Annexe has been unveiled on 17th June 2017. Construction of the Annexe building will commence shortly. KP&TPA earnestly requests other Members and Subscribers, **who are yet to respond** to donate liberally to the building fund.

Donation can be made in instalments also. Progressive total of donations made in instalments will be indicted in the list published in the Association's Journal *Pensioners' Champion*, as and when donations are received

Names of those who donate Rs.25,000/- and above will be engraved on granite stone to be embedded in the front wall near the main door of the new building and of those who donate Rs. 10,000 /- and above but less than Rs.25,000/-, on the boards to be provided in the main hall

Income Tax exemption: In computation of the taxable income, 50% of the amount of donation made to K P&T PA, is eligible for deduction in the Gross total Income of an Individual under Section 80-G of Income Tax ACT. Donation to be remitted by ***crossed cheque*** payable to "**Karnataka P&T Pensioners' Association**".

Cheques may please be sent to:

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