

SRES - NFIR

Highlights of 7th CPC Recommendations

1. Pay Commission effect from **01.01.2016**.
2. Grade Pay, Pay Band System abolished.
3. Minimum Pay **Rs.18,000/-**, Maximum Pay **Rs.2,25,000/- (2.25 Lakhs)**.
4. Increment – **3%**
5. Fitment Factor is **2.57 (Calculation Method : Grade Pay + Basic Pay x 2.57)**.
6. **52 Allowances abolished**.
7. HRA – rationalized to 24%, 16%, 8% (when DA crosses 50% further revision will take place).
8. Fixed Medical Allowance – No change.
9. Break Down Allowance abolished.
10. Education Allowance retained.
11. Family Planning Allowance abolished.
12. Cycle Allowance Abolished.
13. Washing Allowance abolished. A separate allowance subsumed in the newly proposed Dress Allowance.
14. National Holiday Allowance

Level	Rate of Allowance
1 and 2	Rs. 384
3 to 5	Rs. 477
6 to 8 (limited to only Non gazette staff)	Rs. 630

Note : Rate of allowance will further increase by 25%, each time DA raises by 50%

15. **HBA – 34 times of Basic Pay OR Rs.25 Lakhs.**
16. Child Care Leave – 365 days with full salary
Next 365 days only 80% of salary. CCL to single men parents is recommended.
17. Maternity Leave – No Change
18. Paternity Leave – No Change
19. LAP – No Change.
20. DCRG Rs. 20,00,000/- (Twenty Lakhs).
21. MACP Benefits = 3 MACPs - No change.
22. Casual Leave - No change.

Fitment Factor Calculation :

- **Example 1** : If 'X' draws GP Rs.2400 with Basic Pay Rs.10,160, her fixation on 7th CPC is $2400 + 10,160 = 12,560 \times 2.57 = 32,279.20$ is rounded to **Rs.32,300/-**.
- **Example 2** : If 'Y' draws GP Rs.4200 with Basic Pay Rs.20,000 her fixation on 7th CPC is $4200 + 20,000 = 24,200 \times 2.57 = 62,194$ is rounded to **Rs.62,200/-**.

New Entrants will get as follows :

6 th CPC – G P	6 th CPC - Fixation	7 th CPC - Fixation	New Levels
1,800	7,000	18,000	1
1,900	7,730	19,900	2
2,000	8,460	21,700	3
2,400	9,910	25,500	4
2,800	11,360	29,200	5
4,200	13,500	35,400	6
4,600	17,140	44,900	7
4,800	18,150	47,600	8
5,400	20,280	53,100	9

Running Staff : Running Allowances is granted to running staff when they are engaged in or employed on non-running duties. The present rates are :

When such running duties are required to be performed at HQ	Equal to Pay Element of Running Allowance, i.e. 30% of Basic Pay.
When such running duties are required to be performed at outstations	Granted Kilometrage Allowance on notional kilometers earned @ 160 km per day

Note : Will be decided by Board in consultation with Federations.

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Circular No. 701
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Note : Details of the 7th CPC will be published later by SRES/NFIR.