

THE INDIAN POLICE SERVICE (PAY) RULES, 1954

In exercise of the powers conferred by sub-section (1) of section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely:-

1. Short title.- These rules may be called the Indian Police Service (Pay) Rules, 1954.

2. Definitions.- In these rules, unless the context otherwise requires-

2 (a) 'Cadre' and 'Cadre Post' shall have the meanings respectively assigned to them in the Indian Police Service (Cadre) Rules, 1954;

2(b) 'Departmental Examination' means such examination as may be prescribed by the State Government from time to time for members of the Service allotted to the cadre of that State or posted to that State for training;

2(c) 'Direct Recruit' means a person appointed to the Indian Police Service in accordance with rule 7 of the Indian Police Service (Recruitment) Rules, 1954;

2(cc) 'Indian Police member of the Indian Police Service' means a person, who was initially appointed to the Police Service of the Crown in India known as the Indian Police and who subsequently became a member of the Indian Police Service;

2(d) 'Member of the Service' means a member of the Indian Police Service;

2(e) 'Promoted Officer' means an officer appointed to the Indian Police Service by promotion from a State Police Service in accordance with rule 9 of the Indian Police Service (Recruitment) Rules, 1954;

2(f) 'Schedule' means a Schedule appended to these rules;

2(g) 'State' means 1 [a State specified in the First Schedule to the Constitution and includes a Union Territory];

2(h) 'State Cadre' and 'Joint Cadre' have the meanings respectively assigned to them in the Indian Police Service (Cadre) Rules, 1954;

2(i) 'State Police Service' shall have the meaning assigned to it in the Indian Police Service (Recruitment) Rules, 1954;

2 2 (j) State Government concerned in relation to a probationer allotted to a Joint cadre, means the Joint Cadre Authority.

3. Scales of pay.-

3(1) The scales of pay admissible to a member of the Service and the dates with effect from which the said scales shall be deemed to have come into force, shall be as follows:-

Junior Scale- Rs.8000-275-13500 (with effect from the 1st day of January, 1996).

Senior Scale -

(i) Time Scale - Rs.10000-325-15200 (with effect from the 1st day of January, 1996).

(ii) Junior Administrative Grade-Rs.12000-375-16500 (non-functional) (with effect from the 1st day of January, 1996).

Provided that a member of the Service shall be appointed to the Senior Time Scale on his completion of four years of service, subject to the provisions of sub-rule (2) of rule 6A of the Indian Police Service (Recruitment) Rules, 1954 and to the Junior Administrative Grade on completion of nine years of service.

(Note : The four years and nine years of service in this rule shall be calculated from the year of allotment assigned to him under rule 3 of the Indian Police Service (Regulation of Seniority) Rules, 1988.

(iii) Selection Grade- Rs.14300-400-18300 (with effect from the 1st day of January, 1996).

Supertime Scales -

(a) Deputy Inspector General -Rs.16400-450-20000 (with effect form the 1st day of January. 1996).

(b) Inspector General - Rs.18400-500-22400 (with effect from the 1st day of January, 1996).

Above Supertime Scales -

- (i) Additional Director General of Police - Rs.22400-525-24500 (with effect from the 1st day of January, 1996).
(ii) Director General of Police - Rs.24050-650-26000 (with effect from the 1st day of January, 1996).

Provided that a member of the Service may opt to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale. The option shall be exercised in accordance with such orders as may be issued by the Central Government in this behalf.

Explanation 1 : The option to retain the existing scale under the proviso to this rule shall be admissible only in respect of one existing scale.

Explanation 2 : The said option shall not be admissible to any person appointed to the Service on or after 1st day of January, 1996 and he shall be allowed pay only in the revised scale.

Explanation 3 : Where a member of the Service exercises an option under the proviso to this rule to retain the existing scale in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale, his substantive pay shall be substantive pay which he would have drawn had he retained the existing scale in the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher".

3-A 3(2) (i) A member of the Service shall be entitled to draw pay in the Selection Grade only on appointment to that Grade.

4 (ii) The pay of a member of the Service in the Junior Administrative Grade shall, on appointment to the Selection Grade, be fixed (a) at the stage which is equal to his pay in the Junior Administrative Grade or if there is no such stage, the stage next above that pay or (b) the minimum of the Selection Grade, whichever is higher.

4(iii) The next increment in the Selection Grade would accrue after rendering the requisite qualifying service in that grade. Where, however, pay has been fixed at the same stage of the Junior Administrative Grade, the increment will become admissible on the date it would have become due in that grade but for his appointment to the Selection Grade.

Provided that all leave, except extra-ordinary leave taken otherwise than on medical certificate, shall count for increment in the Selection Grade.

Provided also that the Central Government may, in case in which it is satisfied that the extra-ordinary leave was taken for any cause beyond the control of the member of the Service or for prosecuting higher Scientific or Technical Studies, direct that such extraordinary leave shall be counted for increment under this sub-rule.

5 3((2A) Appointment to the Selection Grade and posts carrying pay above the time-scale of pay in the Indian Police Service shall be made by selection on merit with due regard to seniority.

6 Provided that no member of the Service shall be eligible for appointment to the Selection Grade unless he has entered the fourteenth year of service calculated from the year of allotment assigned to him under rule 3 of the Indian Police Service (Regulation of Seniority) Rules, 1954 or under regulation 3 of the Indian Police Service (Seniority of Special Recruits) Regulations, 1960, as the case may be.

33(3) The initial pay of a member of the Service who opts or deemed to have opted in accordance with these rules, to be governed by the revised scale on and from the first day of January, 1996 or from a later date, shall be re-fixed as from that date separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely :-

(A) in the cases of all members of the Service -

(i) an amount representing forty per cent of the basic pay in the existing scale shall be added to the 'existing emoluments' of the members of the Service;

(ii) after the existing emoluments have been so increased, the pay shall thereafter be fixed in the revised scale at the stage next above the amount thus computed:

Provided that -

(a) if the minimum of the revised scale is more than the amount so arrived at, the pay shall be fixed at the minimum of the revised scale;

(b) if the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale:

Provided further that where in the fixation of pay, the pay of a member of the Service drawing pay at more than four consecutive stages in an existing scale gets bunched, that is gets fixed in the revised scale at the same stage, the pay in the revised scale of such member of the Service who is drawing pay beyond the first four

consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs, by the grant of increment (s) in the revised scale in the following manner, namely:-

(a) for a member of the Service drawing pay from the 5th upto the 8th stage in the existing scale - by one increment;

(b) for a member of the Service drawing pay from the 9th upto the 12th stage in the existing scale, if there is bunching beyond the 8th stage - by two increments;

(c) for a member of the Service drawing pay from the 13th upto the 16th stage in the existing scale, if there is bunching beyond the 12th stage - by three increments;

If by stepping up of the pay as above, the pay of a member of the Service gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a member of the Service who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up to the extent by which it falls short of that of the former.

Provided also that the fixation thus made shall ensure that every member of the Service shall get at least one increment in the revised scale of pay for every three increments [inclusive of stagnation increment(s), if any] in the existing scale of pay.

Explanation - For the purpose of this clause, "existing emoluments" shall include-

(a) the basic pay in the existing scale;

(b) dearness allowance appropriate to the basic pay admissible at index average 1510 (1960 = 100), and

(c) the amounts of first and second instalments of interim relief admissible on the basic pay in the existing scale;

(B) in the case of a member of the Service who is in receipt of special pay component with any other nomenclature in addition to pay in the existing scale, such as personal pay for promoting small family norms, Central (deputation on tenure) Allowance, etc., and in whose case the same has been replaced in the revised scale with corresponding allowance or pay at the same rate or at a different rate, the pay in the revised scale shall be fixed in accordance with the provisions of clause (A) above. In such cases, the allowance at the new rate as recommended, shall be drawn in addition to pay in the revised scale of pay.

NOTE 1 - Where the increment of a member of the Service falls on the 1st day of January, 1996, he shall have an option to draw the increment in the existing scale or the revised scale.

NOTE 2 - Where a member of the Service is on leave on the 1st day of January, 1996, he shall become entitled to pay in the revised scale of pay from the date he resumes duty. In case of a member of the Service under suspension, he shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised scale of pay will be subject to the final order on the pending disciplinary proceedings.

NOTE : 3 Where the existing emoluments as calculated in accordance with clause (A) or clause (B), as the case may be, exceed the revised emoluments in the case of any member of the Service, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

NOTE 4 : Where in the fixation of pay under these rules, pay of a member of the Service who in the existing scale was drawing immediately before the 1st day of January, 1996, more pay than another member of the Service junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised scale as that of the junior.

NOTE 5 : Where a member of the Service is in receipt of personal pay on the 1st day of January, 1996, which together with his existing emoluments as calculated in accordance with clause (A) or clause (B), as the case may be, exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such member of the Service as personal pay to be absorbed in future increases in pay.

NOTE 6 : Where a senior member of the Service promoted to a higher post before the 1st day of January, 1996, draws less pay in the revised scale than his junior who is promoted to the higher post on or after the 1st day of January, 1996, the pay of the senior member of the Service shall be stepped up to an amount equal to the pay as fixed for his junior in that higher post. The stepping up shall be done with effect from the date of promotion of the junior member of the Service subject to the fulfilment of the following conditions, namely:-

(a) both the junior and the senior member of the Service shall belong to the same cadre and the posts in which they have been promoted shall be identical in the same cadre;

(b) the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay should be identical;

(c) the senior member of the Service at the time of promotion has been drawing equal or more pay than the junior; and

(d) the anomaly should be directly as a result of the application of the provisions of this sub-rule. If even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him, provisions of this Note need not be invoked to step up the pay of the senior member of the Service.

The order relating to re-fixation of the pay of the senior member of the Service in accordance with the above provisions shall be issued under relevant rules and the senior member of the Service shall be entitled to the next increment on completion of his required qualifying service with effect from the date of re-fixation of pay. Note 7 - Subject to the provisions of sub-rule (1), if the pay as fixed in the officiating post under this sub-rule is lower than the pay fixed in the substantive post, the former shall be fixed at the stage next above the substantive pay.

Note 8 - In the case of a member of the Service who is in receipt of the personal pay for passing Hindi Pragma and such other examinations under the "Hindi Teaching Scheme" prior to the 1st day of January, 1996, while the personal pay shall not be taken into account for purposes of fixation of initial pay in the revised scale, he shall continue to draw personal pay after fixation of his pay in the revised scale on and from the 1st day of January, 1996 or subsequently for the period for which he would have drawn it but for the fixation of his pay in the revised scale. The quantum of such personal pay shall be paid at the appropriate rate of increment in the revised scale from the date of fixation of pay for the period for which the member of the Service would have continued to draw it.

Explanation - For the purpose of this Note, "appropriate rate of increment in the revised scale" means the amount of increment admissible at and immediately beyond the stage at which the pay of the member of the Service is fixed in the revised scale.

(C) Fixation of pay in the revised scale subsequent to the 1st day of January, 1996 - Where a member of the Service continues to draw his pay in the existing scale and opts for revised scale from a date later than the 1st day of January, 1996, his pay from the later date in the revised scale shall be fixed under these rules and for this purpose, his pay in the existing scale shall have the same meaning as of existing emoluments as calculated in accordance with clause (A) or clause (B), as the case may be, subject to the conditions that the basic pay to be taken into account for calculation of those emoluments shall be the basic pay on the later date and where the member of the Service is in receipt of special pay, his pay shall be fixed after deducting from those emoluments an amount equal to the special pay at the revised rates appropriate to the emoluments so calculated.

GOVERNMENT OF INDIA'S DECISIONS

1. It has been decided that since the Junior Administrative Grade is non-functional and is available to officers as a matter of course without any screening, the members of the All India Services may be allowed this grade from the 1st January of the year in which they complete 9 years of service.

(Deptt. of Personnel & Training's letter No.11030/22/91-AIS(II) dated 16th March, '93.)

2. Promotion of All India Service officers against whom disciplinary/criminal proceedings are pending - procedure to be followed :-

1. Instructions in regard to the procedure for promotion or confirmation to be followed, in respect of the members of the All India Services who are under suspension, or against whom disciplinary/criminal proceedings are pending or contemplated, have been issued from time to time. In this respect, attention is especially invited to Department of Personnel & Training's letters No. 6/3/72-AIS(III) dated 24th July, 1975, No. 11030/20/75-AIS(II) dated 27th December, 1975 and No. 11030/22/87-AIS(II) dated 7th September, 1987. The Govt. of India have reviewed these instructions carefully and have also taken note of the judgement dated 27th August, 1991 of the Supreme Court in the matter of Union of India etc. Vs. K.V. Jankiraman, etc. (AIR 1991-SC 2010). As a result of the review and in supersession of earlier instructions on this subject, the procedure to be followed in respect of members of All India Services in such cases will be as follows hereafter :-

Confirmation in the Service:

2. Rule 3 of the IAS (Probation) Rules, 1954 and analogous rules for the IPS and IFS lays down the period of probation of persons appointed to the IAS through different sources of recruitment. Rule 3.A ibid provides that a probationer who has completed his period of probation to the satisfaction of the Central Govt., shall be confirmed in the service at the end of this period of probation. A probationer who is under suspension or against whom disciplinary proceedings have been instituted or against whom a criminal case is pending in a court, cannot be considered to have completed the period of probation to the satisfaction of the Central Government and as such, he cannot be confirmed in service before such proceedings are dropped or concluded in his favour.

3. **Promotion of officers to the various scales/grades of pay :** At the time of consideration of the cases of officers for promotion, details of such officers in the zone of consideration falling under the following categories should be specifically brought to the notice of the concerned screening committee.

(i) Government servants under suspension.

(ii) Government servants in respect of whom a charge-sheet has been issued and disciplinary proceedings are pending; and

(iii) Government servants in respect of whom prosecution for criminal charge is pending.

4. The Screening Committee shall assess the suitability of the officers coming within the purview of the circumstances mentioned in para 3 above, alongwith other eligible candidates, without taking into consideration the disciplinary case/criminal prosecution which is pending. The assessment of the grading awarded by it will be kept in a sealed cover. The cover will be superscribed "FINDINGS REGARDING THE SUITABILITY FOR PROMOTION TO THE SCALE/GRADE OF IN RESPECT OF SHRI (Name of the officer)". "NOT TO BE OPENED TILL THE TERMINATION OF THE DISCIPLINARY CASE/CRIMINAL PROSECUTION AGAINST SHRI" The proceedings of the Screening Committee need only contain the note "The findings are contained in the attached Sealed Cover."

5. The same procedure outlined in the above para will be adopted by the subsequent Screening Committees convened till the disciplinary case/criminal prosecution against the officer concerned are concluded.

6. On the conclusion of the disciplinary case/criminal prosecution, the sealed cover or covers shall be opened. In case the officer is completely exonerated, the due date of his promotion will be determined with reference to the findings of the screening committee kept in the sealed cover/covers and with reference to the date of promotion of his next junior on the basis of such findings. The Government servant may be promoted, if necessary, by reverting the junior-most officiating person. He may be promoted notionally with reference to the date of promotion of his junior.

In the cases of complete exoneration, the officer will also be paid arrears of salaries and allowances. In other cases, the question of arrears will be decided by the Central Government by taking into consideration all the facts and circumstances of the disciplinary/criminal proceedings, but where the government denies arrears of salary or a part of it, the reasons for doing so shall be recorded.

7. If any penalty is imposed on the Government servant as a result of the disciplinary proceedings or if he is found guilty in the criminal prosecution against him, the findings of the sealed cover/covers shall not be acted upon. His case for promotion may be considered by the next Screening Committee in the normal course and having regard to the penalty imposed on him.

8. It is necessary to ensure that the disciplinary case/criminal prosecution instituted against any officer is not unduly prolonged and all efforts to finalise expeditiously the proceedings should be taken so that the need for keeping the cases of officers in a sealed cover is limited to the barest minimum. It has, therefore, been decided that the appointing authorities concerned should review comprehensively the cases of Government servants, whose suitability for promotion to a higher grade has been kept in a sealed cover on the expiry of 6 months from the date of convening of the first Screening Committee which had adjudged his suitability and kept its findings in the sealed cover. Such a review should be done subsequently also every six months. The review should, inter alia, cover the progress made in the disciplinary proceedings/criminal prosecution and further measures to be taken to expedite their completion.

9. An officer who is recommended for promotion by the Screening Committee but in whose case any of the circumstances mentioned in para 3 above arise after the recommendations of the Screening Committee are received but before he is actually promoted, will be considered as if his case had been placed in a sealed cover by the Screening Committee. All the subsequent committees shall assess the suitability of such officers along with other eligible candidates and place their assessment in a 'sealed cover'. The sealed cover(s) will be opened on conclusion of the disciplinary case/criminal prosecution. In case the officer is completely exonerated, he would be promoted as per the procedure outlined in para 6 above and the question of grant of arrears would also be decided accordingly. If any penalty is imposed upon him as a result of the disciplinary proceedings or if he is found guilty in the criminal prosecution against him, the findings of the sealed cover in his case shall not be acted upon.

(DP&T's letter No. 20011/12/92-AIS(II) dated 8th November, '93).

3. A question has been raised whether the sealed cover procedure outlined in the letter dated 8.11.93 would apply in respect of promotion of All India Services officers in the Junior Administrative Grade which is non-functional and is allowed as a matter of course to all the officers from 1st January of the 10th year of their service. This doubt has cropped up because the Screening Committees are not involved while appointing the All India Service officers in the Junior Administrative Grade.

It is hereby clarified that it has not been the intention to allow Junior Administrative Grade to the AIS officers who are under suspension or against whom disciplinary/criminal proceedings are pending. The position would therefore be that the procedure as outlined in para 4 to 7 of DP&T's letter of even number dated 8.11.93 would equally apply in cases of appointment of the officers to the Junior Administrative Grade. It is clarified that a member of the All India Service who is under suspension or against whom disciplinary/criminal proceedings are pending on the date of his eligibility for JAG, shall not be allowed this grade till his suspension is revoked and the proceedings against him are concluded. At that time, his case shall be taken up for review and if it is found that he stood exonerated of the charges levelled against him, this grade would be allowed to him retrospectively from the due date along with payment of arrears of pay and allowances. If, however, a penalty is imposed on him as a result of the culmination of the proceedings, JAG shall not be allowed during the period of operation of the penalty. The question of arrears would also depend upon the same. In the contingency where the disciplinary/criminal proceedings instituted against the officer due for appointment in the JAG are unduly prolonged, the procedure contained in para 8 of the letter dated 8.11.93 would apply.

(DP&T's letter No. 20011/12/92-AIS(II) dated 22.11.94).

4. Various communications of the Govt. of India suggesting 1st July of the relevant year to be the relevant date for according promotions in the Senior Time Scale and Selection Grade is only advisory and does not in any manner restrict the power of the State Governments to effect promotions to these grades on or after the 1st of January of the relevant year with regard to and subject to the availability of vacancies in these grades in accordance with the rules, regulations and guidelines of the Central Govt.

(DP&T's letter No. 11030/15/97-AIS(II) dated 15th October, '97).

5. A question has been raised that though Junior Administrative Grade is a non-functional grade and is allowed without any screening, whether the same would also be admissible in cases where there are adverse entries in the service records of the officers concerned.

The matter has been carefully examined and it is considered that though no screening is involved while considering officers for appointment in the JAG, the system of promoting every officer in the normal course is not an effective system from the point of view of the efficiency of the cadres. An ineffective officer who has earned adverse entries for the discharge of his duties and who is promoted in Junior Administrative Grade in the normal course, tends to lower the efficiency and image of the cadre. In such cases, therefore, it would not be a healthy practice to allow automatic promotions in the Junior Administrative Grade. In partial modification of the earlier instructions on the subject, it is, as such, clarified that the Junior Administrative Grade of the Services would be allowed subject to fulfilment of other conditions and only where the remarks in their service records are not "adverse" and they have earned at least the grading "average". In cases where the JAG is so withheld, the position would be reviewed annually for the purpose of release of this grade to such officers.

(DP&T's letter No. 11030/4/97-AIS(II) dated 25th June, '98).

6. Subsequent to the acceptance of the recommendations of the Central Fifth Pay Commission, the Pay Rules for the three All India Services, namely IAS, IPS and IFS were amended vide our Notifications No. 14021/2/97-AIS(II)-A, 14021/2/97-AIS(II)-B, and 14021/2/97-AIS(II)-C dated 17th October, 1997. A number of references have been received seeking clarifications on the precise import of some of the provisions thus incorporated and the manner in which pay of the AIS officers is to be fixed or their increments regulated under certain circumstances. The necessary clarifications are furnished below.

Point of Doubt

In terms of the third proviso to rule 3(3), when fixing the pay of an officer in the revised scale of pay, it is to be ensured that he gets at least one increment in the revised scale of pay for every three increments (inclusive of stagnation increments, if any) drawn by him in the existing scale of pay. It is not clear when the next increment should be granted in such cases.

Clarification

The next increment in such cases shall be granted on the date an officer would normally have drawn his increment had he continued in the pre-revised scale of pay. It is further clarified that in cases where the pay of an officer is stepped up with reference to the pay of his junior under various other provisions, the next increment shall be admissible on his completing 12 months of qualifying service from the date his pay is stepped up with reference to the pay of his junior in the revised scale of pay.

Point of Doubt

Date of next increment in the revised scale of pay in cases where an officer has reached the maximum of the pre-revised scale or has been stagnating at the maximum for more than a year as on 1st January, 1996.

Clarification

Such an Additional increment is allowed under the third proviso to rule 5(3A). In these cases, the pay of an officer is to be fixed initially in the revised scale in terms of the provisions of rule 3(3) after allowing the benefits of bunching or of one increment for every three increments earned in the pre-revised scale, as the case may be. Thereafter, if the officer has also been stagnating for more than one year at the maximum of the pre-revised scale of pay and has drawn one or more stagnation increments as admissible, he may also be allowed an additional increment on 1st January, 1996 itself in terms of the said rule. The subsequent increment in such cases shall be admissible on 1st January, 1997. The benefit of an additional increment on 1st January, 1996 shall also be admissible to those officers who reached the maximum of their pre-revised scale of pay on 1st January, 1995.

Point of Doubt

Manner of payment of arrears on account of revision of scale of pay in respect of those officers who were working in the Central Government and who superannuated on or after 1st January, 1996 but before 30th September, 1997.

Clarification

In accordance with the position intimated in regard to payment of arrears in respect of AIS officers on Central deputation vide our letter No. 14021/6/97-AIS(II) dated 27.11.97, all arrears accruing for the relevant period i.e. from 1.1.96 to 30.9.97 are to be paid in two instalments and no distinction is to be made in this regard between serving and superannuated officers. An exception may, however, be made in cases where an officer has expired before being paid the arrears due on account of revision of pay scales and allowances. In such cases, the arrears may be paid in one lumpsum to the legal heirs of the deceased officer.

(DP&T's letter No. 14021/2/98-AIS(II), dated 5th August, 1998).

4. Fixation of initial pay in the time-scale :-

4(1) The initial pay of a direct recruit shall be fixed at the minimum of the junior time scale.

7 Provided that, if a direct recruit holds a lien, or would hold the lien, had his lien not been suspended, on a permanent post, under the rules applicable to him prior to his appointment to the Indian Police Service-

4(1) (a) his initial pay shall be regulated as follows:-

(i) he shall during the period of probation draw the pay of the permanent post, if it is more than the minimum of the junior scale;

(ii) on confirmation in the Indian Police Service;

(1) if he was holding a Class I post before appointment to the Indian Police Service, his pay shall be fixed at the same stage as the pay in the Class I post if there be such a stage in the Junior Scale admissible to a member of the Service, or at the next lower stage if there is no such stage in the Junior Scale admissible to a member of the Service. Where the pay so fixed in the Indian Police Service is less than his pay in the Class I post, he shall be allowed the difference as personal pay to be absorbed in future increments; and

(2) if he was holding a post lower than a class I post, his pay shall be fixed at a stage next above the pay notionally arrived at by increasing his pay in respect of the lower post by one increment at the stage at which such pay had accrued;

4 (1) (b) he shall, however, cease to earn any increments in the Junior Scale, until, having regard to his length of service, he becomes entitled to higher pay:

Provided further that he shall draw the pay admissible under rule 7 if that is more than the pay referred to in the preceding proviso.

8 4(1A) The initial pay of a member of the Service appointed in accordance with rule 7A of the Indian Police (Recruitment) Rules, 1954, shall be fixed in the junior time scale at the stage which he would have reached on the date of his appointment to the Indian Police Service, if he had been appointed in that scale on that date in the year of allotment.

3-A 4 (2) The pay of a member of the Service in the Junior Scale shall, on appointment to a post on the senior time scale be fixed at the stage next above the pay notionally arrived at by increasing his pay in the lower scale by one increment at the stage at which such pay accrued (or by an amount equal to the last increment in the lower scale if he was drawing pay at the maximum of the lower scale) or the minimum of the Senior Time Scale whichever is higher.

4 (3) The initial pay of a promoted officer who prior to the date of his appointment to the Indian Police Service had not held a cadre post in an officiating capacity shall be fixed in accordance with the principles laid down in Section I of Schedule II.

9 Provided that such fixation of pay shall be irrespective of the year of allotment assigned to him under rule 3 of the Indian Police Service (Regulation of Seniority) Rules, 1988;

Provided further that if pay is fixed at a stage which is common to any two grades of the senior scale, the officer shall be placed in the lower of the two grades.

4 (4) The initial pay of a promoted officer who on the date of his appointment to the Indian Police Service had held or is holding continuously a cadre post in an officiating capacity shall be fixed in accordance with the principles laid down in Section II of Schedule II.

9 Provided that such fixation of pay shall be irrespective of the year of allotment assigned to him under rule 3 of the Indian Police Service (Regulation of Seniority) Rules, 1988;

Provided further that if pay is fixed at a stage which is common to any two grades of the senior scale, the officer shall be placed in the lower of the two grades.

4 (5) The initial pay of an officer of a State Police Service who has been appointed to hold a cadre post in an officiating capacity in accordance with rule 9 of the Indian Police Service (Cadre) Rules, 1954, shall be fixed in the manner specified in Section III of Schedule II.

9 Provided that such fixation of pay shall be irrespective of the year of allotment assigned to him under rule 3 of the Indian Police Service (Regulation of Seniority) Rules, 1988;

Provided further that if pay is fixed at a stage which is common to any two grades of the senior scale, the officer shall be placed in the lower of the two grades.

10 4 (5A) The initial pay of person who is not a member of the Service and who is also not a member of a State Police Service, shall on appointment to a cadre post in an officiating capacity in accordance with rule 9 of the Indian Police Service (Cadre) Rules, 1954, be fixed ad-hoc by the Central Government in consultation with the State Government concerned.

44(5B) The pay of a member of the Service in the senior time scale shall, on appointment to the Junior Administrative Grade, be fixed (a) at the stage which is equal to his pay in the Senior Time Scale or if there is no such stage, the stage next above that pay or (b) the minimum of the Junior Administrative Grade, whichever is higher. The next increment in the Junior Administrative Grade would accrue after rendering the requisite qualifying service in the grade. Where, however, pay is fixed at the same stage of the senior scale, increment will become admissible on the date it would have become due in the Senior Scale but for appointment to Junior Administrative Grade.

Provided that all leave, except extraordinary leave, taken otherwise than on medical certificate, shall count for increment in the Junior Administrative Grade.

Provided also that the Central Government may, in a case in which it is satisfied that the extraordinary leave was taken for any cause beyond the control of the member of the Service or for prosecuting higher Scientific or Technical studies, direct that such extraordinary leave shall be counted for increment under this sub-rule.

3-A4 (5C) The pay of a member of service in the Selection Grade shall, on appointment to the Supertime Scale be fixed in the same manner as in sub-rule (2) above.

4 (6) Nothing contained in this rule shall be deemed to affect the initial pay already fixed in the appropriate time-scale in respect of any member of the Service who was in service immediately before the commencement of these rules.

GOVERNMENT OF INDIA'S DECISIONS :

A question arose as to how and under what circumstances the ex-cadre posts, under State Governments, or under a body, incorporated or not which is wholly or substantially owned or controlled by the State Government or the Government of India, should be declared equivalent to cadre posts and how the pay of Select List officers appointed to such posts should be regulated.

1.2 The Government of India have held that there is nothing in the IAS/IPS (Pay) rules, 1954 to show that fixation of pay and regulation of increments of State Civil/Police Service officers in the Select Lists, appointed to non-cadre posts declared equivalent to cadre posts, is required to be done under the provisions of those Rules. The Pay Rules only regulate fixation of pay and the regulation of increments of State Civil/Police Service officers appointed to the IAS/IPS in a substantive capacity or appointed to hold the cadre posts in an officiating capacity in accordance with rule 9 of the IAS/IPS (Cadre) Rules, 1954.

1.3 It was observed that item (vi) given below "Part II- Principles for fixation of officiating pay of a State Civil/Police Service officer appointed to officiate in a cadre post" in the Ministry of Home Affairs' letter No.1/27/59-AIS(II), dated the 23rd March, 1960 had created confusion and the State Governments had been declaring non-cadre posts as equivalent to cadre posts under rule 9 of the IAS/IPS (Pay) Rules 1954 even when such non-

cadre posts were held by Select List officers. This procedure was unauthorised and irregular. Declaration under rule 9 of the IAS/IPS (Pay) Rules, 1954, is to be made only when an ex-cadre post is held by a member of the Service and not by a Select List officer. It is for the State Government concerned and not the Central Government to regulate the fixation of pay and the regulation of increments of Select List officers appointed to non-cadre posts under their control in any way they deem fit.

1.4 Since item (vi) contained in Part II of the Ministry of Home Affairs' letter No. 1/27/59-AIS(II), dated the 23 March, 1960 has created confusion and distortion of the IAS/IPS cadres, it has been decided to delete the item therefrom. The pay and increments of the Select List officers appointed to cadre posts will be regulated as explained above.

[G.I., M.H.A. letter No. 15/38/66-AIS(III), dated 20/4/1966.]

2.1 The Government of India have decided that the cases already decided prior to the issue of the orders contained in Ministry of Home Affairs' letters No. 15/38/66-AIS(III), dated 20-4-1966 and No. 37/7/66-AIS(III), dated 17/6/1966 need not be reopened.

2.2 Non-cadre posts are not to be declared as equivalent to cadre posts by the State Government under rule 9 of the IAS/IPS(Pay) Rules, 1954. But it would be open to the State Government to issue such declaration under their own powers and to furnish to the Accountant General with the instructions to regulate the pay of Select List officers in terms of Schedule II to the Pay Rules. It is not permissible under the All India Services Act, 1951 to regulate the appointment of a Select List officer (non-cadre officer) in a non-cadre post even though the non-cadre post is declared by the State Government as equivalent to a cadre post. Rule 9 of the IAS/IPS (Cadre) Rules 1954 applies only to officiation of Select List officers in cadre posts as defined in the cadre Rules.

[G.I., M.H.A. letter No. 15/66/66-AIS(II), dated 28/12/1966.]

3.1 The Government of India have decided that if a non-cadre officer (Select List Officer) is appointed to hold a cadre post as a temporary measure under rule 9 of IAS/IPS Cadre Rules, 1954 for a period exceeding 3 months without the approval of the Central Government, his appointment will be treated as unauthorised and his pay is to be regulated in accordance with items (i), (ii) and (iii) of Part II of the Ministry of Home Affairs letter No. 1/27/59-AIS(II), dated 23/3/1960.

3.2 If a non-cadre officer (Select List Officer) holding a cadre post in the IAS/IPS is for any reason transferred to a non-cadre post (ex-cadre post) declared by the State Government as equivalent to a cadre post under their own powers (not under rule 9 of the IAS/IPS Pay Rules, but by the independent action of the State Government), his pay in such post is to be regulated not under the provision of IAS/IPS Pay, Rules, 1954 but under the order of the State Government concerned. The State Government will have to furnish a formal declaration of equivalence to the Accountant General and they have to take a decision whether the Select List Officer holding the equivalent non-cadre post should be remunerated in the senior scale of IAS/IPS in terms of Schedule II to the Pay Rules.

3.3 If the State Civil/Police Service Officer (Select List Officer) is appointed to hold a cadre post as a temporary measure, out of turn for any reason, he will be entitled to pay in the senior scale of IAS/IPS for a period not exceeding 3 months vide Part I of this Ministry's letter referred to in Para I above. If such officer continues to hold the cadre post beyond 3 months, his pay will be regulated as stated in para 1 above. In this connection attention is invited to the Ministry of Home Affairs letter No. 19/3/66-AIS-III, dated 26/4/1966.

[G.I., M.H.A. letter No. 15/64/66-AIS(II), dated 28/1/1967]

Both the categories of State Civil Service and non State Civil Service officers who can be promoted to the IAS are governed by the same principles of pay fixation as contained in various sections of schedule II of the IAS (Pay) Rules, 1954. Accordingly, all circulars and instructions issued from time to time in regard to pay fixation of promoted SCS officers in the IAS shall equally be applicable in the cases of non-SCS officers also.

This applies mutatis mutandis to the promoted officers of the IPS and the IFS as well.

(DP&T's letter No. 20016/12/89-AIS(II) dated 13th September, '89).

It is seen that general application of the existent rules in such cases of pay fixation on promotion from one grade to another involving higher duties and responsibilities and in overlapping pay scales may cause undue hardship to some members of the All India Services. In orders to remove such hardships, it has been decided that the officers may be given an option for fixation of their pay on promotion as under :-

(a) Either their initial pay may be fixed in the higher post at the stage next above the pay notionally arrived at by increasing pay in the lower scale by one increment at the stage at which such pay accrued (or by an amount equal to the last increment in the lower scale if the officer was drawing pay at the maximum of the lower scale) or the minimum of the higher scale whichever is higher, without any further review on accrual of an increment in the pay scale of lower post, or

(b) Pay on promotion may be fixed initially at the stage next above the pay in the lower scale which may be refixed in the manner mentioned at (a) above on the date of accrual of next increment in the scale of pay of the lower post.

If pay is fixed under (b) above, the next date in increment will fall due on completion of 12 months' qualifying service from the date pay is refixed on the second occasion.

The above option may be given within one month of the date of promotion and option once exercised shall be final.

This option is to be allowed only in cases of promotion to higher posts in the normal line within the cadre and will not be available in cases of appointment by transfer on deputation.

(DOP&T's letter No. 20011/1/93-AIS(II), dated 25th May, 1993).

Doubts have been expressed as to whether an IAS officer who has not been promoted in the Junior Administrative Grade and/or Selection Grade can be considered for promotion in the Supertime Scale. The existing statutory rules and the instructions issued on the subject from time to time are silent on this aspect.

The matter has been carefully examined. It is true that promotions in the Supertime Scale in the IAS are functional in nature, involving higher duties and responsibilities. It is also already laid down that promotions in this grade are to be allowed on merit-cum-seniority basis for which Character Roll records and the general assessment of the work of the officers concerned are to be taken into account. If, therefore, an IAS officer, for whatsoever reason, has not been considered for promotion in the lower grades i.e. JAG and /or Selection Grade which are non-functional, he would obviously also not be fit for promotion in the higher scale - particularly when the latter is a functional promotion. Rule 3(2A) of the IAS (Pay) Rules, 1954 also indicates that promotions in the Selection Grade and above scales would be available on merit with due regard to seniority. The natural conclusion would, therefore, be that such officers not having been found fit for promotion in JAG/Selection Grade would not be fit on merit for promotion in the Supertime Scale - be it under any circumstances, i.e. whether promotion has been finally withheld on merit or because of some disciplinary proceedings etc. This clarification is necessary because the rules and instructions governing promotions within the IAS do not provide for holding posts in a lower level/pay scale as a pre-requisite for promotion in a higher level post/pay scale and the length of service in the IAS is the only criterion to be followed for the purpose.

The above-mentioned clarification will apply mutatis mutandis in the cases of promotions within the Indian Police Service and the Indian Forest Service.

(DP&T's letter No. 11030/3/97-AIS(II), dated 29th May, 1997).

Government of India's Instructions:

(1) The officiating pay of State Civil/Police Service officers appointed to officiate in the Indian Administrative/Police Service Cadre posts is to be regulated in the manner indicated below:-

1. Circumstances in which officiating pay is to be fixed in Indian Administrative/Police Service- State Civil/Police Service officers appointed to officiate in cadre posts are entitled to get their officiating pay fixed in the senior time-scale of the Indian Administrative Service/Indian Police Service in the following circumstances:-

(i) if the vacancy is not likely to last for a period exceeding three months;

(ii) the Central Government have been informed if the vacancy is to exceed a period of three months but is less than six months and the Central Government do not issue any directions to revert the officer from the cadre post; and

(iii) in case the period exceeds six months, the officer has been approved by the Union Public Service Commission and his name included in the Select List.

Note.- In case a non-State Civil Service Officer is appointed to hold an Indian Administrative Service cadre post in accordance with provisos of rule 9 of the Indian Administrative Service (Cadre) Rules, 1954, his officiating pay in the Indian Administrative Service will be fixed by the Central Government in consultation with the State Government concerned.

II. Principles for fixation of officiating pay.-

The officiating pay of State Civil/Police Service officer appointed to officiate in a cadre post in the circumstances specified in paragraph I above, will be fixed in the senior time-scale of Indian Administrative Service/Indian Police Service under sub-rule (5), subject to the following conditions:-

(i) State Civil/Police Service officers appointed to officiate in cadre post in accordance with the provisions of rule 9 of the Indian Administrative Service/Indian Police Service (Cadre) Rules, 1954 will be entitled to pay during the period of their officiation, under sub rule (5), upto a maximum period of six months or date of reversion, whichever is earlier, after which, if they are not approved by the Union Public Service Commission for officiating in cadre posts, these Rules will cease to apply to them. However, subject to sub-para (iii) of this para, there would be no objection to remunerate these officers at the initial pay fixed for them in the senior time-scale of the Indian Administrative Service/Indian Police Service till the date of reversion as a result of disapproval by the Central Government or the Union Public Service Commission. The entire period of such officiation would not count for purposes of pay fixation, if such officers are promoted later on.

Note.- If an officer is included in the Select List from a date after the expiry of six months from the date of officiation in the cadre post, the period of officiation, preceding the six months prior to the date of approval by the Union Public Service Commission, will not count for the purpose of fixation of pay and regulation of increments unless the entire officiation of the officer has specifically been approved by the Union Public Service Commission at the time of inclusion of his name in the said list.

(ii) In cases where the requirements of Rule 9 of the Cadre Rules have not been fulfilled, the non-cadre officer shall be remunerated the pay which he would have drawn in the State Service had he not been appointed to a cadre post.

(iii) if, in a case, when a State Civil/Police Service officer appointed to officiate in a cadre post is reverted due to his officiation not being approved, there is an enhancement in the substantive pay on the ordinary time-scale or Selection Grade of the State Civil/Police Service scale during the first three months, he will be entitled to re-fixation of his pay in the Indian Administrative Service/ Indian Police Service on the basis of his enhanced pay under clauses (2) and (3) in Section III of Schedule II and will continue drawing the re-fixed pay till the date of his reversion.

(iv) the officiating pay of State Civil/Police Service officer fixed on the basis of his substantive pay in the Selection Grade of the State Civil/Police Service is not to be re-fixed on an enhancement of assumed pay in the ordinary time-scale of the State Civil/Police Service.

(v) The officiating pay of an officer, officiating in the Selection Grade of the State Civil/Police Service on the date of his appointment to a cadre post is to be fixed under clause (3) in Section I of Schedule II and not under clause (3) in Section III Clause (3) in Section III will come into play only when the officer, while officiating in the Cadre post, is substantively promoted to the Selection Grade of the State Civil/Police Service.

(vi) Deleted.

(vii) if a State Civil/Police Service officer is not confirmed in the State Civil/Police Service and is appointed to officiate in a cadre post, he should be given the minimum of the senior time-scale of the Indian Administrative Service/Indian Police Service from the date of his officiating appointment to the cadre post.

(viii) for comparing the length of a State Civil/Police Service officer's service with that of an Indian Administrative Service/Indian Police Service officer for the purpose of clause (5) in Section I of Schedule II, the total period of State Civil/Police Service (including sub-prottem and officiating service which was followed without interruption by substantive service) is to be taken into account.

(ix) All the periods of service rendered by a State Civil/Police Service officer before his confirmation in the State Civil/Police Service which were counted for increment in the State Civil/Police Service should be taken into account for computing completed years of service in the State Civil/Police Service. For this purpose non-continuous State Civil/Police Service (excluding subordinate service) may also count, if it was rendered by the officer after his regular selection for appointment to that Service. Service as a probationer, even though it is rendered on a remuneration below the minimum of the time-scale of the State Civil/Police Service may also be taken into account for this purpose, provided that such service has been counted for all purposes, e.g. eligibility for promotion etc. in the State Civil Police Service by the State Government.

III. Special pay.- (i) A State Civil/Police Service officer officiating in a cadre post will be entitled, in addition to officiating pay in the senior time-scale of the Indian Administrative Service/Indian Police Service, to the special pay, if any, attached to the cadre post.

(ii) A non-cadre officer holding a cadre post without valid approval under Rule 9 of the Cadre Rules can be allowed a special pay also provided it is certified by the State Government that the officer would have drawn the special pay in the State Civil Service but for being appointed to a post included in an All India Service.

[G.I., M.H.A. No. 1/27/59-AIS(II), dated 23rd March 1960, read with letter No. 1/101/60-AIS(II), dated 6th May, 1961 and letter No. 15/38/66-AIS(III), dated 20th April, 1966 and Deptt. Per. & AR Letter No. 1/13/68-AIS (II), dated 23/6/1971 and dated 19/1/1972.]

5. Regulation of Increments.- (1) Subject to any order passed by the State Government concerned under rule 6, the increment admissible to a member of the Service in the junior or senior time-scale shall-

(i) in the case of a member appointed under rule 7¹¹ or rule 7A of the Indian Police Service (Recruitment) Rules, 1954, accrue on the expiry of each year from the date of his appointment to the Service; and provided that increments falling due after the 1st November, 1973 shall accrue on the first day of the month in which they would have accrued.

(ii) in the case of an officer appointed under rule 9 of the Indian Police Service (Recruitment) Rules, 1954, on completion of one year's service from the date of his appointment to the Indian Police Service or on completion of one year's service from the date his pay has been fixed in accordance with the provisions of Section I or Section II of Schedule II, as the case may be.

Provided further that-

(i) for the purpose of calculating one year's service of drawal of increment in the senior time scale of the Indian Police Service by a promoted officer, broken periods of service rendered in any cadre post in accordance with rule 9 of the Indian Police Service (Cadre) Rules, 1954, shall be taken into account;

(ii) in the case of a war service candidate appointed in the month of November or December of any year, to a vacancy reserved for a war service candidate in the Indian Police Service, the date of appointment for the purposes of these rules shall be deemed to be the first day of November of that year;

(iii) in the case of all other members of the Service appointed to the Indian Police Service at any time before the commencement of the rules, their increments shall be regulated in accordance with the orders in force immediately before the date of such commencement;

3-A 5 (2) In the case of a member of the Service recruited under Rule 7 of the Indian Police Service (Recruitment) Rules, 1954, increment in the junior scale and senior time scale and Junior Administrative Grade shall accrue on completion of one year's service in the junior scale, senior time scale or the Junior Administrative Grade, as the case may be, subject to the provisions of sub-rule (3A).

3-A 5(3) The increments in respect of any other member of the Service recruited under rule 9 of the Indian Police Service (Recruitment) Rules, 1954, shall be regulated with reference to the stage at which the initial pay has been fixed in the Senior Time Scale or Junior Administrative Grade as the case may be.

35 (3A) The next increment of a member of the Service whose pay has been fixed in the revised scale in accordance with rule 3 shall be granted on the date he would have drawn his increment, had he continued in the existing scale:

Provided that where the pay of a member of the Service is stepped up in accordance with the second proviso or Note 4 or Note 6 to sub-rule (3) or rule 3, the next increment shall be granted on the completion of qualifying service of twelve months from the date of stepping up of the pay in the revised scale.

Provided further that in other cases, the next increment of a member of the Service whose pay is fixed on the 1st day of January, 1996 at the same stage as the one fixed for another member of the Service junior to him in the same cadre and drawing pay at a lower stage than him in the existing scale, shall be granted on the same date as admissible to his junior, if the date of increment of the junior happens to be earlier.

Provided also that in case of a member of the Service who had been drawing maximum of the existing scale for more than a year as on the 1st day of January, 1996, the next increment in the revised scale shall be allowed on the 1st day of January, 1996.

(4) Increments admissible to a member of the Service to whom the time scales of pay specified in rule 3 do not apply shall be regulated in accordance with the appropriate orders in force immediately before the commencement of these rules.

13 (5) (a) The increments admissible to a member of the Service in the scale of pay specified in rule 3 shall be regulated with reference to the length of his service in that scale of pay. Previous service, if any, shall count for increment, if it is:-

(i) Service in a cadre post; or

(ii) Service in permanent or temporary post (including a post in a body, incorporated or not, which is wholly or substantially owned or controlled by the Government) in said scale or higher scale of pay.

Provided that service in a post outside the cadre, including service in a post under the Central Government, shall count for increment on reversion to the cadre, subject to the following conditions, namely:-

- (a) the member of the Service should have been approved by the Government of the State on the cadre of which he is borne, for appointment to posts in the said scale;
- (b) all his seniors in the cadre, except those regarded as unfit for such appointment, were serving in posts carrying pay in the said scale in which benefit is to be allowed or in higher posts, and at least one junior was holding a cadre post under the Government of the State, in the cadre of which he is borne, carrying pay in the said scale;
- (c) the service shall count from the date on which his junior is promoted and the

benefit shall be limited to the period during which he would have held a post under the Government of the State on the cadre of which he is borne, had he not been appointed to a post outside the cadre.

Note:- The pay of a member of the Service under this proviso shall be regulated with reference to the pay drawn by his junior holding a cadre post in the said scale without the condition of 'one for one' being satisfied.

(b) When a member of the Service, while holding a post outside the cadre, including a post under the Central Government, has been granted proforma promotion to a post in the scale of pay specified in rule 3 by the Government of the State on the cadre of which he is borne, the period of service covered by the proforma promotion shall, on his subsequent reversion to the cadre and appointment to a post in said scale, count towards initial fixation of pay and increments, subject to the following conditions, namely:-

(i) the member of the Service concerned should have been approved by the State Government for appointment to the said scale during the relevant period;

(ii) all his seniors (excluding those considered unfit) should have started drawing pay in the Supertime Scale on or before the date from which the proforma promotion is sought to be granted to him;

(iii) the junior next below officer (or, if officer has been passed over by reason of inefficiency or unsuitability or because he is on leave or serving outside the ordinary line or forgoes promotion on his own volition to that grade, the officer next junior to him not so passed over) should also have started drawing pay in that scale from that date and his appointment thereto not being fortuitous;

(iv) the benefit should be allowed on 'one for one' basis.

(c) When a member of the Service holds an ex-cadre post in a scale of pay identical with the scale of pay of an ex-cadre post held by him on an earlier occasion, his initial pay in the latter ex-cadre post shall not be less than the pay which he drew on the previous occasion and he shall count the period during which he drew that pay on such last and on any previous occasion for increment in the stage of the scale equivalent to that pay. The service so rendered shall, on his reversion to the cadre count towards initial fixation of pay to the extent and subject to the conditions stipulated in clause (a).

(d) All leave except extraordinary leave taken otherwise than on medical certificate and the period of deputation out of India shall count for increment in the scale of pay above the time scale of pay applicable to a post held by a member of the Service at the time he proceeded on leave or deputation out of India and would have continued to hold that post but for his proceeding on leave or deputation out of India.

Provided that the Central Government may, in any case, in which it is satisfied that the extraordinary leave was taken by any member of the Service for any cause beyond the control of such member of the Service or for prosecuting higher scientific and technical studies, direct that such extraordinary leave shall be counted for increments under this clause.

(e) The following Note shall be inserted with effect from the 1st November, 1973, namely:-

Note:- Increments falling due after the 1st November, 1973 shall accrue on the first day of the month in which they would have accrued.

Govt. of India's Instructions :

The State Governments have been requested that while sending proposals for grant of proforma promotion they should see that all the conditions laid down in the Ministry of Finance letter No. F.2(55)-Est. III-46, dated 2/4/1947 (copy enclosed) for grant of benefit of next-below rule' are fulfilled by the officers concerned.

[G.I., M.H.A. letter No. 3/1/67-AIS(III), dated 27/1/1967.]

Copy of the letter No. F. 2(55)-Est. III/46, dated the 2nd April, 1947 from the Ministry of Finance, Government of India, New Delhi, to all Provincial Governments.

Sub:- Clarification of the Secretary of State's rulings to the "next below rule".

I am directed to State that doubts have frequently been expressed by Provincial Governments and Audit Officers regarding the exact scope of the various rulings issued by the Secretary of State in connection with the operation of the "next below-Rule". For avoidance of doubt, the extant decisions on this subject have been summarised below.

2. The working rule subjoined to this paragraph may be taken to express the convention which is commonly known as the "next-below-rule", as originally approved, and its provisions, the modifications made from time to time by the Secretary of State. The intention underlying the "rule" is that an officer out of his regular line should not suffer by forfeiting the officiating promotion which he would otherwise have received had he remained in his original line. The so-called "rule" is not a rule of any independent application. It sets out only the guiding principles for application in any case in which the Governor General in Council, or the Governor exercising his individual judgement in virtue of the powers conferred on him by the Secretary of State's rule of the 14th April 1942 (Published with Home Department Notification No. 195/40-Ests., dated the 9th June, 1942) proposes to regulate officiating pay by special orders under the second proviso to Fundamental Rule 30 (I). The condition precedent to the application of the "next below-rule" must therefore be fulfilled in each individual case before action may be taken under this proviso. It also follows that the benefits of officiating promotion is to be given only in respect of the period or periods during which the conditions of the "next below rule" are satisfied. Rule - When an Officer in a post (whether within the cadre of his Service or not) is for any reason prevented from officiating in his turn in a post on a higher scale or grade on the cadre of the Service to which he belongs he may be authorised by special order of the appropriate authority for officiating promotion into such scale or grade, and thereupon be granted the pay of that scale or grade, if that be more advantageous to him, on each occasion on which the officer immediately junior to him in the cadre of his Service or (if that officer has been passed over by reason of inefficiency or unsuitability or because he is on leave or serving outside the ordinary line or foregoes officiating promotion of his own volition to that scale or grade then the officer next junior to him not so passed over) draws officiating pay in that scale or grades:

Provided that all officers senior to the officer to whom the benefit under the substantive part of this rule to be allowed are also drawing unless they have been passed over for one or other of the reasons aforesaid, officiating pay in the said or some higher scale or grade within the cadres:

Provided further that, except in cases, covered by any special order of the Secretary of State not more than one officer (either the senior most fit officer in a series of adjacent officers outside the ordinary line, or if such an officer either forgoes the benefit of his own volition or does not require the benefit in virtue of his holding a post outside the ordinary line which secures him at least equivalent benefits in respect of pay and pension then the next below in the series) may be authorised to draw the pay of the higher scale or grade in respect of any one officiating vacancy within the cadre filled by his junior under this rule.

3. The "next below rule" set out in the preceding paragraphs should be applied with regard to the rulings or decisions mentioned hereunder:

(i) A purely fortuitous officiating promotion given to an officer who is junior to an officer outside the regular line does not in itself give rise to a claim under the "next below rule".

(ii) The expression "outside the ordinary line" occurring in Fundamental Rule 30(1) is not intended to be rigidly interpreted as necessarily involving a post either "outside the cadre of a Service" or "outside the ordinary time-scale".

(iii) Although certain special post in cadre may be considered to be posts outside the ordinary line of Service for the purpose of applying the "next below rule" (vide the Secretary of State's orders in India Office letter No. S. & G. 5079/44, dated the 2nd January, 1945 copy forwarded with Home Department letter No. 143/44,-Ests, dated the 26th April, 1945) there are no orders to cover the converse type viz., the treating as cadre posts of those posts created by Government in India which are declared to be equivalent in status and responsibility to permanent posts included in Secretary of State's cadre. Now that the powers of Government of India to add temporary posts to the cadre of a Secretary of States Service have been withdrawn under the Constitution Act of 1935, the benefit under the next below rule may not be allowed, without the sanction of the Secretary of State to an officer outside the ordinary line if an officer junior to him is appointed to a post created and declared by a Government in India to so equivalent.

(iv) If Government have approved in any department a list of officers in order of merit for promotion to administrative rank or a selection grade, then that order will prevail as the order of seniority for the purpose of the "next below rule" over the order of seniority of the officers in the ordinary gradation list of their cadre.

4. The Secretary of State has held that holders of special (e.g. tenure) posts such as Secretaryships to a Governor or a Provincial Government should be ready to accept loss of officiating promotion of periods to posts on a higher scale or grade in the ordinary line in consequence of their incumbency and that when the stage is reached at which their retention involves loss of substantive or lengthy officiating promotion the proper course is to make arrangements to release them from the special posts rather than to compensate them for the loss of officiating promotion under the "next below rule". "Short periods" should be interpreted as meaning period not exceeding three months.

If in such a case, the conditions of the "next below rule" are not satisfied and an officer is deprived of officiating promotion owing to its being impracticable for the time being to release him from the special post, he may be granted with the approval of the Governor-General in Council or of the Governor acting in his individual judgement according as the officer concerned is serving at the Centre or in the Province such compensation for loss of officiating promotion as would have been admissible under the next below rule for the period in excess of the first three months of his retention in the special post in the public interest. No specification of declaration in terms of the second proviso to Fundamental Rule 30(1) by the Governor-General in Council or the Governor will be necessary in these cases and it will suffice if those authorities issue the requisite orders granting the officers concerned the compensation on that basis. As in the case of the "next below rule" the periods for which compensation equivalent to the "next below rule" benefit is allowed will count for increment in the higher scale or grade in which the officer would have officiated had he not been holding the special post in the public interest.

If, however, in such a case the conditions of the 'next below rule' are satisfied the officer concerned may be granted under the second proviso to Fundamental Rule 30(1) the concession admissible not the "next below rule" but save in exceptional circumstances, such as officer should not be retained in the special post if the pay attached thereto is lower than that admissible to him under the "next below rule" for more than 6 months beyond the date from which the "next below rule" begins to operate. The sanction of the Secretary of State is however unnecessary for exceeding this time limit in individual cases in exceptional circumstances.

This letter issues with approval of the Secretary of the State.

[G.I.,M.H.A. letter No. 3/1/67-AIS-III, dated 27/1/67.]

2. The increments of State Civil/Police Service officers appointed to officiate in cadre posts will be regulated in accordance with the provisions of Clause (4) in Section III of Schedule II, subject to the following conditions:-

(i) only the period of earned leave upto a maximum of 120 days taken at a time, is to count for increments in officiating appointment provided the State Governments certify that but for his proceeding on leave, the officer would have continued to officiate in the cadre post. In the case of permanent State Civil/Police Service officers who have been continuously officiating in the cadre posts for more than three years at the time they proceeded on leave and would have continued to officiate in the cadre posts but for their proceeding on leave, leave other than extra-ordinary leave will count for increments in that time-scale. For the purpose of reckoning the three years' limit, officiating service in the cadre post in the Indian Administrative Service/Indian Police Service will include periods of leave, including extraordinary leave during which the officer would have officiated in that post.

(ii) When the officiating pay of an officer is re-fixed under clauses (2) and (3) in Section III of Schedule II, the period of one year for the purpose of next increment should be calculated from the date the pay is so re-fixed.

(iii) No increment is to be allowed to an officer whose officiation in a cadre post beyond a period of three months/six months is not approved by the Central Government/the Union Public Service Commission, as the case may be. He may be given only the pay as fixed/re-fixed for him under sub-para (i)/(iii) of para II of Government of India's Instructions below rule 4 till the date of reversion from cadre post.

NOTE- It will be the responsibility of the State Government to inform the Audit Officer as soon as they receive directions from the Central Government that the requirements of the Indian Administrative/Police Service (Cadre) Rules, 1954, have been satisfied. The officer may then be allowed an increment, if due, in the Indian Administrative Service/Indian Police Service time-scale.

(iv) The period of officiation of an officer not approved by the Union Public Service Commission will not count for increments in case the officer is promoted again to the Indian Administrative Service/Indian Police Service.

(v) For purposes of calculating six years' service as required under the second proviso below clause (4) Section III of Schedule II, the periods mentioned in clauses (a) to (d) of Para 13 of Ministry of Home Affairs' "Pay Instructions", dated 22nd June, 1952, should be taken into account subject to the conditions laid down therein. In addition, service as a probationer, even though it is on a remuneration below the time-scale of the State Civil/Police Service, may also be taken into account provided that such service has been counted for all purposes e.g., eligibility for promotion etc. in the State Civil /Police Service by the State Government.

(vi) In the case of a State Civil/Police Service officer appointed to officiate in a cadre post on or after 14th September, 1954, his first increment should be allowed to him as soon as he completes six years' service in the State Civil Police Service and the Indian Administrative Service/Indian Police Service provided that he has in the meantime also completed one year's service in the Indian Administrative Service/Indian Police Service. As regards officers who started officiation before 14th September, 1954, those of them who were substantively appointed to the Indian Administrative Service/Indian Police Service with effect from a date prior to 14th September, 1954, will have their pay and increments regulated under 'Pay Instructions' dated 22nd June, 1952. The pay and increments of all other officers will be regulated in accordance with the principles enunciated above.

(vii) Period of suspension which is not treated as a period spent on duty vide rule 9 of the All India Services (Discipline and Appeal) Rules, 1955 and which is also not treated as one spent on leave, will also have the effect of postponing the increments.

(viii) The service rendered by a member of the IAS/IPS in a post under the Government of India or under the Government of a State other than the cadre on which he is borne, carrying a scale of pay above the time scale, shall on his reversion and being appointed to a post carrying a scale of pay identical to the scale of pay of the post held outside the cadre, count towards initial fixation of pay to the extent and subject to the conditions indicated below:

(a) The member should have been approved by the State Government concerned for appointment to the same scale during the relevant period.

(b) All his seniors except those regarded as unfit for such appointment were serving in posts carrying pay in an identical scale or in higher posts and at least one junior was holding a post under the Government of the State on the cadre of which he is borne carrying a pay in an identical scale.

(c) The service will count from the date his junior is promoted and the benefit will be limited to the period he would have held the post under the Government of the State on the cadre of which he is borne, had he not been appointed on deputation. These instructions are in supersession of those contained in the Ministry of Home Affairs O.M. No. 1/29/58-AIS(II) dated the 16th March, 1959.

[G.I., M.H.A. letter No. 1/27/59-AIS (II), dated 23rd March, 1960 read with letter No. 1/101/60-AIS(II), dated 6th May, 1961 and latter No. 15/38/66-AIS(II) dated 20th April, 1966, and Deptt. of Personnel & AR Letter No. 1/150/71-AIS(II) dated the 4/1/74-AIS(II), dated 16/4/75.]

3. When a member of an All India Service has been granted proforma promotion to the Supertime scale by the State Government, the service rendered by the officer from the date of such promotion will count for the purpose of fixation of initial pay and drawal of increments if he is appointed to a Supertime scale post in the cadre on his reversion. The grant of proforma promotion is subject to the following conditions being satisfied:

(a) All his seniors (excluding those considered unfit) should have started drawing pay in the Supertime scale during the relevant period;

(b) All his seniors (excluding those considered unfit) should have started drawing pay in the Supertime scale on or before the date from which the proforma promotion is sought to be granted to him;

(c) The junior next below the officer concerned (or, if the officer has been passed over by reason of inefficiency or unsuitability or because he is on leave or serving outside the ordinary line or forgoes promotion of his own volition to that grade, the officer next junior to him not so passed over) should also have started drawing pay in the super-time scale from that date and his appointment thereto not being fortuitous; and

(d) The benefit should be allowed on 'one for one' basis.

[Deptt. of Personnel letter No. 20018/1/75-AIS(II) dated 17/3/75].

State Governments are required to immediately find suitable postings as and when the officers cleared for proforma promotion in the Supertime Scale during their absence from State cadres return to rejoin the cadre. It would be obligatory for the State Governments to find such postings and in case the same cannot be done because of some administrative reason or otherwise, such officers would become eligible for notional enhancement of their pay in the Supertime Scale on the basis of their earlier proforma promotion in the said scale - provided of course, that they fulfil all other conditions laid down in the rule *ibid*.

The same principles will apply in the cases of officers returning to their cadres after being cleared for promotion in the grade of Rs.7300-7600 during their absence from the cadres.

(DP&T's letter No. 11030/5/97-AIS(II) dated 22nd July, 1997).

3-A5A. Stagnation increments- A member of the Service drawing pay in the Junior Scale/Senior Time Scale/Junior Administrative Grade/Selection Grade/Supertime Scale shall be eligible for one increment for every two years of service after reaching the maximum of that scale, subject to a maximum of 3 increments. Note:- The Stagnation increment shall be in the nature of personal pay and shall not be taken into account for the purpose of applying a ceiling on pay plus special allowance under these rules 14-A .

6. Withholding of increments.- (1) The State Government may withhold for such time as it may direct, an increment due to any direct recruit or to any officer recruited in accordance with rule 7A of the Indian Police Service (Recruitment) Rules, 1954, who has failed to pass the departmental examination or examinations within such time as the State Government may, by general or special order, prescribe, but the withholding of such increments shall have no cumulative effect.

(2) Where an efficiency bar has been prescribed in the Junior time Scale of pay, the increment next above the bar shall not be given to a member of the Service without the specific sanction of the authority competent to withhold increment;

Provided that the application of the efficiency bar in the Junior Time Scale shall not affect the pay of member of Service in the Senior Time scale of pay, wherein his pay shall be regulated according to his length of service.

Govt. of India's decision :

The increment of a member of the Service was withheld under sub-rule (1) for failure to pass the departmental examination and his pay restricted at Rs.350. He was however promoted to officiate in the senior post of Superintendent of Police in view of his seniority. The question arose as to how his pay should be regulated in the senior post.

2. Under rule 8, the member is entitled to draw pay in the junior time-scale has been restricted to Rs.350, it was decided that he should be remunerated at Rs.600 with effect from the date he took over as Superintendent of Police and his future increments regulated with reference to his pay in the junior time scale.

[G.I., M.H.A. letter No. 1/111/59-AIS(II), dated 5th October, 1959.]

7. Grant of advance increments.- Notwithstanding anything contained in Rule 13 of the Indian Police Service (Probation) Rules, 1954, the State Government shall sanction the second and third increments due to a direct recruit or to any officer recruited in accordance with Rule 7A of the Indian Police Service (Recruitment) Rules, 1954, as soon as he passes the prescribed departmental examination or examinations irrespective of the length of service, after which he shall be entitled to draw pay at the rate corresponding to his position in the time scale.

Provided that the third increment under this rule shall be granted retrospectively from the date of passing the prescribed departmental examination as the case may be, on the successful completion of the period of probation and confirmation.

Provided also that a direct recruit or any officer recruited in accordance with rule 7A of the Indian Police Service (Recruitment) Rules, 1954 who has been exempted from appearing in the whole or any part of the departmental examination or examinations for the reasons that he had already passed such examination or examinations or part thereof before he became a member of the Service, shall, for the purpose of this rule, be deemed to have passed the departmental examination or examinations or part thereof as the case may be, from the date of the earliest such examination, examinations or part thereof, in which he would have appeared, but for the exemption, after he became a member of the Service.

Explanation.- For purposes of this rule, the term 'increment' denotes actual increase in pay and not the actual stages on the time-scale.

Govt. of India's decision :

(1) The second and third increments shall accrue to the member of the I.A.S. from the date of his passing the departmental examinations but shall become payable only after the first increment raising his pay to Rs.400, has become due. The drawal of the second and third increment may be simultaneous with the first increment but, in no case, before the first increment has become due.

[G.I., M.H.A. letter No. 1/27/58-AIS(II), dated 30th October, 1958.]

(2) It has been decided that those open market special Recruits, whose initial pay has been fixed beyond the second/third incremental stages in the junior time-scale of the I.A.S. need not be given any advance increments on passing the prescribed departmental examinations.

[G.I., M.H.A. letter No. 1/79/59-AIS(II), dated 3rd July, 1959.]

(3) An I.P.S. Officer shall on passing the prescribed departmental examinations, be entitled to have his pay fixed at Rs.410 and Rs.440. The second and third increases shall accrue to him from the date of his passing departmental examination but shall become payable only after the first actual increase raising his pay to Rs.380 has become due. The drawal of the second and third increases may be simultaneous with the first increase but, in no case, before the first increase has become due.

[G.I., M.H.A. letter No. 1/194/57-AIS(II), dated 21st July, 1959.]

(4) A member of the Service, who had failed to qualify in one subject in Departmental Examination, was exempted temporarily from passing the examination in that subject and allowed to draw advance increments under this rule. The question arose whether this was in order?

The underlying object of this rule is to give incentive to direct recruits to pass the prescribed departmental examination fully as early as possible. The intention is not to exempt an officer temporarily from passing in a particular subject simply with a view to giving him advance increments.

Temporary exemption indicates that the officer has not gained sufficient proficiency in the subject and that he would be required to pass the examination in the particular subject at a future date. It would be different matter if a particular officer, in view of his previous special experience or training in a particular subject, is exempted permanently from passing the examination in that subject. In such a case, there would be justification for giving advance increments after exempting the officer permanently from passing the examination in the particular subject

[G.I., M.H.A. letter No. 1/52/58-AIS(II) dated 16/9/59]

(5) A question arose whether a member of the Service, who had been exempted from passing the language test of the higher grade because he had passed an equivalent test before his appointment to the Service, was entitled to the grant of advance increment under this rule? As the member concerned has been exempted from passing the language examination, he is not required to pass it again. He is therefore entitled to the grant of advance increment under this rule, provided he has already passed the other parts of the departmental examination or is exempted from appearing in these parts.

[G.I., M.H.I. letter No. 1/15/60-AIS(II), dated 9th Feb. 1960.]

8. Pay of officers holding posts enumerated in Schedule III.

Any member of the Service appointed to hold a post specified in Schedule III shall, for so long as he holds that post, be entitled to draw the pay indicated for that post in the said Schedule:

Provided that no member of the Service shall at any time draw pay less than that which he is entitled to draw under rule 4 and rule 5.

16 [] Deleted

17 8A. Fixation of pay of a member of the Service on appointment from a post in the Supertime Scale or Above Supertime Scale and/or above Supertime Scale included in Schedule III- The pay of a member of the Service on appointment from a post in the supertime scale or above supertime scale to another post in the supertime scale or above supertime scale, as the case may be, carrying a higher scale and duties and responsibilities of greater importance and included in the Schedule III (except in Schedule III-D), shall be fixed at the stage next above the pay notionally arrived at by increasing pay in the lower scale by one increment at the stage at which such pay accrued (or by an amount equal to the last increment in the lower scale, if he was drawing pay at the maximum of the lower scale) or the minimum of the scale of post, which ever is higher.

9. Pay of members of the Service appointed to posts not included in Schedule III. 9(1) No member of the Service shall be appointed to a post other than a post specified in Schedule III, unless the State Government concerned in respect of posts under its control, or the Central Government in respect of posts under its control, as the case may be, makes a declaration that the said post is equivalent in status and responsibility to a post specified in the said Schedule.

9(2) The pay of a member of the Service on appointment to a post other than a post specified in Schedule III shall be the same as he would have been entitled to, had he been appointed to the post to which the said post is declared equivalent.

9(3) For the purposes of this rule, `post other than a post specified in Schedule III includes a post under 18 [a body incorporated or not, which is wholly or substantially controlled by the Government]

19 9(4) Notwithstanding anything contained in this rule, the State Government concerned in respect of any posts under its control, or the Central Government in respect of any posts under its control, may, for sufficient reasons to be recorded in writing, where equation is not possible, appoint any member of the Service to any such post without making a declaration that the said post is equivalent in status and responsibility of a post specified in Schedule III.

19 9(5) A member of the Service on appointment to a post referred to in sub-rule (4), in respect of which no pay or scale has been prescribed, shall draw such rate of pay as the State Government, in consultation with the Central Government in the case of a post under the control of the State Government, or as the Central Government, may after taking into account the nature of duties and responsibilities involved in the post, determine.

19 9(6) A member of the Service on appointment to a post referred to in sub-rule (4), in respect of which any pay or scale of pay has been prescribed, shall draw where the pay has been prescribed, the prescribed pay and where scale of pay has been prescribed, such rate of pay not exceeding the maximum of the scale as may be fixed in this behalf by the State Government, or as the case may be, by the Central Government.

Provided that the pay allowed to an officer under the sub- rule and sub-rule (5) shall not at any time be less than what he would have drawn had he not been appointed to a post referred to in sub-rule (4).

20 9(7) At no time the number of members of the Service appointed to hold posts, other than cadre posts specified in Schedule III and referred to in sub-rule (1) and sub-rule (4), which carry a pay scale of 3 Rs.24050-650-26000 per mensem, as the case may be, and which are reckoned against the State Deputation Reserve, shall except with the prior approval of the Central Government, exceed the number of cadre posts in the pay scale of 3 Rs.24050-650-26000 per mensem, as the case may be, in a State Cadre or, as the case may be, in a Joint cadre.

3-A9A [] Deleted.

21 9B. Pay of members of the Service appointed to hold more than one post.- The grant of additional pay to a member of the Service appointed to hold more than one post simultaneously, shall be regulated -

(a) In the case of the member of the Service serving in connection with the affairs of the Union, by the rules, regulations and orders applicable to officers of the Central Services, Class I.

(b) In the case of a member of the Service serving in connection with the affairs of a State, by the rules, regulations and orders applicable to officers of State Civil Service, Class I.

22 9C. Regulation of pay of members of the Service appointed to hold posts under the Central Government carrying the scale of pay of 22-A Rs.14300-400-18300- Notwithstanding anything contained in rules 8 and 9, a member of the Service appointed to hold a post under the Central Government in the scale of pay of Rs.14300-400-18300 shall draw his grade pay plus Central (Deputation of Tenure) Allowance at the rate of fifteen percent of grade pay subject to a maximum of rupees one thousand per mensem.

Explanation :The Central (Deputation on Tenure) Allowance under this rule shall be admissible to a member of the Service only during the normal tenure of deputation.

Government of India's Decision:

(1) A question arose whether the State Governments were competent to equate an ex-cadre post to a cadre post of Indian Administrative Service, even though the time-scale of the ex-cadre post was not identical with the senior time-scale of the Indian Administrative Service. The basic criterion

for such equation is the nature and responsibilities of duties attached to the post and not the pay attached to the post. It is therefore, within the competence of the State Government to declare such equation.

[G.I., M.H.A. letter No. 32/52/56-AIS(II), dated 10th July, 1956.]

(2) A question arose whether equation of an ex-cadre post under a State Government to a post included in Schedule III-C was in order. Under sub-rule (1), it is only necessary that the post, with which the ex-cadre post is equated, should be specified in Schedule III. It is not necessary that the Scheduled post should be under the State Government and included in the State Cadre.

[G.I., M.H.A. letter No. 1/54/59-AIS(II), dated 9th November, 1959.]

(3) A question arose whether a declaration under rule 9 had anything to do with the special pay, if any, to be granted to a member while holding a non-cadre post.

Special pay is normally granted to an incumbent of a post in consideration of: (i) the special arduous nature of the duties, or (ii) a specific addition to the work or responsibilities of the post. In case, where an I.A.S. Officer is appointed to an ex-cadre post, the Government should first decide in the light of the above principles whether the duties and responsibilities attached to such a post justify the grant of any special pay or not. After examining this aspect the ex-cadre post may be equated to a post in Schedule III, which carries/does not carry the desired special pay. An I.A.S. Officer appointed to an ex-cadre post would thus get a special pay, if the cadre post to which it is equated carries a special pay.

[G.I., M.H.A. letter No. 1/86/60-AIS(II), dated 23rd May, 1960.]

(4) It has been decided that the administrative Ministries/Departments concerned should be delegated the power to equate an ex-cadre post to a post specified in Schedule III if the time-scale of pay of the ex-cadre post is identical to the time-scale of the post in the said Schedule to which it is sought to be equated, provided that, for this purpose, the time-scale of the post in the Schedule shall be that applicable to holders of the post other than the members of IAS/IPS. The prior concurrence of the Ministries of Home Affairs and Finance (Department of Expenditure) is not, therefore necessary for equating the ex-cadre post to a scheduled post carrying pay in the prescribed time-scale identical to the time-scale of the ex-cadre post. Copies of the orders should, however, be endorsed to the Ministries of Home Affairs and Finance for record.

As regards ex-cadre posts, the time-scale of pay of which are not identical with that of any scheduled post, the concurrence of the Ministries of Home Affairs and Establishment Finance Division of DP & A.R. should be obtained before making a declaration under this rule and the fact that declaration issues in consultation with the said Ministries indicated in the body of the communication issued.

[G.I., M.H.A. letter No. 1/131/60-AIS(II), dated 6th January, 1961.]

(5) See Government of India's Decision (6.2) below rule 4 of the I.A.S. (Cadre) Rules, 1954.

(6) See Government of India's Decision below rule 4.

(7) Where the administrative Ministry/ Department is of the view that there is no post in Schedule III to which the post in question can be equated in status and responsibilities, then the prior concurrence of the Department of Personnel and the Ministry of Finance (Department of Expenditure) should be taken before the administrative Ministry dispenses with the equation in terms of sub-rule 4. This power should be used sparingly and only on administrative grounds not related to conferment of any pecuniary benefit on a particular incumbent.

Where an order dispensing with an equation has been issued in terms of sub-rule (4) of Rule 9 and the post to which a member of the Service is to be appointed does not change any prescribed pay or scale of pay in view of sub-rule (5) of Rule 9, the pay of the incumbent has to be fixed ad hoc. In such cases the pay of the incumbent should be fixed only after getting the concurrence of the Department of Personnel and the Department of Expenditure of the Ministry of Finance.

[Deptt. of Personnel & A.R. O.M. No. 1/107/70-AIS(II), dated 22.4.1972].

(8) Whenever an IAS officer serving at the Centre on tenure deputation basis in the grade of Director is cleared for promotion in the Supertime Scale in the cadre, an immediate intimation of the same would be conveyed by the concerned State Government to the Establishment Officer in the Department of Personnel & Training. The Establishment Officer in turn would provide an option to the concerned officer through his Central Administrative Ministry to revert to his cadre in order to avail of the actual benefits of the promotion. If the officer so opts, the Establishment Officer would take steps to revert the officer to the State concerned. If, however, the officer opts to continue at the Centre, he would be eligible to draw only the pay of the post held by him at the Centre. On his subsequent reversion to the cadre in due course in the latter cases, the officer would become eligible for the notional benefits of such promotion on fulfilment of conditions laid down in Rule 5(5)(b) of the IAS (Pay) Rules, 1954. The same procedure will apply in cases of the officers serving in posts in the Supertime Scale at the Centre and who are cleared for promotion in their cadres in the higher grades of Rs.7300-7600 and Rs.8000/- (fixed).

The above will also apply, mutatis mutandis, to the officers of the Indian Police Service and Indian Forest Service.

[DP&T's letter No. 11030/15/92-AIS(II) dated 8.9.1994].

(9) State Governments are competent to make temporary additions to the AIS cadres under the respective Services. They are also competent to declare posts not specified in Schedule III to the Pay Rules of the respective Services as equivalent to the scheduled posts in the light of the comparative status and responsibilities of the posts or to dispense with the said equation under rule 9 of the Pay Rules. It was also clarified vide our letter No. 1/135/71-AIS(II) dated 10th January, 1974 that while the State Governments are competent to take above actions, they are not competent to do so retrospectively and action under these rules can have only prospective effect.

These questions have been considered further subsequent to the receipt of some references for allowing retrospective creation of ex-cadre posts and/or retrospective equation of the ex-cadre posts held by the AIS officers with the scheduled posts for our concurrence by resorting to rule 3 of the AIS (Conditions of Service - Residuary Matters) Rules, 1960. It has been noticed that it is not unusual for the State Governments to post an officer to a particular post, whether cadre or ex-cadre, and thereafter issue formal orders either creating the post on ex-cadre basis or as a temporary addition to the cadre, or equating the post under rule 9 of the Pay Rules if the post is not included in Schedule III *ibid*. It has also been found that there is usually a time-gap between assumption of charge of a post by an officer and issuance of formal sanction orders in this regard. The same problem arises at the time of promotion of officers particularly when posts in the respective grades are not available. The time-gap is also there when officers join the non-scheduled posts at the Centre. In all these cases, formal references are required to be made to this Department for regularisation of the pre-equated period by resorting to the provisions of rule 3 of the Residuary Matters Rules.

Since the orders of posting of an officer on promotion or to an ex-cadre post at the senior levels has the approval of the Cabinet of the respective State Governments, the highest authority in the State, it is considered that it would be in order to assume that the gap, if any, between joining a particular post and formal issue of orders creating that post or equating that post with a scheduled post is only technical or procedural in nature. Same will be the position in respect of the ex-cadre posts under the Central Government as these posts are also filled up with the approval of the Appointments Committee of the Cabinet or by the Ministers-in-charge who are the highest respective authorities. It has, therefore, been decided that such cases, whose duration does not exceed six months, would henceforth not require the approval of the Department of Personnel and Training for retrospective creation of posts or retrospective equation of posts under the concerned Cadre Rules or Pay Rules respectively. In such cases the Central Ministries and the State Governments concerned would be competent to grant whatever relaxation is necessary. In cases requiring relaxation for a period exceeding six months, however, approval of the Department of Personnel & Training would have to be taken. The relevant instructions contained in our letter dated 10th January, 1974 referred to above would stand modified to this extent.

This will also apply mutatis mutandis in the cases of officers belonging to the Indian Police Service and the Indian Forest Service.

[DP&T's letter No. 20019/2/95-AIS(II), dated 13.7.95].

(10) In case where an IAS officer has received promotion in Supertime Scale in his or her cadre and has started drawing pay in this grade before his deputation to Govt. of India, he or she would be allowed the maximum of the Selection Grade (Rs.15100-400-18300), i.e. Rs.18,300/- in addition, they would also be eligible to draw Central (Deputation on Tenure) Allowance which is at present fifteen percent of their grade pay subject to a maximum of Rs.1000/- per month.

[DP&T's letter No. 14021/5/97-AIS(II), dated 19.12.97, as amended vide DP&T's Notification No. 11030/8/97-AIS(II)-A dated 11.8.98].

10. Power to exempt.- The Central Government may, with the concurrence of the State Government concerned, exempt any officer of a State Police Service included in List II or List III prepared by the Special Recruitment

Board under the Indian Police Service (Extension of States) Scheme, and appointed to the Indian Police Service from all or any of the provisions of these rules.

23 10A. Fixation of pay and increments of officers appointed to the Service under the Indian Police Service (Special Recruitment) Regulations, 1957.- Notwithstanding anything contained in these rules, the pay and increments of officers appointed to the Service in accordance with the regulations framed under sub-rule (5) of rule 9 of the Indian Police Service (Recruitment) Rules, 1954. will be governed by such regulations, as the Central Government may from time to time, make in consultation with the State Governments.

24 10-B. Fixation of pay and scales of pay of officers appointed to the Indian Police Service on its initial constitution in the State of Jammu and Kashmir.- Notwithstanding anything contained in these rules, in relation to the State of Jammu and Kashmir, the pay of officers appointed to the Indian Police Service at the time of the initial constitution of the State Cadre, shall be fixed in the junior or senior scales of pay in accordance with such principles as the Central Government may, in consultation with the State Government determine.

25 10-C Fixation of pay and scales of pay of officers appointed to the Indian Police Service on initial constitution of Joint Cadre for Union Territories.- Notwithstanding anything contained in these rules, in relation to the Union Territories, the pay of officers appointed to the Indian Police Service at the time of the initial constitution of the Joint Cadre shall be fixed in accordance with such principles as the Central Government may determine.

26 10-D. Authority to exercise powers under rules 6, 7 and 9 in relation to a Joint Cadre.- The powers under rules 6 and 7, in the case of a member of the Service borne on a Joint Cadre, shall be exercised by the Joint Cadre Authority. The powers under rule 9 in relation to posts, borne on a Joint Cadre shall be exercised by the Government of the Constituent State concerned.

27 10-E. Fixation of pay and scales of pay of officers appointed to the Service on its initial constitution in the State of Sikkim.- Notwithstanding anything contained in these rules in relation to the State of Sikkim, the pay of officers appointed to the Service at the time of the initial constitution of the State Cadre shall be fixed in the junior or senior scales of pay in accordance with such principles as the Central Government may, in consultation with the State Government, determine.

28 10-F. Fixation of pay and scales of pay of officers appointed to the Indian Police Service, on the initial constitution in the State of Nagaland.- Notwithstanding anything contained in these rules, in relation to the State of Nagaland, the pay of officers appointed to the Indian Police Service at the time of initial constitution of the State Cadre shall be fixed in the junior or senior scale of pay in accordance with such principles as the Central Government may, in consultation with State Government, determine.

11. Amendment of Schedule.- The Central Government may, after consultation with the State Governments concerned amend Schedule III.

12. Interpretation.- If any question arises as to the interpretation of these rules, the Central Government shall decide the same.

13. Repeal and Saving.- Any rules corresponding to these rules and in force immediately before the commencement of these rules are hereby repealed:

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under corresponding provision of these rules.

3-A SCHEDULE I [Deleted]

SCHEDULE II

(See rules 4 and 5)

PRINCIPLES OF PAY FIXATION OF PROMOTED OFFICERS ON APPOINTMENT TO THE INDIAN POLICE SERVICE AND OF MEMBERS OF THE STATE POLICE SERVICE APPOINTED TO OFFICIATE IN CADRE POSTS

In this Schedule unless the context otherwise requires, the term-

(i) 'actual pay' means the pay whether in the lower scale or in the higher scale, to which a member of the State Police Service is entitled by virtue of his substantive position in the cadre of that Service and if the State Government have not revised the scales of pay applicable to the State Police Service as on the 31st day of January, 1996 or thereafter, actual pay includes dearness allowance, dearness pay, interim or additional relief admissible on such pay at the rates in force as on the 31st day of January, 1996.

(ii) 'assumed pay' means the pay which a member of the State Police Service, officiating or confirmed in a higher scale would have drawn in the lower scale (which does not include higher scale) of his Service had he not been officiating or confirmed in the higher scale and if the State Government have not revised scales of pay applicable to the State Service as on the 31st day of January, 1996 or thereafter, assumed pay includes dearness allowance, dearness pay, interim or additional relief admissible on such pay at the rates in force as on the 31st day of January, 1996.

(iii) 'higher scale' means any scale of pay higher than the 'lower scale' prescribed for the State Police Service and in force on the 31st day of January, 1996 or any date subsequent thereto, the subsequent date being the date on which the scales of pay applicable to the State Police Service were revised for

the first time after the 3 first day of January, 1996, provided that in the later case the dearness allowance, dearness pay, interim or additional relief sanctioned by the State Government after the 3 first day of January, 1996 and merged in the revised pay scale shall be excluded.

(iv) 'lower scale' means the ordinary or the lowest scale of pay prescribed for the State Police Service and in force on the 3 first day of January, 1996 or any date subsequent thereto, the subsequent date being the date on which the scales of pay applicable to the State Police Service were revised for the first time after the 3 first day of January, 1996 provided that in the latter case the dearness allowance, dearness pay, interim or additional relief sanctioned by the State Government after 3 first day of January, 1996 and merged in the revised pay scale shall be excluded.

SECTION 1-Fixation of Initial Pay of Promoted Officers Falling under Rule 4(3).

(1) The initial pay of a promoted officer shall be fixed at the stage of the 9 senior scale of the Indian Police Service equal to his actual pay in the lower scale or his assumed pay in the lower scale, as the case may be, increased at the rate of one increment in the 9 senior scale of the Indian Police Service for every three years of service in the State Police Service. The resultant increase shall be subject to a minimum of Rs.150 and a maximum of Rs.200 over his pay in the State Police Service:

Provided that :

(i) where, however the amount arrived at after the addition of such minimum or maximum increase corresponds to a stage in the 9 senior scale of the Indian Police Service, the initial pay shall be fixed at that stage; and where it does not correspond to a stage in the 9 senior scale of the Indian Police Service, the initial pay shall be fixed at the next higher stage of that scale; and

(ii) for the purpose of this Clause, service in the Police Service shall include such service in a former State, now merged in the State concerned, as may be equated to service in the State Police Service by the Central Government in consultation with the State Government concerned.

Explanation- In the case of a promoted officer whose actual pay in the lower scale of the State Police Service is equal to or above the minimum of the 9 senior scale of the Indian Police Service, the rates of increment shall be equal to the rates admissible in the 9 senior scale of the Indian Police Service at the stage to which the actual pay corresponds or if there is no such stage, the next lower stage.

(2) The initial pay of a promoted officer who is substantive in the higher scale of the State Police Service shall be fixed at the stage of the 9 senior scale of the Indian Police Service next above his actual pay in the higher scale.

Provided that in a case where the pay in the 9 senior scale of the Indian Police Service calculated in accordance with clause (1) is higher than that admissible under this clause, the promoted officer shall be entitled to such higher pay.

(3) A promoted officer, who at the time of his appointment to the Indian Police Service was officiating in the higher scale of the State Police Service and whose initial pay in the 9 senior scale of the Indian Police Service is fixed in accordance with clause (1), shall, in case his officiating pay in the higher scale is higher than the initial pay so fixed in the 9 senior scale of the Indian Police Service be entitled to a personal pay equal to the difference provided that the State Government certifies that the promoted officer would have continued to officiate in the higher scale but for his appointment to the Indian Police Service. The personal pay shall be absorbed in future increments and increases in his pay, if any, including 14 -A special allowance, additional pay and any other form of pay.

(4) In the case of a promoted officer appointed to the Indian Police Service on probation, on any enhancement of his actual pay in the State Police Service in which he holds a lien, as a result of an increment in the lower scale or the higher scale of that Service or in the event of confirmation in the higher scale of the State Police Service, the officer shall during the period of probation, be entitled to have his pay in the 9 senior scale of the Indian Police Service recalculated in accordance with the principles laid down in this Section on the basis of his enhanced pay in the State Police Service, as if he was promoted to the Indian Police Service with effect from the date of such enhancement.

(5) If a promoted officer appointed to the Indian Police Service on probation is confirmed with effect from a date prior to the date of his promotion to the Indian Police Service in the higher scale of the State Police Service in which he holds lien during the period of probation and there is, thus an enhancement of his actual pay in the State Police Service shall be recalculated in accordance with the principles laid down in this Section on the basis of his enhanced pay in the State Police Service, as if he was promoted to the Indian Police Service with effect from the date of such enhancement.

(6) Where a promoted officer who on the date of his appointment to the Indian Police Service had held or is holding continuously a post other than a cadre post under the State Government or the Central Government or on foreign Service and the post is:

(a) in a time scale identical to the time scale of a cadre post, or

(b) equal in status and responsibilities to a cadre post and the State Government concerned furnishes a certificate to the Central Government within three months of his appointment to a post other than a cadre post or within three months of the date on which the next Junior Select List Officer is appointed to a cadre post, whichever is later, that he would have so officiated in a cadre post under rule 9 of the Indian Police Service (Cadre) Rules, 1954, but for his appointment to a post other than a cadre post :-

(i) as relating to a post under clause (a) for a period not exceeding one year and, with the approval of the Central Government, for a further period not exceeding two years; or

(ii) as relating to a post in clause (b), for a period not exceeding three years, his initial pay in the 9 senior scale of the Indian Police Service fixed in accordance with clause (1) shall not be at a stage lower than the pay he drew or draws in the said non-cadre post:

Provided that the number of officers in respect of whom the certificate shall be current at one time shall not exceed one-half of the maximum size of the Select List permissible under sub-regulation (1) of regulation 5 of the Indian Police Service (Appointment by Promotion) Regulations, 1955 and follow the order in which the names of such officers appear in the Select List;

Provided further that such certificate shall be given only if, for every senior officer in the Select List appointed to non-cadre post in respect of which the certificate is given, there is one junior Select List Officer officiating in a senior post under rule 9 of the Indian Police Service (Cadre) Rules, 1954;

Provided also that the number of officers in respect of whom the certificate is given, shall not exceed the number of posts by which the number of cadre officers holding non-cadre posts under the control of the State Government falls short of the deputation reserve sanctioned under the schedule to the Indian Police Service (Fixation of Cadre Strength) Regulation, 1955.

(7) The basic pay of a promoted officer shall not in any case, be fixed below the minimum of the 9 senior scale.

(8) Notwithstanding anything contained in any clause in this Section, the basic pay of a promoted officer in the Indian Police Service Time-scale shall not at any time exceed the basic pay he would have drawn in the Indian Police Service Time-scale as a direct-recruit on that date if he had been appointed to the Indian Police Service on the date on which he was appointed to the State Police Service.

(9) Notwithstanding anything contained in any clause in this Section, the pay of a promoted officer, whose pay has been fixed in the senior scale of the Indian Police Service prior to the date of publication in the Official Gazette of the Indian Police Service (Pay).....Amendment Rules, 1978, in accordance with the existing provisions of the Indian Police Service (Pay) Rules, 1954, shall not be fixed in the revised 9 senior scale of the Indian Police Service under the Section at a stage lower than the pay fixed earlier.

30 ILLUSTRATIONS

The method to be followed in fixing the pay of a promoted officer under clause (1) of this section is indicated below:-

I. The following data in respect of the promoted officers to be noted down:

(a) Actual pay of the officer in the State Police Service or, as the case may be, his assumed pay in that Service.

(b) Completed years of service in the State Police Service, and

(c) number of increments in the 9 senior scale of the Indian Police Service calculated at the rate of one increment for every three years of service in the State Police Service.

II. Tabulate the information as follows to arrive at the initial pay to be fixed in the 9 senior scale of the Indian Police Service :-

(A) (B) (C) (D) (E)

(a) Pay in State Police Service (b) Completed year of service in State Police Service (c) Number of increments admissible (d) Amount of increments (e) Pay arrived at by addition of (a) & (d) (f) Stage at which pay should be fixed (g) Resultant increase (h) Actual amount of increase subject to the minimum and maximum (i) Pay arrived at by addition of (a) & (h) (j) Stage at which pay should be fixed in the 9 senior scale of Indian Police Service

2450 7 2 200 2650 3000 550 200 2650 3000 3250 17 5 500 3750 3875 625 200 3450 3500 3900 18 6 600 4500 4500
600 200 4100 4125 3550 6 2 200 3750 3750 200 200 3750 3750 3700 2 1 100 3600 3625 125 150 3650 3750

(A) A is a case where the resultant increase exceeds the maximum increase of Rs.200 and the pay in State Police Service plus Rs.200 results in a figure below Rs.3000/-. Hence pay is fixed at the minimum of senior scale.

(B) B is a case where the resultant increase exceeds the maximum increase of Rs.200. Pay in this case is to be fixed at the stage of the 9 senior scale next above the pay in the State Police Service plus Rs.200/-.

(C) C is a case where the resultant increase exceeds the maximum increase of Rs.200 and pay is to be fixed at the next stage in the 9 senior scale than the pay in the State Civil Service plus Rs.200/-.

(D) D is a case where the resultant increase is Rs.200 and the amount arrived at after addition of Rs.200/- in the pay corresponds to a stage in the 9 senior scale of the Indian Police Service. Pay in this case will be fixed at the same stage of the 9 senior scale.

(E) E is a case where the resultant increase is less than the minimum increase of Rs.150/- . In such a case, pay is to be fixed in the 9 senior scale at the stage next above the aggregate of the pay in the State Police Service plus Rs.150/-.

Section II - Fixation of initial pay of promoted Officers falling under Rule 4(4).

(1) In the case of a promoted officer who has already officiated in a cadre post and such an officiation has been held by the Central Government and wherever necessary in consultation with the Union Public Service Commission, to be in accordance with rule 9 of the Indian Police Service (Cadre) Rules, 1954, prior to his appointment to the Service, his pay shall be fixed at a stage not lower than the pay he drew in the 9 senior scale of the Indian Police Service while last officiating in a cadre post.

(2) In the case of a promoted officer appointed to the Indian Police Service on probation, on any enhancement of his actual pay in the State Police Service in which he holds a lien, as a result of an increment in the lower scale or the higher scale of that Service, or in the event of confirmation in the higher scale, the officer shall, during the period of probation, be entitled to have his pay in the 9 senior scale of the Indian Police Service recalculated in accordance with the principles laid down in the Section I on the basis of his enhanced pay in the State Police Service, as if he was promoted to the Indian Police Service with effect from the date of such enhancement.

(3) If a promoted officer appointed to the Indian Police Service on probation is confirmed in the higher scale of the State Police Service in which he holds a lien during the period of probation and there is, thus, an enhancement of his actual pay in the State Police Service, his pay in the 9 senior scale of the Indian Police Service shall be recalculated in accordance with the principles laid down in Section I on the basis of his enhanced pay in the State Police Service, as if he was promoted to the Indian Police Service with effect from the date of such enhancement.

Section III - Fixation of initial pay of a member of the State Police Service falling under Rule 4(5).

(1) The initial pay of a member of the State Police Service appointed to officiate in a cadre post shall be fixed in accordance with the principles enunciated in Section I :

Provided that if such a member of the State Police Service had already officiated in a cadre post with the approval of the Central Government and in consultation with the Union Public Service Commission as the case may be, his pay under this section shall be fixed at a stage not lower than the pay he drew in the 9 senior scale of the Indian Police Service while last officiating in such a post subject to the condition that the period of earlier officiation in a cadre post is in accordance with the provisions of rule 9 of the Indian Police Service (Cadre) Rules, 1954;

Note.- In the case of a member of the State Police Service who has been officiating in a cadre post from a date prior to the 3 first day of January, 1996, his pay in the 9 senior scale of the Indian Police Service shall be recalculated in accordance with the principles enunciated in Section I, as if he was appointed to officiate in the cadre post with effect from the 3 first day of January, 1996.

(2) On any enhancement of his substantive pay in the State Police Service as a result of an increment in the lower or the higher scale of that Service, a member of the State Police Service officiating in a cadre post shall be entitled to have his pay in the 9 senior scale of the Indian Police Service recalculated in accordance with the principles laid down in Section I on the basis of his enhanced pay in the State Police Service as if he was appointed to officiate in the cadre post with effect from the date of such enhancement.

(3) If a member of the State Police Service officiating in a cadre post is promoted substantively to the higher scale of pay of the State Police Service, his pay in the 9 senior scale of the Indian Police Service shall be recalculated in accordance with the principles enunciated in Section I, as if he was appointed to officiate in the cadre post with effect from the date of such enhancement.

(4) Increments of pay in the 9 senior scale of the Indian Police Service shall be granted to a member of the State Police Service officiating in a cadre post on completion of one full year's service on any stage of that scale: Provided that for the purposes of calculating one year's service under this clause-

(i) broken periods of officiating service on a particular rate of pay which is in accordance with the provision of rule 9 of the Indian Police Service (Cadre) Rules, 1954, shall be taken into account.

(ii) Leave, except extraordinary leave otherwise than on medical certificate taken during officiation in cadre posts shall count for increment if, on the expiry of the

leave, the officer returns to the same post on the same rate of pay and the State Government certifies that, but for proceeding on leave, the officer would have continued to officiate in the same or any other cadre post. The Central Government may, in any case in which it is satisfied that the extraordinary leave taken otherwise than on medical certificate, was taken for any cause beyond the control of the officer concerned or for prosecuting higher scientific and technical studies, direct that extraordinary leave, taken otherwise than on medical certificate, shall count for increment ;

(iii) Any period of service on a particular rate of pay covered under clause (6) of Section I shall be taken into account.

(iv) Provided further that a member of the State Police Service officiating in a cadre post shall not be granted an increment in the 9 Senior Scale of the Indian Police Service unless he completes an aggregate period of eight years' service in the State Police Service.

(5) The pay of a member of the State Police Service officiating in a cadre post and such an officiation has been held by the Central Government in consultation with the Union Public Service Commission wherever necessary, to be not in accordance with the provision of Rule 9 of the Indian Police Service (Cadre) Rules, 1954 shall be regulated in the scale of the State Police Service, subject to any modifications made by the Central Government in this regard.

(6) Notwithstanding anything contained in any clause in this Section, where the Central Government is satisfied that the operation of any clause or clauses of this Section causes under hardship in any particular case, it may, by order, dispense with or relax the requirements of that clause or clauses, as the case may be, to such an extent and subject to such exceptions and conditions, as it may consider necessary for dealing with the case in just and equitable manner.

GOVT. OF INDIA'S DECISIONS :

Under the IAS (Pay) Rules, 1954, pay drawn by SCS/non-SCS officers on substantive posts is taken into account on their appointment in the IAS. It has been found that this sometimes leads to a situation where the officers concerned have to get their pay fixed at a lower stage in the IAS than the pay drawn by them while holding posts in the State Government for the reason that they are necessarily not holding substantive posts immediately prior to their appointment in the IAS but are officiating on the posts last held by them under the State Governments. In order to mitigate the hardship thus caused, it has been decided to count their officiating pay as the basis for the purpose of their pay fixation in the IAS provided that such pay was drawn for not less than 3 years at the time of their appointment in the IAS.

While sending proposals for pay fixation of non-SCS officers appointed in the IAS to the Central Government as required under Rule 4(6) of the Pay Rules, the State Governments are to send complete pay details of such officers in Form `B' below. For pay fixation of SCS officers on their appointment in the IAS, which is done by the State Govts. themselves, Form `A' below may be used.

FORM `A'

PROFORMA REGARDING FIXATION OF PAY OF SCS OFFICERS APPOINTED TO OFFICIATE IN IAS CADRE POSTS/APPOINTED TO I.A.S.

1. Name of the officer
2. Date of appointment to IAS/appointment to officiate in I.A.S. Cadre post.
3. Designation of the post held immediately prior to such appointment in I.A.S.
4. Pay scale and Pay drawn in the SCS on the date of appointment to IAS/to officiate in IAS cadre post.
5. Was the officer substantive or officiating in the post mentioned in Column 5 above.

6. If officiating, what was the substantive post.
7. Pay and pay scale of the substantive post.
8. Details of all the posts held by the officer before his appointment in the IAS, pay scales and pay drawn in these posts.
9. Were the pay scales referred to in columns 4 & 7 in force from 1.1.1986.
10. If so, what was the DA admissible with reference to
 - (a) Substantive post
 - (b) Officiating post
11. If the answer to Column 9 is "NO" when was the pay scale revised and what were the pre-revised lower and higher scales.
12. What was the quantum of DA merged in
 - (a) revised lower scale
 - (b) revised higher scale
13. No. of completed years of service in Class I/Group `A' of SCS.
14. Proposal of the State Government for fixation of pay and basis therefor.

FORM `B'
PROFORMA FOR FIXATION OF PAY OF NON-SCS OFFICERS APPOINTED TO I.A.S.

1. Name of officer
2. Date of appointment to I.A.S.
3. Designation of the post held immediately prior to appointment to IAS.
4. Pay and pay scale of the post referred to in column 3.
5. Whether the pay was substantive or officiating.
6. If officiating what was the substantive pay.
7. Designation and the pay scale of the post in which the officer was substantive.
8. Details of the all the posts held by the officer before his appointment in the I.A.S., pay scale and pay drawn in these posts.
9. State whether the pay scales of the substantive post and the post in which the officer was officiating were in force from 1.1.86.
10. If the answer to column 9 above is yes, what is the DA admissible to the officer at the rates in force on 1.1.86 in his.
 - (a) Substantive Post
 - (b) Officiating Post
11. If the answer to Column 9 is `NO' what were the pre-revised pay scales of the posts in which the officer was

(a) Substantive

(b) Officiating

12. What is the quantum of DA merged in the revised pay scales of

(a) Substantive Post

(b) Officiating Post

13. No. of completed years ice in Class I/Group `A' non-SCS.

14. Proposal of State Government for fixation of pay and basis therefor.

(DP&T's letter No. 20015/5/92-AIS(II), dated 29.3.94)

The pay drawn by the SCS/non-SCS officers in the State Governments is protectable to the extent of Rs.5700/-, i.e. the maximum of the Selection Grade which is the third and the last component of the Senior Scale of I.A.S. This benefit is available on notional basis from 1.1.86, i.e. the date from which the revised pay scales for the I.A.S. came into being on recommendations of the Central Fourth Pay Commission, and on actual basis from 9.5.1994, i.e. the date of effect of the notification dated 6.5.1994. Accordingly, pay in such cases is fixed at the same stage of I.A.S. which is equal to their State Pay irrespective of whether the officers concerned are eligible for placement at such a level by virtue of their seniority or not, and no further increments are allowed till they become eligible for Selection Grade on completion of 13 years' service calculated from their Years of Allotment.

It has been brought to notice that the above manner of pay fixation - especially freezing of pay at the same stage in I.A.S. and not allowing any further increments till eligibility for Selection Grade is causing certain anomalies and financial hardship to the promoted officers. It has been found that under the new method of pay fixation, an officer promoted earlier in the I.A.S. whose pay is fixed and frozen at the same stage, begins to draw less pay than a junior officer who gets promoted in the I.A.S. subsequently, after earning one or more increments in the State pay-scale. In this was - as seniority has been delinked from pay in such cases, whereas pay of the senior is frozen at a particular stage, the junior gets his pay fixed at a comparatively higher stage in the I.A.S. which is equivalent to his State Pay including the increments earned by him while remaining in the State Service subsequent to promotion of the senior in I.A.S. This causes heartburning besides the financial hardship to the officers who are promoted in the IAS earlier.

The matter of removal of such anomalies has been engaging attention of the Government. After careful consideration, it has now been decided that keeping in view the amendments made in the I.A.S. (Pay) Rules, 1954 vide Notifications dated 6.5.1994 and 17.7.1995, pay of S.C.S./non-S.C.S. officers inducted into the IAS may be fixed in the Senior Scale at a stage next above their State pay. Senior Scale of the IAS consists of (i) Time-Scale : Rs.3200-4700; (ii) Junior Administrative Grade: Rs.3950-5000; and (iii) Selection Grade : Rs.4800-5700. While fixing pay in such a manner, if the pay stage happens to be common to any two grades of the Senior Scale, the officer has to be placed in the lower of these two grades. In addition, they may also be allowed annual increments till the attainment of the stage of Rs.5700/- in the normal course. No further increments of pay fixation in the next higher scale, viz. Supertime Scale (Rs.5900-6700) would be available to them till they are actually promoted in this grade. Stagnation increments would of course be admissible to them if they happen to stagnate at the stage of Rs.5700/- before being promoted in the Supertime Scale. The benefits on the above counts would be actually available from 9.5.1994 which is the date of effect of the Notification dated 6.5.1994 mentioned above and no arrears for the past periods would be admissible. The promoted officers would of course get notional benefits of the same w.e.f. 1.1.1986 in accordance with the Notification dated 14.7.1995.

The above principles will apply mutatis mutandis in the cases of the members of the Indian Police Service and the Indian Forest Service.

(DP&T's letter No. 20011/1/95-AIS(II), dated 17.5.96.)

The promoted IAS officers getting the benefits under the Notifications dated 6.5.94 and 14.7.95 as amplified vide this Ministry's letter dated 17.5.96, would continue to receive the benefit of annual increments irrespective of their initial pay fixed in the IAS, till they finally reach the stage of Rs.5700. Thereafter, they will also be entitled to receive the benefit of Stagnation increments under Rule 5A of the IAS (Pay) Rules, 1954. All other conditions including the condition laid down in para 4 of the letter dated 17.5.96 would, however, continue to be applicable.

The above will apply mutatis mutandis in the cases of the members of the Indian Police Service and the Indian Forest Service also.

Cases of pay fixation of two promoted officers on a hypothetical basis is attached in the Appendix to this letter in order to serve as examples.

Hypothetical cases of two promoted officers appointed in the IAS on different dates and the anomaly experienced.

<u>Date and Event</u>	<u>Officer `A'</u>		
	<u>State Pay</u>	<u>IAS Pay</u>	
1.1.94 (Date of increment in Selection Grade [say Rs.4100-5300] of State Service.	Rs.4700	---	
1.5.94 (Date of promotion of officer `A' in IAS)	Rs.4700	Rs.4850	
1.1.95 (Accrual of increment in State Service - refixation benefit under clause (4) Section I Schedule II of Pay Rules.)	Rs.4850	Rs.5000	
1.1.96 (Completion of one year of service)	Rs.5000	Rs.5000	
(After reaching the stage of Rs.5000, the senior officer `A' does not get any further increments under the previous orders.)			
1.5.96 of officer `B'	Rs.5000	Rs.5000	(Promotion in IAS)
1.1.97 (Accrual of increment in State Service)	Rs.5150	Rs.5000 + Rs.150 (Stagnation Increment)	
1.1.98 (Completion of one year's service)	---	Rs.5000 + Rs.150	
	and so on.		

If pay is fixed in the proposed manner.

1.1.94	Rs.4700	---	
1.5.94	Rs.4700	Rs.4850	
1.1.95	Rs.4850	Rs.5000	
1.1.96	Rs.5000	Rs.5100	
1.5.96	Rs.5000	Rs.5100	
1.1.97	--	Rs.5250	
	and so on.		

<u>Date and Event</u>	<u>Officer `B'</u>		
	<u>State Pay</u>	<u>IAS Pay</u>	
1.1.94 (Date of increment in Selection Grade[say Rs.4100-5300] of State Service.	Rs.4700	---	
1.5.94	Rs.4700	Not yet promoted	

(Date of promotion of officer `A' in IAS)

1.1.95 Rs.4850 Not yet promoted
Accrual of increment in State Service – refixation benefit under clause (4) Section I Schedule II of Pay Rules.)

1.1.96 Rs.5000 Not yet promoted
(Completion of one year promoted. of service)

(After reaching the stage of Rs.5000, the senior officer `A' does not get any further increments under the previous orders.)

1.5.96 Rs.5000 Rs.5100 (Promotion in IAS)
of officer `B'

1.1.97 Rs.5150 Rs.5250
(Accrual of increment in State Service)

1.1.98 --- Rs.5400
(Completion of one Year's service)

and so on.

If pay is fixed in the proposed manner.

1.1.94 Rs.4700 ---

1.5.94 Rs.4700 Not yet promoted.

1.1.95 Rs.4850 Not yet promoted.

1.1.96 Rs.5000 Not yet promoted.

1.5.96 Rs.5000 Rs.5100

1.1.97 Rs.5150 Rs.5250

and so on.

(DP&T's letter No. 20011/1/95-AIS(II), dated 14th November, '96).

SCHEDULE III

A. Posts carrying pay above the time scale pay of the Indian Police Service under the State Government. SCHEDULE

ANDHRA PRADESH

Director General of Police and Inspector General of Police	Rs. 24050-650-26000/-
Director General of Police, Anti-Corruption Bureau	Rs. 24050-650-26000/-
Addl. Director General of Police - CID	Rs. 22400-525-24500/-
Addl. Director General of Police (AP Special Police)	Rs. 22400-525-24500/-
Addl. Director General of Police - Recruitment & Training	Rs. 22400-525-24500/-
Addl. Director General of Police -Railways	Rs. 22400-525-24500/-
Addl. Director General of Police - Administration	Rs. 22400-525-24500/-
Director General & Inspector General of Prisons & Director General of Correctional Services	Rs. 22400-525-24500/-
Director, Anti Corruption Bureau	Rs. 18400-500-22400/-
Inspector General of Police - A.P. Special Police	Rs. 18400-500-22400/-
Inspector General of Police (Law & Order)	Rs. 18400-500-22400/-
Inspector General of Police, CID	Rs. 18400-500-22400/-
Inspector General of Police (Intelligence)	Rs. 18400-500-22400/-

Inspector General of Police (Coordination & Traffic)	Rs. 18400-500-22400/-
Inspector General of Police (Provisioning & Logistic)	Rs. 18400-500-22400/-
Inspector General of Police (Greyhounds)	Rs. 18400-500-22400/-
Director, Andhra Pradesh Police Academy	Rs. 18400-500-22400/-
Commissioner of Police. Hyderabad City	Rs. 18400-500-22400/-
Director, SCRB	Rs. 18400-500-22400/-
Inspector General of Police - Training	Rs. 18400-500-22400/-
Inspector General of Police - Homeguards	Rs. 18400-500-22400/-
Inspector General of Police - Welfare & Sports	Rs. 18400-500-22400/-
Inspector General of Police - Head Quarters & Legal Services	Rs. 18400-500-22400/-
Inspector General of Police - Police Transport Organisation	Rs. 18400-500-22400/-
Inspector General of Police - Special Protection Force	Rs. 18400-500-22400/-
Inspector General of Police - PCR Cell, CID	Rs. 18400-500-22400/-
Joint Commissioner of Police - Law & Order	Rs. 16400-450-20000/-
Joint Commissioner of Police - Crime & SIT	Rs. 16400-450-20000/-
Joint Commissioner of Police – Traffic/Security	Rs. 16400-450-20000/-
Joint Director, Andhra Pradesh Police Academy	Rs. 16400-450-20000/-
Deputy Inspector General of Police (Administration)	Rs. 16400-450-20000/-
Deputy Inspector General of Police (Security)	Rs. 16400-450-20000/-
Deputy Inspector General of Police (SIB)	Rs. 16400-450-20000/-
Deputy Inspector General of Police (Ranges)	Rs. 16400-450-20000/-
Deputy Inspector General of Police (Intelligence)	Rs. 16400-450-20000/-
Deputy Inspector General of Police CID – I & II	Rs. 16400-450-20000/-
Deputy Inspector General of Police (CID – III/PCR & Social Justice)	Rs. 16400-450-20000/-
Deputy Inspector General of Police – Anti Corruption Bureau	Rs. 16400-450-20000/-
Deputy Inspector General of Police (Vigilance Cell, Civil Supplies)	Rs. 16400-450-20000/-
Deputy Inspector General of Police – Fire Services	Rs. 16400-450-20000/-
Deputy Inspector General of Police – Organisation	Rs. 16400-450-20000/-
Deputy Inspector General of Police – A.P. Special Police Batallions	Rs. 16400-450-20000/-
Deputy Inspector General of Police – Vishakhapatnam City	Rs. 16400-450-20000/-
Deputy Inspector General of Police – Vijayawada City	Rs. 16400-450-20000/-

ARUNACHAL PRADESH-GOA-MIZORAM-UNION TERRITORIES

Posts under the Government of Arunachal Pradesh

Director General of Police	Rs. 22400-525-24500/-
Inspector General of Police - Range	Rs. 18400-500-22400/-
Deputy Inspector General of Police (East/West) Ranges	Rs.16400-450-20000/-
Deputy Inspector General of Police (HQ)	Rs.16400-450-20000/-
Addl. Director General of Police (AP Special Police)	Rs. 22400-525-24500/-
Addl. Director General of Police - Recruitment & Training	Rs. 22400-525-24500/-
Addl. Director General of Police -Railways	Rs. 22400-525-24500/-
Addl. Director General of Police - Administration	Rs. 22400-525-24500/-
Director General & Inspector General of Prisons & Director General of Correctional Services	Rs. 22400-525-24500/-
Director, Anti Corruption Bureau	Rs. 18400-500-22400/-
Inspector General of Police - A.P. Special Police	Rs. 18400-500-22400/-
Inspector General of Police (Law & Order)	Rs. 18400-500-22400/-
Inspector General of Police, CID	Rs. 18400-500-22400/-
Inspector General of Police (Intelligence)	Rs. 18400-500-22400/-
Inspector General of Police (Coordination & Traffic)	Rs. 18400-500-22400/-
Inspector General of Police (Provisioning & Logistic)	Rs. 18400-500-22400/-
Inspector General of Police (Greyhounds)	Rs. 18400-500-22400/-
Director, Andhra Pradesh Police Academy	Rs. 18400-500-22400/-
Commissioner of Police. Hyderabad City	Rs. 18400-500-22400/-
Director, SCRB	Rs. 18400-500-22400/-
Inspector General of Police - Training	Rs. 18400-500-22400/-
Inspector General of Police - Homeguards	Rs. 18400-500-22400/-
Inspector General of Police - Welfare & Sports	Rs. 18400-500-22400/-
Inspector General of Police - Head Quarters & Legal Services	Rs. 18400-500-22400/-
Inspector General of Police - Police Transport Organisation	Rs. 18400-500-22400/-
Inspector General of Police - Special Protection Force	Rs. 18400-500-22400/-

Inspector General of Police - PCR Cell, CID	Rs. 18400-500-22400/-
Joint Commissioner of Police - Law & Order	Rs. 16400-450-20000/-
Joint Commissioner of Police - Crime & SIT	Rs. 16400-450-20000/-
Joint Commissioner of Police – Traffic/Security	Rs. 16400-450-20000/-
Joint Director, Andhra Pradesh Police Academy	Rs. 16400-450-20000/-
Deputy Inspector General of Police (Administration)	Rs. 16400-450-20000/-
Deputy Inspector General of Police (Security)	Rs. 16400-450-20000/-
Deputy Inspector General of Police (SIB)	Rs. 16400-450-20000/-
Deputy Inspector General of Police (Ranges)	Rs. 16400-450-20000/-
Deputy Inspector General of Police (Intelligence)	Rs. 16400-450-20000/-
Deputy Inspector General of Police CID – I & II	Rs. 16400-450-20000/-
Deputy Inspector General of Police (CID – III/PCR & Social Justice)	Rs. 16400-450-20000/-
Deputy Inspector General of Police – Anti Corruption Bureau	Rs. 16400-450-20000/-
Deputy Inspector General of Police (Vigilance Cell, Civil Supplies)	Rs. 16400-450-20000/-
Deputy Inspector General of Police – Fire Services	Rs. 16400-450-20000/-
Deputy Inspector General of Police – Organisation	Rs. 16400-450-20000/-
Deputy Inspector General of Police – A.P. Special Police Batallions	Rs. 16400-450-20000/-
Deputy Inspector General of Police – Vishakhapatnam City	Rs. 16400-450-20000/-
Deputy Inspector General of Police – Vijayawada City	Rs. 16400-450-20000/-

SCHEDULE III

A. Post carrying pay above the time scale pay of the Indian Police Service Under the State Governments.

State	Particulars of the post	pay/scale of pay
Andhra Pradesh	Director General and Inspector General Of Police	Rs. 7600-100-8000
	Director, Anti-Corruption Bureau	Rs. 5900-200-6700
	Special Inspector General of Police (Law & Order)	-do-
	Special Inspector General of Police (Intelligence)	-do-
	Special Inspector General of Police, CID, Hyderabad	-do-
	Commissioner of Police, Hyderabad	-do-
	Deputy Inspector General of Police	Rs. 5100-150-5400 18 th year or later)- 150-6150
	Deputy Inspector general of Police (Headquarters)	-do-
	Deputy Inspector General of Police (Home Guards and Welfare)	-do-
	Deputy Inspector General of Police (Administration)	-do-
	Deputy Inspector General of Police (Training)	-do-
	Deputy Inspector General of Police (Ranges)	-do-
	Deputy Inspector General of Police (Intelligence)	-do-
	Deputy Inspector General of Police (CID.I)	-do-
	Deputy Inspector General of Police (CID.II)	-do-
	Deputy Inspector General of Police (Railways)	-do-
	Additional Director, Anti-Corruption Bureau	-do-
	Director, Police Computer Services	-do-
	Deputy Inspector General of Police, Vigilance Cell, Civil Department	-do-

ARUNACHAL PRADESH-GOA-MIZORAM-UNION TERRITORIES

Arunachal Pradesh	Inspector General of Police	Rs. 5900-200-6700
	Deputy Inspector General of Police	Rs. 5100-150-5400 (18 th year or later) 150-6150
Goa Mizoram	Inspector General of Police	Rs. 5900-200-6700
	Inspector General of Police	Rs. 5900-200-6700
	Deputy Inspector General of Police (Range)	Rs. 5100-150-5400 (18 th year or later)- 150-6150
	Deputy Inspector of Police (CID)	-do-

Union Territories	Delhi Administration	
	Commissioner of Police, Delhi	Rs. 7300-100-7600
	Additional Commissioner of Police (Range)	RS. 5100-150-5400 (18 th year of later) 150-6150
	Additional Commissioner of Police (Security and Traffic)	-do-
	Additional Commissioner of Police (Armed Police)	-do-
	Additional Commissioner of Police (Administration)	-do-
	Additional Commissioner of Police (CID)	-do-
	Additional Commissioner of Police (Rashtrapati Bhavan Security)	-do-
	Addl. Commissioner of Police (Training, Planning, Monitoring & Implementation)	-do-
	Delhi Police	
	Addl. Commissioner of Police, (Anti Terrorist cell)	-do-
	Pondicherry Administration	
	Inspector General of Police	Rs.5100-150-5400 (18 th year or later)- 150-6150
	Andaman & Nicobar Islands Administration	
Inspector General of Police	Rs. 5900-200-6700	
Chandigarh Administration		
Inspector General of Police	RS. 5100-150-5400 (18 th year of later) 150-6150	
Assam-Meghalaya	Director General and Inspector General of Police	Rs. 7600-100-8000
	Inspector General of Police (Training & Armed Police)	Rs. 5900-200-6700
	Inspector General of Police (Administration)	-do-
	Director of Civil Defence and Commandant General Home Guards	-do-
	Deputy Inspector General of Police (Admn.)	-do- Rs. 5100-150-5400 (18 th Year or later)- 150-6150
	Deputy Inspector General of Police (Vig. & E.O.)	-do-
	Deputy Inspector General of Police (Ranges)	-do-
	Deputy Inspector General of Police(CID)	-do-
	Deputy Inspector General of Police (S.B.)	-do-
	Deputy Inspector General of Police (Border)	-do-
	Deputy Inspector General of Police (Trg.& Armed Police)	-do-
	Meghalaya	
	Inspector General of Police	Rs. 5900-200-6700

	Deputy Inspector General of Police-cum Commandant General Home Guards And Director of Civil Defence	Rs. 5100-150-5400 (18 th year of later)- 150-6150
	Deputy Inspector General of Police (Range)	-do-
	Deputy Inspector General of Police (Hqrs./CID)	-do-
Bihar	Director General and Inspector General Of Police	Rs. 7600-100-8000
	Director (Vigilance)	Rs. 5900-200-6700
	Commandant General, Home Guards	-do-
	Inspector General of Police, Armed Police	-do-
	Inspector General of Police, Spl. Branch	-do-
	Inspector General of Police, CID	-do-
	Inspector General of Police, Training, Computer and Modernisation, Bihar, Patna	-do-
	Deputy Inspector General of Police (Ranges)	Rs. 5100-150-5400 (18 th year or later) -150-6150
	Deputy Inspector General of Police Special Branch	-do-
	Deputy Inspector General-cum-Additional Commandant General, Home Guards	-do-
	Deputy Inspector General of Police (Admn.)	-do-
	Deputy Inspector General of Police, CID	-do-
	Deputy Inspector General of Police, Railways	-do-
	Deputy Inspector General of Police-cum- Additional Commandant General , Home Guards	-do-
	Deputy Inspector General of Police (Admn.)	-do-
	Deputy Inspector General of Police, CID	-do-
	Deputy Inspector General of Police, Railways	-do-
	Deputy Inspector General of Police-cum- Principal, Police Training College	-do-
	Deputy Inspector General of Police, Harijan Grievances Remove Cell	-do-
	Deputy Inspector General of Police, Enforcement, Essential Commodities, CID	-do-
	Deputy Inspector General of Police, Vigilance	-do-
	Deputy Inspector General of Police, Coal Belt, Bokaro	-do-
	Deputy Inspector General of Police, BMP Central Zone, Patna	-do-
	Deputy Inspector General of Police, BMP Eastern Division, Jamalpur	-do-
Gujarat	Director General and Inspector General of Police	Rs. 7600-100-8000
	Commissioner of Police, Ahemadabad City	Rs. 5900-200-6700
	Special Inspector General of Police CID Crime and Railways	-do-
	Special Inspector General of Police CID,	-do-

	Intelligence, Ahmedabad	
	Commissioner of Police, Vadodara City	-do-
	Deputy Inspector General of Police, Computer-cum-state Crime Records Bureau, Gandhinagar	Rs. 5100-150-5400 (18 th year or later) 150-6150
	Deputy Inspector General of Police, Armed Units and Training	-do-
	Commissioner of Police, Rajkot & Surat	-do-
	Additional Commissioner, Ahmedabad City	-do-
	Principal, Police Training College Junagarh	-do-
	Deputy Inspector General of Police (Ranges)	-do-
	Deputy Inspector General of Police (Saurashtra, South range, Junagarh)	-do-
	Deputy Inspector General of Police, CID,IB	-do-
	Deputy Inspector General of Police, Western Railways	-do-
	Deputy Inspector General of Police, (CID) Crime	-do-
	Deputy Inspector General of Police (Admn.)	-do-
	Deputy Inspector General of Police, Ahmedabad range, Ahmedabad	-do-
	Deputy Inspector General of Police, Industrial security, Police welfare & Harijan Affairs, Affairs, Ahmedabad	-do-
Haryana	Director General and Inspector General Of Police	Rs. 7600-100-8000
	Commandant General, Home Guards And Director Civil Defence, Haryana	Rs. 5900-200-6700
	Director, State Vigilance Bureau, Haryana	-do-
	Inspector General of Police, Headquarters	-do-
	Deputy Inspector General of Police Administration and Training	Rs. 5100-150-5400 18 th year or later- 150-6150
	Deputy Inspector General of Police (Ranges)	-do-
	Deputy Inspector General of Police (Haryana Armed Police)	-do-
	Deputy Inspector General of Police (CID)	-do-
	Deputy Inspector General of Police, Welfare and Modernisation	-do-
	Deputy Inspector General of Police, Railways and operations	-do-
	Director, Police Training College	-do-
Himachal Pradesh	Director General and Inspector General Of Police	Rs. 7600-100-8000
	Inspector General of Police (CID)	Rs. 5900-200-6700
	Inspector General of Police (Armed Police and Training)	-do-
	Deputy Inspector General of Police (CID)	-do-
	Deputy Inspector General of Police (Admn.)	-do-
	Deputy Inspector General of Police (Vigilance)	-do-

	Deputy Inspector General of Police (Enforcement)	-do-
Jammu & Kashmir	Director General & Inspector General of Police	Rs. 7600-100-8000
	Inspector General of Police (Vigilance)	Rs. 5900-200-6700
	Inspector General of Police (Traffic)	-do-
	Inspector General of Police (CID)	-do-
	Inspector General of Police (Armed)	-do-
	Deputy Inspector General of Police (CID)	Rs. 5100-150-5400 (18 th year or later) -150-6150
	Deputy Inspector General of Police (Administration)	-do-
	Deputy Inspector General of Police (Armed)	-do-
	Deputy Inspector General of Police (Anti-Corruption)	-do-
	Deputy Inspector General of Police (Ranges)	-do-
	Deputy Inspector General of Police (Traffic)	-do-
	Director, Police Training College	-do-
Karnataka	Director General and Inspector General Of Police	Rs. 7600-100-8000
	Inspector General of Police, Lokayukta	Rs. 5900-200-6700
	Inspector General of Police, Corps of Detectives	-do-
	Commissioner of Police, Bangalore City	-do-
	Inspector General of Police, KSRP, Police Housing and Welfare, Bangalore	-do-
	Inspector General of Police Computer Wireless and Modernisation Scheme, Bangalore	-do-
	Inspector General of Police(Intelligence)	-do-
	Deputy Inspector General of police (Ranges)	Rs.5100-150-5400 (18 th Year or later 150-6150
	Deputy inspector General of police, Corps of Detectives	-do-
	Deputy Inspector General of Police, Headquarters	-do-
	Deputy Inspector General of Police, Training	-do-
	Deputy Inspector General of Police, Forest Cell	-do-
	Deputy Inspector General of Police, Civil Rights And Enforcement Cell	-do-
	Deputy Inspector General of Police(Administration)	-do-
	Deputy Inspector General of Police(Railway), Bangalore	-do-
	Deputy inspector General of Police. Lokayuta	-do-
	Deputy Inspector General of Police, Planning. Research and Special Units	-do-
	Deputy Inspector General of Police, Food, Bangalore	-do-
	Additional Commissioner of Police, Bangalore City	-do-
	Principal Police Trg. College, Mysore	-do-
Kerala	Director General and Inspector General of Police	Rs.7600-100-8000
6700	Commandant General, Home Guards, Civil Defence	Rs.5900-300-

	And Fire Service	
	Inspector General of police (Headquarters)	-do-
	Inspector General of Police (Crime)	-do-
	Inspector General of Police (Intelligence)	-do-
	Deputy Inspector General of Police (Ranges)	Rs.5100-150-5400 (18th year or later) -150-6150
	Deputy Inspector General of Police (Crime Investigation Department and Railways)	-do-
	Deputy Inspector General of Police (Vigilance)	-do-
	Deputy Inspector General of Police (Training)	-do-
	Deputy Inspector General of Police, (A.P) Battalion)	-do-
	Deputy Inspector General of Police, (Crime Investigation)	-do-
	Deputy Inspector General of Police, (Administration)	-do-
	Deputy Inspector General of Police, (Computer Centre)	-do-
	Deputy Inspector General of Police (Protection of Civil Rights)	-do-
Madhya Pradesh	Director General & Inspector General of Police	Rs.7600-100-8000
	Zonal Inspector General of Police	Rs.5000-200-6700
	Commandant General Home Guards- Civil Defence cum-Director	-do-
	Inspector General of Police, CID	-do-
	Inspector General of Police, Intelligence	-do-
	Special Inspector General of Police (SAF)	-do-
	Spl. Inspector General of Police, (Training)	-do-
	Director, SPE Lokayukt, Bhopal	-do-
	Dy. Inspector general of Police	Rs.5100-150-5400 (18 th year or later)-150-6150
	Deputy Inspector General of Police SPE, Lokayukta	-do-
	Deputy Inspector General of Police, State Bureau of Investigation of Economic Offence	-do-
	Deputy Inspector General of Police (Home Guards)	-do-
	Deputy inspector General of Police (Harijan Kalyan)	-do-
	Deputy Inspector General of Police (Planning Provisioning)	-do-
	Deputy Inspector General of Police, Bastar	-do-
	Deputy Inspector General of police (Computer)	-do-
	Deputy Inspector General of Police (Chambal Range)	-do-
	Deputy Inspector General of Police (Railways)	-do-
	Deputy Inspector General of Police (Madhya Pradesh Police College, Sagar)	-do-
	Deputy Inspector General of Police (SAF) Indore	-do-
	Deputy Inspector General of Police, Security	-do-
	Deputy Inspector General of Police (SAF) Bhilai	-do-
	Deputy Inspector General of Police (CID-II)	-do-
	Deputy Inspector General of Police (SAF) Jabalpur	-do-
Maharashtra	Director General and Inspector General of Police	RS.7600-100-8000
	Special Inspector General of Police	Rs.5900-200-6700
	Director, Vigilance Anti-Corruption and prohibition Intelligence Bureau	-do-
	Commissioner of Police, Bombay	-do-

	Additional Commissioner of Police, Bombay	Rs.5100-100-5400 (18th year or later - 150-6150
	Additional Commissioner of Police/DIGP Vigilance Anti-Corruption and prohibition Intelligence Bureau	-do-
	Commissioner of Police, Pune	-do-
	Commissioner of Police, Thane	-do-
	Commissioner of Police, Nagpur	-do-
	Deputy Inspector General of Police, Planning & Coordination	-do-
	Deputy Inspector General of Police (Railways)	-do-
	Deputy Inspector General of Police (Traffic)	-do-
	Deputy Inspector General of Police	-do-
	Deputy Inspector General of Police CID Intelligence	-do-
	Principal, Police Training College Nasik	-do-
Manipur	Inspector General of Police (ops. & A.P)	Rs.5900-200-6700
	Deputy Inspector General (later)	Rs.5100-150-5400 18th year or 150-650.
	Deputy Inspector General of Police	-do-
	Deputy Inspector General of Police (CID)	-do-
	Deputy Inspector General of Police (Training)	-do-
Tripura	Inspector General of Police	Rs.5900-200-6700
	Deputy Inspector General of Police (AP & Trg.)	Rs.5100-150-5400 (18th year or later- 150-6150
	Deputy Inspector General of Police (Head quarters)	-do-
	Deputy Inspector General of Police (CID)	-do-
	Deputy Commandant General, Home Guards	-do-
Nagaland	Inspector General of Police	Rs.5900-200-6700
	Deputy Inspector General of Police	-do-
Orissa	Director General of Police, Inspector General of Police	Rs.7600-100-8000
	Director cum Inspector General of Police (Vigilance)	Rs.5900-200-6700
	Commandant General, Home Guards and special Inspector General of Police (Fire Services)	-do-
	Special Inspector General of Police (Crime)	-do-
	Special Inspector General of Police (Administration)	-do-
	Deputy Inspector General of Police (Range)	Rs.5100-150-5400 18 the year later) 150-6150
	Deputy Inspector General of Police (training, Research and Development)	-do-
	Deputy Inspector General of Police (Vigilance)	-do-
	Deputy Inspector General of Police (Railways)	-do-
	Deputy Inspector General of Police (Computer)	-do-
	Director State Police Academy	-do-
	Deputy Inspector General of Police (Harijan Atrocity)	-do-
	Principal, Police Training Collage	-do-
Punjab	Director General of Police and IGP	Rs.7600-100-8000
	Inspector General of Police, PAP Jullunder Cantt.	Rs.5900-200-6700
	Inspector General of Police (Crime)	-do-

	Inspector General of Police, Headquarters	-do-
	Inspector General of Police, Intelligence	-do-
	Director, Vigilance Bureau	Rs.5100-150-5400 (18th year of later)-150-6150
	Deputy Inspector General of Police	-do-
	Deputy Inspector General of Police, Railways, Punjab	-do-
	Principal, Police Training Collage, Bhillaur-cum- Ex officio Director of Training for the State Police Force	-do-
	Deputy Inspector General of Police, Intelligence	-do-
	Deputy Inspector General of Police, Training Central Police Office, Chandigarh Punjab.	-do-
	Commandant General, Punjab Home Guards and Director Civil Defence, Punjab	-do-
Rajasthan	Director General & Inspector General of Police	Rs.7600-100-8000
	Inspector General of Police (Crime and Vigilance)	Rs.5900-200-6700
	Commandant General Home Guards and Director Civil Defence	-do-
	Inspector General of Police (Intelligence)	-do-
	Director Anti-Corruption Department	-do-
	Deputy Inspector General of Police (Admn.)	Rs.5100-150-5400 (18th year or later)-150-6150
	Deputy Inspector General of Police (Vigilance Head quarters and Railways)	-do-
	Deputy Inspector General of Police (Training)	-do-
	Deputy Inspector General of Police	-do-
	Deputy Commandant General, Home Guards and Deputy Director Civil Defence	-do-
	Deputy Inspector General of Police (Railways)	-do-
	Director, Rajasthan Police Academy	-do-
	Director, State Crime Record Bureau	-do-
Sikkim	Inspector General of Police	Rs.5900-200-6700
	Deputy Inspector General of Police	Rs.5100-150-5400 (18th year or later)-150-6150
Tamil Nadu	Director General of Police	Rs.7600-100-8000
	Director, Vigilance and Anti-Corruption	Rs.5900-200-6700
	Inspector General of Police (Law & Order)	-do-
	Inspector General of Police (Crime)	-do-
	Inspector General of Police (Intelligence)	-do-
	Commissioner of Police	-do-
	Deputy Inspector General of Police	RS.5100-150-5400 (18th year or later)-150-6150
	Deputy Inspector General of Police CID(Intelligence)	-do-
	Deputy Inspector General of Police CID, Crime, Madras	-do-
	Deputy Inspector General of Police Enforcement-I	-do-
	Deputy Inspector General of Police, Civil Supplies, CID Madras	-do-
	Deputy Inspector General of Police (Protection of Civil Rights)	-do-
	Deputy Inspector General of Police Railway	-do-
	Deputy Director, Vigilance and Anti-Corruption, Madras	-do-
	Deputy Inspector General of Police (Administration)	-do-

	Madras.	
	Deputy Inspector General of Police, (Training) Madras	-do-
	Director of Civil Defence & Dy. Commandant General Home Guards, Madras	-do-
Uttar Pradesh	Director General & Inspector General of Police	Rs.7600-100-8000
	Director, Civil Defence-Cum-Commandant, Home Guards	Rs.5900-200-6700
	Inspector General of Police, PAC	-do-
	Inspector General of Police, Intelligence Deptt.	-do-
	Inspector General of Police, CID	Rs.5900-200-6700
	Director, Vigilance, U.P. Lucknow	-do-
	Inspector General of Police, Kanpur/Gorakhpur/Lucknow/Bareilly/Meerut.	-do-
	Inspector General of Police, Railways UP, Lucknow	-do-
	Inspector General of Police, Technical Services, U.P Lucknow.	-do-
	Inspector General of Police, Training U.P, Lucknow.	-do-
	Deputy Inspector General of Police, Admn.	Rs.5100-150-5400
	(18th year or later)-150-6150	
	Deputy Inspector General of Police	-do-
	Deputy Inspector General of Police & Additional Principal Police Training Collage-I	-do-
	Deputy Inspector General of Police, Railways	-do-
	Deputy Commandant General, Home Guards	-do-
	Deputy Inspector General of Police, Economic Intelligence and Investigation Wing, CID	-do-
	Deputy Inspector General of Police, Anti-Corruption CID	-do-
	Deputy Inspector General of Police, PAC Northern, Southern, Western and Eastern Sectors	-do-
	Deputy Inspector General of Police, Special Enquiries	-do-
	Deputy Inspector General of Police, CID	-do-
	Deputy Inspector General of Police, Intelligence	-do-
	Deputy Inspector general of Police, Headquarters	-do-
	Deputy Inspector General of Police, PAC Hqrs.	-do-
	Deputy Inspector General of Police, Karmik, Allahabad	-do-
	Deputy Inspector General of Police, Training	-do-
	Principal, police Training College-II, Moradabad	-do-
	Principal, Police Trainig College.III, Sitapur	-do-
	Deputy Inspector General of Police, Armed Training Centre, Sitapur	-do-
	Joint Director, Vigilance	-do-
	Deputy Inspector General of Police, Special Crime and SCIB.	-do-
West Bengal	Director General & Inspector General of Police	Rs.7600-100-8000
	Inspector General of Police (Armed Police)	Rs.5900-200-6700
	Inspector General of Police	-do-
	Inspector General of Police (Crime)	-do-
	Commissioner of Police, Calcutta.	-do-
	Commandant General, Home Guards	-do-
	Inspector General of Police, Intelligence Branch	-do-
	Inspector General of Police, Enforcement branch	-do-

Deputy Inspector General of Polices	Rs.5100-150-5400 (18th year or later)-150-6150
Deputy Inspector General of Police-cum-Principal Police Training College, Barackpore	-do-
Deputy Inspector General of Police(Armed Police)	-do-
Joint Commissioner of Police, Calcutta	-do-
Deputy Inspector General of Police(Home Guards)	-do-
Deputy Inspector General of Police, West Bengal and Joint Commissioner of Police, Calcutta, Anti-Corruption Bureau, Vigilance Commission.	-do-
Controller of Civil Defence, Calcutta	-do-
Deputy Inspector General of Police, Bureau of Investigation, Finance(Taxation)Department.	-do-
Deputy Inspector General of Police(Computer Centre)	-do-
Joint Commissioner of Police (Organisation) Culcutta	-do-
Joint Commissioner of Police(Armed Police),Culcutta	-do-
Deputy Inspector General of Police,(Border) Intelligence Branch	-do-
Deputy Inspector General of Police, Armed Police, Raigunj.	-do-
Deputy Inspector General of Police, *(Organisation)	-do-

B. Posts carrying pay in the senior time scale of the Indian Police Service under the State Governments including posts carrying special pay in addition to pay in the time-scale.

(1) The number of posts in the Selection Grade in the State Cadre shall be equal to 20 per cent of total number of senior posts in the State reduced by the number of posts carrying pay above the senior time scale in the State subject to a minimum of 15 per cent of the senior posts in the State:

Provided that the number of posts shall be increased to the extent of appointments made to that Grade in the said cadre during the period from 1.1.86 to 13.3.87 and the said number shall be diminished by one whenever an officer in that grade is promoted to the higher grade, until the said number is equal to the number as determined in the main paragraph of this sub-rule.

(2) The State Government concerned shall be competent to grant a special pay for any of the posts specified in this Part of the Schedule either individually or with reference to a group or class of such posts:

Provided that the posts of Assistant Inspector General of Police (Headquarter), Assistant to the Inspector General of Police (at Headquarter), Deputy Commissioner of Police, Principal, Police Training School or college, Commandant of Armed Police Battalion or Force or Unit (except Commandant, Special Armed Reserve. City Police. Andhra Pradesh and Commandant, Malabar Special Police, Madras. Superintendent of Railways Police(except Superintendent of railway Police, Andhra Pradesh and Madras) and Superintendent of Police, Criminal Investigation Department shall carry a special pay.

(3) The amount of any special pay which may be sanctioned by the State Government under clause 2 shall be Rs.200 Rs.300 and Rs 400 as may, from time to time be determined by the State Government concerned:

Provided that pay plus special pay shall not exceed the maximum of the scale of pay of the post to which the special pay is attached."

(4) Post in the junior time scale of the Service have not been specified in the Schedule but it shall be within the competence of the State Governments concerned to sanction any special pay to be attached to such posts.

State	Particulars of Post
1	2
Andhra Pradesh	Assistant Inspector General of Police Commandant, APSP Battalion Commandant, SAR,CPL Superintendent of Police (Districts) Superintendent of Police Superintendent of Police (Railways) Superintendent of Police(Railways Guntakal) Superintendent of Police Vijayawada (Urban) Superintendent of Police (Vishakhapatanam)(Urban) Superintendent of Police (Intelligence) Superintendent of Police (CID) Superintendent of Police (Vigilance Cell, Civil Supplies) Superintendent of Police, Vigilance Cell, CSD, Vishakhapatanam Joint Director, Anti-Corruption Bureau Principal, Police Training College Deputy Commissioner of Police (Admn.), City, Hyderabad; East; North (Secunderabad); West Zone; South Zone; Special Branch, City; Crime Detective Branch, Hyderabad; Traffic ;and City and Licencing CAP Additional Superintendent of Police (Districts)/ASP Grade.I
Arunachal Pradesh-Goa-Mizoram-Union Territories (AGMU)	
Arunachal Pradesh	Assistant Inspector General of Police Superintendent of Police (District) Principal, Police Training College
Goa	Superintendent of Police Superintendent of Police (Trg.) Superintendent of Police (CID)
Mizoram	Superintendent of Police Assistant Inspector General of Police(Headquarter-I)

Superintendent of Police (Special Branch CID)
Superintendent of Police (Crime)
Commandant, Mizoram Armed Police

Union Territories Delhi
Administration

Deputy Commissioner of Police (Headquarters)
Deputy Commissioner of Police (Districts)
Deputy Commissioner of Police (Special District Security)
Deputy Commissioner of Police (Crime & Railways)
Deputy Commissioner of Police (Indira Gandhi International
Airport) Delhi.
Deputy Commissioner of Police (Security)
Deputy Commissioner of Police (Traffic)
Deputy Commissioner of Police (Licensing)
Deputy Commissioner of Police (Crime)

	<p>Deputy Commissioner of Police (Crime-Women)</p> <p>Deputy Commissioner of Police (Delhi Armed Police)</p> <p>Deputy Commissioner of Police (Anti-Corruption)</p> <p>Deputy Commissioner of Police (Lines)</p> <p>Deputy Commissioner of Police (Vigilance)</p> <p>Deputy Commissioner of Police (Control Room)</p> <p>Addl. Deputy Commissioner of Police</p> <p>Principal, Police Training School</p> <p>Addl. Deputy Commissioner of Police (Security)</p>	34 Gujarat	<p>Commandant, Home Guards</p> <p>Superintendent of Police, SC & ST Cell</p> <p>Superintendent of Police, Female Crime Cell.</p> <p>Superintendent of Police, Food</p> <p>Deputy Director, Anti-Corruption Bureau</p> <p>Assistant Inspector General of Police</p> <p>Deputy Commissioner of Police, Ahmedabad City</p> <p>Deputy Commissioner of Police, Rajkot, Vadodara and Surat.</p> <p>Superintendent of Police, CID, IB</p> <p>Superintendent of Police, CID, Crime and Railways</p>
Government of Pondicherry	<p>Senior Superintendent of Police (Headquarters)</p> <p>Senior Superintendent of Police (Crime & Intelligence)</p>		<p>Superintendent of Police, Railways</p> <p>District Superintendent of Police</p> <p>District Superintendent of Police, Kheda, South, Anand</p> <p>District Superintendent of Police, Porbandar</p>
Andaman & Nicobar Administration	<p>Superintendent of Police (District)</p> <p>Superintendent of Police (Armed & Bush Police)</p>		<p>Commandant, S.R.P.F.</p> <p>Principal S.R.P.F. Training Centre, Chowkey, Jungadh</p> <p>Principal, Police Training School, Vadodara</p> <p>Deputy Commissioner of Police, Vadodara City</p>
Lakshadweep Administration	<p>Superintendent of Police</p>		<p>District Superintendent of Police, Gandhinagar</p> <p>Vice-Principal, Police Training College, Junagadh</p>
32		35	Asstt. Inspector General of Police

Assam- Mghalaya		Haryana	(Administration) Asstt. Inspector General of Police (Technical and Training)
Assam	Superintendent of Police/Addl. Supdt, of Police Commandant Police Battalions Commandant, Armed Police Training Centre Principal Police Training College Superintendent of Police (CID) Superintendent of Police (Special Branch) Superintendent of Police (Anti- Corruption) Assistant Inspector General of Police		Asstt. Inspector General of Police (Welfare). Superintendent of Police, Railways. Superintendent of Police, Traffic. Asstt. To Deputy Inspector General of Police, CID. Superintendent o Police, Crime, CID. Superintendent of Police, Special Branch, CID Superintendent of Police, CID Deputy Director, Police Training College.
Meghalaya	Superintendent of Police/Addl. Superintendent of police Assistant Inspector General of Police Special Superintendent of Police (SB) Special Superintendent of Police (CID) Principal, Police Training School Commandant, Police Battalion		District Superintendents of Police. Superintendent of Police (Security) Superintendent of Police, Computer Superintendent of Police/Additional Superintendent of Police, Operations Additional Superintendent of Police, Hissar, Karnal, Rohtak, Ambala and Faridabad.
Bihar	Superintendent of Police Assistant to the Inspector General of Police Superintendent of Police, BMP, Training, Hazaribagh Superintendent of Police, 'A' Special Branch	36 Himachal Pradesh	Superintendent of Police, State Vigilance Bureau. Deputy Commandant General, Home Guards-cum-Deputy Director, Civil Defence Commandants, Haryana Armed Police, Battalions. Assistant Inspector General of Police. Assistant Inspector General of Police (R&T) Battalion Commandant

	Superintendent of Police 'B' Special Branch Superintendent of Police, 'S' Special Branch Superintendent of Police, 'G' Special Branch Superintendent of Police 'C' CID Branch Superintendent of Police 'D' CID Branch Superintendent of Police, Railways Superintendent of Police, Vigilance Superintendent of Police, Patna Additional Superintendent of Police, Ranchi Commandant, Military Police		Superintendent of Police (CID) Superintendent of Police (Vigilance)
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	<p>District Superintendent of Police Senior Staff Officer (Admn.) Home Guards Superintendent of Police (CID) (Crime Branch) Superintendent of Police (Enforcement) Superintendent of Police (Lokayukta) Principal, PTS-Junga Additional Superintendent of Police, Shimla A.D.C. to Governor.</p>		<p>Superintendent of Police (Districts) Superintendent of Police (Vigilance) Superintendent of Police (Crime Rese Cell) Superintendent of Police (Economic offences) Principal Police Training College Joint Superintendent of Police (Sub-Divisions)</p>
37 Jammu & Kashmir	<p>Assistant Inspector General of Police Assistant Inspector General of Police (Traffic). Assistant Inspector General of Police (Welfare) Superintendent of Police Superintendent of Police (CID) Superintendent of Police (Crime & Railways). Additional Superintendent of Police Superintendent of Police (CID) Headquarters. Superintendent of Police (Special Branch). Superintendent of Police (Anti-Corruption) Commandant (Armed Force)</p>	42 Madhya Pradesh	<p>Assistant Inspector General of Police Superintendent of Police (Districts) Superintendent of Police (Railways) Superintendent of Police (Police Train School) Superintendent of Police (Police Train College) Superintendent of Police (Railways) (S) Superintendent of Police (SPE) Lokayu Additional Superintendent of Police Assistant Inspector General of Police (Training) Assistant Inspector General of Police (Welfare) Assistant Inspector General of Police, Bureau of Investigation of Economic Offences</p>
38 Karnataka	<p>Deputy Commissioner of Police, Bangalore City District Superintendent of Police Superintendent of Police, K.G.F. Superintendent of</p>		<p>Assistant Inspector General of Police (Harijan Kalyan) Assistant Inspector General of Police (Complaints) Assistant Inspector General of Police (Special Branch) Commandants SAF Commandant, APTC, Indore Deputy Transport Commissioner</p>

	<p>Police, Railways, Bangalore Superintendent of Police, Intelligence Superintendent of Police, Lokayukta Superintendent of Police, protection of Civil Rights Cell Superintendent of Police, Corps of Detectives Vice Principal, Police Training College, Mysore Assistant Inspector General of Police (General) Assistant Inspector General of Police (Crime) Principal, Karnataka State Police Training School, Channapatha Deputy Director of Fire Force, Bangalore Deputy Commandant General, Home Guards and ex-officio Deputy Director of Civil Defence, Bangalore Commandant, Karnataka State Reserve Police</p>	44	<p>(Enforcement) Deputy Commissioner of Police, Bomk Deputy Commissioner of Police, Than Deputy Commissioner of Police, Pune Deputy Commissioner of Police, Nagp Assistant Inspector General of Police Superintendent of Police, CID Superintendent of Police Superintendent of Police, Anti-Corrupt And Prohibition and Intelligence Bure Superintendent of Police, Railways Superintendent of Police, Traffic Additional Superintendent of Police Commandants of the State Reserve P Force</p>
40 Kerala	<p>Assistant Inspector General of Police Additional Assistant Inspector General of Police Commissioner of Police, Trivandrum City Commissioner of Police, Ernakulam City Commissioner of Police, Calicut City Commandants, Armed Police Battalions Superintendent of Police, Civil Supplies Cell Superintendent of</p>	<p>Manipur- Trpura Manipur</p>	<p>Assistant Inspector General Assistant Inspector General (Operatio Assistant Inspector General (Prov.Hou & Welfare) Superintendent of Police Superintendent of Police (CID) Superintendent of Police (Crime) Superintendent of Police (Vig.) Superintendent of Police (Border Affa Addl. Superintendent of Police. Addl. Superintendent of Police (Rural) Addl. Superintendent of Police (SB) Commandant of Manipur Rifles Principal, M.P.T.C. Commandant (HG)</p>

	Police, Computer Centre Superintendent of Police, Special Branch, CID Superintendent of Police, Crime Branch, CID Superintendent of Police (Railways)		
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Tripura	Assistant Inspector General of Police Superintendent of Police Superintendent of Police (Special Branch) Superintendent of Police (Vigilance) Superintendent of Police (Mobile Task Force) Superintendent of Police (CID) Assistant Inspector General of Police (ops) Superintendent of Police (Enforcement Branch) Addl. Superintendent of Police (Special, Branch) Commandant, Tripura Armed Police Commandant (Home Guards) Principal, Police Training College	48 Rajasthan	Superintendent of Police, CID, Patiala Superintendent of Police, Zonal CID, Ferozepur Superintendent of Police, Zonal CID, Amritsar Superintendent of Police Superintendent of Police, CID (Crime) Superintendent of Police, CID (Intelligence) Superintendent of Police, CID (Haryana Atrocities) Superintendent of Police, CID (Security) Superintendent of Police, CID (Vigilance) Superintendent of Police, CID (SB) (Jodhpur)
45 Nagaland	Assistant Inspector General of Police Superintendent of Police (DEF) Commandant (NP Battalions) Additional Superintendent of Police		Superintendent of Police, Railways Superintendent of Police, Anti-corruption Superintendent of Police, Jaipur (Rural) Superintendent of Police, Kota (Rural) Deputy Director & Principal, Rajasthan Police Academy Commandants R.A.C. Principal, A.P., C.P. and R.A.C. Training
46 Orissa	Superintendent of Police (District) Superintendent of Police (Cutack, Sadar) Superintendent of Police (Vigilance) Superintendent of Police (Crime-Branch) Superintendent of Police (Special Branch) Superintendent of Police (Railways) Assistant Inspector General of Police	49 Sikkim	Centre Assistant Inspector General of Police Assistant Inspector General of Police (Traffic) Assistant Inspector General of Police (Training) Superintendent of police (Districts) Superintendent of Police, Special Branch Superintendent of Police (Crime & Vigilance) Commandant, Sikkim Armed Police Assistant Inspector General

	<p>Assistant Inspector General of Police (Vigilance)</p> <p>Assistant Inspector General of Police (Plannting)</p> <p>Additional Superintendent of Police</p> <p>Commandant, Orissa Special Armed Police</p>		
47 Punjab	<p>Superintendent of Police (Districts)</p> <p>Superintendent of Police City (Amritsar & Ludhiana).</p> <p>Additional Superintendents of Police</p> <p>Superintendents of Police, Special Staff, CID, Punjab</p> <p>Superintendent of Police, CID</p> <p>Assistant Inspector General of Police, Welfare</p> <p>Assistant Inspector General of Police Deputy Commandant General Punjab, Home Guards and Deputy Director, Civil Defence, Punjab</p> <p>Deputy Director, Vigilance Bureau Jullundur</p> <p>Joint Director, Vigilance Bureau, Punjab</p> <p>Superintendent of Police (Commandants) PAP</p> <p>Assistant Principals, Police Training College, Phallaur</p> <p>Superintendent of Police, Vigilance Bureau, Jullunder, Punjab</p> <p>Superintendent of Police, Counter Intelligence</p> <p>Superintendent of</p>	50 Tamil Nadu	<p>(Headquarters)</p> <p>Principal, Police Training College</p> <p>Superintendent of Police, District</p> <p>Superintendent of Police, Villupuram, Police District</p> <p>Superintendent of Police, DVAC, Madras</p> <p>Superintendent of Police, Q Branch, Madras</p> <p>Superintendent of Police, (Commercial Crime Wing), CID</p> <p>Superintendent of Police, CID, Madras</p> <p>Superintendent of Police, Civil Supplies CID</p> <p>Superintendent of Police, Civil Supplies Hqrs</p> <p>Superintendent of Police, Railways</p> <p>Superintendent of Police, Security, Sp Branch, CID, Madras</p> <p>Superintendent of Police, Forest Cell, Madras</p> <p>Superintendent of Police, Crime Branch CID Madras</p> <p>Superintendent of Police, Pasumpon, Muthuralingam District at Sivaganga</p> <p>Superintendent of Police, Anna District Dindigul.</p> <p>Assistant Inspector General of Police</p> <p>Assistant Inspector General of Police, Technical Services.</p> <p>Assistant Inspector General of Police,</p>

	Police, Vigilance Bureau, Patiala Superintendent of Police, Vigilance Bureau, Forezepur Superintendent of Police, CID, Amritsar Superintendent of Police, Incharge, Police Recruits Training Centre, Jahan Knelan Superintendent of Police, Computerisation		
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	<p>forcement-I. Deputy Commissioner of Police, Madras. Deputy Commissioner of Police, Prohibition, Madras City. Deputy Commissioner of Police, Law & order, Central Madras City. Deputy Commissioner of Police, Crime, South, Madras City Deputy Commissioner of Police, Traffic Principal, Police Training College Commandant, Tamil Nadu Special Police Battalion/Joint Superintendent of Police</p>	52 West Bengal	<p>Vice-Principal, Police Training College-II Moradabad Deputy Director Civil Defence Commandant, Central Training Institute Home Guards Vice-Principal, Police Training College-II Sitapur Superintendent of Police, ECO Intelligence and Investigation Wing (CID). Assistant Inspector General of Police Assistant Inspector General of Police (Admn)</p>
51 Uttar Pradesh	<p>Assistant Inspector General of Police. Assistant Inspector General of Police, PAC. Superintendent of Police, Superintendent of Police Headquarters. Superintendent of Policy, (City) Kanpur, Lucknow, Agra, Allahabad, Varanasi, Meerut, Bareilly, Gorakhpur, Moradabad and Aligarh. Assistant Inspector General of Police, Training. Superintendent of Police, Intelligence Deptt. Superintendent of Police, CID Superintendent of Police, Anti-Corruption, CID, UP Superintendent of Police, CID, SIB, Agriculture. Superintendent of Police, CID, SIB, Co-operative Superintendent of Police, EOW, CID</p>		<p>Superintendent of Police. Superintendent of Police (Cordoning) Superintendent of Police (Enforcement Branch) Superintendent of Police (Railways). Superintendent of Police (Tele-Communication). Special Superintendent of Police, CIS, C Deputy Commissioner of Police, Wireless Principal, Detective Training School. Commandants, Eastern Frontier Rifles Battalions. Commandants, State Armed Police, Battalions. State Commandant, West Bengal National Volunteer Force Special Superintendent of Police Additional Superintendent of Police. Deputy Commissioner of Police. Superintendent of Police, Police Computer Centre. Commandants, SAP 10th & 11th Battalion Special Superintendent of Police, Intelligence Branch Mobile Task Force. Special Superintendent of Police, CID. Superintendent of Police, North 24-Parganas Additional Superintendent of Police, Dum Dum Airport. Additional Superintendent of Police, Howrah (Town). Additional Superintendent of Police, Darjeeling with Headquarters at Siliguri. Additional Superintendent of Police, DIB Darjeeling Addl. Supdt. Of Police, West Dinajpur with Headquarters at Raigunj.</p>

	<p>Superintendent of Police, Vigilance Establishment Superintendent of Police, Special Enquiries Superintendent of Police, High Court, Allahabad Superintendent of Police, Railways, Allahabad, Agra, Lucknow, Gorakhpur, Moradabad, Jhansi Superintendent of Police, I/C Research Sec. IB, CID, UP, Lucknow Commandant, PAC Battalions. Commandant, RTC, Chunar. Vice-Principal, Police Training College, Moradabad Commandant, Head Constable/CP Course, Police Training School, Moradabad Vice Principal, Police Training Centre, Sitapur Staff Officer to Commandant General, Home Guards.</p>		Addl. Supdt of Police (HQ) North 24-Par
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