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प्रधान लेखा नियंत्रक (निर्माणियां) कार्यालय  
OFFICE OF THE PRINCIPAL CONTROLLER OF ACCOUNTS (FYS)

10-ए, एस. के. बोस रोड, कोलकाता - 700 001

10-A, S. K. BOSE ROAD, KOLKATA - 700 001

बेतनअनुभाग तकनोकि/ Pay-Tech Section



दूरभाष:033-2248-5077-5080 फैक्स:033-2248-0991 Email: [cda-cal@nic.in](mailto:cda-cal@nic.in) website: [pcafys.gov.in](http://pcafys.gov.in)

No. Pay/Tech-I/01(6<sup>th</sup> CPC) ACP/MACP

dated: 12/11/2021

To  
All CFAs

**Subject:** Fixation of pay on Restructuring: Merger of posts of JSO with SSO-II

A copy of HQrs Office letter No-CA-FYS 01167/1/2021-CA, dated-17/09/2021, along with enclosures on the above subject received at this end for information and necessary action is forwarded herewith for information, guidance and compliance to all concerned, please.

Dy C of A(Fys) has seen.

Enclosure: As above

*-sd-*  
SAO (Fys)

Copy to

- (i) O i/c Pay Local : for information and n/a w.r.to above please
- (ii) Dt. Of Ordnance(Cord.&S) : for information and n/a w.r.to above please
- (iii) O i/c Pay-O MO : for information and n/a w.r.to his letter dt-4.10.21 please.
- (iv) O i/c EDP, MO : for uploading in the official website, please
- (v) O i/c AN-III, for guard file. : for information & necessary action please.

*[Signature]*  
SAO (Fys)

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1.10.21



कार्यालय, रक्षा लेखा महानियंत्रक  
उलन बटार रोड, पालम, दिल्ली छावनी - 10  
Controller General of Defence Accounts  
Ulan Batar Road, Palam, Delhi Cantt - 10



Dated: 17.09.2021

No. CA-FYS01167/1/2021-CA

To,  
PCA (Factories)  
"Ayudh Bhawan"  
10-A, S. K. Bose Road  
Kolkata - 700001.

**Subject :** Fixation of pay on restructuring : Merger of posts of JSO with SSO-II

**Reference :** 1. PCA (Factories), Kolkata's letter No. PAY/O/II/CQA(M) ICHAPUR/VOL-I dated 11.03.2019 addressed to this HQrs Office (Subject - Pay fixation of officers consequent upon merger of posts of JSO with SSO-II after cadre review)

2. This HQrs office's UO No. AT/II/2703/Comp-III dated 15.04.2019 addressed to MoD with copy to PCA (Factories), Kolkata

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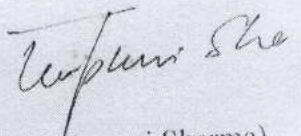
With reference to the above cited communication, it is stated MoD's clarification/guidance has been received on the above subject.

2. In this regard a copy of this HQrs office's letter No. AT/Army/Pay Civ/2702/Clar-IV/E-3507 dated 31.08.2021 on the above subject is forwarded herewith for your information and further necessary action please.

Jt. CGDA(OFs) has approved.

Encl: As above.

8.11.21  
कल्या  
10/10  
8/4/10

  
(Tripurari Sharma)  
Accounts Officer (OFB)

कार्यालय, रक्षा लेखा महानियंत्रक  
उलन बटार रोड, पालम, दिल्ली छावनी -110010  
Controller General of Defence Accounts  
Ulan Batar Road, Palam, Delhi Cantt - 110010

Dated: 31<sup>st</sup> Aug, 2021

No AT/Army/Pay Civ/2702/Clar-IV/E-3507

To  
The PCDA, Bangalore  
The CDA, Secunderabad

Subject: Fixation of pay on restructuring: Merger of posts of SSO-II and JSO.

Reference: (i) PCDA, Bangalore's letter no. Pay Tech/Pay fix corr dated 14-05-2018, 31-12-2018 and 16-07-2021  
(ii) CDA Secunderabad's letter no Paytech/4024/CGDA Corr dated 20-02-2018 and 07-07-2021

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The issue of the mode/methodology of pay fixation and subsequent DNI on the merger of posts of JSO and SSO-II in DGQA in terms of DGQA, New Delhi's letter no. A/92163/CR/DGQA/Adm-7B dated 08-03-2016 had been referred to the MoD for clarification.

2. In response, MoD/D (Civ-I) vide their noting dated 05-08-2020 forwarded DoE's ID no. 03-04/2019-E.III.A dated 15-07-2020 (copies enclosed), which clarifies that the JSOs after their placement/merger with the SSO-II w.e.f. 08-03-2016, are not eligible for grant of annual increment on 01-07-2016. The issue was again referred to MoD for taking up the issue of method to be adopted for pay fixation on such merger of JSO to SSO-II in DGQA organization with Department of Expenditure for obtaining clarification on the same. MoD as per their noting dated 23-03-2021 has stated that DOPT vide their note 8 dated 20-06-2019 (copies enclosed) have clarified the point wherein at para 3 they have stated that since this present issue does not involve fixation of pay under Rule 13 of CCS (RP) Rules, 2016, the provision of pay fixation on option as enunciated in DOPT OM no. 13/02/2017-Estt (Pay-I) dated 27-07-2017 is not applicable in the present case as it involves merger/upgradation of posts consequent to Cadre Review.

3. As such, it is viewed that in such cases of merger of the post of JSO (GP Rs 4800/- in PB 2) with SSO-II (GP Rs 5400/- in PB 3), the pay may be regulated by mere placement of JSOs to the corresponding stage in level 10 of the pay matrix (Corresponding to GP Rs 5400/- in PB 3), i.e., the pay level of the post of SSO-II.

This has the approval of Jt CGDA (Army).

157  
16/9/21  
Sd/-  
(Sushil Saraogi)  
AO (Army)

Department of Personnel and Training  
Establishment(Pay-1)Section  
\*\*\*\*\*

Reference preceding notes.

2. The proposal of M/o Defence regarding fixation of pay and ascertainment of date of next increment upon merger of the posts of JSO and SSO as a result of cadre review in DGQA has been examined in this Department. It has been proposed to this Division to allow option for fixation of pay from the date of next increment so that the said merger/up gradation of posts may prove to be financially beneficial to the employees.

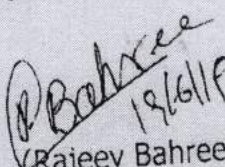
3. In this context it is informed that this Division has issued guidelines on the methodology of fixation of pay on promotion to a post carrying higher responsibilities of greater importance of a Government Servant in case he opts to get his pay fixed under Rule 13 of CCS(RP)Rules, 2016 vide OM No.13/02/2017-Estt(Pay-I) dated 27th July, 2017 (pg.7-9/c). Since this present issue does not involve fixation of pay under Rule 13 of CCS(RP)Rules, 2016, the provision of pay fixation on option as enunciated in OM ~~ibid~~ is not applicable in the present case as it involve merger/up-gradation of posts consequent to cadre review.

4. Further it is relevant to mention that provisions on accrual of increment laid under Rule 10 of CCS(RP)Rules, 2016 as well as matter relating to revision of pay and up gradation of posts in respect of Ministries/Department come under the domain of D/o Expenditure. Accordingly, any guidelines for pay fixation on merger of post may be issued by MoD in consultation with D/o Expenditure in the light of extant instructions/guidelines on merger of posts as a result of cadre review in DGQA.

5. This has the approval of AS(E)

214/D(Civ I)  
28/6/19

T. Henshi

  
(Rajeev Bahree)  
19/6/19  
Under Secretary(Pay)  
Tele No. 23040499

MoD,  
US D(Civ-I), Sena Bhawan, New Delhi  
DOP&T I.D. Note No.1371974/2019-Estt(Pay-I) dated: 6.2019

21/Army/BR

Encl. - 10-A

22/

Department of Expenditure  
(E.IIIA Branch)

The reference of the Ministry of Defence referred to this Department vide MoD's I.D. Note dated 19.08.2019 on pre-page on File number- 12012/2/2016 AG/PB (Pt.I) regarding eligibility to get next increment by Junior Scientific Officer (JSO) drawing Grade Pay of ₹ 4800/-, PB-2 (Level-8) after merger of the post w.e.f. 08.03.2016 with Senior Scientific Officer- II (SSO-II) having GP- 5400, PB-3 (Level-10) in DGQA of Ministry of Defence has been considered in this Department.

2. Since JSOs were drawing pay in Level - 8 of the Pay Matrix of the 7<sup>th</sup> CPC and after their placement/merger with the SSO-II w.e.f.8.3.2016, they have been placed in the Pay Level-11 admissible to the post of SSO-II, they are not eligible for grant of annual increment on 01.07.2016 as the post to which the increment was due on 01.07.2016 got changed. Such employee will accrue next increment on 01.01.2017 in accordance with the provisions of the Rule-10 of the CCS(RP) Rules.

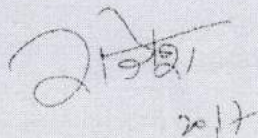


(Ram Gopal)

Under Secretary (E.IIIA)

15.07.2020

Ministry of Defence, FINANCIAL ADVISOR  
DEPARTMENT OF EXPENDITURE, I.D. NOTE NO: 03-04/  
2019- E.III.A DATED 15.07.2020



20/7

ADAC (AG/PB) (Ram Gopal) 20-07-2020

C.A. (AG/PB)

20/7/2020  
AG/PB

Ministry of Defence  
D(Civ I)

Reference preceding notes

2. The issue is regarding Pay fixation and ascertainment of the date of next increment upon merger of the posts of JSO and SSO-II in DGQA. CGDA had submitted the case file to D(Civ I) wherein they had stated that as a result of cadre review in DGQA, the posts of JSO and SSO-II were merged w.e.f. 08.03.2016 {pg-4/c} and all JSOs drawing GP 4800 were placed in GP 5400 PB-3 (Level 10). Subsequently, they were allowed annual increment on 01.07.2016. However, the same was not concurred by PCDA, Bangalore with a view that upon merger of the said posts, the next increment is admissible on 01.01.2017.

3. Subsequently, D(Civ) took up the matter with MoF/DoE who clarified vide their ID No. 03-04/2019-E III A dt 15.07.2020 (22/c) that the said employees are not eligible for grant of annual increment on 01.07.2016 as the post to which the increment was due on 01.07.2016 got changed and these employees will accrue their next increment on 01.01.2017. Accordingly, the case file was returned to CGDA with the advice to settle the issue in light of these directions of MoF/DoE.

4. CGDA have once again sent the file to D(Civ I) stating that though the issue of determining the Date of Next Increment (DNI) has been clarified by the above directions of DoE, they still have doubt regarding the method of pay fixation to be adopted in the matter. In para 4 of Note-14/ante, they have stated that they are not clear whether the pay of any JSO is to be merely placed in the corresponding pay stage/Level 10 of 7th CPC Matrix on account of merger with the post of SSO-II or benefit of pay fixation (on promotion) under Rule 13 of CCS (RP) Rules, 2016 is to be given to such JSOs.

5. In this regard, it may be stated that DoP&T vide their Note-8/ante have already clarified the above point wherein at para 3 they have stated that "since the present issue does not involve fixation of pay under Rule 13 of CCS (RP) Rule 2016, the provision of pay fixation on option as enunciated in DoP&T OM No. 13/02/2017-Estt(Pay-I) dated 27.07.2017 (Pg-9/c) is not applicable in the present case as it involves merger/upgradation of posts consequent to Cadre Review."

6. CGDA may refer to the above advice/instruction of DoP&T and settle the matter accordingly.

*[Signature]*  
23.3.21

US, D(Civ I)

*[Signature]*  
23.03.21

*[Signature]*  
22/1  
(Ajay Kr Singh  
SO, D(Civ

*[Signature]*  
OSD (Civ)

*[Signature]*  
23/3/2021

US (Civ I)

*[Signature]*  
23-03-21

Ministry of Defence  
Department of Defence  
D(Civ I)  
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Reference preceding notes

- 2. The case is regarding Pay Fixation and ascertainment of the date of next increment upon merger of the posts of JSO and SSO-II. The case file was sent to MoD(Fin/AG/PB) with the request to issue necessary clarification in consultation with MoF.
- 3. Now, MoF/DoE have issued the necessary clarification vide their ID No. 03-04/2019-E.III.A dated 15.07.2020 (pg-22/c).
- 4. We may return the case file to CGDA with the request to settle the issue in accordance with the above advice/directions of MoF/DoE.

*[Signature]*  
29/7/2020

*[Signature]*  
31/07/20

~~OSD(CP)~~

*[Signature]*  
31/7/2020

~~OS(Civ I)~~

*[Signature]*  
05/08/20

Sr. ACG DA (AT-I) o/c CGDA

(C. V. Suresh Kumar)  
o/c CGDA