

## **Increment / Pay Fixation**

### **6.1 Increment:-**

The increment shall be as specified in the vertical cells of the applicable Level in the Pay Matrix.

### **6.2 Date of Next Increment (DNI):-**

There shall be two dates for grant of increment namely, 1<sup>st</sup> January and 1<sup>st</sup> July of every year. An employee shall be entitled to only one annual increment either on 1<sup>st</sup> January or 1<sup>st</sup> July depending on the date of his appointment, promotion or grant of financial upgradation.

The increment in respect of an employee appointed or promoted or granted financial upgradation including upgradation under MACP during the period between the 2<sup>nd</sup> day of January and 1<sup>st</sup> day of July (both inclusive) shall be granted on 1<sup>st</sup> day of January.

The increment in respect of an employee appointed or promoted or granted financial upgradation including upgradation under MACPs during the period between the 2<sup>nd</sup> day of July and 1<sup>st</sup> day of January (both inclusive) shall be granted on 1<sup>st</sup> day of July.

### **6.3 Fixation of Pay of employees appointed by direct recruitment:**

The pay of employees appointed by direct recruitment shall be fixed at the minimum pay or the first cell in the Level, applicable to the post to which such employees are appointed.

### **6.4 Fixation of Pay on Promotion:**

The fixation of pay in case of promotion from one Level to another in the revised pay structure, one increment shall be given in the Level from which the employee is promoted and he shall be placed at cell equal to the figure so arrived at in the Level of the post to which promoted and if no such cell is available in the Level to which promoted, he shall be placed at the next higher cell in that Level.

### Illustration:-

1	Level in the Pay Structure: <b>Level-4</b>	Pay Band	5200-20200				
2	Basic Pay: <b>Rs.28700/-</b>	Grade Pay	1800	1900	2000	2400	2800
3	Granted promotion / financial upgradation under MACPS in level - <b>5</b>	Levels	1	2	3	4	5
		1	18000	19900	21700	25500	29200
		2	18500	20500	22400	26300	<b>30100</b>
		3	19100	21100	23100	27100	31000
		4	19700	21700	23800	27900	31900
4	Pay after granting on increment in Level-4: <b>Rs.29600/-</b>	5	20300	22400	24500	<b>28700</b>	32900
		6	20900	23100	25200	<b>29600</b>	33900
		7	21500	23800	26000	30500	34900
5	Pay in the upgraded Level-5: <b>Rs.30,100/-</b>						

### 6.5 Fixation of Pay on Appointment (Notional Pay Fixation):

#### Illustration:-

1	Level in the Pay Structure: <b>Level-2</b>	Pay Band	5200-20200	
2	Basic Pay: <b>Rs.19,900/-</b>	Grade Pay	1800	<b>1900</b>
3	Absorption in level -2 on with 6 months training	Levels	1	2
4	Pay after granting on increment Date in Level-2 on notional basis: <b>Rs.20,500/-</b>	1	18000	<b>19900</b>
		2	18500	20500
5	Pay on absorption in L-evel-2 on actual basis: <b>Rs.20500/-</b>	3	19100	21100
		4	19700	21700
		5	20300	22400

### 6.6 Fixation of Pay on transfer to lower post with Pay Protection:

#### Illustration:-

1	Level in the Pay Structure: <b>Level-4</b>	Pay Band	5200-20200				
2	Basic Pay: <b>Rs.27100/-</b>	Grade Pay	1800	1900	2000	2400	2800
3	Reversion to Level-2 on transfer	Levels	1	2	3	4	5

4	Pay on reversion in Level-2: <b>Rs.26800/-</b> + <b>Rs.300 PP</b>	1	18000	19900	21700	25500	29200
		2	18500	20500	22400	26300	30100
		3	19100	21100	23100	<b>27100</b>	31000
		4	19700	21700	23800	27900	31900
		5	20300	22400	24500	28700	32900
		6	20900	23100	25200	29600	33900
		7	21500	23800	26000	30500	34900
		8	22100	24500	26800	31400	35900
		9	22800	25200	27600	32300	37000
		10	23500	26000	28400	33300	38100
		11	24200	<b>26800</b>	29300	34300	39200

## 6.7 Fixation of Pay on transfer to lower post without Pay Protection:

### Illustration:-

1	Level in the Pay Structure: <b>Level-4</b>	Pay Band	5200-20200				
2	Basic Pay: <b>Rs.27100/-</b>	Grade Pay	<b>1800</b>	1900	2000	2400	2800
3	Reversion to Level-2 on transfer	Levels	<b>1</b>	2	3	4	5
4	Pay on reversion in Level-2: <b>Rs.26800/-</b>	1	18000	19900	21700	25500	29200
5	Pay on DNI in Level-2: <b>Rs.27600/-</b>	2	18500	20500	22400	26300	30100
		3	19100	21100	23100	<b>27100</b>	31000
		4	19700	21700	23800	27900	31900
		5	20300	22400	24500	28700	32900
		6	20900	23100	25200	29600	33900
		7	21500	23800	26000	30500	34900
		8	22100	24500	26800	31400	35900
		9	22800	25200	27600	32300	37000
		10	23500	26000	28400	33300	38100
		11	24200	<b>26800</b>	29300	34300	39200
		12	24900	<b>27600</b>	30200	35300	40400

## 6.8 Fixation of Pay on promotion as per RBE No: 212/2019

### Illustration:-

1	Level in the Pay Structure: <b>Level-2</b>	Pay Band	5200-20200				
2	Basic Pay: <b>Rs.25200/-</b>	Grade Pay	1800	1900	2000	2400	2800
3	Granted Promotion to Level-4	Levels	1	2	3	4	5
4	Pay on Promotion in Level-4: 25500	1	18000	19900	21700	25500	29200
5	Pay on 01.01.2022/ 01.07.2022 in Level-4 : <b>Rs.27100/-</b>	2	18500	20500	22400	26300	30100
		3	19100	21100	23100	<b>27100</b>	31000
		4	19700	21700	23800	27900	31900
		5	20300	22400	24500	28700	32900
		6	20900	23100	25200	29600	33900
6	Pay after 06 months on 01.07.2022/ 01.01.2023 in Level - 4: <b>Rs.27900/-</b>	7	21500	23800	26000	30500	34900
		8	22100	24500	26800	31400	35900
		9	22800	25200	27600	32300	37000
		10	23500	26000	28400	33300	38100
		11	24200	<b>26800</b>	29300	34300	39200
		12	24900	27600	30200	35300	40400

## 6.9 IREC Provision:-

### (1) The initial pay of a railway servant who is appointed to a post on a time scale of pay.

Where a railway servant holding a post, other than a tenure post, in a substantive or temporary or officiating capacity is promoted or appointed in a substantive, temporary or officiating capacity as the case may be, subject to the fulfilment of the eligibility conditions as prescribed in the relevant Recruitment Rules, to another post carrying duties and responsibilities of greater importance than those attaching to the post held by him/her. Such Government Servant may opt to have his/her pay fixed from the Date of his/her Next Increment (Either 1st July or 1st January, as the case may be accruing in the level of the post from which he/she is promoted, except in cases of appointment on deputation basis to an ex-cadre post or on direct recruitment basis or appointment/promotion on ad-hoc basis.

**(2) When the appointment to the new post does not involve such assumption of duties and responsibilities or greater importance, he shall draw as initial pay, the Level of the Pay matrix which is equal to his pay in respect of the old post held by him on regular basis, or, if there is no such Level, the level next above his pay in respect of the old post held by him on regular basis.**

**(3) When appointment to the new post is made on his own request and the maximum pay level in the pay matrix of that post is lower than his pay level in respect of the matrix old post held regularly, he shall draw that maximum level as his initial pay.**