

5.	<p><u>Pay scale of Director General (AFMS)</u></p> <p>The Commission recommends placement of the post of Director General (AFMS) in the Apex Scale of Rs.80,000 (fixed) corresponding to the pre-revised pay scale of Rs.26,000 (fixed). (Para No. 2.3.16).</p>	Accepted.																																								
6.	<p><u>Higher pay on personal basis to officers not promoted due to short tenure/ promotion on nonfunctional basis</u></p> <p>The Commission recommends that the Government should consider the demand for grant of higher pay band and grade pay on non-functional basis to the Defence Forces officers who are not promoted due to short tenure. This nonfunctional upgradation, if allowed, will not count for other benefits like increase in tenure, etc. (Para No. 2.3.17).</p>	<p>Accepted subject to the following modifications:-</p> <p>Grant of the scale of Army Commanders (Rs 80000- fixed) on non-functional basis to those Lt. Generals who are fit for promotion as Army Commanders, but overlooked due to lack of residual service of 2 years.</p>																																								
7.	<p><u>Starting pay for AMC officers</u></p> <p>The Commission recommends that Lieutenant of the Army Medical Corps, Army Dental Corps, Remount and Veterinary Corps should be given a start that is 7.5% higher than the minimum of the pay band PB-3 of Rs.15600-39100 along with a grade pay of Rs.5400 attached to the post of Lieutenant. Similarly, Captains in the Army Medical Corps should be given the entry pay that is 10% higher than the minimum of pay band PB-3 of Rs.15600-39100 along with a grade pay of Rs.5700 attached to the post of Captain (Para No. 2.3.18).</p>	Accepted subject to the revision of grade pay attached to the post of Captain from Rs 5700 to 6100.																																								
8.	<p><u>Recommendations regarding pay scales MNS Officers</u></p> <p>The Commission is of the view that no differential in salary of officers belonging to the Services or MNS is justified and that the pay band and grade pay of similarly designated posts in Service Officers cadre and MNS cadre should be same. The rates of MSP would however need to be kept suitably lower keeping in view the fact that MNS officers are not primarily meant for combat duties. The Commission, accordingly, recommends the following pay structure for MNS officers:-</p> <p style="text-align: right;">(in Rs.)</p> <table border="1" data-bbox="363 909 895 987"> <thead> <tr> <th>Post</th> <th>Pay Band</th> <th>Grade Pay</th> <th>Military Service Pay #</th> </tr> </thead> <tbody> <tr> <td>Lieutenant/eq.</td> <td>15600-39100</td> <td>5400</td> <td>4200</td> </tr> <tr> <td>Captain/ eq.</td> <td>15600-39100</td> <td>5700</td> <td>4200</td> </tr> </tbody> </table>	Post	Pay Band	Grade Pay	Military Service Pay #	Lieutenant/eq.	15600-39100	5400	4200	Captain/ eq.	15600-39100	5700	4200	<p>Accepted with modifications as under:</p> <p style="text-align: right;">(in Rs.)</p> <table border="1" data-bbox="943 786 1422 987"> <thead> <tr> <th>Post</th> <th>Pay Band</th> <th>Grade Pay</th> <th>Military Service Pay #</th> </tr> </thead> <tbody> <tr> <td>Lieutenant/eq.</td> <td>15600-39100</td> <td>5400</td> <td>4200</td> </tr> <tr> <td>Captain/ eq.</td> <td>15600-39100</td> <td>5700</td> <td>4200</td> </tr> <tr> <td>Major/ eq.</td> <td>15600-39100</td> <td>6100</td> <td>4200</td> </tr> <tr> <td>Lt. Colonel/eq.</td> <td>15600-39100</td> <td>6600</td> <td>4200</td> </tr> <tr> <td>Colonel/ eq.</td> <td>37400-67000</td> <td>7600</td> <td>4200</td> </tr> <tr> <td>Briadier/ eq.</td> <td>37400-67000</td> <td>8400</td> <td>4200</td> </tr> </tbody> </table>	Post	Pay Band	Grade Pay	Military Service Pay #	Lieutenant/eq.	15600-39100	5400	4200	Captain/ eq.	15600-39100	5700	4200	Major/ eq.	15600-39100	6100	4200	Lt. Colonel/eq.	15600-39100	6600	4200	Colonel/ eq.	37400-67000	7600	4200	Briadier/ eq.	37400-67000	8400	4200
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	Major/ equ.	15600-39100	6100	4200	MajorGeneral/ equ.	37400-67000	9000	Nil*
	Lt. Colonel/equ.	15600-39100	6600	4200				
	Colonel/ equ.	15600-39100	7600	4200				
	Brigadier/ equ.	15600-39100	8400	4200				
	Major General/ equ.	39200-67000	9000	Nil*				
	<p># No arrears on account of Military Service Pay shall be payable.</p> <p>* The element of Military Service Pay shall be taken in account for purposes of fitment at the time of promotion from Brigadier/equivalent to Major General/equivalent. (Para No. 2.3.20)</p>				<p># No arrears on account of Military Service Pay shall be payable.</p> <p>* The element of Military Service Pay shall be taken in account for purposes of fitment at the time of promotion from Brigadier/equivalent to Major General/equivalent</p>			
9.	<p><u>Pay fixation & Career progression of MNS Officers</u></p> <p>The Commission recommends that benefit of pay fixation (equal to 2.5% of pay) on par with all other categories of employees be allowed to the officers of MNS cadre at the time of their promotion. The scheme of time bound promotions upto the level of Lieutenant Colonel, already available to the Service Officers; should be extended to MNS officers as well (Para No. 2.3.21).</p>				<p>Accepted subject to revision of benefit of pay fixation would be equal to 3% of pay.</p>			
10.	<p><u>MNS (Local)</u></p> <p>It is recommended that all officers belonging to MNS (Local) cadre should be placed in the pay band PB-3 of Rs.15600-39100 along with a grade pay of Rs.5400 and MSP of Rs.4200. They will be eligible for two non-functional financial upgradations as at present on completion of stipulated years of service (Para No. 2.3.22).</p>				<p>Accepted.</p>			
11.	<p><u>Pay scale of Honorary Lieutenant and Captain</u></p> <p>The Commission recommends that the Junior Commissioned Officers on their promotion as Honorary Lieutenant or Honorary Captain shall be placed in the pay band PB-3 of Rs.15600-39100 along with a grade pay of Rs.5400 in case of appointment as Honorary Lieutenant and Rs.5700 in case of appointment as Honorary Captain. Simultaneously, they will be paid Military Service Pay of Rs.6000 on par with that payable to all the Commissioned officers. In consonance with the uniform rules of pay fixation proposed to be followed in the recommended pay bands, they shall be entitled to the benefit of one increment at the time of promotion as Honorary Lieutenant or Honorary Captain (Para No. 2.3.30).</p>				<p>Accepted subject to modification of grade pay of Honorary Captain as Rs. 5700.</p>			

ANNEXURE-II**EXISTING PAY SCALES OF ARMY OFFICERS (OTHER THAN MNS) AND THEIR EQUIVALENTS IN NAVY AND AIRFORCE**

(in Rs.)

Post	Pay Scale	Rank Pay
Lieutenant/ equ.	8250-300-10050	-
Captain/ equ.	9600-300-11400	400
Major/ equ.	11600-325-14850	1200
Lt. Colonel/ equ.	13500-400-17100	1600
Colonel/ equ.	15100-450-17350	2000
Brigadier/ equ.	16700-450-18050	2400
Major General/ equ.	18400-500-22400	-
Lt. General/ equ.	22400-525-24500	-
Vice Chiefs and Army Commander/ equ.	26000 (Fixed)	-
Service Chiefs	30000 (Fixed)	-

EXISTING PAY SCALE OF DIRECTOR GENERAL (ARMED FORCE MEDICAL SERVICE) (DGAFMS)

(in Rs.)

Post	Pay Scale
DGAFMS	24050-650-26000

EXISTING PAY SCALES OF MNS OFFICERS

(in Rs.)

Post	Pay Scale
Lieutenant/ equ.	8000-300-9500
Captain/ equ.	9400-300-12100
Major/ equ.	11200-300-14800
Lt. Colonel/ equ.	12800-300-15200
Colonel/ equ.	13400-300-15500
Brigadier/ equ.	14700-300-16200
Major General/ equ.	16400-450-20000

संकल्प

नई दिल्ली, 30 अगस्त, 2008

सं. 2(अ).—भारत सरकार ने 5 अक्टूबर 2006 के संकल्प संख्या 5/2/2006-ई-III

(ए) के तहत छठे केन्द्रीय वेतन आयोग का गठन किया था जिसे 7 दिसम्बर 2006 के संकल्प संख्या 5/2/2006-ई-III (ए) और 8 अगस्त, 2007 के संकल्प 5/2/2006-ई-III (ए) के तहत संशोधित किया गया था। इस रिपोर्ट में अन्य बातों के साथ-साथ सशस्त्र सेनाओं के कार्मिकों की परिलब्धियों की संरचना, भत्तों और सेवा की स्थितियों से संबंधित मामलों को शामिल किया गया है। सरकार ने सशस्त्र सेनाओं के अफसर रैंक से नीचे के रैंक के कार्मिकों के संबंध में इन मामलों से संबंधित आयोग की सिफारिशों पर अच्छी तरह से विचार किया है और यह निर्णय लिया है कि रक्षा कार्मिकों की इन श्रेणियों से संबंधित उपर्युक्त मामलों पर

iii) The revised pay bands, grade pay, Military Service Pay and X Group Pay for Personnel Below Officer Ranks in trade groups X and Y shall be as under:-

Army

(in Rs.)

PBORs (Existing Scales)	Recommended Pay Band	Grade Pay	Military Service Pay #	X Group Pay*
Sepoy	4860-20200	2000	1000	1400
Naik	4860-20200	2400	1000	1400
Havaldar	4860-20200	2800	1000	1400
Nb Sub	8700-34800	4200	1000	1400
Subedar	8700-34800	4600	1000	1400
Sub. Maj.	8700-34800	4800	1000	1400

No arrears on account of Military Service Pay shall be payable.

* X Group Pay is payable only to the PBORs in X Group.

Air Force

(in Rs.)

PBORs (Existing Scales)	Recommended Pay Band	Grade Pay	Military Service Pay#	"X" Group Pay
ACLAC	4860-20200	2000	1000	1400
Corporal	4860-20200	2400	1000	1400

Army

(in Rs.)

PBORs (Existing Scales)	Recommended Pay Band	Grade Pay	Military Service Pay #	X Group Pay*
Sepoy	5200-20200	2000	2000	1400
Naik	5200-20200	2400	2000	1400
Havaldar	5200-20200	2800	2000	1400
Nb Sub	9300-34800	4200	2000	1400
Subedar	9300-34800	4600	2000	1400
Sub. Maj.	9300-34800	4800	2000	1400

No arrears on account of Military Service Pay shall be payable.

* X Group Pay is payable only to the PBORs in X Group.

Air Force

(in Rs.)

PBORs (Existing Scales)	Recommended Pay Band	Grade Pay	Military Service Pay#	"X" Group Pay
AC/LAC	5200-20200	2000	2000	1400
Corporal	5200-20200	2400	2000	1400

Sergeant	4860-20200	2800	1000	1400
Jr. Warrant Officer	8700-34800	4200	1000	1400
Warrant Officer	8700-34800	4600	1000	1400
MWO	8700-34800	4800	1000	1400

No arrears on account of Military Service Pay shall be payable.
 * X Group Pay is payable only to the PBORs in X Group.

Navy -X Group

(In Rs.)

PBORs (Existing Scales)	Recommended Pay Band	Grade Pay	Military Service Pay#	"X" Group Pay*
Apprentice	4860-20200	2000	1000	1400
Artificer-V	4860-20200	2400	1000	1400
Artificer IV	4860-20200	2800	1000	1400
Artificer-III-I**	8700-34800	3400	1000	1400

Chief Artificer	8700-34800	4200	1000	1400
MCPO II	8700-34800	4600	1000	1400
MCPO I	8700-34800	4800	1000	1400

Sergeant	5200-20200	2800	2000	1400
Jr. Warrant Officer	9300-34800	4200	2000	1400
Warrant Officer	9300-34800	4600	2000	1400
MWO	9300-34800	4800	2000	1400

No arrears on account of Military Service Pay shall be payable.
 * X Group Pay is payable only to the PBORs in X Group.

Navy -X Group

(In Rs.)

PBORs (Existing Scales)	Recommended Pay Band	Grade Pay	Military Service Pay#	"X" Group Pay*
Apprentice	5200-20200	2000	2000	1400
Artificer-V	5200-20200	2400	2000	1400
Artificer IV	5200-20200	2800	2000	1400
Artificer-III-I**	9300-34800	3400	2000	1400

Chief Artificer	9300-34800	4200	2000	1400
MCPO II	9300-34800	4600	2000	1400
MCPO I	9300-34800	4800	2000	1400

No arrears on account of Military Service Pay shall be payable.
 * X Group Pay is payable only to the PBORs in X Group.
 **Intermediate scale not available in the civilian side.

Navy-Y Group

(in Rs.)

PBORs (Existing Scales)	Recommended Pay Band	Grade Pay	Military Service Pay #
Seaman II/ Seaman I	4860-20200	2000	1000
Leading Seaman	4860-20200	2400	1000
Petty Officer	4860-20200	2800	1000
Chief Petty Officer	8700-34800	4200	1000
MCPO II	8700-34800	4600	1000
MCPO I	8700-34800	4800	1000

No arrears on account of Military Service Pay shall be payable. (Para No. 2.3.28)

No arrears on account of Military Service Pay shall be payable.

* X Group Pay is payable only to the PBORs in X Group.
 **Intermediate scale not available in the civilian side.

Navy-Y Group

(in Rs.)

PBORs (Existing Scales)	Recommended Pay Band	Grade Pay	Military Service Pay #
Seaman II/ Seaman I	5200-20200	2000	2000
Leading Seaman	5200-20200	2400	2000
Petty Officer	5200-20200	2800	2000
Chief Petty Officer	9300-34800	4200	2000
MCPO II	9300-34800	4600	2000
MCPO I	9300-34800	4800	2000

No arrears on account of Military Service Pay shall be payable.

6

Pay of recruits during training

The Commission recommends that the existing position regarding pay of recruits during training may continue (Para No. 2.3.29).

Accepted

7

Pay structure of DSC personnel

The corresponding pay bands and grade pay recommended for these groups shall apply in their case also. The post in Group Z shall stand upgraded to Group Y as in the case of PBORs (Para No. 2.3.31).

Accepted

ANNEXURE-II**EXISTING PAY SCALES OF PERSONNEL BELOW OFFICER RANK (PBOR)**

(In Rs.)

Army

Existing Pay Scales			
Rank	Group X	Group Y	Group Z
Sepoy	3600-70-4650	3250-70-4300	3050-55-3875
Naik	3700-85-4975	3425-85-4700	3150-70-4200
Havaldar	4150-100-5650	3600-100-5100	3250-85-4525
Nb Sub	5770-140-8290	5620-140-8140	5200-125-7450
Subedar	6750-190-9790	6600-170-9320	6170-155-8650
Sub. Maj.	7250-200-10050	6750-200-9550	6600-200-9400

Air Force

Existing Pay Scales			
Rank	Group X	Group Y	Group Z
AC	3675	3250	3050
LAC	4025-60-4925	3650-60-4550	3080-60-3980
CPL	4150-70-5200	3900-70-4950	3200-70-4250
SGT	5000-100-6500	4320-85-5595	3775-85-5050
JWO	5770-140-8290	5620-140-8140	5200-125-7450
WO	6750-190-9790	6600-170-9320	6170-155-8650
MWO	7400-200-10200	6750-200-9550	6600-200-9400

Navy:

Existing Pay Scales			
Rank	Group X	Group Y	Group Z
App/Seaman II	3200-60-3260	3325-60-3445	3050-55-3215
Art V/Seaman I	4150-70-4360	3650-60-4550	3080-60-3980
Art IV/ Ldg Seaman	4550-100-6350	3900-70-4950	3200-70-4250
Art III-I/PO	5120-100-7120	4320-85-5595	3775-85-5050
Chief Art/CPO	6000-125-8250	5620-140-8140	5200-125-7450
MCPO II	6750-190-9790	6600-170-9320	6170-155-8650
MCPO I	7400-200-10200	6750-200-9550	6600-200-9400