

Report of the committee on implementation of Sixth Central Pay Commission Recommendations in CSIR

DG, CSIR has constituted a committee under the Chairmanship of Dr. Vikram Kumar, Director, NPL, New Delhi with Dr D Yogeswara Rao, Head, TNBD; Shri RP Sharma, COA, NPL; Shri Pankaj Bansal, Technical Officer, IGIB; Shri Raj Hans Gautam, F&AO, IGIB; Shri Dulip Kumar, SPO, CLRI and Shri T Mahesh Babu, IICT to study the recommendations of Sixth Central Pay Commission as well as the subsequent Government notification on the subject and suggest a strategy for its implementation in CSIR. The committee met on 16th June, 27th August and 5th & 6th September, 2008.

The committee considered the Sixth Pay Commission report, Ministry of Finance notification (dated 29th August, 2008), Ministry of Finance Resolution (dated 29th August 2008), Office Memorandum, Department of Expenditure, Ministry of Finance (dated 30th August 2008) as well as the large number of representations received from recognized associations of CSIR, representations from individual staff members forwarded by Laboratories/Institutes, Pensioners, and the Secretary, Staff Side, Joint Consultative Machinery (JCM) [a gist of the representations is placed at Annexure-I]. After due deliberation on the various issues involved in the pay structures, demands of the employees and the anomalies which existed in the previous pay commissions, **the committee recommends that the Government notifications dated 29th and 30th August 2008 (as indicated above) may be implemented in-toto.** Further, the pay scale of Gr. III(1) [JTA] and Gr. II(4) and certain other categories where the 6th CPC as well as the Government notifications have specifically recommended for merger of pay scales in the pre revised scales have been considered and modified accordingly.

The pay scale wise recommendations for various cadres including administrative and isolated positions are given below:

1. Group IV(1)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-15	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400

Recommendation of the committee

Revised Pay Structure for Scientist Gr. IV(1)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-3	Rs. 15600-39100	5400

2. Group IV(2)

Post/ Grade	Pre-Revised Scale	pay	Revised Pay Structure as notified by Government		
			Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-19	10000-325-15200		PB-3	15600-39100	6600

Recommendation of the committee

Revised Pay Structure for Scientist Gr. IV(2)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-3	Rs. 15600-39100	6600

3. Group IV(3)

Post/ Grade	Pre-Revised Scale	pay	Revised Pay Structure as notified by Government		
			Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-21	12000-375-16500		PB-3	15600-39100	7600

Recommendation of the committee

Revised Pay Structure for Scientist Gr. IV(3)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-3	Rs. 15600-39100	7600

4. Group IV(4)

Post/ Grade	Pre-Revised Scale	pay	Revised Pay Structure as notified by Government		
			Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-24	14300-400-18300		PB-4	37400-67000	8700

Recommendation of the committee

Revised Pay Structure for Scientist Gr. IV(4)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-4	Rs. 37400-67000	8700

5. Group IV(5)

Post/ Grade	Pre-Revised Scale	pay	Revised Pay Structure as notified by Government		
			Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-26	16400-450-20000		PB-4	37400-67000	8900

Recommendation of the committee

Revised Pay Structure for Scientist Gr. IV(5)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-4	Rs. 37400-67000	8900

6. Group IV(6)

Post/ Grade	Pre-Revised Scale	pay	Revised Pay Structure as notified by Government		
			Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-29	18400-500-22400		PB-4	37400-67000	10000

Recommendation of the committee

Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-4	Rs. 37400-67000	10000

7. Scientist Gr. IV(7)

Post/ Grade	Pre-Revised Scale	pay	Revised Pay Structure as notified by Government		
			Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-30	22400-525-24500		PB-4	37400-67000	12000

Recommendation of the committee

Revised Pay Structure for Scientist Gr. IV(7)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-4	Rs. 37400-67000	12000

Further the committee recommends:

- to implement Special Pay to Scientists G @ Rs. 4000 p.m. as well as grant of two additional increments to Scientists from level C to F as in the case of DRDO.

This recommendation stems from the fact that CSIR follows the DRDO pattern of pay structure;

- b. to adopt the provision of granting variable increments to really deserving Scientists at the time of promotions as approved by Government in the case of DoS, DRDO and DAE. However, the details are to be worked out in consultation with Ministry of Finance.
- c. to extend the benefit of higher transport allowance of Rs.7000 as notified by the Government in lieu of official transport from residence to office and back for officers in the grade of Scientist G or above and drawing Grade pay of Rs.10000 and above;
- d. that parity be maintained with the DRDO with regard to the Professional Update Allowance.

8. Group III(1)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-8	4500-125-7000	PB-2	9300-34800	4200

Justification and recommendation of the committee:-

Gr.III(1)

Revised Pay Structure for Gr. III(4)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-2	Rs. 9300 - 34800	4200

1. In the case of Technical Assistants in Centre for Marine Living Resources & Ecology, Kochi, Ministry of Earth Sciences, the Government has notified upgradation of the scale from 4500 – 7000 to the pre-revised pay scale of Rs. 6500 -10500. The revised scale is placed in PB-2 with Grade pay of 4200. Taking a clue from this, the committee has upgraded the JTA scale and placed them at the pre-revised scale of Rs. 6500 – 10500. This will place the post on par with Senior Technical Assistants who are in the scale of Rs. 5500 – 9000, due to merger of the scales of Rs. 5000 – 8000, Rs. 5500 – 9000 and Rs. 6500 – 10500. Thus, the posts of JTA and STA stand merged or treated equivalent and placed in the revised scale of Rs. 9300 – 34800 in PB-2 with grade pay of Rs. 4200. The merged posts may be re-designated as Technical Assistants.
2. The residency for assessment promotion of JTA's in the pre revised pay scale of Rs. 4500-7000 to the next higher grade may be administratively examined separately.

9. Group III(2)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-8	5500-175-9000	PB-2	9300-34800	4200

Justification and Recommendation of the committee:

The pre-revised scales 5000 – 8000, 5500 – 9000 and 6500 – 10500 are merged and placed at the pre-revised scale of 6500 – 10500. The merged scales are placed in the revised pay scale 9300 – 34800 with grade pay of 4200.

Gr.III(2)

Revised Pay Structure for Gr. III(4)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-2	Rs. 9300 - 34800	4200

10. Group III(3)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-11	6500-200-10500 To be placed in 7450-225-11500	PB-2	9300-34800	4600

Justification and Recommendation of the committee:

Due to merger of pre revised scales of 5000 – 8000, 5500 – 9000 with the scale of 6500 – 10500, those who are already in the pay scale of 6500 – 10500 are upgraded to pre revised scale of 7450 – 11500 and placed in the revised scale of PB-2 with grade pay of 4600.

Gr.III(3)

Revised Pay Structure for Gr. III(4)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-2	Rs. 9300 - 34800	4600

11. Group III(4)

Post/ Grade	Pre-Revised Scale	pay	Revised Pay Structure as notified by Government		
			Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-15	8000-275-13500		PB-3	15600-39100	5400

Recommendation of the committee**Gr.III(4)**

Revised Pay Structure for Gr. III(4)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-3	Rs. 15600-39100	5400

12. Group III(5)

Post/ Grade	Pre-Revised Scale	pay	Revised Pay Structure as notified by Government		
			Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-19	10000-325-15200		PB-3	15600-39100	6600

Recommendation of the committee**Gr.III(5)**

Revised Pay Structure for Gr. III(4)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-3	Rs. 15600-39100	6600

13. Group III(6)

Post/ Grade	Pre-Revised Scale	pay	Revised Pay Structure as notified by Government		
			Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-21	12000-375-16500		PB-3	15600-39100	7600

Recommendation of the committee**Gr. III(6)**

Revised Pay Structure for Gr. III(5)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-3	Rs. 15600-39100	7600

14. Group III(7)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-24	14300-400-18300	PB-4	37400-67000	8700

Recommendation of the committee**Gr.III(7)**

Revised Pay Structure for Gr. III(7)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-4	Rs. 37400-67000	8700

15. Group II(1)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Correspon ding Grade Pay
S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900

Recommendation of the committee

Revised Pay Structure for Gr. II(1)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-1	Rs. 5200-20200	1900

16. Group II(2)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-8	4500-125-7000	PB-1	5200-20200	2800

Recommendation of the committee

Revised Pay Structure for Gr. II(2)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-1	Rs. 5200-20200	2800

17. Group II(3)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-10	5500-175-9000	PB-2	9300-34800	4200

Recommendation of the committee

Revised Pay Structure for Gr. II(3)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-2	Rs. 9300-34800	4200

18. Group II(4)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-11	6500-200-10500 To be replaced with 7450-225-11500	PB-2	9300-34800	4600

Justification and Recommendation of the committee

Due to merger of pre revised scales of 5000 – 8000, 5500 – 9000 with the scale of 6500 – 10500, those who are already in the pay scale of 6500 – 10500 are upgraded to pre revised scale of 7450 – 11500 and placed in the revised scale of PB-2 with grade pay of 4600.

Revised Pay Structure for Gr. II(4)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-2	Rs. 9300-34800	4600

19. Group I(1)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-1/ S-4	2550-55-2660-60-3200 To be placed as per Note 1 below Rule 7 of CCS (RP) Rules 2008 in PB-1 with Grade Pay 1800	PB-1	5200-20200	1800

Recommendations of the committee

Revised Pay Structure for Gr. I(1)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-1	Rs. 5200-20200	1800

20. Group I(2)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-3/ S-5	2650-65-3300-70-4000 To be placed as per Note 1 below Rule 7 of CCS (RP) Rules 2008	PB-1	5200-20200	1900

Recommendation of the committee

Revised Pay Structure for Gr. I(2)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-1	Rs. 5200-20200	1900

21. Group I(3)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-5/ S-7	3050-75-3950-80-4590 To be placed in 4000-100-6000	PB-1	5200-20200	2400

Recommendation of the committee

Revised Pay Structure for Gr. I(3)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-1	Rs. 5200-20200	2400

22. Group I(4)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-8	4500-125-7000	PB-1	5200-20200	2800

Recommendation of the committee

Revised Pay Structure for Gr. I(4)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-1	Rs. 5200-20200	2800

23. Group D [Peon/Safaiwala (entry level)]

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-1/ S-4	2550-55-2660-60-3200 To be placed as per Note 1 below Rule 7 of CCS (RP) Rules 2008 in PB-1 with Grade Pay 1800	-1S/ PB-1	4440-7440/ 5200-20200	1300/ 1800

Recommendations of the committee

Revised Pay Structure for Group D Peon/Safaiwala (entry level)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
-1S/ PB-1	4440-7440/ Rs. 5200-20200	1300/ 1800

24. Group D [Peon/Safaiwala (promotional)]

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay
S-3/ S-5	2650-65-3300-70-4000 To be placed as per Note 1 below Rule 7 of CCS (RP) Rules 2008	-1S/ PB-1	4440-7440/ 5200-20200	1650/ 1900

Recommendations of the committee

Revised Pay Structure for Group D Peon/Safaiwala (promotional)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
-1S/ PB-1	4440-7440/ 5200-20200	1650/ 1900

25. Assistant Gr. III (G/F&A/S&P) & Promotional post of Group D

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Correspon ding Grade Pay
S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900

Recommendations of the committee

Revised Pay Structure for Assistant Gr. III (G/F&A/S&P) & Promotional post of Group D		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-1	Rs. 5200-20200	1900

26. Assistant Gr. II (G/F&A/S&P) and Jr. Stenographer

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Correspon ding Grade Pay
S-7	4000-100-6000	PB-1	5200-20200	2400

Recommendation of the committee

Revised Pay Structure for Assistant Gr. II (G/F&A/S&P) and Jr. Stenographer		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-1	Rs. 5200-20200	2400

27. Assistant Gr. I (G/F&A/S&P) and Sr. Stenographer

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Correspon ding Grade Pay
S-10	5500-175-9000	PB-2	9300-34800	4200

Justification and Recommendation of the committee

In order to maintain the historical parity of pay scales with that of CSS and CSSS in CSIR, the Assistant (G/F&A/S&P) and Sr. Stenographer are being placed in the pre-revised scale of Rs. 6500-10500 w.e.f 15th September, 2006 (Ref. DoPT OM dated 25th September, 2008).

Revised Pay Structure for Assistant Gr. I (G/F&A/S&P) and Sr. Stenographer		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-2	Rs. 9300-34800	4200

28. Section Officer (G/F&A/S&P) and Private Secretary

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-12	6500-200-10500 To be placed in 7500-250-12000	PB-2	9300-34800	4800

Justification and Recommendation of the committee

Revised Pay Structure for Section Officer (G/F&A/S&P) and Private Secretary		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-2	Rs. 9300-34800	4800

In order to maintain the historical parity of pay scales with that of CSS and CSSS in CSIR, the section officers and PS are being placed in PB -2 with grade pay of Rs. 4800.

29. Section Officer (G/F&A/S&P) and Private Secretary (Non-Functional scale)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-15	8000-275-13500	PB-3	15600-39100	5400

Justification and recommendation of the committee

Revised Pay Structure for Section Officer (G/F&A/S&P) and Private Secretary (Non Functional scale)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-3	Rs. 15600-39100	5400

- (a) With a view to maintain the parity between Section Officer and Private Secretary, the later is being extended the non-functional scale of Rs. 8000-275-13500.
- (b) In order to continue to maintain historical parity with the CSS and CSSS, the committee further recommends that the benefit may be extended to Section Officers (G/F&A/S&P) and Private Secretary w.e.f 1.1.1996 in terms of DoPT OM dated 25th January, 2006 & 26th January, 2006 **notionally for the period prior to 3.10.2003.**

30. Under Secretary/Finance & Accounts Officer/Stores & Purchase Officer

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-19	10000-325-15200	PB-3	15600-39100	6600

Recommendation of the committee

Revised Pay Structure for Under Secretary/Finance & Accounts Officer/S & Purchase Officer		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-3	Rs. 15600-39100	6600

31. Deputy Secretary/Dy. Financial Advisor/ Controller of Stores & Purchase or equivalent

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-21	12000-375-16500	PB-3	15600-39100	7600

Recommendation of the committee

Revised Pay Structure for Deputy Secretary/Dy. Financial Advisor/Sr. S & Purchase Officer		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-3	Rs. 15600-39100	7600

32. Sr.Deputy Secretary/Sr. Dy. F.A/Controller of Stores & Purchase (SG) or equivalent positions

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-24	14300-400-18300	PB-4	37400-67000	8700

Recommendations of the committee

Revised Pay Structure for Sr.Deputy Secretary/Sr. Dy. F.A/Sr. S & Purchase Officer(SG)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-4	Rs. 37400-67000	8700

33. Jr Hindi Translator and Sr Hindi Translator (Isolated Post)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-9	5000-150-8000 5500-175-9000 Will be replaced with 6500-10500	PB-2	9300-34800	4200

Justification and Recommendation of the committee

The pre-revised scales 5000 – 8000 and 5500 – 9000 are merged and placed at pre-revised scale of Rs. 6500 – 10500. the merged scales are placed in PB2 with grade pay of 4200.

Revised Pay Structure for Jr Hindi Translator (Isolated Post)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-2	Rs. 9300-34800	4200

It is suggested that these posts may be merged and recruitment may be made only at the unified grade.

34. Hindi Officer (Isolated Post)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-11	6500-200-10500 Will be replaced with 7450-225-11500	PB-2	9300-34800	4600

Justification and Recommendation of the committee

Due to merger of pre revised scales of 5000 – 8000, 5500 – 9000 with the scale of 6500 – 10500, those who are already in the pay scale of 6500 – 10500 are upgraded to pre revised scale of 7450 – 11500 and placed in the revised scale of PB-2 with grade pay of 4600.

Revised Pay Structure for Hindi Officer (Isolated Post)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-2	Rs. 9300-34800	4600

35. Sr.Hindi Officer (Isolated Post)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-11	8000-275-13500	PB-3	15600-39100	5400

Recommendation of the committee

Revised Pay Structure for Hindi Officer (Isolated Post)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-3	Rs. 15600-39100	5400

36. Sr. Hindi Officer-SG (Isolated Post)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-19	10000-325-15200	PB-3	15600-39100	6600

Recommendation of the committee

Revised Pay Structure for Hindi Officer (Isolated Post)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-3	Rs. 15600-39100	6600

37. Driver (Isolated Post)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900

Recommendation of the committee

Revised Pay Structure for Driver (Isolated Post)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-1	Rs. 5200-20200	1900

38. Driver (Isolated Post)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-7	4000-100-6000	PB-1	5200-20200	2400

Recommendation of the committee

Revised Pay Structure for Driver (Isolated post)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-1	Rs. 5200-20200	2400

39. Driver (Isolated Post)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-8	4500-125-7000	PB-1	5200-20200	2800

Recommendation of the committee

Revised Pay Structure for Driver (Isolated post)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-1	Rs. 5200-20200	2800

40. Driver (Isolated Post)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-9	5000-150-8000	PB-2	9300-34800	4200

Recommendation of the committee

Revised Pay Structure for Driver (Isolated post)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-2	Rs. 9300-34800	4200

41. Jr. Cost Accountant (Isolated Post)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-9	5000-150-8000 Will be replaced with 6500-10500	PB-2	9300-34800	4200

Recommendation of the committee

Revised Pay Structure for Jr Cost Accountant (Isolated Post)		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-2	Rs. 9300-34800	4200

Further the committee recommends that this position may be merged with F&A cadre

42. Jr. Cost Accountant (Isolated Post) have been merged with finance and accounts Cadre in the corresponding scale, as such incumbents if any may be placed in their corresponding Pay Band and Grade Pay.

43. Receptionist (Isolated Post) may be merged with any Cadre in administration as per Part B, Section II(XV) on Ministry of Finance Notification dated 29th August, 2008 (ref. 3.8.19 of 6th CPC recommendations)

44. Security Assistant/Watch and Ward Assistant (Isolated Post)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-9	5000-150-8000 & 5500-175-9000 Will be replaced with 6500-10500	PB-2	9300-34800	4200

Justification and Recommendation of the committee

The pre-revised scales 5000 – 8000 and 5500 – 9000 are merged and placed at pre-revised scale of Rs. 6500 – 10500. the merged scales are placed in PB2 with grade pay of 4200.

Revised Pay Structure for Security Assistant/Watch and Ward Assistant (Isolated Post)in the scale of Rs.5000-8000		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-2	Rs. 9300-34800	4200

45. Security Assistant/Watch and Ward Assistant (Isolated Post)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-11	6500-200-10500 Will be replaced with 7450-225-11500	PB-2	9300-34800	4600

Justification and Recommendation of the committee

Due to merger of pre revised scales of 5000 – 8000, 5500 – 9000 with the scale of 6500 – 10500, those who are already in the pay scale of 6500 – 10500 are upgraded to pre revised scale of 7450 – 11500 and placed in the revised scale of PB-2 with grade pay of 4600.

Revised Pay Structure for Security Assistant/Watch and Ward Assistant (Isolated Post) in the pay scale of Rs.6500-10500		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-2	Rs. 9300-34800	4600

46. Security Assistant/Watch and Ward Assistant (Isolated Post)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-11	8000-275-13500	PB-3	15600-39100	5400

Recommendations of the committee

Revised Pay Structure for Security Assistant/Watch and Ward Assistant (Isolated Post) in the scale Rs. 8000-13500		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-3	Rs. 15600-39100	5400

47. Law Officer (Isolated Post)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-11	6500-200-10500 Will be replaced with 7450-225-11500	PB-2	9300-34800	4200

Justification and Recommendation of the committee

Due to merger of pre revised scales of 5000 – 8000, 5500 – 9000 with the scale of 6500 – 10500, those who are already in the pay scale of 6500 – 10500 are upgraded to pre revised scale of 7450 – 11500 and placed in the revised scale of PB-2 with grade pay of 4600.

Revised Pay Structure for Law Officer (Isolated Post) in the pay scale of Rs.6500-10500		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-2	Rs. 9300-34800	4600

48. Law Officer (Isolated Post)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-11	8000-275-13500	PB-3	15600-39100	5400

Recommendation of the committee

Revised Pay Structure for Law Officer (Isolated Post) in the scale Rs. 8000-13500		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-3	Rs. 15600-39100	5400

49. Law Officer (Isolated Post)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-19	10000-325-15200	PB-3	15600-39100	6600

Recommendation of the committee

Revised Pay Structure for Law Officer (Isolated Post) in the scale Rs. 8000-13500		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-3	Rs. 15600-39100	6600

50. Security Officer (Isolated Post)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-11	6500-200-10500 Will be replaced with 7450-225-11500	PB-2	9300-34800	4600

Recommendation of the committee

Due to merger of pre revised scales of 5000 – 8000, 5500 – 9000 with the scale of 6500 – 10500, those who are already in the pay scale of 6500 – 10500 are upgraded to pre revised scale of 7450 – 11500 and placed in the revised scale of PB-2 with grade pay of 4600.

Revised Pay Structure for Security Officer (Isolated Post) in the pay scale of Rs.6500-10500		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-2	Rs. 9300-34800	4600

51. Security officer (Isolated Post)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-11	8000-275-13500	PB-3	15600-39100	5400

Recommendation of the committee

Revised Pay Structure for Security Officer (Isolated Post) in the scale Rs. 8000-13500		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-3	Rs. 15600-39100	5400

52. Security Officer (Isolated Post)

Post/ Grade	Pre-Revised pay Scale	Revised Pay Structure as notified by Government		
		Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
S-19	10000-325-15200	PB-3	15600-39100	6600

Recommendation of the committee

Revised Pay Structure for Security Officer (Isolated Post) in the scale Rs. 8000-13500		
Pay Band/ Scale	Pay Bands/Scales	Grade Pay
PB-3	Rs. 15600-39100	6600

Further the committee recommends that –

- (a) All other Allowances as Notified by the Government should be made applicable to CSIR staff.
- (b) Performance based higher increment of 4% as suggested for PB-3 officers may be given to top 20 % of the employees ranked according to ratings obtained by them in ACR across all categories at all levels proportionate to their strength.
- (c) Where ever the scales have been merged combining junior and senior positions further assessments/ ACP should be examined administratively so that the interest of the seniors is not adversely affected.
- (d) ACP has been extended after completion of 10, 20, 30 years. This may be examined administratively to extend the promotional avenues of isolated posts.
- (e) CSIR may set up anomalies/representations committee to examine individual post specific and cadre specific anomalies/representations.

Dr D Yogeswara Rao
(Member)

RP Sharma
(Member)

Pankaj Bansal
(Member)

Raj Hans Gautam
(Member)

Dulip Kumar
(Member)

T Mahesh Babu
(Member)

Dr. Vikram Kumar
Chairman

Part B

Additional Suggestions

1. Professional Update allowances may also be considered to other categories of staff in CSIR as applicable for the D.A.E employees vide OM No. 1/1911)/2207/ScS/4004 dated 25th June, 2008
2. Gr. III Technical officers from Gr. III(5) to III(7) involved in Scientific and Technical work (excluding Medical, Engineering and Architectural staff) may be given two additional increments as additional pay as has been recommended for Gr. IV Scientists from Scientist C to Scientist F. This will bring pay parity of Technical Officers with Scientific Officers and will partially compensate the loss Technical Officers have borne over the years due to placement in lower scales in comparison to their counterparts in other Ministries/Departments.
3. The scale of pre revised 8000-275-13500 scale already upgraded/abolished in F&A and Stores and Purchase cadres may not be counted for ACP as promotion.
4. Cadre review as recommended by pay commission for group A officer in Administration, Finance & Accounts, Store and purchase may be considered.
5. F.C.S system may be extended to Technical officer above pre revised scale of 8000 and above as on Group IV.
6. Gr. IV(8) in HAG+ scale and Gr. III(8) in pay grade of 8900 may be introduced.
7. Review of isolated posts from the point of view of placing them in the distinct regular cadres with uniform promotional avenues in the area of their specialization.
8. It is recommended that CSIR Directors salary should be at par with the Directors of IIT's, IISER etc. as was upto the Third Pay Commission. This is necessary to attract the best talent for this position.
9. Alternately, CSIR should consider giving a functional allowance/incentive to Directors (upto Rs. 10000/- per month) in order to improve their emoluments over other Scientists of same rank. Further since Scientist G (Grade Pay Rs. 10000/-) are expected to receive a Special Pay of Rs.4000/- which is not

available to Scientist H (Grade Pay Rs. 12000/-) making the emoluments of Scientist G higher than the Scientist H.
