

THE INDIAN FOREST SERVICE (PAY) RULES, 1968

In exercise of the powers conferred by sub-section (1) of Section 3 of the All India Services Act, 1951 (61 of 1951), the Central Government, after consultation with the Governments of States concerned, hereby makes the following rules, namely:

1. Short Title and Commencement - (1) These rules may be called the Indian Forest Service (Pay) Rules, 1968.

(2) They shall be deemed to have come into force on the 1st October, 1966.

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 Forest Service (Cadre) Rules, 1966.

2 (b)¹ 'deemed date of appointment in the year of allotment' means 1st October in the year of allotment in the case of officers with full years of allotment and 1st April of the following year in the case of officers with half years of allotment; the year of allotment being determined in accordance with clause (b) of sub-rule(2) of Rule 3 of the Indian Forest Service(Regulation of Seniority) Rules, 1968.

2 (c) '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 posts to that State for training;

2 (d) 'Direct recruit' means a person appointed to the Indian Forest Service in accordance with rule 7 of the Indian Forest Service (Recruitment) Rules, 1966;

2 (e) 'member of the Service' means a member of the Indian Forest Service ;

2 (f) 'promoted officer' means an officer appointed to the Indian Forest Service by promotion from a State Forest Service in accordance with sub-rule (1) of rule 8 of the Indian Forest Service (Recruitment) Rules, 1966;

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

2 (h) 'State' means a State specified in the First Schedule to the Constitution and includes a Union Territory ;

2 (i) `State Cadre' and ` Joint Cadre' have the meanings respectively assigned to them in the Indian Forest Service (Cadre) Rules, 1966.

2 (j) `State Forest Service' shall have the meaning assigned to it in the Indian Forest Service (Recruitment) Rules, 1966; 2 (k) `State Government concerned' in relation to a Joint Cadre, means the Joint Cadre Authority.

² 3(1) Scales of Pay - The scales of pay admissible to a member of the Service and the dates with effect from which the pay-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 Forest Service (Recruitment) Rules, 1966, and to the Junior Administrative Grade on completion of nine years of service.

NOTE : The four years and nine years of service in rule shall be calculated from the year of allotment assigned to him under Rule 3 of the Indian Forest Service (Regulation of Seniority) Rules, 1968.

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

Supertime scales -

Conservator of Forests Rs. 16400-450-20000 (with effect from the 1st day of January, 1996)

Additional Chief Conservator of Forests/Chief Conservator of Forests - Rs. 18400—500-22400 (with effect from the 1st day of January, 1996)

Above Supertime scales

(i)

Additional Principal Chief Conservator of Forests : Rs.22400-525-24500 (with effect from the 1st day of January, 1996);

(ii)

Principal Chief Conservator of Forests : 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 aforesaid option shall not be admissible to any person appointed to the Service on or after the 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 the 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(2)(i)¹ A member of the Service shall be entitled to draw pay in the selection grade only on appointment to that grade. 3(2)(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 stage⁴ next above that pay ; or

(b)

at the minimum of the Selection Grade, whichever is higher. 3(2)(iii) The next increment in the Selection Grade would accrue after rendering the requisite qualifying service in that grade.³ Where, however, the pay has been fixed at the same stage of the Junior Administrative Grade, the increment shall become admissible on the date it would have been due in that grade but for appointment to the Selection Grade. Provided that all leave except extraordinary leave taken otherwise than on medical

certificate, shall count for increment in the selection grade. Provided further that the Central Government may in any 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 increments under this sub-rule. 3(3) Appointment to the Selection Grade and to posts carrying pay above the time-scale of pay in the Indian Forest Service shall be made by selection on merit with due regard to seniority : 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 Forest Service (Regulation of Seniority) Rules 1968.

Provided ⁴further that in computing the period under the above proviso, in respect of a person recruited to the Service in accordance with the provisions of Sub-rule (1) of Rule 4 of the Indian Forest Service (Recruitment) Rules, 1966, there shall be included any period not exceeding two years during which the officer has undergone. a) training in Forestry in the Forest Research Institute and Colleges, Dehra Dun, or

(b)

such other training in any other Institution as may be approved by the Central

Government.GOVERNMENT OF INDIA'S DECISIONS

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.)

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:

- 1. 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**
- 2. 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.**
- 2. 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.**

Government servants under suspension.

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

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

- 1. 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."

- 2. 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.**
- 3. 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.**
- 4. 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.**
- 5. 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.**
- 6. 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).

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).

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).

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).

4. Fixation of initial Pay-4(1)(a) The initial pay of a member of the Service appointed under sub-rule (1) of rule 4 of the Indian Forest Service(Recruitment) Rules, 1966, shall be fixed in the junior time-scale of the Service at the stage he would have got if he had been appointed in that scale on the deemed date of appointment in the year of allotment. 4(1)(b) The pay of such an officer shall, if he is appointed simultaneously to a post on the senior time-scale be fixed in the senior time-scale at the stage corresponding to his pay in the junior time scale as shown in Schedule I: Provided that-

(i) the resultant increase in the pay so fixed shall be subject to a maximum of Rs.200 over his pay in the State Forest Service;

(ii) in a case where the maximum increase of Rs. 200 results in an amount which is not a stage in the time scale, the pay would be fixed at the next higher stage;

(iii) in case where the pay of an officer is fixed at less than his pay in the State Forest Service, the difference shall be granted in the form of personal pay. The personal pay shall be absorbed in future increases in pay, including special pay if any. 4(1)⁵ (c) In a case where the pay of an officer is fixed under clause(b), the officer shall have the option to draw pay and annual increments in the scale of pay admissible to him in the State Forest Service as in force immediately before the date of his appointment to the Indian Forest Service: Provided that he shall cease to draw pay in the State Forest Service on his appointment to a post carrying pay scale above the time scale in the Indian Forest Service;⁶ Provided further that the option to draw pay in the State Forest Service scale of pay shall have to be exercised within one year from the date of the coming into force of the Indian Forest Service (Pay) Second Amendment Rules, 1972 and the option once exercised shall be treated as final. The Central Government shall have powers to extend the time limit for exercising the option if it is satisfied that in a case or a class of cases such extension is justified. 4(1)(d) The initial pay of an officer who was holding the post of a Conservator of Forests or an equivalent or a higher post immediately before his appointment to a post included in Part A of Schedule III shall be fixed at a stage equal to his pay in the State Forest Service or if there is no such stage, at the next lower stage and the difference shall be allowed as personal pay to be absorbed in future increases in pay including special pay. 4(2) The initial pay of a direct recruit shall be fixed at the minimum of the junior time scale. 4⁷ (2-A) The initial pay of a member of the Service appointed in accordance with rule 7A of the Indian Forest Service(Recruitment) Rules, 1966, 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 Forest Service, if he had been appointed in that scale on that date in the year of allotment.¹⁴(3) 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.³⁴(3A) (i) The pay of a member of the Service in the Senior Time Scale shall, on appointment to 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)

at the minimum of the Junior Administrative Grade, whichever is higher. The next increment in the Junior Administrative Grade would accrue after rendering the requisites qualifying service in that grade. Where, however, pay is fixed at the same stage of the Senior Time Scale, increment shall become admissible on the date if it would have become due in the Senior Time Scale but for appointment to the 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 further 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.¹⁴(3B) The pay of a member of the, Service in the Selection Grade shall, on appointment to the Supertime Scale, be fixed in the same manner as in sub-rule

(3)

above. 4(4) The initial pay of a promoted officer who prior to the date of his appointment to the Indian Forest 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.⁸ Provided that such fixation of pay shall be irrespective of the year of allotment assigned to him under rule 3 of the Indian Forest Service (Regulation of Seniority) Rules, 1968; 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 these grades.

4(5) The initial pay of a promoted officer who on the date of his appointment to the Indian Forest 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.⁸ Provided that such fixation of pay shall be irrespective of the year of allotment assigned to him under rule 3 of the Indian Forest Service (Regulation of Seniority) Rules, 1968; 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 these grades. 4(6) The initial pay of an officer of a State Forest Service who has been appointed to hold a cadre post in an officiating capacity in accordance with rule 9 of the Indian Forest Service (Cadre) Rules, 1966, shall be fixed in the manner specified in Section III of Schedule II.⁸ Provided that such fixation of pay shall be

irrespective of the year of allotment assigned to him under rule 3 of the Indian Forest Service (Regulation of Seniority) Rules, 1968; 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 these grades. ⁹ 4A. Option to the I.F.S. Officers drawing pay in the State Forest Scales of pay. - A member of the Service recruited under sub-rule (1), read with sub-rule (3A) of rule 4 of the Indian Forest Service (Recruitment) Rules, 1966, who is drawing pay and annual increments in the State Forest Service Scale of pay by virtue of clause (e) of sub-rule (1) of

Rule 4 of Indian Forest Service (Pay) Rules 1968 shall have the option to draw pay and increments in the revised scale of pay prescribed in sub-rule (1) of rule 3 with effect from the 1st day of January, 1973: Provided that he exercises the option within six months from the date of issue of the Indian Forest Service (Pay) Third Amendment Rules, 1974 : Provided further that the option once exercised shall be final.

Government of India's Decision : A question was raised whether the member of Indian Forest Service drawing pay and increments in the State Forest Service immediately before their appointment to the IFS at its initial constitution are entitled for benefits accrued from the revision of the State Forest Service scales afterward. It has been decided in consultation with the Ministry of Finance that the Indian Forest Service officers, who have exercised option to draw pay and increments in the State Forest Service scales are entitled to re-fixation of pay of scales of pay for State Forest Service officers which have been or are revised upward subsequently by the State Government. (Department of Personnel & A.R. letter No. 8/16/72-AIS(II), dated 10.10.1972.)

²4B. Fixation of Pay of an officer. - 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 1st 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

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

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

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;

if the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of the 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 one increment;

(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 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

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

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 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 upto 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 should be identical in the same cadre;

the pre-revised and revised scales of pay of the lower and higher posts in which they are entitled to draw pay shall 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

the anomaly shall 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 the relevant rules and the senior member of the Service will 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 who is in receipt of 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 shall have drawn it but for the fixation of his pay in the revised scale. The quantum of such personal pay would 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 employee 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 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 :

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 :

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

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).

1. 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.** 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).

2. **Regulation of Increments.** - 5 (1) Subject to any order passed by the State Government concerned under rule 6 or rule 7 , the increments admissible to a member of the Service in the junior or senior time-scale shall-5(1) (i) in the case of a member appointed under sub-rule(1) of rule 4 of the Indian Forest Service (Recruitment) Rules, 1966, accrue on completion of the prescribed period of service at each stage in the scale of pay from his deemed date of appointment :¹⁰ Provided that the increments falling due after the 1st day of November, 1973 shall accrue on the first day of the month in which they would have accrued; 5(1)(ii) in the case of a member appointed under rule 7¹¹ or 7A of the Indian Forest Service(Recruitment) Rules, 1966, accrue on completion of prescribed period of service at each stage in the time-scale from the date of his appointment to the Service; and¹⁰ Provided that the increments falling due after 1st day of November , 1973 shall accrue on the first day of the month in which they would have accrued. 5(1)(iii) in the case of an officer appointed under rule 8 of the Indian Forest Service(Recruitment) Rules 1966, accrue on completion of the prescribed period of service at each stage in the scale of pay from the date of his appointment to the Indian Forest 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 of Section II or Schedule II, as the case may be: ¹² Provided that for the purpose of calculating one year's service for drawal of increment in the senior scale of the Indian Forest Service by a promoted officer, broken periods of service rendered in any Cadre post in accordance with rule 9 of the Indian Forest Service (Cadre) Rules, 1966, shall be taken into account:¹⁰ Provided further that the increments falling due after the 1st day of November, 1973 shall accrue on the first day of the month in which they would have accrued; 5 ¹(2) In the case of a member of the Service recruited under Rule 7 of the Indian Forest Service (Recruitment) Rules, 1966, 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). 5 (3) The increments in respect of any other member of the Service recruited under rule 8 of the Indian Forest Service(Recruitment) Rules, 1966 shall be regulated with reference to the stage at which the initial pay in the senior time scale has been fixed.²5(3A) The next increment of a member of the Service whose pay has been fixed in the revised scale in accordance with rules 3 and 4B shall be granted on the date he would have drawn his increment, had he continued in the existing scale : Provided that in cases where the pay of a member of the Service is stepped up in accordance with the second proviso or the Note 4 or Note 6 to sub-rule 4B, 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 the 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. 5(4) The increments in respect of members of the Service appointed to the scales of pay above the time-scale shall be regulated with reference to the stage at which the initial pay has been fixed and shall accrue on completion of the prescribed period of service at each stage in the scale of pay : Provided that in the case of officers whose initial pay is fixed under clause (d) or sub-rule

(1) of rule 4 at the same stage or the next lower stage, the next increment shall be admissible on the date on which the next increment would have accrued in the State Forest Service : ¹⁰ Provided further that the increments falling due after 1st day of November, 1973, shall accrue on the first day of the month in which they would have accrued. 5(5) (a) The increments admissible to a member of the Service in the scale of pay other than the time-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 :

Service in a cadre post; or

Service in a 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 the 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 :

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;

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, on 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. 5 (5)(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 above the time-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 :

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

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

the junior next below the officer (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 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; and

the benefit should be allowed on 'one for one' basis:

5(5)(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). **5(5)(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. **5(5)(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 DECISIONS: 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).

5A. Stagnation increments. A member of the Service drawing pay in the junior scale/senior scale/junior administrative grade/selection grade/super time scale

shall be eligible for one increment for every two years of service rendered after reaching the maximum of that scale, subject to a maximum of three increments. Note : The stagnation increments shall be in the nature of personal pay and shall not be taken into account for ¹³ applying the ceiling on pay plus special allowance under the rules.

- 1. Withholding of Increments.** - 6(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 Indian Forest Service (Recruitment) Rules, 1966 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. 6(2) Where an efficiency bar has been prescribed in the 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 increments: Provided that the application of the efficiency bar in the junior time-scale shall not affect the pay of a member of the Service in the senior time-scale of pay, wherein his pay shall be regulated according to his length of service.
- 2. Grant of Advance Increments.**- Notwithstanding anything contained in Rule 14 of the Indian Forest Service(Probation) Rules, 1968, the State Government shall sanction the third and fourth increments due to a direct recruit or to any officer recruited in accordance with Rule 7A of the Indian Forest Service (Recruitment) Rules,1966, 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 fourth increment under this rule shall be granted only when a direct recruit or any officer recruited in accordance with Rule 7A of the Indian Forest Service (Recruitment) Rules, 1966, has passed the prescribed Departmental Examination or as the case may be, the last of the prescribed Departmental Examination : Provided further that the third and the fourth increments under this rule shall be granted retrospectively from the date of passing the prescribed Departmental examination or examinations on the successful completion of the period of probation and confirmation:¹⁴ Provided also that a direct recruit or any officer recruited in accordance with rule 7-A of the Indian Forest Service (Recruitment) Rules, 1966, who has been exempted from appearing in the whole or any part of the departmental examination or examinations for the reason 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, in which he would have appeared, but for the exemption after he became a member of the Service. **Explanation** - For purpose of this rule, the term 'increment' denotes actual increase in pay and not the actual stages in the time-scale.

3. **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 the post, be entitled to draw the pay indicated for the 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 5.¹⁵ 8A. Fixation of 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 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 Schedule III, shall be fixed at the stage next above the pay notionally arrived at by increasing the 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 the latter post, whichever is the highest.
4. **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, make 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 in the post to which the said post is declared equivalent. 9(3) For the purpose of this rule 'posts other than a post specified in Schedule III' includes a post under a body incorporated or not which is wholly or substantially owned or controlled by the Government.¹⁶ 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 to a post specified in Schedule III.

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 the case of a post under the control of the State Government, or as the Central Government in the case of a post under the control of the Central Government, may, after taking into account the nature of duties and responsibilities involved in the post, determine. 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 a 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 this 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).¹⁷ 9(7) At no time the number of members of the Service appointed to hold posts, other than cadre posts specified in Schedule III, referred to in sub-rule (1) and sub-rule(4), which carry a pay scale of Rs. 24050-650-26000 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 carrying a pay scale of Rs. 24050-650-26000 in a State cadre or, as the case may be, in a joint cadre.¹⁸ 9A. Authority to exercise powers under Rule 6,7 and 9 in relation to a joint cadre - The powers under rule 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 the members of the Service, and in relations to posts borne on a Joint Cadre shall be exercised by the Government of the constituent State concerned.¹⁹ 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 :-9B(a) in the case of a member of 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. 9B(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 Services, Class I.

GOVT. OF INDIA'S DECISIONS: 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). 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). 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).

- 1. Power to Exempt-** The Central Government may, with the concurrence of the State Government concerned, exempt any officer of a State Forest Service appointed to the Service under sub-rule (1) of rule 4 of the Indian Forest Service (Recruitment) Rules, 1966, from all or any of the provisions of these rules.²⁰ 10A. Fixation of pay of officers appointed to the Indian Forest Service at its initial constitution in the State of Sikkim.- Notwithstanding anything contained in these rules in relation to the State of Sikkim, the pay of the officers appointed to the Indian Forest 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 in consultation with the State Government, determine.

2. **Amendment of Schedule.** - The Central Government may, after consultation with the State Government concerned, amend Schedule III.
3. **Interpretation.**- If any question arises as to the interpretation of these rules, the same shall be decided by the Central Government. SCHEDULE I ¹ [Deleted] SCHEDULE II Principles of Pay Fixation of Promoted officers on appointment to the Indian Forest Service and Members of the State Forest Service appointed to officiate in cadre posts. (See Rules 4 and 5) 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 Forest 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 Forest Service as on the 1st day of January, 1996² 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 first day of January, 1996².

(ii)

`assumed pay' means the pay which a member of the State Forest 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 scale of pay applicable to the State Forest Service as on the first day of January 1996² 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 first day of January, 1996².

(iii) `higher scale' means any scale of pay higher than the `lower scale' prescribed for the State Forest Service and in force on the first day of January 1996² or any date subsequent thereto, the subsequent date being the date on which the scale of pay applicable to the State Forest Service were revised for the first time after the first day of January, 1996², provided that in the later case, the dearness allowance, dearness pay, interim or additional relief sanctioned by the State Government after the first day of January, 1996² 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 Forest Service and in force on the first day of January, 1996² or any date subsequent thereto, the subsequent date being the date on which the scales of pay applicable to the State Forest Service were revised for the

first time after the first day of January, 1996² provided that in the later case the dearness allowance, dearness pay, interim or additional relief sanctioned by the State Government after the first day of January, 1996² and merged in the revised pay scale shall be excluded.**SECTION I - FIXATION OF INITIAL PAY OF PROMOTED OFFICERS FALLING UNDER RULE 4(4)**

(1)

The initial pay of a promoted officer shall be fixed at the stage of the senior scale⁸ of the Indian Forest 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 senior scale⁸ of the Indian Forest Service for every three years of service in the State Forest 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 Forest 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 senior scale⁸ of the Indian Forest Service, the initial pay shall be fixed at that stage and not at the next higher stage and where it does not correspond to a stage in the senior scale⁸ of the Indian Forest 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 State Forest Service shall include such service in a former State, now merged in the State concerned, as may be equated to service in the State Forest Service by the Central Government in consultation with the State Government concerned.**Explanation** - In the case of a promoted officer whose actual or assumed pay, as the case may be, exceeds the minimum of the senior scale⁸ of the Indian Forest Service, the rates of each increment admissible to him shall be equal to the rates admissible in the senior scale⁸ of the Indian Forest Service at the stage to which such actual or assumed 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 Forest Service shall be fixed at the stage of the senior scale⁸ of the Indian Forest Service next above his actual pay in the higher scale. Provided that in a case where the pay in the senior scale⁸ of the Indian Forest 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 Forest Service was officiating in the higher scale of the State Forest Service and whose initial pay in the senior scale⁸ of the Indian Forest 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 senior scale⁸ of the Indian Forest 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 Forest Service . The personal pay shall be absorbed in future increments and increases in his pay, if any, including special pay, additional pay and any other form of pay.

(4)

In the case of a promoted officer appointed to the Indian Forest Service on probation, on any enhancement of his actual pay in the State Forest 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 Forest Service, the officer shall, during the period of probation, be entitled to have his pay in the senior scale⁸ of the Indian Forest Service recalculated in accordance with the principles laid down in this Section on

the basis of his enhanced pay in the State Forest Service, as if he was promoted to the Indian Forest Service with effect from the date of such enhancement.

(5)

If a promoted officer appointed to the Indian Forest Service on probation is confirmed with effect from a date prior to the date of his promotion to the Indian Forest Service in the higher scale of the State Forest 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 Forest Service, his pay in the senior scale⁸ of the Indian Forest Service shall be recalculated in accordance with the principles laid down in this Section on the basis of his enhanced pay in the State Forest Service, as if he was promoted to the Indian Forest Service with effect from the date of such enhancement.

(6)

Where a promoted officer who on the date of his appointment to the Indian Forest Service had held or his 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 Forest Service (Cadre) Rules, 1966, 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 senior scale of the Indian Forest 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 Indian Forest Service (Appointment by Promotion) Regulations, 1966 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 a 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 Forest Service (Cadre) Rules, 1966: 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 Governments falls short of the deputation reserve sanctioned under the Schedule to the Indian Forest Service (Fixation of Cadre Strength) Regulations,1966.
- (7) The basic pay of a promoted officer shall not in any case be fixed below the minimum of the senior scale⁸.
- (8) Notwithstanding anything contained in any clause in this Section, the basic pay of a promoted officer in the Indian Forest Service time-scale shall not
- (i) at any time exceed the basic pay he would have drawn in the Indian Forest Service time-scale as a direct recruit on that date if he had been appointed

to the Indian Forest Service on the date he was appointed to the State Forest Service.

(ii)

be fixed at a stage above the pay of the junior most officer appointed to the senior scale of the Service of the same Cadre at the constitution stage, provided that in case his pay has been fixed at a stage in the time-scale of the Service equal to his pay in the State Forest Service, this provision shall not apply.

(9)

Where the actual pay of an officer, who on the date of the constitution of the Service, is already confirmed as a Conservator of Forests or above in the State Forest Service and who is appointed to an equivalent or higher post in the Indian Forest Service under rule 8 of the Indian Forest Service (Recruitment) Rules, 1966 is higher than the pay admissible under normal rules in the scale of pay indicated in Schedule III, the difference shall be granted in the form of personal pay. This personal pay shall be absorbed in future increases in pay including special pay, additional pay and any other form of pay.

(10)

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 Forest Service prior to the date of publication in the Official Gazette of the Indian Forest (Pay) Third amendment Rules, 1977 in accordance with the existing provisions of the Indian Forest Service (Pay) Rules, 1968 shall not be fixed in the revised senior scale⁸ of the Indian Forest Service under the Section at a stage lower than the pay fixed earlier.

SECTION II - FIXATION OF INITIAL PAY OF PROMOTED OFFICERS FALLING UNDER RULE 4(5).

(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 the rule 9 of the Indian Forest Service (Cadre) Rules, 1966, prior to his appointment to the Service, his pay shall be fixed at a stage not lower than the pay he drew in the Senior scale⁸ of the Indian Forest Service while last officiating in a cadre post.

(2)

In the case of promoted officer appointed to the Indian Forest Service on probation, on any enhancement of his actual pay in the State Forest 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 senior scale⁸ of the Indian Forest Service recalculated in accordance with the principles laid down in Section I on the basis of his enhanced pay in the State Forest Service, as if he was promoted to the Indian Forest Service with effect from the date of such enhancement.

(3)

If a promoted officer appointed to the Indian Forest Service on probation is confirmed in the higher scale of the State Forest Service in which he holds a lien during the period of probation and there is, thus an enhancement of his actual pay in the senior scale⁸ of the Indian Forest Service, shall be recalculated in accordance with the principles laid down in Section I on the basis of his enhanced pay in the State Forest Service, as if he was promoted to the Indian Forest Service with effect from the date of such enhancement. SECTION III - FIXATION OF INITIAL PAY OF A MEMBER OF THE STATE FOREST SERVICE FALLING UNDER RULE 4(6). FIXED IN ACCORDANCE WITH THE PRINCIPLES ENUNCIATED IN SECTION I. Provided that if such a member of the State Forest 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 senior scale⁸ of the Indian Forest 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 Forest Service (Cadre) Rules, 1966. Note - In the case of a member of the State Forest Service who has been officiating in a cadre post from a date prior to the first day of January, 1973, his pay in the senior scale of the Indian Forest 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 first day of January, 1973.

(2)

On any enhancement of his substantive pay in the State Forest Service as a result of an increment in the lower or the higher scale of that Service, a member of the State Forest Service officiating in a cadre post shall be entitled to have his pay in the senior scale⁸ of the Indian Forest Service recalculated in accordance with the principles laid down in Section I on the basis of his enhanced pay in the State Forest 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 Forest Service officiating in a cadre post is promoted substantively to the higher scale of pay of the State Forest Service, his pay in the senior scale⁸ of the Indian forest 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.

Increments of pay in the senior scale⁸ of the Indian Forest Service shall be granted to a member of the State Forest Service officiating in a cadre post on completion of one full year's service on any stage of that scale: Provided that for the purpose 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 provisions of rule 9 of the Indian Forest Service (Cadre) Rules, 1966 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 (4) of Section I, shall be taken into account. Provided further that a member of the State Forest Service officiating in a cadre post shall not be granted an increment in the Senior Scale⁸ of the Indian Forest Service unless he completes an aggregate period of eight years' service in the State Forest Service.

(5)

The pay of a member of the State Forest 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 provisions of rule 9 of the Indian Forest Service (Cadre) Rules, 1966 shall be regulated in the scale of the State Forest 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 cause

undue 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 a 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 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.

Name of the officer

Date of appointment to IAS/appointment to officiate in I.A.S. Cadre post.

Designation of the post held immediately prior to such appointment in I.A.S.

Pay scale and Pay drawn in the SCS on the date of appointment to IAS/to officiate in IAS cadre post.

Was the officer substantive or officiating in the post mentioned in Column 5 above.

If officiating, what was the substantive post.

Pay and pay scale of the substantive post.

Details of all the posts held by the officer before his appointment in the IAS, pay scales and pay drawn in these posts. Were the pay scales referred to in columns 4 & 7 in force from 1.1.1986. If so, what was the DA admissible with reference to Substantive post Officiating post If the answer to Column 9 is "NO" when was the pay scale revised and what were the pre-revised

lower and higher scales.

What was the quantum of DA merged in

revised lower scale

revised higher scale

No. of completed years of service in Class I/Group 'A' of SCS.

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.**

Name of officer

Date of appointment to I.A.S.

Designation of the post held immediately prior to appointment to IAS.

Pay and pay scale of the post referred to in column 3.

Whether the pay was substantive or officiating.

If officiating what was the substantive pay.

Designation and the pay scale of the post in which the officer was substantive.

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.

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. 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. Substantive Post Officiating Post If the answer to Column 9 is 'NO' what were the pre-revised pay scales of the posts in which the

officer was Substantive

Officiating

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

Substantive Post

Officiating Post

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

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. Date and Event Officer `A` State Pay IAS Pay

1.1.94 Rs.4700 --- (Date of increment in Selection Grade[say Rs.4100-5300] of State Service.

1.5.94 Rs.4700 Rs.4850 (Date of promotion of officer `A` in IAS)

1.1.95 Rs.4850 Rs.5000

(Accrual of increment in State Service - refixation benefit under clause (4) Section I Schedule II of Pay Rules.)

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

Rs.5000 Rs.5000

(Promotion of officer `B` in IAS)

1.1.97 Rs.5150 Rs.5000 +(Accrual of increment Rs.150in State Service) (Stagnation Increment)

1.1.98 --- Rs.5000 +(Completion of one Rs.150year's service)and so on.If pay is fixed in the proposed manner.

1.1.94 Rs.4700 --

1.5.94 Rs.4700 Rs.4850

Rs.4850 Rs.5000

1.1.96 Rs.5000 Rs.5100

1.5.96 Rs.5000 Rs.5100

-- Rs.5250

and so on.Date and Event Officer `B`State Pay IAS Pay

1.1.94 Rs.4700 --- (Date of increment in Selection Grade [say Rs.4100-5300] of State Service.

1.5.94 Rs.4700 Not yet (Date of promotion of promoted officer 'A' in IAS)

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

1.1.96 Rs.5000 Not yet (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.)

Rs.5000 Rs.5100

(Promotion of officer 'B' in IAS)

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.

Rs.4850 Not yet promoted.

1.1.96 Rs.5000 Not yet promoted.

1.5.96 Rs.5000 Rs.5100

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 of the Indian Forest Service under the State Governments. SCHEDULE

**ANDHRA
PRADESH**

**Principal Chief
Conservator of
Forests**

**Rs. 24050-650-
26000/**

Additional Principal Chief Conservator of Forests (Wildlife) and Chief Wildlife Warden	Rs. 22400-525- 24500/
Additional Principal Chief Conservator of Forests, Production	Rs. 22400-525- 24500/
Chief Conservator of Forests	Rs. 18400-500- 22400/
Chief Conservator of Forests, Development	Rs. 18400-500- 22400/
Chief Conservator of Forests, Social Forestry	Rs. 18400-500- 22400/
Chief Conservator of Forests, Joint Forest Management	Rs. 18400-500- 22400/
Conservator of Forests [Anantpur, Kurnool, Guntur, Rajamundry, Vishakhapatnam, Khammam, Warangal, Adilabad & Nizamabad]	Rs. 16400-450- 20000/
Conservator of Forests, Trading	Rs. 16400-450- 20000/
Conservator of Forests, Wildlife	Rs. 16400-450- 20000/
Conservator of Forest, Research & Development	Rs. 16400-450- 20000/
Conservator of Forests, Establishment	Rs. 16400-450- 20000/
Conservator of Forests, Logging	Rs. 16400-450- 20000/
Conservator of Forests, Working Plan	Rs. 16400-450- 20000/

Conservator of Forests, Social Forestry	Rs. 16400-450-20000/
Conservator of Forests, Social Forestry-Monitoring Evaluation and Planning	Rs. 16400-450-20000/
Field Director, Project Tiger, Srisailam	Rs. 16400-450-20000/

**ARUNACHAL
PRADESH-GOA-
MIZORAM-UNION
TERRITORIES**

Arunchal Pradesh

Principal Chief Conservator of Forests	Rs. 24050-650-26000/
Chief Conservator of Forests (Development)	Rs. 18400-500-22400/
Chief Conservator of Forests (Wildlife, Wastelands & Vigilance)	Rs. 18400-500-22400/
Conservator of Forests (Territorial) [Central, Western, Eastern & Southern]	Rs. 16400-450-20000/
Conservator of Forests (Planning & Development)	Rs. 16400-450-20000/
Conservator of Forests (Conservation-Nodal Officer)	Rs. 16400-450-20000/

Goa

Conservator of Forests Rs. 16400-450-20000/

Mizoram

Principal Chief Conservator of Forests Rs. 24050-650-26000/

Chief Conservator of Forests (Development & Planning) Rs. 18400-500-22400/

Conservator of Forests (Territorial) [Northern, Southern & Central Circles] Rs. 16400-450-20000/

Conservator of Forests (Research & Development) Rs. 16400-450-20000/

Andaman & Nicobar

Principal Chief Conservator of Forests Rs. 24050-650-26000/

Chief Conservator of Forests & Chief Wildlife Warden Rs. 18400-500-22400/

Conservator of Forests (Territorial) [Northern, & Southern Circles] Rs. 16400-450-20000/

Conservator of Forests (Research & Development) Rs. 16400-450-20000/

Conservator of Forests (Development & Utilisation) Rs. 16400-450-20000/

Conservator of Forests (Wildlife) Rs. 16400-450-20000/

Dadra and Nagar
Heveli & Daman &
Diu Administration

Conservator of
Forests & Chief
Wildlife Warden Rs. 16400-450-
20000/

Delhi

Conservator of
Forests & Chief
Wildlife Warden Rs. 16400-450-
20000/

ASSAM-
MEGHALAYA

ASSAM

Principal Chief
Conservator of
Forests Rs. 24050-650-
26000/

Chief Conservator of
Forests (Protection) Rs. 18400-500-
22400/

Chief Conservator of
Forests (Wildlife) &
Chief Wildlife
Warden Rs. 18400-500-
22400/

Chief Conservator of
Forests (Social
Forestry) Rs. 18400-500-
22400/

Chief Conservator of
Forests (Research,
Training & Working
Plans) Rs. 18400-500-
22400/

Conservator of
Forests (Territorial) Rs. 16400-450-
20000/

Conservator of
Forests
(Development) Rs. 16400-450-
20000/

Conservator of
Forests (Economic
Circle) Rs. 16400-450-
20000/

Conservator of Forests (Headquarters)	Rs. 16400-450-20000/
Conservator of Forests (Social Forestry)	Rs. 16400-450-20000/
Conservator of Forests (Wildlife)	Rs. 16400-450-20000/
Conservator of Forests (Border)	Rs. 16400-450-20000/
Field Director - Project Tiger, Manas	Rs. 16400-450-20000/
Director - Kaziranga National Park	Rs. 16400-450-20000/
Principal, NEF Rangers College, Jalukbari	Rs. 16400-450-20000/

MEGHALAYA WING

Principal Chief Conservator of Forests	Rs. 24050-650-26000/
Chief Conservator of Forests (Social Forestry & Environment)	Rs. 18400-500-22400/
Conservator of Forests (Territorial & Development)	Rs. 16400-450-20000/
Conservator of Forests (Research & Training).	Rs. 16400-450-20000/
Conservator of Forests (Social Forestry)	Rs. 16400-450-20000/
Conservator of Forests (Wildlife)	Rs. 16400-450-20000/

BIHAR

Principal Chief Conservator of Forests	Rs. 24050-650-26000/
Chief Conservator of Forests, Social forestry, Ranchi	Rs. 18400-500-22400/
Chief Conservator of Forests, Development	Rs. 18400-500-22400/
Chief Conservator of Forests-cum-Director, State Trading	Rs. 18400-500-22400/
Chief Conservator of Forests, Wildlife & Chief Wildlife Warden	Rs. 18400-500-22400/
Regional Chief Conservator of Forests (Patna, Ranchi, Hazaribagh, Muzaffarpur, Palman, Singhbhum,)	Rs. 18400-500-22400/
Conservator of Forests(Territorial) [Magadh Patna, Southern Circle Chaibassa, Western Cicle Dalton Ganj, Hazaribagh, Bhagalpur, Gaya, Ranchi circles]	Rs. 16400-450-20000/
Conservator of Forests (Hqrs.) PCCF's office	Rs. 16400-450-20000/
Conservator of Forests, Development Working	Rs. 16400-450-20000/
Conservator of Forests, Working	Rs. 16400-450-20000/

Plan & Resources.

Conservator of Forests, Wildlife Circle	Rs. 16400-450-20000/
Conservator of Forests, Social Forestry & Afforestation (Ranchi, Hazaribagh, Devghar, Palaman, Jamshedpur)	Rs. 16400-450-20000/
Conservator of Forests, Social Forestry Extension (Purnia, Muzaffarpur)	Rs. 16400-450-20000/
Conservator of Forests & Director, State Trading	Rs. 16400-450-20000/
Field Director- Project Tiger [Palaman & West Champayon, Bettiah]	Rs. 16400-450-20000/

GUJARAT

Principal Chief Conservator of Forests	Rs. 24050-650-26000/
Chief Conservator of Forest, Wildlife	Rs. 18400-500-22400/
Chief Conservator of Forests, Social Forestry	Rs. 18400-500-22400/
Chief Conservator of Forests, (Development & Management)	Rs. 18400-500-22400/
Chief Conservator of Forests, Development of	Rs. 18400-500-22400/

Forest Settlement

Conservator of Forests	Rs. 16400-450-20000/
Conservator of Forests, Social Forestry	Rs. 16400-450-20000/
Conservator of Forests, Wildlife	Rs. 16400-450-20000/
Conservator of Forests, Planning , Research Information and Reporting	Rs. 16400-450-20000/
Conservator of Forests, Project Planning Monitoring and Evaluation	Rs. 16400-450-20000/
Conservator of Forests, Headquarters	Rs. 16400-450-20000/
Conservator of Forests, Research & Working Plans	Rs. 16400-450-20000/

HARYANA

Principal Chief Conservator of Forests	Rs. 24050-650-26000/
Chief Conservator of Forests (Development & Wildlife)	Rs. 18400-500-22400/
Chief Conservator of Forests (Social Forestry)	Rs. 18400-500-22400/
Chief Conservator of Forests (Protection)	Rs. 18400-500-22400/
Conservator of Forests (Territorial)	Rs. 16400-450-20000/

[North, South &
West]

Chief Conservator of Forests (Headquarters)	Rs. 16400-450- 20000/
Conservator of Forests (Development)	Rs. 16400-450- 20000/
Conservator of Forests (Social Forestry)	Rs. 16400-450- 20000/

HIMACHAL PRADESH

Principal Chief Conservator of Forests	Rs. 24050-650- 26000/
Chief Conservator of Forests (Protection)	Rs. 18400-500- 22400/
Chief Conservator of Forests (Wildlife) & Chief Wildlife Warden	Rs. 18400-500- 22400/
Chief Conservator of Forests (Planning & Development)	Rs. 18400-500- 22400/
Conservator of Forests (Territorial) [Chamba, Dharamsalaa, Mandi, Kulu, Bilaspur, Nahan, Shimla, Rampur)	Rs. 16400-450- 20000/
Conservator of Forests (Research & Development)	Rs. 16400-450- 20000/
Conservator of Forests (Project)	Rs. 16400-450- 20000/
Conservator of Forests (Headquarters)	Rs. 16400-450- 20000/

Conservator of Forests(Working Plan)	Rs. 16400-450-20000/
Conservator of Forests (Wildlife)	Rs. 16400-450-20000/
Conservator of Forests (Planning)	Rs. 16400-450-20000/

JAMMU AND KASHMIR

Principal Chief Conservator of Forests	Rs. 24050-650-26000/
Chief Conservator of Forests(Jammu)	Rs. 18400-500-22400/
Chief Conservator of Forests (Kashmir)	Rs. 18400-500-22400/
Chief Conservator of Forests (Social Forestry)	Rs. 18400-500-22400/
Chief Conservator of Forests (Wildlife) & Chief Wildlife warden)	Rs. 18400-500-22400/
Conservator of Forests (Territorial)	Rs. 16400-450-20000/
Conservator of Forests (Working Plan)	Rs. 16400-450-20000/
Conservator of Forests (Research)	Rs. 16400-450-20000/
Conservator of Forests/Regional Director, (Social Forestry)	Rs. 16400-450-20000/

KARNATAKA

Principal Chief Conservator of	Rs. 24050-650-26000/
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Forests

Principal Chief Conservator of Forests (Evaluation, Working Plans , Research & Training)	Rs. 24050-650-26000/
Chief Conservator of Forests (Protection & Management)	Rs. 18400-500-22400/
Chief Conservator of Forests (Development)	Rs. 18400-500-22400/
Chief Conservator of Forests (Wildlife) and Chief Wildlife Warden	Rs. 18400-500-22400/
Chief Conservator of Forests (Social Forestry)	Rs. 18400-500-22400/
Chief Conservator of Forests (Western Ghats Project)	Rs. 18400-500-22400/
Chief Conservator of Forests (Working Plan and forest Research & Training)	Rs. 18400-500-22400/
Conservator of Forests (Territorial) [Bangalore, Mysore, Kodagu, Shimoga, Beilary, Belgaun, Canara Circle -Sirsi, Gulbarga, Hassan]	Rs. 16400-450-20000/
Conservator of Forests (Planning Unit, Western Ghat Forestry and Environment Development)	Rs. 16400-450-20000/
Conservator of Forests (Training &	Rs. 16400-450-20000/

Eco-tourism)

Conservator of Forests (Research & Utilisation)	Rs. 16400-450-20000/
Conservator of Forests (Forest Conservation)	Rs. 16400-450-20000/
Conservator of Forests (Social Forestry) [Northern Region, Dharwar, Southern Region, Bangalore]	Rs. 16400-450-20000/
Conservator of Forests (Development)	Rs. 16400-450-20000/
Conservator of Forests (Vigilance)	Rs. 16400-450-20000/
Conservator of Forests (Wildlife) [Northern Circle, Shimoga, Southern Circle, Mysore]	Rs. 16400-450-20000/
Field Director, Project Tiger	Rs. 16400-450-20000/

KERALA

Principal Chief Conservator of Forests	Rs. 24050-650-26000/
Chief Conservator of Forests, Development	Rs. 18400-500-22400/
Chief Conservator of Forests, Social Forestry	Rs. 18400-500-22400/
Chief Conservator of Forests, Wildlife	Rs. 18400-500-22400/
Chief Conservator of Forests, Protection	Rs. 18400-500-22400/

Conservator of Forests,	Rs. 16400-450-20000/
Conservator of Forests, Wildlife	Rs. 16400-450-20000/
Conservator of Forests, Working Plan & Research	Rs. 16400-450-20000/
Conservator of Forests, Planning & Statistics	Rs. 16400-450-20000/
Conservator of Forests, Administration	Rs. 16400-450-20000/
Conservator of Forests, Vested Forests	Rs. 16400-450-20000/
Conservator of Forests, Inspection & Evaluation	Rs. 16400-450-20000/
Conservator of Forests, Social Forestry	Rs. 16400-450-20000/
Conservator of Forests, (Nodal Officer - Special Afforestation)	Rs. 16400-450-20000/
Field Director, Project Tiger	Rs. 16400-450-20000/

MADHYA PRADESH

Principal Chief Conservator of Forests	Rs. 24050-650-26000/
Chief Conservator of Forests, Wildlife	Rs. 18400-500-22400/
Chief Conservator of Forests, Social Forestry	Rs. 18400-500-22400/
Chief Conservator of Forests, Development	Rs. 18400-500-22400/

Chief Conservator of Forests, Production	Rs. 18400-500-22400/
Chief Conservator of Forests, Land Management	Rs. 18400-500-22400/
Chief Conservator of Forests, Research & Working Plan	Rs. 18400-500-22400/
Chief Conservator of Forests, Administration (Gazetted)	Rs. 18400-500-22400/
Chief Conservator of Forests, Industries	Rs. 18400-500-22400/
Chief Conservator of Forests, Protection	Rs. 18400-500-22400/
Chief Conservator of Forests, Vigilance & Complaints	Rs. 18400-500-22400/
Chief Conservator of Forests, Budget and Accounts	Rs. 18400-500-22400/
Chief Conservator of Forests, Administration (Non-Gazetted)	Rs. 18400-500-22400/
Conservator of Forests, Territorial	Rs. 16400-450-20000/
Conservator of Forests, Working Plan	Rs. 16400-450-20000/
Conservator of Forests, Kanha Tiger Project	Rs. 16400-450-20000/
Principal, Rangers College, Balaghat	Rs. 16400-450-20000/
Director, State Forest Research Institute	Rs. 16400-450-20000/
Conservator of Forests, Development and Planning	Rs. 16400-450-20000/

Conservator of Forests, Monitoring	Rs. 16400-450-20000/
Conservator of Forests, Plantations	Rs. 16400-450-20000/
Conservator of Forests, Administration (Gazetted)	Rs. 16400-450-20000/
Conservator of Forests, Co-ordination	Rs. 16400-450-20000/
Conservator of Forests, Research & Working Plan	Rs. 16400-450-20000/
Conservator of Forests, Industries	Rs. 16400-450-20000/

MAHARASHTRA

Principal Chief Conservator of Forests	Rs. 24050-650-26000/
Chief Conservator of Forests (Conservation)	Rs. 18400-500-22400/
Chief Conservator of Forests (Production)	Rs. 18400-500-22400/
Director, Social Forestry Directorate	Rs. 18400-500-22400/
Chief Conservator of Forests (Wildlife)	Rs. 18400-500-22400/
Chief Conservator of Forests (Evaluation and Nationalisation)	Rs. 18400-500-22400/
Conservator of Forests (Territorial)	Rs. 16400-450-20000/
Conservator of Forests (Working Plan Circle)	Rs. 16400-450-20000/
Conservator of Forests	Rs. 16400-450-20000/

(Headquarters)

Conservator of Forests (Evaluation Unit)	Rs. 16400-450-20000/
Conservator of Forests, Education Circle, Pune	Rs. 16400-450-20000/
Conservator of Forests, Research Circle, Pune	Rs. 16400-450-20000/
Joint Director, Social Forestry (Monitoring and Evaluation)	Rs. 16400-450-20000/
Joint Director, Social Forestry Circle	Rs. 16400-450-20000/
Conservator of Forests & Nodal Officer, Office of PCCF, Nagpur	Rs. 16400-450-20000/
Conservator of Forests & Field Director, Project Tiger, Melghat	Rs. 16400-450-20000/
Conservator of Forests, Wildlife, Western Region, Borivilli	Rs. 16400-450-20000/
Conservator of Forests, Wildlife, Vidarbha Region, Nagpur	Rs. 16400-450-20000/

**MANIPUR-
TRIPURA**

Principal Chief Conservator of Forests	Rs. 24050-650-26000/
Chief Conservator of Forests	Rs. 18400-500-22400/
Conservator of Forests (Territorial)	Rs. 16400-450-20000/

Conservator of Forests (Headquarters)	Rs. 16400-450-20000/
Conservator of Forests (Functional)	Rs. 16400-450-20000/
Conservator of Forests (Social Forestry)	Rs. 16400-450-20000/

Tripura

Principal Chief Conservator of Forests	Rs. 24050-650-24600
Chief Conservator of Forests	Rs. 18400-500-22400/
Conservator of Forests (Territorial)	Rs. 16400-450-20000/
Conservator of Forests (Development & Planning)	Rs. 16400-450-20000/
Conservator of Forests (Social Forestry)	Rs. 16400-450-20000/

NAGALAND

Principal Chief Conservator of Forests	Rs. 24050-650-26000/
Chief Conservator of Forests	Rs. 18400-500-22400/
Conservator of Forests (Territorial)	Rs. 16400-450-20000/
Conservator of Forests (Functional)	Rs. 16400-450-20000/
Conservator of Forests (Wildlife)	Rs. 16400-450-20000/

ORISSA

Principal Chief Conservator of Forests	Rs. 24050-650-26000/
Chief Conservator of Forests	Rs. 18400-500-24500/
Chief Conservator of Forests (Kendu Leaf)	Rs. 18400-500-24500/
Chief Conservator of Forests and Director (Social Forestry)	Rs. 18400-500-24500/
Chief Conservator of Forests(Wildlife)	Rs. 18400-500-24500/
Conservator of Forests (Territorial)	Rs. 16400-450-20000/
Conservator of Forests (Development)	Rs. 16400-450-20000/
Conservator of Forests (Kendu Leaf)	Rs. 16400-450-20000/
Conservator of Forests (Working Plan)	Rs. 16400-450-20000/
Conservator of Forests (Social Forestry)	Rs. 16400-450-20000/
Conservator of Forests (Project Formulation & Evaluation)	Rs. 16400-450-20000/
Field Director, Simlipal Tiger Reserve	Rs. 16400-450-20000/
Conservator of Forests (Nodal)	Rs. 16400-450-20000/
Director, Nandankanan Wildlife Park	Rs. 16400-450-20000/

PUNJAB

Principal Chief Conservator of Forests	Rs. 24050-650-26000/
Chief Conservator of Forests	Rs. 18400-500-22400/
Conservator of Forests (Territorial)	Rs. 16400-450-20000/
Conservator of Forests (Headquarters)	Rs. 16400-450-20000/
Director, MC Zoological Park	Rs. 16400-450-20000/
Joint Development Commissioner, Integrated Watershed Development Project (Hills), Kandi Area	Rs. 16400-450-20000/

RAJASTHAN

Principal Chief Conservator of Forests	Rs. 24050-650-26000/
Chief Conservator of Forests and Chief Wildlife Warden, Jaipur	Rs. 18400-500-2400/
Chief Conservator of Forests and Director Desert Afforestation, Jodhpur	Rs. 18400-500-2400/
Chief Conservator of Forests (Development) Jaipur	Rs. 18400-500-2400/
Chief Conservator of Forests (Forestry Development Project)	Rs. 18400-500-2400/

Chief Conservator of Forests (Administration) Jaipur	Rs. 18400-500- 2400/
Chief Conservator of Forests (Projects) Jaipur	Rs. 18400-500- 2400/
Conservator of Forests (Territorial) [Udaipur, Kota, Jaipur I & II, Jodhpur, Ajmer, Sikar]	Rs. 16400-450- 20000/
Conservator of Forests (Departmental Operations, Jaipur)	Rs. 16400-450- 20000/
Conservator of Forests (Indira Gandhi Pariyojna, Bikaner I & II)	Rs. 16400-450- 20000/
Conservator of Forests, Wildlife, Jaipur	Rs. 16400-450- 20000/
Conservator of Forests, Headquarters, Jaipur	Rs. 16400-450- 20000/
Conservator of Forests, Project Formulation and Evaluation, Jaipur	Rs. 16400-450- 20000/
Conservator of Forests, Tendu Patta, Jaipur	Rs. 16400-450- 20000/
Conservator of Forests, Projects [Kota & Jaipur]	Rs. 16400-450- 20000/
Conservator of Forest, Forestry Development Project, Jaipur	Rs. 16400-450- 20000/
Conservator of Forests & Field Director,	Rs. 16400-450- 20000/

Ranthambore
Project,
Swaimadhopur

Conservator of
Forests, Desert
National Park,
Jodhpur

Rs. 16400-450-
20000/

SIKKIM

Principal Chief
Conservator of
Forests

Rs. 24050-650-
26000/

Chief Conservator of
Forests

Rs. 18400-500-
22400/

Conservator of
Forests (Territorial)

Rs. 16400-450-
20000/

Conservator of
Forests (Soil
Conservation)

Rs. 16400-450-
20000/

Conservator of
Forests (Research &
Development)

Rs. 16400-450-
20000/

Conservator of
Forests (Social
Forestry)

Rs. 16400-450-
20000/

Conservator of
Forests (Wildlife)

Rs. 16400-450-
20000/

TAMIL NADU

Principal Chief
Conservator of
Forests

Rs. 24050-650-
26000/

Chief Conservator of
Forests (Social
Forestry)

Rs. 18400-500-
22400/

Chief Conservator of
Forests (Planning &
Development)

Rs. 18400-500-
22400/

Chief Conservator of Forests (Protection)	Rs. 18400-500-22400/
Chief Conservator of Forests (Wildlife)	Rs. 18400-500-22400/
Chief Conservator of Forests (Research & Training)	Rs. 18400-500-22400/
Conservator of Forests (Territorial) [Salem, Vellore, Tiruchirapalli, Madurai, Madras, Coimbatore]	Rs. 16400-450-20000/
Director, Arignagar Anna Zoological Park (Vandaloor Zoo) & Conservator of Forests (Wildlife), Northern Region	Rs. 16400-450-20000/
Conservator of Forests (Social Forestry) [Tiruchirapalli, Chengalpattu, Madurai, Tirunelveli, Salem]	Rs. 16400-450-20000/
Conservator of Forests (Social Forestry Research, Madras)	Rs. 16400-450-20000/
Conservator of Forests (Research) [Eastern Circle-Madras, Western Circle-Coimbatore]	Rs. 16400-450-20000/
Conservator of Forests (Working Plan, Tiruchi)	Rs. 16400-450-20000/
Conservator of Forests (Forest Conservation-Nodal Officer)	Rs. 16400-450-20000/

Conservator of Forests & Field Director, Project Tiger, Kalakad- Mundanthurai, Tirunelveli	Rs. 16400-450- 20000/
Conservator of Forests (Wildlife) [Southern Region- Tirunelveli, Western Region-Coimbatore]	Rs. 16400-450- 20000/

UTTAR PRADESH

Principal Chief Conservator of Forests (General)	Rs. 24050-650- 26000/
Principal Chief Conservator of Forests (Evaluation & Working Plans)	Rs. 24050-650- 26000/
Chief Conservator of Forests, (Development Plains, Lucknow)	Rs. 18400-500- 22400/
Chief Conservator of Forests (Development Hills, Nainital)	Rs. 18400-500- 22400/
Chief Conservator of Forests, (Management Training & Research, Nainital)	Rs. 18400-500- 22400/
Chief Conservator of Forests (Administration, Planning & Conservation, Lucknow)	Rs. 18400-500- 22400/
Chief Conservator of Forests, (Central Region, Lucknow)	Rs. 18400-500- 22400/

Chief Conservator of Forests (Eastern Region, Allahabad)	Rs. 18400-500-22400/
Chief Conservator of Forests, (Western Region, Bareilly)	Rs. 18400-500-22400/
Chief Conservator of Forests (Wildlife) & Chief Wildlife Warden	Rs. 18400-500-22400/
Chief Conservator of Forests, (Garhwal Region, Dehradun)	Rs. 18400-500-22400/
Chief Conservator of Forests (Kumaon Region, Nainital)	Rs. 18400-500-22400/
Conservator of Forests (Territorial) [North Kumaon, Nainital; Western Circle, Nainital; Shiwalik Circle, Dehra Dun; Yamuna Circle, Dehradun; Eastern Circle, Gorakhpur; Garhwas Circle, Pauri; Bundelkhand Circle, Jhansi; Vindhyan Circle, Mirzapur; South Kumaon Circle, Nainital; Avadh Circle, Lucknow; Saryu Circle, Faizabad; Bhagirathi, Muni-Ki- Reti; Varanasi; Bareilly, Agra; Moradabad; Allahabad; Meerut; Kanpur]	Rs. 16400-450-20000/
Conservator of Forests (Working Plan Circle I & II, Nainital)	Rs. 16400-450-20000/

Conservator of Forests (Research - Plains, Lucknow)	Rs. 16400-450-20000/
Conservator of Forests (Research - Hills, Haldwani)	Rs. 16400-450-20000/
Conservator of Forests (Headquarters, Lucknow)	Rs. 16400-450-20000/
Conservator of Forests (Extension & Publicity , Lucknow)	Rs. 16400-450-20000/
Director (Forestry Training Institute, Haldwani)	Rs. 16400-450-20000/
Conservator of Forests & Field Director (Dudhwa National Park, Lakhimpur -Kheri)	Rs. 16400-450-20000/
Conservator of Forests & Field Director (Nandadevi Biosphere Reserve, Gopeshwar)	Rs. 16400-450-20000/
Conservator of Forests & Field Director (Corbett National Park, Ramnagar)	Rs. 16400-450-20000/
Conservator of Forests (Fire Fighting, Haldwani)	Rs. 16400-450-20000/
Conservator of Forests & Project Director (Land Survey Directorate, Dehra Dun)	Rs. 16400-450-20000/
Conservator of Forests (Wildlife - Headquarters, Lucknow)	Rs. 16400-450-20000/

Conservator of Forests (World Food Programme - Headquarters, Lucknow)	Rs. 16400-450-20000/
Conservator of Forests (Monitoring, Lucknow)	Rs. 16400-450-20000/
Conservator of Forests & Nodal Officer, Lucknow	Rs. 16400-450-20000/
Conservator of Forests (Planning & Development, Lucknow)	Rs. 16400-450-20000/

WEST BENGAL

Principal Chief Conservator of Forests	Rs. 24050-650-26000/
Chief Conservator of Forests - Development	Rs. 18400-500-22400/
Chief Conservator of Forests	Rs. 18400-500-22400/
Chief Conservator of Forests - Social Forestry	Rs. 18400-500-22400/
Chief Conservator of Forests - Wildlife	Rs. 18400-500-22400/
Conservator of Forests	Rs. 16400-450-20000/
Conservator of Forests, Soil Conservation	Rs. 16400-450-20000/
Conservator of Forests, Research & Working Plan	Rs. 16400-450-20000/
Conservator of Forests, Planning & Development	Rs. 16400-450-20000/

Conservator of Forests, Personnel	Rs. 16400-450-20000/
Conservator of Forests, Wildlife	Rs. 16400-450-20000/
Conservator of Forests, Social Forestry	Rs. 16400-450-20000/
Field Director, Sunderbhans/ Buxa Tiger Reserve	Rs. 16400-450-20000/

SCHEDULE III B - Posts carrying pay in the senior scale⁸ of the Indian Forest Service under the State Governments including posts carrying special allowance²¹ in addition to pay in the time-scale.

(1)

The number of posts in the Selection Grade in a State cadre shall be equal to 20 per cent of the total number of senior posts in the State. **Explanation - (1)** The expression "senior posts in the State" shall mean senior posts under a State Government as specified in item 1 of the Schedule to the Indian Forest Service (Fixation of cadre strength) Regulations, 1966.

(II)

The number of Selection grade posts shall be worked out under this clause on the basis of the authorised strength and no changes need be made consequent on a temporary addition to a cadre or temporary holding in abeyance of a cadre post. **(IA)** The State Government concerned shall be competent to grant special allowance²¹ for any of the posts specified in this part of the Schedule either individually or with reference to a group of class of such posts.²¹ **(2)** The amount of any special allowance which may be sanctioned by the State Governments concerned under clause (1A) shall be Rs.400, Rs.600, or Rs.800, as may, from time to time, be determined by the State Government concerned.

(3)

Posts in the junior time-scale of service have not been specified in the Schedule but it shall be within the competence of the State Governments concerned to sanction any special allowance to be attached to such posts.

SCHEDULE *C - Posts carrying pay above the time-scale or Central (Deputation or Tenure Allowance)²² in addition to pay in the time-scale under the Central Government when held by members

**Deputy Conservator of Forests
(Territorial) [Anantpur,
Chittoor East, Chittoor West,
Atmakur, Nandyal, Cuddapah,
Rajampet, Guntur, Markapur,
Nellore, Kakinada, Elluru,
Narsipatnam, Srikakulam,
Hyderabad, Mahabubnagar,
Nizamabad, Kamareddy,
Kagaznagar, Bellampalli,
Mncherial, Nirmal, Adilabad,
Warangal North, Warnagal
South, Kaarimnagar East,
Karimnagar West, Khammam,
Bhadrachalam North,
Bhadrachalam]**

**Deputy Conservator of Forests,
Soil Conservator**

**Deputy Conservator of Forests,
Trading**

**Assistant Chief Conservator of
Forests**

State Silviculturist

Curator, Nehru Zoological Park

**Curator, Indira Gandhi
Zoological Park,
Vishakhapatnam**

**Curator, Sri Venkateswara
Zoological Park Thirupathi**

Working Plan Officer

Forest Utilisation Officer

**Principal Forest School,
Yalandu**

Forest Geneticist

**ARUNACHAL PRADESH-
GOA-MIZORAM-UNION
TERRIROTIES**

Arunachal Pradesh

**Deputy Conservator of Forests
(Territorial) [Dibang, Lohit,
Along, Namsai, Pasighat,
Nampong, Bandardeva,
Deomali, Heapoli, Bomdila]**

**Deputy Conservator of Forests
(Headquarters)**

**Deputy Conservator of Forests
(Wildlife)**

**Deputy Conservator of Forests
(Industries)**

**Deputy Conservator of Forests
(Working Plan)**

**Deputy Conservator of Forests
(Forest Utilisation)**

**Deputy Conservator of Forests
(Research, Resources Survey)**

**Deputy Conservator of Forests
(Silviculture)**

**Deputy Conservator of Forests
(Forest Statistics & Planning)**

**Deputy Conservator of Forests
& Field Director, Project Tiger,
Namdapha**

**Deputy Conservator of Forests
(Social Forestry)**

Goa

**Deputy Conservator of Forests
(Territorial)**

**Deputy Conservator of Forests
(Cashew)**

**Deputy Conservator of Forests
(Working Plan)**

**Deputy Conservator of Forests
(Forest Utilisation)**

**Deputy Conservator of Forests
(Wildlife)**

**Deputy Conservator of Forests
(Social Forestry)**

Mizoram

**Deputy Conservator of Forests
(Territorial) [Aizwal, Kolasib,
Lunglei, Champhai, Kawrthan,
Darlawn]**

**Deputy Conservator of Forests
(Planning)**

**Deputy Conservator of Forests
(Training)**

**Deputy Conservator of Forests
(Working Plan)**

**Deputy Conservator of Forests
(Wildlife)**

**Deputy Conservator of Forests
(Resources Survey &
Silviculture)**

Andaman & Nicobar

**Deputy Conservator of Forests
(Territorial) [Diglipur,
Mayaabunder, Middle
Andaman, Baratang, South
Andaman, Little Aandaman,
Nicobar Islands]**

**Deputy Conservator of Forests
(Depot.)**

**Deputy Conservator of Forests
(Biosphere Reserve)**

**Deputy Conservator of Forests
(Mill)**

**Deputy Conservator of Forests
(Silviculture)**

**Deputy Conservator of Forests
(Working Plan)**

**Deputy Conservator of Forests
(Forest Utilisation)**

**Deputy Conservator of Forests
(Headquarters)**

**Deputy Conservator of Forests
(Wildlife)**

**Dadra and Nagar Heveli &
Daman & Diu**

**Deputy Conservator of Forests
(Territorial) [Dadra & Nagar
Haveli]**

**Deputy Conservator of Forests
(Wildlife) [Dadra & Nagar
Haveli]**

**Deputy Conservator of Forests,
Daman & Diu**

Delhi

**Deputy Conservator of Forests
(Rural)**

**Deputy Conservator of Forests
(Urban)**

**Deputy Conservator of Forests
(Reserve Forests)**

Pondicherry

**Deputy Conservator of Forests
& Chief Wildlife Warden**

Lakshadweep

**Deputy Conservator of Forests
& Chief Wildlife Warden**

Chandigarh

**Deputy Conservator of Forests
& Chief Wildlife Warden**

ASSAM-MEGHALAYA

ASSAM

**Deputy Conservator of Forests
(Territorial)**

**Deputy Conservator of Forests
(Assam State Zoo)**

**Deputy Conservator of Forests
(Wildlife)**

Working Plan Officer

Forest Utilisation Officer

Planning Officer

Silviculturist

MEGHALAYA

**Deputy Conservator of Forests
(Territorial) [Khasi Hills, Jantia
Hills, Garo Hills]**

**Deputy Conservator of Forests
(Training)**

Working Plan Officer

Planning Officer

Silviculturist

**Director, Balphakram National
Park**

**Deputy Conservator of Forests
(Utilisation)**

**Deputy Conservator of Forests
(Wildlife) (East & West Khasi
Hills Wildlife Division)**

**Deputy Conservator of Forests
(Social Forestry)**

BIHAR

**Deputy Conservator of Forests,
(Territorial) [Saranda, Kolhan,
Porahat, Dhalbhum, Ranchi
(W), anchi (E), Latehar,
Daltonganj (N), Daltoonganj (S),
Garhwa (N), Garhwa (S),
Hazaribagh (E), Hazaribagh
(W), Kodama, Chattra (S),
Chattra (N), Dhanbad, Giridgih,
Gaya, Sahabad, Banka,
Munghyr, Dumka, Gumla,
Chaibassa (S), Chaibassa (N)**

**Deputy Conservator of Forests,
Afforestation**

**Deputy Conservator of Forests,
Departmental Working**

**Deputy Conservator of Forests,
Forest Resources Survey**

**Deputy Conservator of Forests
State Training**

**Deputy Conservator of Forests,
Planning**

**Deputy Conservator of Forests,
Social Forestry**

**Deputy Conservator of Forests
(Director, Biological Park, Patna
)**

**Deputy Conservator of Forests-
cum-Director, Forestry Training
School, Mshilong, Ranchi**

**Deputy Conservator of Forests,
Research**

**Deputy Conservator of Forests,
Utilisation**

**Deputy Conservator of Forests,
Working Plan**

**Deputy Conservator of Forests
Plantation Research &
Evaluation**

**Deputy Conservator of Forests,
Soil Conservation**

**Deputy Conservator of Forests,
Wildlife**

Deputy Director - Project Tiger

**Deputy Conservator of Forests,
(Extension Division) [Siwan &
Begusarai]**

GUJARAT

Deputy Conservator of Forests,

**Deputy Conservator of Forests,
Social Forestry**

**Deputy Conservator of Forests
(Sanctuary Superintendent
Sasan).**

**Deputy Conservator of Forests,
Wildlife**

**Deputy Conservator of Forests
(Silviculture & Forests
Utilisation)**

**Deputy Conservator of Forests,
Research**

**Deputy Conservator of Forests,
Assistant to CCF**

**Deputy Conservator of Forests,
Working Plan**

**Deputy Conservator of Forests,
Publicity & Liaison**

**Deputy Conservator of Forests
(Principal, Rajpipla Rangers'
Training College)**

**Deputy Conservator of
Forests,(Project Planning
Moinitoring and Evaluation)**

**Deputy Conservator of Forests
(Community Forestry Project)**

HARYANA

**Deputy Conservator of Forests
(Territorial) [Morni, Ambala,
Yamuna Nagar, Kurukshetra,
Kaithal, Karnal, Sonapat,
Gurgaon, Faridabad,
Mohindergarh, Rohtak, Jind,
Bhiwani, Hissar, and Sirsa]**

**Deputy Conservator of Forests
(Production) [Yamunanagar,
Kurukshetra, Karnal and
Hissar]**

**Deputy Conservator of Forests
(Research) Pinjore**

**Deputy Conservator of Forests
(Training), Pinjore**

**Deputy Conservator of Forests
(Publicity & Extension) Ambala**

**Deputy Conservator of Forests
(Working Plan), Ambala**

**Deputy Conservator of Forests
(Monitoring & Evaluation),
Karnal**

**Deputy Conservator of Forests
(Social Forestry) [Ambala,
Panipat, Faridabad, Rohtak,
Hissar, Rewari and Bhiwani]**

**Deputy Conservator of Forests
(Social Forestry-Headquarters)**

HIMACHAL PRADESH

**Deputy Conservator of Forests
(Territorial)**

**Deputy Conservator of Forests
(Working Plan)**

**Deputy Conservator of Forests
(Wildlife)**

**Deputy Conservator of Forests
(Monitoring & Evaluation)**

State Silviculturists

JAMMU AND KASHMIR

**Deputy Conservator of Forests
(Territorial) [Jammu, Kathna,
Billawar, Udhampur,
Ramnagar, Rajouri, Nowshra,
Poonch, Mahore, Reasi, Batote,
Ramban, Doda, Kishtwar,
Marwah, Bhandarwah, JV,
Kehmil, Kamray, Langet,
Bandipore, Pir Panchal,,
Shopian, Ganderbal, Anantnag,
Lidder, Lehand, Kargil Forest
Divisions**

**Deputy Conservator of Forests
(Srinagar & Jammu, Urban
Forestry Divisions)**

**Deputy Conservator of Forests
(Project Palnning Division)**

**Deputy Conservator of Forests
(Statistical Division)**

**Deputy Conservator of Forests
(Social Forestry) [Jammu,
Kathna, Doda, Srinagar,
Anantnag & Udhampur, Social
Forestry Division]**

Regional Wildlife Warden

**Deputy Conservator of Forests
(Working Plan Divisions I & II)**

KARNATAKA

**Deputy Conservator of Forests
(Territorial) [Bangalore Urban
Division, Bangalore Rural
Division, Tumkur, Kolar,
Belgaun, Dharwad, Gadag,
Ghatprabha, Bagalkot, Bellary,
Chitradurga, Raichur,
Gulbarga, Bidar, Mandya,
Kollegal, Mysore, Hassan,
Madikeri, Mangalore,
Coondapur, Shimoga, Sagar,
Bhadravati, Koppa,
Chickmagalur, Yellapur,
Honnavar, Sirsi, Karwar,
Haliyal Forest Divisions]**

**Deputy Conservator of Forests
(Working Plan & Survey -
Mysore, Chickmagalur,
Shimoga, Dharwar, Belgaun,
Bellary]**

**Deputy Conservator of Forests
(Wildlife - Hunsur,
Chamrajnagar, Karkala,
Dandeli]**

**Deputy Conservator of Forests
(Protection and Management)**

**Deputy Conservator of Forests
(Forest Utilisation)**

**Deputy Conservator of Forests
(Headquarters)**

**Deputy Conservator of Forests
to Chief Conservator of Forests,
(Development)**

Silviculturist

**Deputy Conservator of Forests,
Zilla Panchayats**

**Deputy Conservator of Forests
(Project Planning & Monitoring
Unit, Western Ghat
Environment Project)**

KERALA

Deputy Conservator of Forests

**Deputy Conservator of Forests-
Silent Valley**

**Deputy Conservator of
Forests,Coordination**

**Deputy Conservator of Forests -
World Food Programme**

Silvicultural Research Officer

Forest Utilisation Officer

Working Plan Officers

Principal, Kerala Forests School

Wildlife Preservation Officer

**Deputy Conservator of Forests-
Social Forestry**

**Deputy Conservator of Forests,
Fire Department-cum-Training
Centre**

**Deputy Conservator of Forests
Director, Scheduled Castes Devt.
Deptt.**

**Deputy Conservator of Forests,
Planning**

**Deputy Conservator of Forests,
Industries**

**Deputy Conservator of Forests,
Wildlife**

MADHYA PRADESH

**Deputy Conservator of Forests,
Territorial)**

**Deputy Conservator of Forests,
Production and Sales**

**Deputy Conservator of Forests,
Plantations**

**Deputy Conservator of Forests,
Wildlife**

Working Plan Officers

**Deputy Director, State Forest
Research Institute**

MAHARASHTRA

**Deputy Conservator of Forests
(Territorial) [Nagpur, Wardha,
Gondia, Bhandara, Gadchirili,
Chardrapur, Brahmapuri,
Wadsa, Allapalli, Bhamragad,
Sironcha, Central Chanda,
Amravati, East Melghat, West
Melghat, South Melghat,
Yevatmal, Pusad,
Pandharkawada, Buladhana,
Akola, West Dhule, North Dhule,
Jalgaon, Yawal, Mewasi,
Aurangabad, Nanded, Parbhani,
West Nashik, East Nashik,
Ahmednagar, Thane, Shahapur,
Dahanu, Alibag, Roha, Pune,
Junnar, Solapur, Kolhapur,
Satara, Sawantwadi, Jawhar]**

**Deputy Conservator of Forests
(Planning)**

**Deputy Conservator of Forests
(Working Plan)**

**Deputy Conservator of Forests
Tendu Leaves, Office of the
Chief Conservator of Forests
(E&N), Nagpur**

**Deputy Conservator of Forests
(Evaluation Unit)**

**Director, Foresters' Training
School**

**Director, Forest Guards'
Training School**

Forest Utilisation Officer

Silviculturist

**Officer on Special Duty for
Labourers' Cooperative Society**

**Deputy Conseevator of Forests
(Personnel)**

**Deputy Conservator of Forests,
Tadoba National Park**

**Deputy Conservator of Forests
(Transport and Marketing)**

**Deputy Director (Forests),
Vigilance & Anti-Corruption
Bureau**

**Officer on Special Duty,
Revenue & Forests Department**

**Deputy Conservator of Forests
(Administration) Office of Chief
Conservator of Forests (Wildlife)**

**Deputy Conservator of Forests,
Sanjay Gandhi National Park,
Borivalli**

**Deputy Conservator of Forests
(Wildlife) Nashik & Kolhapur**

MANIPUR-TRIPURA

**Deputy Conservator of Forests
(Territorial) [Southern Division,
Tengnongpal, Western Division,
Jiribam, Central, Eastern,
Northern, Thoubal, Bishenpur
Forest Division]**

**Deputy Conservator of Forests
(Wildlife Headquarters &
Manipur Zoological Park)**

**Deputy Conservator of Forests
(Working Plan)**

**Deputy Conservator of Forests
(Resources Survey Division)**

**Deputy Conservator of Forests
(Soil Conservation)**

**Deputy Conservator of Forests
(Social Forestry)**

**Deputy Conservator of Forests
(Wildlife) [Kabul, National Park
& Yangon-Pokpi Wildlife
Sanctuary]**

**Deputy Conservator of Forests
(Research, Silviculture and
Training)**

**Deputy Conservator of Forests
(Rubber)**

Tripura

**Deputy Conservator of Forests
(Territorial) [Kanchanpur,
Northern Divn. Manu, Ambasa,
Teliamura, Sadar, Udaipur,
Southern Divn. Gumti Forest
Divn.,)**

**Deputy Conservator of Forests
(Wildlife)**

**Deputy Conservator of Forests
(Working Plan)**

**Deputy Conservator of Forests
(Headquarters)**

**Deputy Conservator of Forests
(Research)**

**Deputy Conservator of Forests
(Training)**

**Deputy Conservator of Forests
(Planning & Development)**

**Deputy Conservator of Forests
(Social Forestry)**

NAGALAND

**Deputy Conservator of Forests
(Territorial)**

**Deputy Conservator of Forests
(Social Forestry)**

Working Plan Officer

Silviculturist

Forest Utilisation Officer

Wildlife Preservation Officer

ORISSA

**Deputy Conservator of Forests
(Territorial)**

**Deputy Conservator of Forests
(Forest Resources Survey)**

**Principal, Forest Rangers
Training College**

Working Plan Officer

Forest Utilisation Officer

Planning Officer

Silviculturist

**Assistant Chief Conservator of
Forests**

Wildlife Conservation Officer

**Deputy Conservator of Forests
(Kendu Leaf)**

**Deputy Conservator of Forests
(Social Forestry)**

PUNJAB

**Deputy Conservator of Forests
(Territorial) [Ropar,
Hoshiarpur, Garshankar,
Dasuya, Ludhiana, Jalandhar,
Amritsar, Gurdaspur,
Ferozepur, Patiala, Bhatinda,
Faridkot, Sangrur]]**

**Deputy Conservator of Forests
(Planning & Investigation
Division)**

**Deputy Conservator of Forests
(Working Plan Division)**

**Deputy Conservator of Forests
(Research & Training Division)**

**Deputy Conservator of Forests
(Integerated Watershed
Development Project) [Dasua,
Hoshiarpur, Mohali]**

**Deputy Conservator of Forests
(Extension Division)**

RAJASTHAN

**Deputy Conservator of Forests
(Territorial) [Udaipur,
Banswara, Sirohi, Dungarpur,
Kota, Bundi, Baran, Jhalawar,
Jaipur, Bharatpur, Jodhpur,
Barmer, Pali, Ajmer, Tonk,
Chittorgarh, Churu, Alwar,
Dholpur and Bikaner]**

**Deputy Conservator of Forests
(Afforestation Project for
Aravalli Hills) [Jaipur &
Udaipur]**

**Deputy Conservator of Forests
(Planning) Jaipur**

**Deputy Conservator of Forests
(Departmental Operations)
[Jaipur, Udaipur, Banswada]**

**Deputy Conservator of Forests
(Projects) [Bikaner I & II, Kota
I & II, Jaisalmer, Ajmer,
Sawaimadhopur and Udaipur,
(North)]**

**Deputy Conservator of Forests -
Training & Education, Alwar**

**Deputy Conservator of Forests -
Social Forestry Jaipur**

Silviculturist, Jaipur

**Deputy Conservator of Forests
to Principal Chief Conservator
of
Forests**

Working Plan Officer

**Deputy Conservator of Forests
(Wildlife) & Director, Keoladeo
National Park, Bharatpur**

SIKKIM

**Deputy Conservator of Forests
(Territorial) [East, West, South
& North]**

**Deputy Conservator of Forests
(Wildlife)**

**Deputy Conservator of Forests
(Working Plan)**

**Deputy Conservator of Forests
(Social Forestry)**

**Technical Assistant to the Chief
Conservator of Forests and
Deputy Conservator of Forests**

TAMIL NADU

**Deputy Conservator of Forests,
(Territorial) [Tirunelveli,
Kanyakumari, Madurai,
Kodaikanal, Sivaganga, Nilgiris
South, Nilgiris North,
Coimbatore, Gudalur,
Saathyamangalam,
Chengalpattu, Cuddalore,
Tiruchirapalli, Thanjavur,
Dindigal, Vellore, Hosur,
Tirupattur, Dharampuri, Salem,
Attur, Erode, Tiruvannaamalai,
Theni, Harur]**

**Deputy Conservator of Forests
(Social Forestry) [Tirunelveli,
Tiruchendur, Kovilpatti,
Madurai, Ramanthapuram,
Pudukottai, Coimbatore,
Virudhunagar, Tiruchhhirapalli,
Thanjavur,**

**Chengalpattu, Virudhachalam,
Salem Vellore, Tiruvannamalai]**

**Deputy Conservator of Forests
(Social Forestry Training,
Madras)**

**Deputy Conservator of Forests
(Social Forestry Publicity,
Madras)**

**Deputy Conservator of Forests
(Headquarters)**

**Deputy Conservator of Forests,
TREE, Salem**

**Deputy Conservator of Forests
(Crash Plantation Division,
Madurai)**

**Deputy Conservator of Forests
FEMAS, Madras**

**Deputy Conservator of Forests -
Genetics, Coimbatore**

**Deputy Conservator of Forests -
Genetics, Coimbatore**

**Deputy Conservator of Forests -
Aringnar Anna Zoological Park
(Vandaloor Zoo)**

**Eco-Development Officer,
Project Tiger, Kalakad-
Mundanthurai, Tirunelveli**

**Principal, Tamilnadu Forest
Training College, Vaigai Dam**

**Soil Conservation Officer
(Mettur Soil Conservation
Scheme, Dharmapuri & Salem)**

**Wildlife Wardens
(Udhagamandalam,
Nagpattinam, Pollachi &
Madras)**

**Forest Utilisation Officer -
Madras**

**Deputy Conservator of Forests ,
Strike Force, Office of the
Principal Chief Conservator of
Forests - Madras**

**Working Plan Officers
(Tiruchirapalli, Salem,
Coimbatore, Madras, Vellore)**

UTTAR PRADESH

**Deputy Conservator of Forests
(Territorial) [Nainital, East
Almore, West Almora, North
Pithoragarh, Tarai Central,
Tarai West, Ramnagar,
Haldwani, Kalagarh, Tarai East,
Dehra Dun, Shiwalik, Bijnor
Plantations, Tehri, Uttarkashi,
Yamuna, Tons, Chakrata,
Badrinath, Kedarnath, Garhwal,
Landsdowne, North Gorakhpur,
South Gorakhpur, North Gonda,
South Gonda, Est Bahraich,
West Bahraich, Mirzapur,
Sonbhadra, Obra, Renukoot,
Varaanasi, Banda,
Bundelkhand, Hamirpur, North
Pillibhit, North Kheri, South
Kheri, South Pithorgarh, Civil
Soyam - Pauri, Narendra Nagar
Division - New Tehri, Civil
Soyam - Almora, Avadh,
Sitapur, Fatehpur, Faizabad,
Sultanpur, Pratapnagar, Deoria,
Azamgarh, Jaunpur, Ghazipur,
Meerut, Bareilly, Etawah,
Mathura, Aligarh, Raibareilly,
Kashi, Basti, Badaun, Bijnor,
Hardoi, Kanpur, Allahabad,
Unnao, Moradabad, Mainpuri,
Muzaffarnagar, Bulanshahar,
Rampur, Shahjahanpur,
Seharanpur, Etah, Lalitpur,
Barabanki, Farukhabad,
Ballia, Ghaziabad, Haridwar,
Firozabad, Agra,
Siddharthnagar, Mau]**

**Deputy Director (Forestry
Training Institute, Haldwani)**

**Deputy Conservator of Forests
(Legal Cell, Lucknow)**

**Director (Rajaji National Park,
Dehradun)**

**Deputy Conservator of Forests
(Soil Conservation Division -**

**Ramnagar, Ranikhet, Orai and
Alakhnanda Soil Conservation
Division - Gopeshwar)**

**Deputy Conservator of Forests
(Monitoring)**

**Deputy Conservator of Forests
(Forestry Training Centre,
Kanpur)**

**Deputy Conservator of Forests
(Forest Fire Fighting, Pilibhit)**

**Deputy Conservator of Forests
(Extension & Publicity)**

Silviculturist

Working Plan Officer

**Deputy Conservator of Forests
to Chief Conservator of Forests
(Development - Hills)**

**Deputy Conservator of Forests
to Chief Conservator of Forests
(Kumaon Region - Nainital)**

**Deputy Conservator of Forests
to Chief Conservator of Forests
(Development - Plains)**

**Deputy Conservator of Forests
to Chief Conservator of Forests
(Management Training &
Research))**

**Deputy Conservator of Forests
to Chief Conservator of Forests
(Eastern Region, Central Region
& Western Region)**

Forest Economist

**Deputy Conservator of Forests,
Headquarters**

**Deputy Conservator of Forests
(Wildlife - Headquarters)**

**Deputy Director (Dudhwa
National Park)**

**Deputy Director (Corbett
National Park)**

**Deputy Conservator of Forests
(Endangered Species, Lucknow)**

Director (Kanpur Zoo)

WEST BENGAL

Deputy Conservator of Forests

**Deputy Conservator of Forests,
Utilisation**

**Deputy Conservator of Forests,
Monitoring**

**Deputy Conservator of Forests,
Working Plans**

**Deputy Conservator of Forests,
Sunderbans Biosphere Reserve**

**Deputy Conservator of Forests,
Silviculture Division**

**Deputy Conservator of Forests,
Sunderban Tiger Reserve**

**Deputy Conservator of Forests,
Soil Conservation**

**Deputy Conservator of Forests,
Planning & Statistics**

**Deputy Conservator of Forests,
Implementation and Evaluation
Cell**

**Deputy Conservator of Forests,
Monitoring and Evaluation Cell**

**Deputy Conservator of Forests,
Forest Economics**

**Director, West Bengal Forests
School**

**Assistant Chief Conservator of
Forests**

**Deputy Conservator of Forests,
Buxa Tiger Reserve**

**Deputy Conservator of Forests,
Urban and Recreation Forestry**

**Special Officer, Parks and
Gardens**

of the Service.

Office Particulars of Post

Secretaries to the Government of India

Additional Secretaries to the Government of India

Joint Secretaries to the Government of India

²³ Director to the Government of India

**Deputy Secretary to the Government of
India ² 18400-5500-22400**

Selection Grade	Central Scale of Pay	(Deputation on Tenure) Allowance	Date of Effect
Selection Grade or Junior Administrative Grade -	2 26,000 (Fixed)	-	
Fifteen percent of the grade pay subject to the maximum of rupees one thousand per	2 22400-525- 24500	-	

21

mensem.

Fifteen percent of the grade pay subject to the maximum of rupees one thousand per mensem.²¹ If pay is drawn in the Junior Administrative Grade, pay plus Central (Deputation on Min. of Agri. & Irrigation (Deptt. of Agri.))

Zoological Park, New Delhi Under Secretary to the Government of India

Inspector General of Forests

Deputy Inspector General of Forests

Secretary, Forestry Commission

Joint Commissioner (Soil Conservation Forestry)

Assistant Inspector General of Forests

Assistant Inspector General of Forests (Wild Life)

Assistant Inspector General of Forests (Forest Industries)

Director Junior Administra

tive Grade or Senior Time Scale

22400-525-24500 16400-450-20000 16400-450-20000 16400-450-20000 Senior Scale Senior Scale

Senior Scale

16400-450-20000 Tenure) Allowance shall not exceed the maximum of that grade.

Fifteen percent of the grade pay subject to the maximum of rupees eight hundred per mensem²¹ and further subject to the condition that pay plus Central (Deputation on Tenure) Allowance shall not exceed the maximum of the scale.

1000

800

800

800

800

800

1.1.86

1.1.86

9.6.83

9.6.93

1.1.86

1.1.86

1.1.86

9.6.83

President

Director of Forests Education

Dean, Indian Forest College

Director of Forestry Research

Principal & Head of Biological Research,

Southern Forest Rangers College, Coimbatore

Editor

Principal, Northern Forest Rangers College

Lecturers

Forest

Research Instructors

Institute &

Colleges, Publicity & Liasion Officer

Dehra Dun Forest Utilisation Officer

Logging Officer

Assistant Editor

Assistant Silviculturist (General)

(Experimental)

Assistant Silviculturist (Plan Studies)

Mensuration Officer

Minor Forest Products Officer

Senior Research Officer (Silviculture and Soil Science)

18400-500-22400 16400-450-20000 16400-450-20000 16400-450-20000 16400-450-20000

16400-450-20000 Senior Scale Senior Scale Senior Scale Senior Scale Senior Scale Senior Scale Senior Scale Senior Scale

Senior Scale Senior Scale Senior Scale Senior Scale

Senior Scale Regional Office Lac Development Ranchi.

1.1.86

1000 9.6.83

800 9.6.83

1000 9.6.83

9.6.83

Pre-		
Investment Survey of Forest		1.1.86
Resources.	800	1.1.86
Logging Training Centre,	800	1.1.86
Dehra Dun	600	1.1.86
Soil Conservation Research	800	1.1.86
and Training Centres.	600	1.1.86
Senior Research Officer (Summarisation of Ledger Files)	800	1.1.86
Research Officer (Logging)	600	1.1.86
Director Deputy Director	600	1.1.86
(Development) Chief Executive Officer Zonal Coordinator		
Senior photo-		
interpretation and Mapping Officer	600	1.1.86
Dy. Conservator Forests Photo Interpretation Officer	600	1.1.86
(Production)	600	1.1.86
Technical Officer (Forestry)	600	1.1.86
Industrial Economist Assistant Conservator of Forests		
Chief Executive Officer		
Chief of Dehra Dun Centre Logging Instructor		
Soil Conservation Officer		
Assistant Soil Conservation Officer		
	600	1.1.86

Note 1 : The Pay plus CDTA shall not exceed the maximum of the scale of pay of the respective post.

Junior Scale

400

1.1.86

Note 2 : The Central (Deputation on Tenure) Allowance specified in this rule shall be

admissible to a member of the Service only during the normal tenure of Deputation as

16400-450-20000

800

9.6.83

Senior Scale

600

1.1.86

prescribed by the Central Government from time to time. GOVT. OF INDIA'S DECISIONS Government of India had, consequent upon the recommendation made by the Third Central Pay Commission, taken a decision that the number of posts eligible for the grant of special pay in an I.A.S./I.P.S., state cadre or a joint cadre should not exceed 50% of the senior posts under the State Government (excluding posts in the super-time scale). This decision was conveyed to State Governments vide this Department's letter No.28/7/74-AIS(II) dated the 16th/18th November, 1974. It was stated therein that the State Governments should review, in due course, the position of posts carrying special pay in the Indian Administrative Service and the Indian Police Service with a view to restricting the number of posts under the State Governments which should carry special pay. In this connection, reference is also invited to the then Minister of State Shri Ram Nivas Mirdha's d.o. No. 28/8/74-AIS(II) dated the 23rd April, 1974, addressed to the Chief Ministers of all States. Although the decision to restrict the number of cadre posts carrying special pay was taken more than seven years ago and despite requests made at the time of the cadre reviews to bring down the percentage of special pay posts to the prescribed level of 50%, it has been observed that the number of special pay posts in the Indian Administrative Service cadre of your

16400-450-20000

1000

9.6.83

16400-450-20000

800

9.6.83

16400-450-20000

1000

9.6.83

Senior Scale

600

1.1.86

Senior Scale

600

1.1.86

Senior Scale

600

1.1.86

Senior Scale

600

1.1.86

Junior Scale

400

1.1.86

16400-450-20000

800

9.6.83

Senior Scale

600

1.1.86

Junior Scale

400

1.1.86

Senior Scale

600

1.1.86

Junior Scale

400

1.1.86

state has continued to exceed the prescribed ceiling of 50%. The actual percentage is . May I request that the position of special pay posts in the Indian Administrative Service cadre of your State be reviewed again so that the number of posts carrying special pay does not exceed the prescribed ceiling of 50%?

(D.O. letter No. 11030/25/81-AIS(II) dated 26th April, '82 addressed by Secretary (P) to the Chief Secretaries of all the State Governments). It has been decided that in case an IAS officer has been promoted in the above Supertime Scale of Rs.22400-525-24500 in his cadre and had actually started drawing pay in this grade before his deputation to the Central Government in a post in the pay scale of Rs.18400-500-22400, he may be allowed, with the prior approval of this Department, the maximum of the Supertime Scale viz. Rs.22400/- on his appointment as Joint Secretary or equivalent at the Centre. Further, if he would have drawn one or more Stagnation Increment in the Supertime Scale but for his promotion to the above Supertime Scale in his cadre, such Stagnation Increment(s) would also be admissible in addition to the pay of Rs.22400/- as a Joint Secretary or equivalent at the Centre. However, these benefits would be admissible to a member of the Service only if the promotion to the above Supertime Scale had been allowed by the State Government concerned strictly in compliance with the relevant rules and the guidelines issued in this respect by this Department from time to time. Ministries/Departments in the Government of India may send proposals for such pay fixation to this Department alongwith the full details. This would apply mutatis mutandis in the cases of members of the Indian Police Service and the Indian Forest Service as well. (DP&T's letter No. 11030/3/98-AIS(II), dated 13th May, 1998). While fixing pay of the IAS officers appointed as Joint Secretaries in the Central Govt., who had previously been promoted in the Above Supertime Scale in their cadres, under DP&T's letter No. 11030/3/98-AIS(II) dated 13.5.98, it would be ensured that the benefit of grant of pay of Rs.22400/- in the Supertime Scale plus the amount payable on account of stagnation increments would not exceed the pay they were actually drawing in the Above Supertime Scale of Rs.22400-24500 in their cadres before coming as Joint Secretaries or equivalent in the Central Govt.. While doing so, it would also be ensured that their pay at the Centre is fixed in such a manner that the sum total of Rs.22400/- and the stagnation increments thus to be allowed fits within the pay scale of Rs.18400-500-22400. For example, if an officer has been drawing pay of Rs.22925 in the Above Supertime Scale of Rs.22400-525-24500, he would be allowed pay of Rs.22900 (Rs. 22400 pay as allowed vide our letter dated 13.5.98 plus one stagnation increment of Rs.500) at the time of his initial appointment as Joint Secretary or equivalent at the Centre. (DP&T's letter No. 11030/3/98-AIS(II), dated 13.7.98).