

F.NO. 26017/159/2009-Ad.II(A)  
GOVERNMENT OF INDIA  
MINISTRY OF FINANCE  
DEPARTMENT OF REVENUE  
CENTRAL BOARD OF EXCISE & CUSTOMS

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New Delhi, the 5<sup>th</sup> March, 2012.

To

All the Chief Commissioner of customs,  
All the Chief Commissioner of Customs & Central Excise,  
All the Directors General under CBEC.

Subject :: Applicability of minimum pay/stepping up of pay – clarification – reg.

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Sir,

A number of references have been received in this Office regarding applicability for departmental promotes, of minimum entry pay prescribed for direct recruits (appointed on or after 1.1.2006) in Section II of Part A of the First Schedule of CCS (RP) Rules 2008. References have also been received regarding stepping up of pay of senior promote Inspectors/similarly placed Officers in the field formations under CBEC with reference to such of their directly recruited juniors who are recruited on or after 1.1.2006 and whose basic pay is more than that of their seniors appointed on or after 01.01.2006.

2. The matter was examined by this Department in consultation with the Department of Expenditure. The proposal relating to stepping up of pay of senior promote Inspectors/Similarly placed Officers in the field formations under CBEC with reference to such of their directly recruited juniors appointed on or after 1.1.2006 is agreed to subject to fulfillment of the following conditions:-

- (a) stepping up of the basic pay of seniors can be claimed only in the case of those cadres which have an element of direct recruitment and in cases where a directly recruited junior is actually drawing more basic pay than the seniors. In such cases, the basic pay of the seniors will be stepped up with reference to the basic pay of the directly recruited junior provided they belong to the same seniority list for all purposes.
- (b) Further, Government servants cannot claim stepping up of their revised basic pay with reference to entry pay in the revised pay structure for direct recruits appointed on or after 1.1.2006 as laid down in Section II of Part A of First schedule to CCS (RP) Rules 2008, if their cadre does not have an element of direct recruitment or in cases where no junior is drawing basic pay higher than them.

(c) Stepping up of pay of the seniors shall not be applicable in cases where pay of direct recruits have been granted advance increments at the time of recruitment.

3. Clarification relating to manner of pay fixation of Inspection/ similarly placed officials under CBEC consequent upon grant of revised pay structure of the grade pay of Rs. 4600 in PB 2, drawing reference from DoP&T O.M.No.7/7/2008-CS.I(A) dated 22.12.2010 and 18.3.2011 will be issued separately in consultation with the Department of Expenditure / Department of personnel and Training.

4. This issues with the concurrence of the Ministry of Finance, Department of Expenditure UO Nos. 579/E.III-A/2011 dated 18.10.2011 and 23.01.2012.

Yours faithfully,

Sd/- Sarvjit Singh  
Under Secretary to the Govt. of India