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## **INTRODUCTION**

1. The 7<sup>th</sup> Central Pay Commission (CPC) has been implemented for the Defence Forces vide Govt MoD Gazette Notification S.R.O. 12 (E) dt 03 May 2017 and S.R.O. 9 (E) dt 03 May 2017. This Info Brochure has endeavoured to combine the entitlements of each indl alongwith relevant authorities so that benefits of 7<sup>th</sup> CPC are exploited to the maximum.

2. The 7<sup>th</sup> CPC makes a major departure from its predecessors, in so far as the pay structure is concerned. The recommendations of 7<sup>th</sup> CPC involves dispensing with the existing Pay Bands and Grade Pay and instituted Pay Levels which correspond to the erstwhile Grade Pay. The 7<sup>th</sup> CPC has proposed a Pay Matrix for the purpose of pay fixation of the employees. The major features of the 7<sup>th</sup> CPC, as related to Army, are as under:-

(a) The recommendations to take effect from 01.01.2016.

(b) The minimum revised pay approved is Rs 21700/- {in place of Rs 8460/- (6460/- + 2000) and the maximum is Rs 250000/- (in place of Rs 90000/-)}.

(c) A Fitment Factor of 2.57 is applied for transition from 6<sup>th</sup> CPC to 7<sup>th</sup> CPC.

(d) Annual increment will be calculated by transiting one stage vertically down in the same Level.

(e) MACP shall continue to be granted without any changes.

(f) Separate Pay Matrix for Defence Personnel and Military Nursing Services Officers.

(g) All Allces have been rationalized.

(h) Most of the Allces have been raised corresponding to the rise in Dearness Allowance (DA).

(j) House Rent Allowance (HRA) shall be revised to 24%, 16% and 8% of Basic Pay in X, Y and Z Cities respectively. Rate of HRA will be revised to 27%, 18% and 9% when DA crosses 50% and further to 30%, 20% and 10% when DA crosses 100%.

(k) Non Practicing Allowance (NPA) and Military Service Pay (MSP) not to be included for calculating HRA, Composite Transfer Grant (CTG) and Annual Increment.

(l) All non-interest bearing advances to be abolished.

(m) Ceiling for Gratuity to be enhanced to Rs 20 lakhs wef 01.01.2016 and thereafter increase of 25% to be allowed whenever DA rises by 50%.

### **AIM**

3. The aim of this Information Brochure is to info all ranks about their entitlements in respect of Pay, Allces, Pension and Conditions of Service post implementation of 7<sup>th</sup> CPC.

### **PREVIEW**

4. The Information Brochure is laid out in four parts as under:-

- (a) Part-I - Pay.
- (b) Part-II - Allces.
- (c) Part-III - Pension and Related Benefits.
- (d) Part-IV - Terms and Conditions of Service.



## PART I : PAY

### General

1.1. **Level of Ranks.** All ranks are placed at various levels as per New Pay Structure. Level of Ranks are determined in accordance with the various levels as assigned to the corresponding existing Pay Band and Grades' Pay or scale as specified in the Pay Matrix.

### OFFICERS

1.2. **Level of Ranks : Offrs.** Level of Ranks for all offrs, incl those from AMC, ADC and RVC but excluding MNS are as under:-

(a) Lieutenant	-	Level 10
(b) Captain	-	Level 10B
(c) Major	-	Level 11
(d) Lieutenant Colonel	-	Level 12A
(e) Colonel	-	Level 13
(f) Brigadier	-	Level 13A
(g) Major General	-	Level 14
(h) Lieutenant General (HAG)	-	Level 15
(j) Lieutenant General (HAG+)	-	Level 16
(k) VCOAS & Army Cdrs (Apex)	-	Level 17
(l) COAS	-	Level 18

## Pay Structure

### 1.3. Pay Matrix Offrs (Except MNS).

Pay Band	15600-39100			37400-67000				67000-79000	75500-80000	80000	90000
	5400	6100	6600	8000	8700	8900	10000	HAG	HAG+	Apex	COAS
Grade Pay	Lt	Capt	Maj	Lt Col	Col	Brig	Maj Gen	Lt Gen	Lt Gen	Lt Gen	Gen
Rank	10	10B	11	12A	13	13A	14	15	16	17	18
Level	10	10B	11	12A	13	13A	14	15	16	17	18
1	56100	61300	69400	121200	130600	139600	144200	182200	205400	225000	250000
2	57800	63100	71500	124800	134500	143800	148500	187700	211600		
3	59500	65000	73600	128500	138500	148100	153000	193300	217900		
4	61300	67000	75800	132400	142700	152500	157600	199100	224400		
5	63100	69000	78100	136400	147000	157100	162300	205100			
6	65000	71100	80400	140500	151400	161800	167200	211300			
7	67000	73200	82800	144700	155900	166700	172200	217600			
8	69000	75400	85300	149000	160600	171700	177400	224100			
9	71100	77700	87900	153500	165400	176900	182700				
10	73200	80000	90500	158100	170400	182200	188200				
11	75400	82400	93200	162800	175500	187700	193800				
12	77700	84900	96000	167700	180800	193300	199600				
13	80000	87400	98900	172700	186200	199100	205600				
14	82400	90000	101900	177900	191800	205100	211800				
15	84900	92700	105000	183200	197600	211300	218200				
16	87400	95500	108200	188700	203500	217600					
17	90000	98400	111400	194400	209600						
18	92700	101400	114700	200200	215900						
19	95500	104400	118100	206200							
20	98400	107500	121600	212400							
21	101400	110700	125200								
22	104400	114000	129000								
23	107500	117400	132900								
24	110700	120900	136900								
25	114000	124500	141000								
26	117400	128200	145200								
27	120900	132000	149600								
28	124500	136000	154100								
29	128200	140100	158700								
30	132000	144300	163500								
31	136000	148600	168400								
32	140100	153100	173500								
33	144300	157700	178700								
34	148600	162400	184100								
35	153100	167300	189600								
36	157700	172300	195300								
37	162400	177500	201200								
38	167300	182800	207200								
39	172300	188300									
40	177500	193900									

**Auth :** Gol, MoD Gazette Notification No 1(6)/2016/D (Pay/Services) dated 22 Jun 2017.

#### 1.4. Level of Ranks : MNS Offrs.

(a)	Lt	-	Level 10
(b)	Capt	-	Level 10A
(c)	Major	-	Level 10B
(d)	Lt Col	-	Level 11
(e)	Col	-	Level 12
(f)	Brig	-	Level 12B
(g)	Maj Gen	-	Level 13B

#### 1.5. Pay Matrix : MNS Offrs.

Pay Band	15600-39100				37400-67000		
	5400	5700	6100	6600	7600	8400	9000
Grade pay	Lt	Capt	Maj	Lt Col	Col	Brig	Maj Gen
Rank	10	10A	10B	11	12	12B	13B
Level	10	10A	10B	11	12	12B	13B
1	56100	59000	64100	100000	114100	121900	129800
2	57800	60800	66000	103000	117500	125600	133700
3	59500	62600	68000	106100	121000	129400	137700
4	61300	64500	70000	109300	124600	133300	141800
5	63100	66400	72100	112600	128300	137300	146100
6	65000	68400	74300	116000	132100	141400	150500
7	67000	70500	76500	119500	136100	145600	155000
8	69000	72600	78800	123100	140200	150000	159700
9	71100	74800	81200	126800	144400	154500	164500
10	73200	77000	83600	130600	148700	159100	169400
11	75400	79300	86100	134500	153200	163900	174500
12	77700	81700	88700	138500	157800	168800	179700
13	80000	84200	91400	142700	162500	173900	185100
14	82400	86700	94100	147000	167400	179100	190700
15	84900	89300	96900	151400	172400	184500	196400
16	87400	92000	99800	155900	177600		
17	90000	94800	102800	160600	182900		
18	92700	97600	105900	165400			
19	95500	100500	109100	170400			
20	98400	103500	112400	175500			
21	101400	106600	115800	180800			
22	104400	109800	119300				
23	107500	113100	122900				
24	110700	116500	126600				

**Auth :** Gol, MoD Gazette Notification No 1(6)/2016/D  
(Pay/Services) dated 22 Jun 2017.

1.6. **Fixation of Pay in the Revised Pay Structure.** The pay will be fixed in the following manner:-

(a) The pay in the applicable Level in the Pay Matrix shall be the pay obtained by multiplying the existing Basic Pay by a factor of 2.57, rounded off to the nearest Rupee, and the figure so arrived at shall be located in that Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the Pay and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable level of the Pay Matrix.

(b) If the minimum pay or the first Cell in the applicable Level is more than the amount arrived at as per Para 1.6(a) above, the pay shall be fixed at the minimum or the first Cell of that applicable Level.

### **Illustration**

Existing Pay Band : <b>PB-3</b>	<b>Pay Band</b>	<b>15600 - 39100</b>		
Existing Grade Pay : <b>5400</b>	<b>Grade Pay</b>	<b>5400</b>	6100	6600
Existing Pay : <b>16880</b>	<b>Levels</b>	10	10B	11
Existing Basic Pay : [(2)+(3)] : 5400 + 16880 = <b>22280</b>	1	56100	61300	69400
Pay after multiplication by a fitment factor of 2.57 [(4) x 2.57] : 22280 x 2.57 = 57259.6 (rounded off to <b>57260</b> )	2	<b>57800</b>	63100	71500
Level corresponding to Grade Pay 5400 (PB-3) : <b>Level 10</b>	3	59500	65000	73600
Revised Pay in Pay Matrix (either equal to or next higher to 57260 in Level 10) : <b>57800</b>	4	61300	67000	75800
Revised Pay : <b>57800</b>	5	63100	69000	78100
	6	65000	71100	80400
	7	67000	73200	82800
	8	69000	75400	85300

**Auth** : Para 7 (1) of Gol, MoD Gazette Notification Ser No 12(E) dated 05 May 2017.

(c) In the case of Medical Officers in the Army Medical Corps, Army Dental Corps and Remount and Veterinary Corps in respect of whom Non-Practicing Allowance is admissible, the pay in the revised pay structure shall be fixed in the following manner:-

(i) The existing Basic Pay shall be multiplied by a factor of 2.57 and the figure so arrived at shall be added to by an amount equivalent to Dearness Allowance on the pre-revised Non-Practicing Allowance admissible as on 1<sup>st</sup> day of January 2016 and thereafter the figure so arrived at shall be located in that Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix.

(ii) The pay so fixed under Para 1.6(c)(i) above shall be added by the pre-revised Non Practicing Allowance admissible on the existing basic pay until further decision on the revised rates of Non Practicing Allowance.

**Illustration**

Existing Pay Band : <b>PB-4</b>	<b>Pay Band</b>	<b>37400 - 67000</b>		
Existing Grade Pay : <b>8000</b>	<b>Grade Pay</b>	8000	8700	8900
Existing Pay : <b>49500</b>	<b>Levels</b>	<b>12A</b>	13	13A
Existing Basic Pay : 8000 + 49500 = <b>57500</b>	1	121200	130600	139600
25% NPA on (Existing Basic Pay + MSP @ Rs. 6000) : <b>15875</b>	2	124800	134500	143800
DA on NPA @ 125% : <b>19844</b>	3	128500	138500	148100
Pay after multiplication by a fitment factor of 2.57 [(4) x 2.57] : 57500 x 2.57 = <b>147775</b>	4	132400	142700	152500
Sum of 19844 + 147775 : <b>167620</b>	5	136400	147000	157100
Level corresponding to Grade Pay 8000 (PB-4) : <b>Level 12 A</b>	6	140500	151400	161800
Revised Pay in Pay Matrix (either equal to or next higher to 167619 in Level 12A) : <b>167700</b>	7	144700	155900	166700
Revised Pay + Pre-revised Non Practicing Allowance : <b>183575</b>	8	149000	160600	171700
	9	153500	165400	176900
	10	158100	170400	182200
	11	162800	175500	187700
	12	<b>167700</b>	180800	193300
	13	172700	186200	199100
	14	177900	191800	205100
	15	183200	197600	211300
	16	188700	203500	217600
	17	194400	209600	
	18	200200	215900	
	19	206200		
	20	212400		

**Auth** : Para 7(2) of GoI, MoD Gazette Notification Ser No 12(E) dated 05 May 2017 duly amended with Index of Rationalisation of 2.67 for Level 12A.

1.7. **Increment in Revised Pay Structure**. An offr will move one stage vertically down in same Level on grant of annual increment. The methodology for grant of increment are as under:-

(a) There shall be two dates for grant of annual increment namely, 01 Jan and 01 Jul of every year. However, an offr shall be entitled to only one annual increment, either on 01 Jan or 01 Jul depending on the date of his appointment or promotion or upgradation.

(b) The increment in respect of an Offr appointed or promoted or upgraded during the period between the 2<sup>nd</sup> day of Jan and 1<sup>st</sup> day of Jul (both inclusive) shall be granted on the 1<sup>st</sup> day of Jan and increment in respect of an Offr appointed or promoted or upgraded during the period between the 2<sup>nd</sup> day of Jul and 1<sup>st</sup> day of Jan (both inclusive) shall be granted on 1<sup>st</sup> day of Jul.

### **Illustration**

An Captain in the Basic Pay of 65000 in Level 10B will move vertically down the same Level in the Cells and on grant of increment, his Basic Pay will be 67000	<b>Pay Band</b>	<b>15600-39100</b>		
	<b>Grade Pay</b>	<b>5400</b>	<b>6100</b>	<b>6600</b>
	<b>Levels</b>	<b>10</b>	<b>10B</b>	<b>11</b>
	1	56100	61300	69400
	2	57800	63100	71500
	3	59500	<b>65000</b>	73600
			↓	
	4	61300	<b>67000</b>	75800
	5	63100	69000	78100
	6	65000	71100	80400

**Auth** : Para 9 of Gol, MoD Gazette Notification Ser No 12(E) dated 05 May 2017.

1.8. **Pay Fixation on Promotion After 1<sup>st</sup> Day of Jan 2016.** The fixation of pay in case of promotion or upgradation from one Level to another in the revised pay structure shall be made in the following manner:-

(a) One increment shall be given in the Level from which an officer is promoted or upgraded and he shall be placed at a cell equal to the figure so arrived at in the Level of the rank to which promoted or upgraded and, if no such Cell is available in the Level to which promoted or upgraded, he shall be placed at the next higher cell in that Level.

**Illustration**

Level in the revised pay structure : <b>Level 10B</b>	Pay Band	<b>15600-39100</b>		
Basic Pay in the revised pay structure : <b>69000</b>	<b>Grade Pay</b>	<b>5400</b>	<b>6100</b>	<b>6600</b>
Granted promotion in <b>Level 11</b>	<b>Levels</b>	<b>10</b>	<b>10B</b>	<b>11</b>
	1	56100	61300	69400
Pay after giving one increment in Level 10B : <b>71100</b>	2	57800	63100	<b>71500</b>
	3	59500	65000	73600
	4	61300	67000	75800
	5	63100	<b>69000</b>	78100
Pay in the upgraded Level i.e., Level 11 : <b>71500</b> (either equal to or next higher to 71100 in Level 11)				
	6	65000	<b>71100</b>	80400
	7	67000	73200	82800
	8	69000	75400	85300
	9	71100	77700	87900

(b) In case of officers receiving Non-Practicing Allowance, their basic pay plus Non Practicing Allowance shall not exceed the average of Basic Pay of the revised scale applicable to the Level 17 and 18 i.e Rs 237500/-.

(c) In case of promotion of an officer from Level 13A to Level 14, increment for promotion shall be calculated on the pay in the Level 13A being drawn immediately prior to promotion and the sum of the pay in the Level 13A plus the amount of increment for promotion plus MSP shall determine the pay in the Level 14 and the figure so arrived at will be located in the next higher Level 14, and if such an identical figure corresponds to any Cell in Level 14, the same shall be the pay in the revised pay structure and if the identical figure is not available in Level 14, the pay in the Pay Matrix shall be fixed at the immediate next higher Cell in Level 14 of the Pay Matrix.



**Illustration**

Level in the revised pay structure <b>Level 13 A</b>	Pay Band	<b>37400-67000</b>		
Basic Pay in the revised pay structure : <b>171700</b>	<b>Grade Pay</b>	<b>8700</b>	<b>8900</b>	<b>10000</b>
Promoted to Major General in : <b>Level 14</b>	<b>Rank</b>	<b>Col</b>	<b>Brig</b>	<b>Maj Gen</b>
Pay in Level 13 A after promotion increment : <b>176900</b>	<b>Level</b>	<b>13</b>	<b>13A</b>	<b>14</b>
MSP : <b>15500</b>	1	130600	139600	144200
Adding <b>176900 + 15500</b> : <b>1192400</b>	2	134500	143800	148500
Pay fixed in level 14 : <b>193800</b>	3	138500	148100	153000
	4	142700	152500	157600
	5	147000	157100	162300
	6	151400	161800	167200
	7	155900	166700	172200
	8	160600	<b>171700</b>	177400
	9	165400	<b>176900</b>	182700
	10	170400	182200	188200
	11	175500	187700	<b>193800</b>
	12	180800	193300	199600
	13	186200	199100	205600
	14	191800	205100	211800
	15	197600	211300	218200
	16	203500	217600	

**Auth** : Para 12(iii) of GoI, MoD Gazette Notification Ser No 12(E) dated 05 May 2017.

1.9. **Stipend of Gentlemen or Lady Cadets Under Trg.**

(a) Gentlemen or Lady Cadets at IMA, OTA at Chennai and Gaya, Cadets Trg Wings at College of Military Engineering shall receive a fixed stipend of Rs **56100/- per month** (starting pay in Level 10) for the period of trg.

(b) On successful commissioning, the pay in the Pay Matrix of the Officer commissioned shall be fixed in first Cell of Level 10 and the period of training shall not be treated as commissioned service and arrears on account of admissible allces, as applicable, for the training period shall be paid to cadets.

**Auth** : Para 8 of Gol, MoD Gazette Notification Ser No 12(E) dated 05 May 2017.

1.10. **MSP**. MSP shall be admissible at the rate of Rs 15500/- pm to offr and Rs 10800/- pm to MNS upto and incl the rank of Brig and shall be counted for the purpose of computation of DA and pension.

**Auth** : Para 5(2) of Gol, MoD Gazette Notification Ser No 12(E) dated 05 May 2017.

1.11. **Pay of JCO / OR Undergoing Pre-Commissioning Training in Service Training Institutions.**

(a) JCOs/OR trainees undergoing pre-commissioning trg at IMA/OTA viz, ex ACC/SL/SCO, shall continue to receive the Pay and Allces as applicable to the rank held at the time of commencement of training.

(b) On successful commissioning, the difference between the amount of stipend plus DA thereon minus pay and allces received during the period of training shall be payable in lump-sum.

**Auth** : Para 8(3)(i)&(ii) of Gol, MoD Gazette Notification Ser No 12(E) dated 05 May 2017.

1.12. **Pay Fixation of Re-Employed Officers.**

(a) The initial pay of a re-employed Government servant who elects or is deemed to have elected to be governed by the revised pay structure from 1<sup>st</sup> day of January 2016 shall be fixed according to the provisions of Rule 7 of the Army

Officers Pay Rules 2017, if he/she is a retired Government servant who received pension or any other retirement benefits but which were ignored while fixing pay on re-employment.

(b) The initial pay of a re-employed officer who retired with a pension or any other retirement benefit and whose pay on re-employment was fixed with reference to these benefits or ignoring a part thereof, and who elects or is deemed to have elected to be governed by the revised structure from the 1<sup>st</sup> day of January 2016 shall be fixed in accordance with the provisions contained in Rule 7 of the Army Officers Pay Rules 2017. Pension (excluding the ignorable portion of pension, if any), as admissible on relevant date, i.e. date of coming over to the revised pay structure, effective from 1.1.2016 or later, shall be deducted from his/her pay in accordance with the general policy of the Government on fixation and subsequent drawl of pay of re-employed pensioners.

(c) In addition to the pay so fixed, the re-employed officer would continue to draw the retirement benefits he/she was permitted to draw in the pre-revised scales, as modified based on the recommendations of the 7<sup>th</sup> CPC, in orders in respect of which have been issued separately by the Department of Ex-Servicemen Welfare.

(d) Where a re-employed officer elects to draw his/her pay in the existing pay structure and is brought over to revised pay structure from a date later than the 1<sup>st</sup> day of January, 2016, his/her pay from the later date in the revised scale shall be fixed in accordance with the provisions of Rule 11 of the Army Officers Pay Rules 2017.

(e) Further, the existing ceiling of Rs 80,000/- for drawal of pay plus gross pension on re-employment is enhanced to Rs 2,25,000/-, the maximum basic pay prescribed for officers in Level 17 under Army Officers Pay Rules 2017.

**Illustration**

Initial pay fixation in revised scales of a re-employed officer who has retired in pre revised scales and was granted re-employment prior to 01 Jan 2016. Example of a Colonel retired on 31 Jul 2015 and re-employed on 01 Aug 2015.

**(a) Col Retd on 31 Jul 2015.**

(i) Pay in Pay Band	Rs 55000/-
(ii) Grade Pay	Rs 8700/-
(iii) MSP	Rs 6000/-
<b>Total</b>	<b>Rs 69700/-</b>
(iv) Pre-revised Basic Pension	Rs 34850/-

**(b) Fixation of Pay on Date of Re-Employment as on 01 Aug 2015.**

(i) Re-employment Pay	Rs 69700/-
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**(c) Re-fixation of Pay on 01 Jan 2016 in Accordance with Pay Rules/Regulations.**

(i) Revised Level	Level 13
(ii) Revised Pay (63700 x 2.57)	Rs 163709/-
(iii) Rounded off to next higher figure	Rs 165400/-
(iv) Revised Military Service Pay	Rs 15500/-
<b>Total</b>	<b>Rs 180900/-</b>

(d) **Revised Pay on Re-employment.**

(i)	Revised Pay	Rs 165400/-
(ii)	Revised Military Service Pay	Rs 15500/-
	<b>Total</b>	<b>Rs 180900/-</b>

(e) **Revised Pension.**

(i)	Rs 34850 x 2.57	Rs 89565/-
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(f) **Revised Emoluments.**

(i)	Total Pay	Rs 180900/-
(ii)	Less pension - ignorable limit (incl MSP) {89565 - (15000 + 7750)}	Rs 66815/-
(iii)	Pay admissible	Rs 114085/-

(g) As the pay has been fixed on 01 Jan 2016, the re-employed officer will be entitled for annual increment as per the existing provisions of Army Officers Pay Rules 2017. DA will be admissible as per rates announced from time to time.

**Illustration**

Initial pay fixation in revised scales of a re-employed officer who has retired post implementation of 7<sup>th</sup> CPC and was granted re-employment post 01 Jan 16. Example of a Col retired on 31 Mar 16 and re-employed on 01 Apr 16.

(a) **Col Retd on 31 Mar 2016.**

(i)	Pay in Defence Pay Matrix	Rs 165400/-
(ii)	MSP	Rs 15500/-
	<b>Total Pay</b>	<b>Rs 180900/-</b>
(iii)	Basic Pension	Rs 90450/-

(b) **Fixation of Pay on Date of Re-Employment as on 01 Apr 2017.**

(i)	Re-employed Pay	Rs 180900/-
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(c) **Revised Emoluments.**

(i)	Total Re-employed Pay	Rs 180900/-
(ii)	Less pension - ignorable limit (Including MSP) ((90450 - (15000 + 7750))	Rs 67700/-
(iii)	Pay admissible	Rs 113200/-

(d) As the pay has been fixed based on the revised pay rules/regulations, the re-employed officer will be entitled for annual increment as per the existing provisions of Army/Navy/Air Force Officers Pay Rules/Regulations, 2017. DA will be admissible as per rates announced from time to time.

**Note** : Draft Pay Rules for Re-emp Offrs fwd to MoD which is still under consideration.

**JCOs/OR****1.13. Level of Ranks : JCOs/OR.**

(a)	Sepoy	-	Level 3
(b)	Naik	-	Level 4
(c)	Havildar	-	Level 5
(d)	Naib Subedar	-	Level 6
(e)	Subedar	-	Level 7
(f)	Subedar Major	-	Level 8
(g)	Honorary Lieutenant	-	Level 10
(h)	Honorary Captain	-	Level 10B

**1.14. Pay Matrix. Pay structure of Hony Commissioned Offrs, JCOs, NCOs, and OR of the Army.**

Pay Band	5200-20200			9300-34800				15600-39100	
	2000	2400	2800	4200	4600	4800	5400	5400	6100
Grade Pay									
Rank	Sep	Nk	Hav	Nb Sub	Sub	Sub Maj	-	Hony Lt	Hony Capt
Level	3	4	5	6	7	8	9	10	10B
1	21700	25500	29200	35400	44900	47600	53100	56100	61300
2	22400	26300	30100	36500	46200	49000	54700	57800	63100
3	23100	27100	31000	37600	47600	50500	56300	59500	65000
4	23800	27900	31900	38700	49000	52000	58000	61300	67000
5	24500	28700	32900	39900	50500	53600	59700	63100	69000
6	25200	29600	33900	41100	52000	55200	61500	65000	71100
7	26000	30500	34900	42300	53600	56900	63300	67000	73200
8	26800	31400	35900	43600	55200	58600	65200	69000	75400
9	27600	32300	37000	44900	56900	60400	67200	71100	77700
10	28400	33300	38100	46200	58600	62200	69200	73200	80000
11	29300	34300	39200	47600	60400	64100	71300	75400	82400
12	30200	35300	40400	49000	62200	66000	73400	77700	84900
13	31100	36400	41600	50500	64100	68000	75600	80000	87400
14	32000	37500	42800	52000	66000	70000	77900	82400	90000
15	33000	38600	44100	53600	68000	72100	80200	84900	92700
16	34000	39800	45400	55200	70000	74300	82600	87400	95500
17	35000	41000	46800	56900	72100	76500	85100	90000	98400
18	36100	42200	48200	58600	74300	78800	87700	92700	101400
19	37200	43500	49600	60400	76500	81200	90300	95500	104400
20	38300	44800	51100	62200	78800	83600	93000	98400	107500
21	39400	46100	52600	64100	81200	86100	95800	101400	110700
22	40600	47500	54200	66000	83600	88700	98700	104400	114000
23	41800	48900	55800	68000	86100	91400	101700	107500	117400

Pay Band	5200-20200			9300-34800				15600-39100	
Grade Pay	2000	2400	2800	4200	4600	4800	5400	5400	6100
Rank	Sep	Nk	Hav	Nb Sub	Sub	Sub Maj	-	Hony Lt	Hony Capt
Level	3	4	5	6	7	8	9	10	10B
24	43100	50400	57500	70000	88700	94100	104800	110700	120900
25	44400	51900	59200	72100	91400	96900	107900	114000	124500
26	45700	53500	61000	74300	94100	99800	111100	117400	128200
27	47100	55100	62800	76500	96900	102800	114400	120900	132000
28	48500	56800	64700	78800	99800	105900	117800	124500	136000
29	50000	58500	66600	81200	102800	109100	121300	128200	140100
30	51500	60300	68600	83600	105900	112400	124900	132000	144300
31	53000	62100	70700	86100	109100	115800	128600	136000	148600
32	54600	64000	72800	88700	112400	119300	132500	140100	153100
33	56200	65900	75000	91400	115800	122900	136500	144300	157700
34	57900	67900	77300	94100	119300	126600	140600	148600	162400
35	59600	69900	79600	96900	122900	130400	144800	153100	167300
36	61400	72000	82000	99800	126600	134300	149100	157700	172300
37	63200	74200	84500	102800	130400	138300	153600	162400	177500
38	65100	76400	87000	105900	134300	142400	158200	167300	182800
39	67100	78700	89600	109100	138300	146700	162900	172300	188300
40	69100	81100	92300	112400	142400	151100	167800	177500	193900

**Note :** Direct Entry Naib Subedar on grant of third MACP will be placed in Level 9.

**Auth :** Gol, MoD Gazette Notification No 1(6)/2016/D (Pay /Services) dated 22 Jun 2017.

1.15. **MSP.** MSP shall be admissible at the rate of Rs 15500/- pm for Hony Commissioned Offrs and Rs 5200/- pm for all JCOs/OR. MSP shall be counted for the purpose of computation of DA and pension.

**Auth :** Para 5(2) of Gol, MoD Gazette Notification Ser No 9(E) dated 05 May 2017.

1.16. **Initial Pay Fixation.** Within the pay given, JCOs/OR who were in service and holding the appt as on 01 Jan 2016 have been granted replacement scale.

(a) **Pre 2016.** Pay as on 01 Jan 2016 will be multiplied by 2.57 Fitment Factor.



(b) **Post 2016.** Pay for post 2016 which was Rs 6460 (in 6<sup>th</sup> CPC) is fixed at Rs 21700/- (in 7<sup>th</sup> CPC).

### Illustration

Existing Pay Band : <b>PB-1</b>	<b>Pay Band</b>			
Existing Grade Pay : <b>2400</b>	<b>5200-20200</b>			
Existing Pay : <b>10160</b>	<b>Grade Pay</b>	2000	2400	2800
Existing Basic Pay : 2400 + 10160 = <b>12560</b>	<b>Levels</b>	3	4	5
Pay after multiplication by a fitment factor of 2.57 [12560 x 2.57] : <b>32279.2</b> (rounded off to <b>32279</b> )	1	21700	25500	29200
Level corresponding to Grade Pay 2400 (PB-1) : <b>Level 4</b>	2	22400	26300	30100
Revised Pay in Pay Matrix (either equal to or next higher to 32279 in Level 4) : <b>32300</b>	3	23100	27100	31000
Revised Pay in Pay Matrix: <b>32300</b>	4	23800	27900	31900
	5	24500	28700	32900
	6	25200	29600	33900
	7	26000	30500	34900
	8	26800	31400	35900
	9	27600	<b>32300</b>	37000
	10	28400	33300	38100
	11	29300	34300	39200
	12	30200	35300	40400
	13	31100	36400	41600
	14	32000	37500	42800
	15	33000	38600	44100
	16	34000	39800	45400

**Auth :** Para 7 of Gol, MoD Gazette Notification Ser No 9(E) dated 05 May 2017.

1.17. **Pay Fixation - Hony Lts and Capts.** Hony Lts and Capts on active list and holding the Hony rank as on 01 Jan 2016 will be fixed as per Pay Matrix Level 10 and 10B.

1.18. **Increment in Revised Pay Structure.** An offr will move one stage vertically down in same Level on grant of annual increment.

1.19. **Annual Increment in Revised Pay Structure.**

(a) There shall be two dates for grant of annual increment namely, 01 Jan and 01 Jul of every year. JCO/OR or a recruit shall be entitled to only one annual increment, either on 01 Jan or 01 Jul depending on the date of his appointment or promotion or upgradation or enrolment.

(b) The increment in respect of a JCO/ OR appointed or promoted or upgraded or in respect of recruit enrolled during the period between the 2<sup>nd</sup> day of Jan and 1<sup>st</sup> day of Jul (both inclusive) shall be granted on 1<sup>st</sup> day of Jan and the increment in respect of a JCO/ OR appointed or promoted or upgraded or in respect of a recruit enrolled during the period between the 2<sup>nd</sup> day of Jul and 1<sup>st</sup> day of Jan (both inclusive) shall be granted on the 1<sup>st</sup> days of Jul.

**Illustration**

A Naik in the Basic Pay of Rs 27100 in Level 4 will move vertically down the same Level in the Cells and on grant of increment, his Basic Pay will be Rs 27900	<b>Pay Band</b>	<b>15600-39100</b>		
	<b>Grade Pay</b>	<b>2000</b>	<b>2400</b>	<b>2800</b>
	<b>Levels</b>	<b>3</b>	<b>4</b>	<b>5</b>
	1	21700	25500	29200
	2	22400	26300	30100
	3	23800	27100	31000
			↓	
	4	24500	<b>27900</b>	31900
	5	25200	28700	32900
6	26000	29600	33900	

**Auth** : Para 9 of Gol, MoD Gazette Notification Ser No 9(E) dated 05 May 2017.

1.20. **MACP**. A direct recruited Sep, Hav or JCO will be entitled to min three financial upgradations after 8, 16 and 24 years of service. At the time of each financial upgradation under MACP, the JCO/OR would get an addl increment and next higher Pay in the hierarchy. The following MACP would be entitled to JCOs/OR recruited under direct entry:-

(a) **Sep.**

- (i) Entitled to first financial upgradation of pay of the rank of Naik on completion of 8 yrs of service.
- (ii) Second financial upgradation of pay of the rank of Hav on completion of 16 yrs of service.
- (iii) Third financial upgradation of pay of the rank of Nb Sub on completion of 24 yrs of service.

(b) **Direct Entry Hav.**

- (i) A direct entry Hav would be entitled to first financial upgradation of pay of the rank of Nb Sub on completion of 8 yrs of service.
- (ii) Second financial upgradation of pay of the rank of Sub on completion of 16 yrs of service.
- (iii) Third financial upgradation of pay of the rank of Sub Maj on completion of 24 yrs service.

(c) A Direct Entry JCO will be entitled to first financial upgradation in Level 7 to the rank of Subedar on completion of 8 years of service, second financial upgradation in Level 8 to the rank of Subedar Major on completion of 16 years of service and third financial upgradaion in Level 9 on completion of 24 years of service. This is subject to the condition that the third financial upgradation does not take them beyond the age of superannuation for JCOs in terms of maximum period of service allowed and age of retirement / release.

**Illustration**

(a) If a Sep in Level 3 gets his first regular promotion to the rank of Nk in Level 4 on completion of 5 years of service and then continues in the same Level for further 8 years without any promotion then he would be eligible for second upgradation under the MACP Scheme in the Level 5 after completion of 13 years (5+8 years).

(b) In case he does not get any promotion thereafter, then he would get third upgradation under the MACPs in Level 6 on completion of further 8 years of service i.e after 21 years (5+8+8).

**Auth** : Adm Instrs for grant of MACP issued by PS-2(c) vide their letter No B/33513/ACP/AG/PS-2(c) dated 13 Jun 2011 and MoD ID No 1(13)/2011-D(Pay/ Services) dated 30 Jun 2014.

**PART II : ALLCES****Gen**

2.1. Defence Forces pers are in receipt of a variety of Allces, some identical to those granted to civilians and others exclusive to the Defence Forces, taking into account the specific conditions of service. Allces common to civilians and Defence Forces pers are Deputation (Duty) Allowance, Tpt Allowance, NPA, HRA, Spl Compensatory Allce etc. Allces specific to Armed Forces compensate either the difficulty of location (Fd Area, High Altitude etc), heightened risk profile (CI Ops, Flying, HAFA etc) or a specific personal situation of an individual (Tech Allce, Additional Post Allce, Composite Personal Maint Allce etc).

2.2. The yardstick applied for all allces has been the same i.e., revision has been implemented wef 01.07.2017. Major features are:-

(a) All slab based allces to increase by 25% for every 50% rise in DA.

(b) Rates of Children Education Allowance (CEA) and Hostel Subsidy increased by 1.5 times. CEA has been increased from Rs 1500/- per month/child (max two) to Rs 2250/- per month/child (max two). Hostel Subsidy has been revised from Rs 4500/- per month to Rs 6750/- per month.

(c) Family Accn Allce for JCOs/OR abolished wef 01.07.2017.

(d) HRA will be applicable to all ranks and CILQ abolished wef 01.07.2017.

(e) Travel by air on TD for Level 6 and above. AC III/AC Chair Car for Level 5 and below.

(f) Siachen Allowance will be Rs 30,000/- per month for JCOs/OR (Level 8 and below) and Rs 42,500/- per month for officers (Level 9 and above).

(g) **Allces Abolished.**

- (i) Air Despatch Pay.
- (ii) Air Steward Allowance.
- (iii) Official Hospitality Grant in Defence Forces.
- (iv) Special Compensatory (Hill Area) Allowance.
- (v) Spectacle Allowance.
- (vi) Short Hand Allowance.

**Auth** : GoI, MoD letter No 1(16)/2017/D(Pay/ Services) dated 18 Sep 2017.

(h) **Allces Subsumed.**

- (i) Kit Maintenance Allowance.
- (ii) Qualification Grant.
- (iii) Special Compensatory (Remote Locality Allowance).
- (iv) Uniform Related Allces.
- (v) Washing/Clothing Maintenance Allowance.
- (vi) Acting Allowance.
- (vii) Bad Climate Allowance.
- (viii) Compensation in Lieu of Quarter (CILQ).

- (ix) Single in Lieu of Quarter (SNLQ).
- (x) Extra Duty Allowance.
- (xi) Family Accommodation Allowance.
- (xii) Flight Charge Certificate Allowance.
- (xiii) Instructional Allowance.
- (xiv) Judge Advocate General Dept Examination Award.
- (xv) Outfit Allowance.

### **Education Related**

2.3. **CEA Scheme**. It has two components, CEA and Hostel Subsidy. Both cannot be claimed concurrently.

(a) **CEA**. Rs **2250/- per month** per child for two children only. CEA is admissible from Nursery to 12<sup>th</sup> classes.

(i) Reimbursement should be done just once a year, after completion of the financial year (which for most schools coincides with the Academic year).

(ii) Certificate from the head of institution where the ward of government employee studies should be sufficient for this purpose. The certificate should confirm that the child studied in the school during the previous academic year.

(b) **Hostel Subsidy**. Rs **6750/- per month** per child for two children only. Applicable when children are studying in a boarding school away from the place of posting of the father/mother.

(i) Certificate from the head of institution should suffice, with the additional requirement that the certificate should mention the amount of expenditure incurred by the government servant towards lodging and boarding in the residential complex.

(ii) The amount of expenditure mentioned, or the ceiling as mentioned at Para 2.3 (b) above, whichever is lower, shall be paid to the employee.

**2.4. Educational Concession to Children of Personnel Missing/ Disabled/ Killed in Action.**

<b>Cat</b>	<b>Rate (Offrs, JCOs &amp; OR)</b>
Tuition Fees	Full Reimbursement
Hostel Charges	Full Reimbursement
Cost of Books/ Stationery	Rs 2000/- per annum
Cost of Uniform	Rs 2000/- per annum
Clothing	Rs 700/- per annum

**Note :** The combined amount of Tuition Fees and Hostel Charges shall not exceed Rs 10,000/- Per month.

**Auth :** Gol, MoD letter No 6(1)/2009/Edu. Concession/ D (Res-II) dated 13 Sep 2017.

**2.5. Language Allowance.**

<b>Cat</b>	<b>Rate (per month) (Offrs, JCOs &amp; OR)</b>
Cat - I	Rs 2025/-
Cat - II	Rs 1689/-
Cat - III	Rs 1350/-

**Auth :** Gol, MoD letter No 1(16)/2017/D(Pay/Services) dated 18 Sep 2017.



2.6. **Language Award.**

<b><u>Cat</u></b>	<b><u>Rate (Oftrs, JCOs &amp; OR)</u></b>
<b><u>Award for Passing Diploma Part-II with 65% &amp; above marks (one time)</u></b>	
Cat - I (Sponsored)	Rs 6750/-
Cat - II (Sponsored)	Rs 4725/-
Cat - III (Sponsored)	Rs 3375/-
Cat - I (Non Sponsored)	Rs 10125/-
Cat - II (Non Sponsored)	Rs 6750/-
Cat - III (Non Sponsored)	Rs 4725/-
<b><u>Award for Passing Interpretership Exam with 70% &amp; above (one time)</u></b>	
Cat - I (Sponsored)	Rs 13500/-
Cat - II (Sponsored)	Rs 10125/-
Cat - III (Sponsored)	Rs 6750/-
Cat - I (Non Sponsored)	Rs 20250/-
Cat - II (Non Sponsored)	Rs 13500/-
Cat - III (Non Sponsored)	Rs 10125/-

**Auth** : Gol, MoD letter No 1(16)/2017/D(Pay/Services) dated 18 Sep 2017.

2.7. **Qualification Allce.**

<b><u>Cat</u></b>	<b><u>Rate (per month)</u></b>
Cat 'A' (ATC/FC)	Rs 3600/-
Cat 'B' (ATC/FC)	Rs 2700/-
Master Aviation Instr	Rs 1125/-
Senior Aviation Instr (Class I)	Rs 900/-
Senior Aviation Instr (Class II)	Rs 630/-
Aviators Holding Master Green Card	Rs 900/-
Aviators Holding Green Card	Rs 630/-

**Auth** : Gol, MoD letter No 1(16)/2017/D(Pay/Services) dated 18 Sep 2017.

2.8. **Higher Qualification Incentive (HQI)**. HQI have been introduced and extended to JCOs/OR.

<b><u>Cat</u></b>	<b><u>Rate (Offrs, JCOs &amp; OR) (One Time)</u></b>
Grade I Courses	Rs 30000/-
Grade II Courses	Rs 25000/-
Grade III Courses	Rs 20000/-
Grade IV Courses	Rs 15000/-
Grade V Courses	Rs 10000/-

2.9. **Dress Allowance**. The Dress Allowance has been introduced in place of Kit Maint Allowance, Clothing Allowance, Initial Equipment Allowance, Outfit Allowance, Uniform Allowance and Washing Allowance.

<b><u>Cat</u></b>	<b><u>Rate (per annum)</u></b>
Offrs	Rs 20000/-
MNS Offrs	Rs 15000/-
JCOs/OR	Rs 10000/-

### **Transport Related**

2.10. **Transport Allowance**.

<b><u>Pay Level</u></b>	<b><u>Higher TPTA Cities (Rs per month)</u></b>	<b><u>Other Places (Rs per month)</u></b>
9 and above	Rs 7200+DA thereon	Rs 3600+DA thereon
3 to 8	Rs 3600+DA thereon	Rs 1800+DA thereon

#### **Note :-**

(a) **Cities Auth Higher Tpt Allowance (UA)**. Hyderabad, Patna, Delhi, Ahmadabad, Surat, Bengaluru, Kochi, Kozhikode, Indore, Greater Mumbai, Nagpur, Pune, Jaipur, Chennai, Coimbatore, Ghaziabad, Kanpur, Lucknow, Kolkata.

(b) The allowance shall not be admissible to those service personnel who have been provided with the facility of Government transport.

(c) Officers in Pay Level 14 and above, who are entitled to use official car, will have the option to avail official car facility or to draw the Tpt Allowance at the rate of Rs15,750 + DA per month.

(d) The allowance will not be admissible for the calendar month(s) wholly covered by leave.

(e) Physically disabled service personnel will continue to be paid at double rate, subject to a minimum of Rs 2,250 + DA.

**Auth :** Gol, MoD letter No 12630/Tpt.A/Mov C/246/D(Mov)/17 dated 15 Sep 2017.

#### 2.11. **Conveyance Allowance.**

<b><u>Average Monthly Travel on Official Duty</u></b>	<b><u>For Journeys by Own Motor Car (per month)</u></b>	<b><u>For Journeys by other Modes of Conveyance (per month)</u></b>
201-300 km	Rs 1680/-	Rs 556/-
301-450 km	Rs 2520/-	Rs 720/-
451-600 km	Rs 2980/-	Rs 960/-
601-800 km	Rs 3646/-	Rs 1126/-
>800 km	Rs 4500/-	Rs 1276/-

2.12. **Risk and Hardship Matrix.** Matrix for Risk and Hardship allce has been introduced as given below:-

RH - Max Offrs - Rs 42500 JCOs/OR - Rs 30000 Siachen Allce		<u>HARDSHIP</u>		
		<u>HIGH</u>	<u>MEDIUM</u>	<u>LOW</u>
<u>RISK</u>	<u>HIGH</u>	<u>R1H1</u> Offrs - Rs 25000 JCOs/OR - Rs 17300  <ul style="list-style-type: none"> <li>Flying Allowance</li> <li>MARCOS and Chariot Allce</li> <li>Special Forces Allce</li> <li>Submarine Allce</li> <li>COBRA Allce</li> <li>High Altitude Allce - Cat III</li> </ul>	<u>R1H2</u> Offrs - Rs 16900 JCOs/OR - Rs 9700  <ul style="list-style-type: none"> <li>HAFA Allce</li> <li>CI (Fd) Allce (CI Mod Fd @ 77% of CI Fd)</li> </ul>	<u>R1H3</u> Offrs - Rs 5300 JCOs/OR - Rs 4100  <ul style="list-style-type: none"> <li>Hosp Patient Care Allce (HPCA)</li> <li>Patient Care Allce (PCA)</li> <li>Test Pilot and Flt Engr Allce</li> </ul>
	<u>MEDIUM</u>	<u>R2H1</u> Offrs - Rs 16900 JCOs/OR - Rs 9700  Nil	<u>R2H2</u> Offrs - Rs 10500 JCOs/OR - Rs 6000  <ul style="list-style-type: none"> <li>Fd Area Allce (Mod Fd Area @ 60% of Fd Area Allce)</li> <li>CI (Peace) Allce</li> <li>Sea Going Allce</li> <li>Free Fall Jump Instr Allce</li> <li>Para Jump Instr Allce</li> <li>Para Allce</li> </ul>	<u>R2H3</u> Offrs - Rs 3400 JCOs/OR - Rs 2700  Nil
	<u>LOW</u>	<u>R3H1</u> Offrs - Rs 5300 JCOs/OR - Rs 4100  <ul style="list-style-type: none"> <li>High Altitude Allce - Cat II</li> <li>Tough Location Allce - I</li> <li>Boiler Watch Keeping Allce</li> <li>Submarine Duty Allce</li> </ul>	<u>R3H2</u> Offrs - Rs 3400 JCOs/OR - Rs 2700  <ul style="list-style-type: none"> <li>High Altitude Allce - Cat I</li> <li>Tough Location Allce - II</li> <li>Project Allce</li> <li>Compensatory (Const or Svy) Allce</li> <li>Hydro Svy Allce (except non-surveyors)</li> </ul>	<u>R3H3</u> Offrs - Rs 1200 JCOs/OR - Rs 1000  <ul style="list-style-type: none"> <li>Tough Location Allce -III</li> <li>Cooking Allce</li> <li>Hardlying Money (Full Rate)</li> <li>Health and Malaria Allce</li> <li>Special LC Gate Allce</li> <li>Submarine Tech Allce</li> <li>Hydro Svy Allce (for non-surveyors)</li> </ul>

2.13. **Rates of Major Allces.**

Cat	Siachen Allce	<u>High Altitude Allce</u>			<u>Fd Area Allce</u>			<u>CI Ops Allce</u>			<u>Flying Allce</u>	<u>SF Allce</u>
		<u>Cat III</u>	<u>Cat II</u>	<u>Cat I</u>	<u>HAFA</u>	<u>Fd</u>	<u>Mod Fd</u>	<u>Fd</u>	<u>Mod Fd</u>	<u>Peace</u>		
Offrs	42500	25000	5300	3400	16900	10500	6300	16900	13013	10500	25000	25000
JCOs/OR	30000	17300	4100	2700	9700	6000	3600	9700	7469	6000	17300	17300

**Auth** : Gol, MoD letter No 1(16)/2017/D(Pay/Services) dated 18 Sep 2017.

2.14. **Concurrent Admissibility of Allces.** Following combination of allces can be claimed concurrently:-

- (a) Siachen and Highly Active Fd Area Allce (HAFA).
- (b) HAFA and High Altitude Area Allce (HAA).
- (c) Field Area Allce (FAA) and HAA.
- (d) Mod FAA and HAA.
- (e) CI Ops and HAA.
- (f) Flying, HAFA and HAA.
- (g) Spl Forces Allce, FAA and HAA.

**Auth** : MoD letter No 1(26)/97/D (Pay/Services) dated 29 Feb 2000.

### **Accn Related**

2.15. **House Rent Allce.** Matrix for House Rent Allce has been introduced. The Matrix is given below:-

<b><u>Whether the JCOs/OR has any Dependents</u></b>	<b><u>Field Posting</u></b>	<b><u>Non-Field Posting</u></b>	
		<b><u>Staying in Barracks</u></b>	<b><u>Not Staying in Barracks</u></b>
Yes	Full HRA applicable at the Selected Place of Residence of the Dependents*	Reduced HRA applicable at the Selected Place of Residence of the Dependents**	Full HRA applicable at that place if government accommodation not available#
No	Full HRA applicable at Class Z city, i.e., 10 percent of Basic Pay	Reduced HRA applicable at the place of posting@	Full HRA applicable at that place if government accommodation not available #

An employee with dependents, during field posting or staying in Barracks as functional requirement will be eligible for accommodation for his dependents anywhere in the country.

\* Provided government accommodation is not available for the dependents at Selected Place of Residence. If government accommodation is available, no HRA is payable.

\*\* Reduced HRA means rate of HRA applicable reduced by 5 percent. However, the reduced amount cannot be less than the lowest rate of HRA applicable to Class Z cities/towns. Allowance is available provided employee is required to stay in barracks as a functional requirement and government accommodation is not available for the dependents at Selected Place of Residence. If employee is staying in barracks by choice or government accommodation is available at Selected Place of Residence, no HRA is payable.

@ Reduced HRA means rate of HRA applicable reduced by 5%. However, the reduced amount cannot be less than the lowest rate of HRA applicable to Class Z cities/towns. Allowance is available provided employee is required to stay in Barracks as a functional requirement. If employee is staying in Barracks by choice, no HRA is payable.

# Provided government accommodation is not available, else no HRA is payable.

#### 2.16. Rates of House Rent Allce.

<u>Classification of Cities</u>	<u>Rate</u>
X	24% of Basic Pay
Y	16% of Basic Pay
Z	8% of Basic Pay

**Note :-**

(a) HRA shall not be less than Rs 5,400 per month, Rs 3,600 per month and Rs 1,800 per month calculated @30% of minimum pay for X (population of 50 lakh & above), 20% for Y (5 to 50 lakh) and 10% for Z (below 5 lakh) category of cities respectively.

(b) HRA shall be revised to 27%, 18% & 9% of Basic Pay in X, Y & Z cities when Dearness Allowance (DA) crosses 25% and further to 30%, 20% and 10% of Basic Pay in X, Y & Z cities when DA crosses 50%.

**TADA Entitlements****2.17. Travel Entitlement Within the Country.**

(a) The entitlements are as under:-

<b><u>Level</u></b>	<b><u>Travel Entitlement</u></b>
14 and above	Business/Club class by air OR AC-I by train
12, 12A, 12B, 13, 13A, 13B	Economy class by air OR AC-I by train
5A to 11	Economy class by air OR AC-II by train
5 and below	First Class/AC-III/AC Chair Car by train

(b) It has also been decided to allow the Government officials to travel by Premium Trains/Premium Tatkal Trains/Suvidha Trains, the reimbursement to Premium Tatkal Charges for booking of tickets and the reimbursement of Dynamic/Flexi-fare in Shatabdi/Rajdhani/Duronto Trains, while on official tour/training. Reimbursement of Tatkal Seva Charges which has fixed fare, will remain continue to be allowed. Travel entitlement for the journey in Premium/Premium Tatkal/Suvidha/Shatabdi/Rajdhani/Duronto Trains has been promulgated.

<u>Level</u>	<u>Travel Entitlement</u>
12 and above	Executive/AC 1 <sup>st</sup> Class (In case of Premium/Premium Tatkal/ Suvidha/ Shatabdi/Rajdhani Trains as per available highest class)
5A to 11	AC 2 <sup>nd</sup> Class/Chair Car (in Shatabdi Trains)
5 & Below	AC 3 <sup>rd</sup> Class/Chair Car

(c) The revised travel entitlement are subject to following:-

(i) In case of places not connected by rail, travel by AC bus for all those entitled to travel by AC II Tier and above by train and by Deluxe/Ordinary bus for others is allowed.

(ii) In case of road travel between places connected by rail, travel by any means of public transport is allowed provided the total fare does not exceed the train fare by the entitled class.

**(iii) All mileage points earned by service personnel on tickets purchased for official travel shall be utilised by the concerned department for other official travel by their officers. Any usage of these mileage points for purposes of private travel by any officer will attract departmental action. This is to ensure that the benefits out of official travel, which is funded by the Government, should accrue to the Government.**

(iv) In case of non-availability of seats in entitled class, service pers may travel in the class below their entitled class.

**Auth :** Govt of India, Ministry of Defence letter No 12630/Mov C/242/D(Mov)/ 2017 dated 15 Sep 2017.



2.18. **International Travel Entitlements by Air.**

<b><u>Level</u></b>	<b><u>Travel Entitlement</u></b>
17 and above	First Class
14 to 16	Business/Club class
13B, 13A, 13 and below	Economy class

**Auth** : Gol, MoD letter No 12630/Mov C/242/D (Mov)/ 2017 dated 15 Sep 2017.

2.19. **Entitlement for Journey by Sea or by River Steamer.**

<b><u>Level</u></b>	<b><u>Travel Entitlement</u></b>
9 and above	Highest Class
5A to 8	Lower class if there be two classes only on the steamer
4 and 5	If two classes only, the lower class. If three classes, the middle or second class. If there be four classes, the third class
3 and below	Lowest class

**Auth** : Gol, MoD letter No 12630/Mov C/242/D (Mov)/ 2017 dated 15 Sep 2017.

2.20. **Entitlement for travel between the main land and the A&N Group of Islands and Lakshadweep Groups of Islands by Ships operated by the Shipping Corporation of India Limited.**

<b><u>Level</u></b>	<b><u>Travel Entitlement</u></b>
9 and above	Deluxe class
5A to 8	First/'A' Cabin class
4 and 5	Second/'B' Cabin class
3 and below	Bunk class

**Auth** : Gol, MoD letter No 12630/Mov C/242/D (Mov)/  
2017 dated 15 Sep 2017.

2.21. **Mileage Allowance for Journeys by Rd at places where no specific rates have been prescribed either by the Directorate of Transport of the concerned State or of the Neighbouring States.**

For journeys performed by own car/taxi	Rs 24 per km
For journeys performed by auto rickshaw, own scooter, etc.	Rs 12 per km

**Auth** : Gol, MoD letter No 12630/Mov C/242/D (Mov)/  
2017 dated 15 Sep 2017.

2.22. **Mileage Allowance for Journeys by Rd at places where specific rates have been prescribed.**

<b><u>Level</u></b>	<b><u>Entitlement</u></b>
14 & above	Actual fare by any type of public bus including AC bus  <b><u>OR</u></b> At prescribed rates of AC taxi when the journey is actually performed by AC taxi  <b><u>OR</u></b> At prescribed rates for auto rickshaw for journeys by auto rickshaw, own car, scooter, motor cycle, moped, etc
5A to 13, 13A & 13B	Same as above with the exception that journeys by AC taxi are not permissible
4 & 5	Actual fare by any type of public bus other than AC bus  <b><u>OR</u></b> At prescribed rates for auto rickshaw for journeys by auto rickshaw, own car, scooter, motor cycle, moped, etc

3 and below	Actual fare by ordinary public bus only <b><u>OR</u></b> At prescribed rates for auto rickshaw for journeys by auto rickshaw, own scooter, motor cycle, moped, etc.
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**Auth** : GoI, MoD letter No 12630/Mov C/242/D (Mov)/2017 dated 15 Sep 2017.

2.23. **Daily Allowance on Tour.**

<b><u>Level</u></b>	<b><u>Daily Allce</u></b>
14 & above	Reimbursement for:-  (a) Hotel accommodation/guest house of up to Rs7,500 per day.  (b) AC taxi charges as per actual expenditure commensurate with official engagements for travel within the city.  (c) Food bills not exceeding Rs1200/- per day.
12, 12A, 12B, 13, 13A & 13B	Reimbursement for:-  (a) Hotel accommodation/guest house of up to Rs4,500 per day.  (b) AC taxi charges of up to 50 km per day for travel within the city.  (c) Food bills not exceeding Rs1000/- per day.
09 to 11	Reimbursement for:-  (a) Hotel accommodation/guest house of up to Rs2,250 per day.  (b) Non-AC taxi charges of up to Rs338 per day for travel within the city.  (c) Food bills not exceeding Rs900/- per day.

5A to 8	Reimbursement for:-  (a) Hotel accommodation/guest house of up to Rs750 per day.  (b) Non-AC taxi charges of up to Rs225 per day for travel within the city.  (c) Food bills not exceeding Rs800/- per day.
5 & below	Reimbursement for:-  (a) Hotel accommodation/guest house of up to Rs450 per day.  (b) Non-AC taxi charges of up to Rs113 per day for travel within the city.  (c) Food bills not exceeding Rs500/- per day.

**Note** :-

(a) **Reimbursement of Hotel Charges.** For Level 8 and below, the amount of claim (up to the ceiling) may be paid without production of vouchers against self-certified claim only. The self-certified claim should clearly indicate the period of stay, name of dwelling, etc. Additionally, for stay in Class 'X' cities, the ceiling for all employees up to Level 8 would be Rs 1000/- per day, but it will only be in the form of reimbursement upon production of relevant vouchers. The ceiling for reimbursement of hotel charges will further rise by 25 percent whenever DA increases by 50 percent.

(b) **Reimbursement of Travelling Charges.** Similar to Reimbursement of staying accommodation charges, for Level 8 and below, the claim (up to the ceiling) may be paid without production of vouchers against self-certified claim only. The self-certified claim should clearly indicate the period of travel, vehicle number, etc. The ceiling for Level 11 and below will further rise by 25 percent whenever DA increases by 50 percent. For journeys on foot, an allowance of Rs 12/- per kilometer travelled on foot shall be payable

additionally. This rate will further increase by 25% whenever DA increases by 50%.

(c) **Reimbursement of Food Charges.** There will be no separate reimbursement of food bills. Instead, the lump sum amount payable will be as per Table above and, depending on the length of absence from headquarters, would be regulated as per timing restrictions table below. Since, the concept of reimbursement has been done away with, no vouchers will be required. This methodology is in line with that followed by Indian Railways at present (with suitable enhancement or rates) i.e. lump sum amount will increase by 25 percent whenever DA increases by 50 percent.

**Auth** : Gol, MoD letter No 12630/Mov C/242/D (Mov)/2017 dated 15 Sep 2017.

#### 2.24. **Timing Restrictions for Food Bills.**

<b><u>Length of Absence</u></b>	<b><u>Amount Payable</u></b>
If absence from headquarters is <6 hours	30% of Lump sum amount
If absence from headquarters is between 6-12 hours	70% of Lump sum amount
If absence from headquarters is >12 hours	100% of Lump sum amount

**Auth** : Gol, MoD letter No 12630/Mov C/242/D (Mov)/2017 dated 15 Sep 2017.

#### 2.25. **Entitlement on Transfer.**

##### (a) **Travel Entitlements.**

(i) Travel entitlements as prescribed for tour in Para 2.17 of Info Brochure above except for International Travel, will be applicable in case of journeys on transfer. The general conditions of admissibility as laid down in Travel Regulations, 2014 Edn) will, however, continue to be applicable.

(ii) The provisions relating to small family norms as contain in Para 2(a) of Annexure to Min of Def letter No 12630/Mov C/3198/D Mov/98 dated 28 Oct 1998 shall continue to be applicable.

(b) **Composite Transfer and Packing Grant (CTG).**

(i) The Composite Transfer Grant shall be paid at the rate 80% of the last month's basic pay in case of transfer involving a change of station located at a distance of or more than 20 kms from each other. However, for transfer to and from the Island territories of Andaman, Nicobar & Lakshadweep, CTG shall be paid at the rate of 100% of last month's basic pay. Further, NPA and MSP shall not be included as part of basic pay while determining entitlement for CTG.

(ii) In cases of transfer to stations, which are at a distance of less than 20 Kms, from the old stn and tfr within the same city, one third of the CTG will be admissible, provided a change of residence is actually involved.

(iii) In cases, where the transfer of husband and wife takes place within six months, but after 60 days of the transfer of the spouse, fifty percent of the Transfer Grant on transfer shall be allowed to the spouse transferred later. No Transfer Grant shall be admissible to the spouse transferred later, in case both the transfers are ordered within 60 days. The existing provisions shall continue to be applicable in case of transfers after a period of six months or more. Other rules precluding Transfer Grant in case of transfer at own request or transfer other than in public interest, shall continue to apply unchanged in their case.

**Auth** : Gol, MoD letter No 12630/Mov C/242/D (Mov)/ 2017 dated 15 Sep 2017.

(c) **Transportation of Personal Effects by Rail.**

<b><u>Level</u></b>	<b><u>By Train/Steamer</u></b>	<b><u>Rate for Transportation by Road</u></b>
12 & above	6000 kg by goods train/ 4 wheeler wagon/1 double container	Rs 50 per km
5A to 11	6000 kg by goods train/ 4 wheeler wagon/1 single container	Rs 50 per km
5	3000 kg	Rs 25 per km
4 & below	1500 kg	Rs 15 per km

**Auth** : Gol, MoD letter No 12630/Mov C/242/D (Mov)/ 2017 dated 15 Sep 2017.

(d) **Transportation of Conveyance.**

<b><u>Level</u></b>	<b><u>Scale</u></b>
5A & above	One Motor Car etc or one motor cycle/Scooter
5 & below	One Motor Cycle/ Scooter/ Moped/Bicycle

**Auth** : Gol, MoD letter No 12630/Mov C/242/D (Mov)/ 2017 dated 15 Sep 2017.

2.26. **TA Entitlements of Retiring Def Pers.**

(a) **Travel Entitlements.** Travel entitlements as prescribed for tour/transfer in Para 2.17 of Info Brochure above except for International Travel, will be applicable in case of journeys on retirement. The general conditions of admissibility as laid down in Travel Regulations, 2014 Edn) will, however, continue to be applicable.

(b) **Composite Transfer Grant (CTG).**

(i) The Composite Transfer Grant shall be paid at the rate of 80% of the last month's basic pay in case of those service pers, who on retirement, settled down at places other than last station(s) of their duty located at a distance of or more than 20 km. However, in case of settlement to and from the Island territories of Andaman, Nicobar & Lakshadweep, CTG shall be paid at the rate of 100% of last month's basic pay. Further, NPA and MSP shall not be included as part of basic pay while determining entitlement for CTG. The transfer incidentals and road mileage for journeys between the residence and the railway station/bus stand etc. at the old and new station are already subsumed in the composite transfer grant and will not be separately admissible.

(ii) As in the case of serving employees, service pers who, on retirement, settle at the last station of duty itself or within a distance of less than 20 kms may be paid one third of the CTG subject to the condition that a change of residence is actually involved.

(c) **Transportation of Personal Effects by Rail.** Same as per Para 2.25 (c) of Info Brochure.

(d) **Transportation of Conveyance.** Same as per Para 2.25 (d) of Info Brochure.



**Misc Allces**2.27. **Diving Allce.**

<b><u>Cat</u></b>	<b><u>Rate (per month)</u></b>	<b><u>Remarks</u></b>
Clearance/Deep Diving Officers	Rs 1800/-	Allce extended to Army pers on pro-rata basis as and when they are involved in such duties.
Ships Diving Officers	Rs 900/-	
Clearance Diver Class I	Rs 1350/-	
Clearance Diver Class II	Rs 1170/-	
Clearance Diver Class III	Rs 990/-	
Ships Diver	Rs 900/-	

**Auth** : Gol, MoD letter No 1(16)/2017/D(Pay/Services) dated 18 Sep 2017.

2.28. **Dip Money.**

<b><u>Depth - Fathoms</u></b>	<b><u>Rate Per Minute</u></b>	<b><u>Remarks</u></b>
Upto 20	Rs 2.70	Allce extended to Army pers on pro-rata basis as and when they are involved in such duties.
20 to 30	Rs 4.05	
30 to 40	Rs 5.40	
40 to 50	Rs 8.10	
50 to 60	Rs 10.80	
60 to 75	Rs 15.30	
75 to 100	Rs 17.10	

**Auth** : Gol, MoD letter No 1(16)/2017/D(Pay/Services) dated 18 Sep 2017.

2.29. **Diving Attendant Allce.**

1/5 <sup>th</sup> to Dip Money	Allce extended to Army pers on pro-rata basis as and when they are involved in such duties.
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**Auth** : Gol, MoD letter No 1(16)/2017/D(Pay/Services) dated 18 Sep 2017.

2.30. **Hard Area Allce.**

<b><u>Place where Posted</u></b>	<b><u>Rate (per month)</u></b>
(a) Nicobar Group of Islands and Minicoy in Lakshadweep Islands	20% of Basic Pay
(b) Lakshadweep Group of Islands (Kiltan, Andrott, Kalpeni, Chetlat, Kadmat, Amini and Bithra Islands)	12% of Basic Pay

**Auth** : Gol, MoD letter No 1(16)/2017/D(Pay/Services) dated 18 Sep 2017.

2.31. **Island Special Duty Allce.**

<b><u>All Ranks</u></b>	<b><u>Rate</u></b>
Areas around the Capital Towns (Port Blair, Kavaratti and Agatti)	10% of Basic Pay
Difficult Areas (North and Middle Andaman, South Andaman excluding Port Blair, entire Lakshadweep except Kavarattii, Agatti and Minicoy)	16% of Basic Pay
More Difficult Areas (little Andaman, Nicobar group of Islands, Narcondum Islands, East Islands and Minicoy)	20% of Basic Pay

**Auth** : Gol, MoD letter No 1(16)/2017/D(Pay/Services) dated 18 Sep 2017.

2.32. **Funeral Expense (Erstwhile Funeral Allowance).**

<b><u>Cat</u></b>	<b><u>Rate</u></b>
Offrs, JCOs & OR	Rs 9000/-

**Auth** : Gol, MoD letter No 1(16)/2017/D(Pay/Services) dated 18 Sep 2017.

2.33. **Tough Location Allce.** This allce has been introduced in lieu of Bad Climate Allce, Special Compensatory (Remote Locality Allce), Sunderban Allce and Tribal Area Allce.

<b><u>Cat</u></b>	<b><u>Rate (per month)</u></b>	
	<b><u>Offrs</u></b>	<b><u>JCOs/OR</u></b>
TLA-1	Rs 5300/-	Rs 4100/-
TLA-II	Rs 3400/-	Rs 2700/-
TLA-III	Rs 1200/-	Rs 1000/-

2.34. **Specialist Allce.**

<b><u>Cat</u></b>	<b><u>Rate (per month)</u></b>
Graded Specialist	Rs 3600/-
Classified Specialist	Rs 4500/-
Consultant / Advisor/Professor	Rs 5400/-

**Auth** : Gol, MoD letter No 1(16)/2017/D(Pay/Services) dated 18 Sep 2017.

2.35. **Deputation (Duty) Allce.**

Deputation Within the Same Station	5% of Basic Pay subject to a ceiling of Rs 4500/-
Deputation Involving Change of Station	5% of Basic Pay subject to a ceiling of Rs 9000/-

**Note** :-

An option to draw either:-

(a) 50% of Deputation Duty Allce applicable to Civilians Officers alongwith service concession.

(b) 100% of Deputation Duty Allce, but forego the service concession.

**Auth** : Gol, MoD letter No 1(16)/2017/D(Pay/Services) dated 18 Sep 2017.

2.36. **Test Pilot and Flight Test Engineer Allowance (For Officers Only).**

<b><u>Cat</u></b>	<b><u>Rate (per month)</u></b>
Test Pilot	Rs 5300/-
Flight Test Engineer	Rs 4100/-

**Auth** : Gol, MoD letter No 1(16)/2017/D(Pay/Services) dated 18 Sep 2017.

2.37. **Extra Work Allowance.** This allowance has been introduced in lieu of Extra Duty Allowance (6<sup>th</sup> CPC). The rates are as under:-

<b>JCOs/ OR</b>	<b>2% of Basic Pay</b>	<p>(a) Extra Work Allowance will be paid at a uniform rate of 2 percent of Basic Pay per month.</p> <p>(b) An employee may receive this allowance for a maximum period of one year, and there should be a minimum gap of one year before the same employee can be deployed for similar duty again.</p> <p>(c) This allowance should not be combined, i.e., if same employee is performing two or more such duties, and is eligible for 2 percent allowance for each add-on, then the total Extra Work Allowance payable will remain capped at 2 percent.</p>
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2.38. **Composite Personal Maintenance Allowance ( For JCOs/OR Only).**

<b><u>Cat</u></b>	<b><u>Rate (per month)</u></b>
Hair Cutting Allowance	Rs 45/-
Soap Toilet Allowance	Rs 45/-
<b>Total</b>	<b>Rs 90/-</b>

**Auth** : Gol, MoD letter No 1(16)/2017/D(Pay/Services) dated 18 Sep 2017.

2.39. **Rum Allce (For JCOs/OR Only).**

<b><u>Cat</u></b>	<b><u>Rate (per month)</u></b>
Peace Areas	Rs 68/-
Field Area Below 3000 ft	Rs 158/-
Filed Area 3000 - 4999 ft	Rs 225/-
Filed Area 5000 - 8999 ft	Rs 248/-
Filed Area 9000 ft and above	Rs 360/-

**Auth** : Gol, MoD letter No 1(16)/2017/D(Pay/Services) dated 18 Sep 2017.

2.40. **Additional Post Allowance.** This allce has been introduced in lieu of Acting Allce(6<sup>th</sup> CPC).

Holding appts of higher post	Entitled to draw the pay that are admissible to him if he was appointed to the higher post on regular basis OR 10 percent of his present Basic Pay per month, whichever is higher.
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2.41. **Classification Allce.**

<b><u>Group</u></b>	<b><u>Class 4 to 3</u></b>	<b><u>Class 3 to 2</u></b>	<b><u>Class 2 to 1</u></b>
X	-	Rs 270/- pm	Rs 270/- pm
Y	Rs 225/- pm	Rs 225/- pm	Rs 225/- pm

**Auth** : Gol, MoF letter No A-27023/4/2017/E.II B (7<sup>th</sup> CPC) dated 27 Sep 2017.

2.42. **Good Service/Good Conduct/Badge Allowance.**

<b><u>Cat</u></b>	<b><u>Rate (per month)</u></b>
First Badge	Rs 144/-
Second Badge	Rs 288/-
Third Badge	Rs 432/-

**Auth** : Gol, MoD letter No 1(16)/2017/D(Pay/Services) dated 18 Sep 2017.

2.43. **Gallantry Awards.**

<b><u>Cat</u></b>	<b><u>Rate (per month)</u></b>
Param Vir Chakra (PVC)	Rs 10000/-
Ashok Chakra (AC)	Rs 6000/-
Mahavir Chakra (MV)	Rs 5000/-
Kirti Chakra (KC)	Rs 4500/-
Vir Chakra (VrC)	Rs 3500/-
Shaurya Chakra (SC)	Rs 3000/-
Sena/ Nao Sena / Vayu Sena Medal	Rs 1000/-

**Auth** : Gol, MoD letter No 7(119)/2008-D (AG) dated 30 Mar 2011.

2.44. **Training Allce.**

In the National/Central Training Academies and Institutes	24% Of Basic Pay/ pm
In Other Training Establishment	12% of Basic Pay/ pm

**Auth** : Yet to be notified by MoD.

2.45. **Other Allces.**

<b><u>Category</u></b>	<b><u>Rate ( per month)</u></b>		<b><u>Remarks</u></b>
	<b><u>Offrs</u></b>	<b><u>JCOs/ OR</u></b>	
Aeronautical Allce	-	Rs 450/-	
Airworthiness Certificate Allce	-	Rs 338-	Aviation trade OR with service of 2-10 years.
	-	Rs 675/-	Aviation trade OR with service of more than ten years.
Non Practicing Allce	20%	-	
Para Allce	Rs 10500/-	Rs 6000/-	
Para Free Fall Jump Instr	Rs 10500/-	Rs 6000/-	
Para Jump Instr Allce	Rs 10500/-	Rs 6000/-	
Para Res Allce	Rs 2625/-	Rs 1500/-	
Project Allce	Rs 3400/-	Rs 2700/-	
PG Allce (Degree)	Rs 2250/-	-	One time Award
PG Allce (Diploma)	Rs 1350/-	-	One time Award
Tech Allce Tier I	Rs 3000/-	-	
Tech Allce Tier II	Rs 4500*	-	* Courses of Tech Allce (Tier I & II) alongwith Qualification Grant (HQI) to be reviewed by associate experts, outside professionals & academicians.

**Auth** : Gol, MoD letter No 1(16)/2017/D(Pay/Services) dated 18 Sep 2017.

## **PART - III - PENSION AND RELATED BENEFITS**

### **General**

3.1. This section deals with the structure of pensions, gratuity and other terminal or recurring benefits for pers who become non-effective due to death, disability, retirement, invalidment and discharge.

### **Definition**

#### 3.2. **Reckonable Emoluments.**

<b><u>Cat</u></b>	<b><u>Retiring/Service/ Family/Invalid Pension</u></b>	<b><u>All Types of Gratuities</u></b>
Offrs	Pay in Pay Matrix, MSP and NPA, if any, last drawn	Basic Pay, MSP and NPA, if any plus Dearness Allce admissible on the date of Retirement/ Discharge/ Invalided Out /Death.
JCOs/ OR	Pay in Pay Matrix, MSP, and 'X' Gp Pay & Classification Allce, if any last drawn.	Basic Pay, MSP and X Gp Pay and Classification Allce, if any, plus Dearness Allce admissible on the date of Retirement/ Discharge/ Invalided Out/Death.

3.3. In respect of Officers and JCOs/ OR Retired/Discharged/Invalided Out /Died with effect from 01.01.2016, the term 'Reckonable Emoluments' as defined above will apply.

**Auth** : GoI, MoD (DESW) letter No 17(02)/2016-D(Pen/ Pol) dated 04 Sep 2017.



3.4. **Pension Fixation.** The pension for pre 2016 retirees are as under:-

(a) **Consolidation Method.** Pension as on 31.12.2015 be multiplied by a factor of 2.57 to arrive at revised pension under 7 CPC.

**OR**

(b) **Pay Fixation Method.** Pension will be fixed by notional pay fixation in each successive pay commissions based on formula/fitment factor promulgated by Govt orders and instructions issued from time to time to arrive at the present pay. The pay so fixed is the notional pay in the Defence Pay Matrix for the purpose of calculation of pension.

**Note** : The higher of the above two formulations will be the revised pension wef 01.01.2016.

**Auth** : Gol, MoD (DESW) letter No 17(01)/2017(02)/D(Pension/ Policy) dated 05 Sep 2017.

### **Gratuity**

3.5. Gratuity means a onetime reward given to the employer for the past service rendered. All service which qualifies for pension of an officer shall also qualify for gratuity. The reckonable emoluments for gratuity are same as for pension. However, gratuity will additionally include DA also.

3.6. **Retirement Gratuity.** Officers and JCOs/OR who have put in qualifying service and are eligible for service pension/invalid gratuity or pension of any type are entitled for Retirement Gratuity. It is paid at the rate of ***one fourth of the emoluments last drawn for every six months of completed service***, subject to a maximum of sixteen and half months pay, or Rs 20 lakhs whichever is less.

3.7. **Retiring / Service Gratuity.** Where service rendered is less than the minimum qualifying service to earn a pension, but is 5 years or more in case of JCOs/OR and 10 years or more in case of officers, Service/Retiring Gratuity is admissible at the rate of ***half a month's reckonable emoluments for each completed six monthly period of qualifying service.*** No weightage in qualifying service is admissible for calculating Retiring Gratuity.

3.8. **Invalid Gratuity.** An individual invalidated out of service for causes which are neither attributable to nor aggravated (NANA) by service, is granted invalid pension, if he has rendered more than 10 years' service. If the service rendered is less than 10 years at the time of invalidment, only invalid gratuity is paid. The amount of Invalid Gratuity shall be calculated at ***half a month's Reckonable Emoluments, for each completed six monthly period of qualifying service.*** The maximum limit of Invalid Gratuity is Rs 20 lakh.

3.9. **Death Gratuity.**

<b><u>Length of QS</u></b>	<b><u>Rate of Death Gratuity</u></b>
Less than one year	2 times of monthly emoluments.
One year or more but less than 5 years	6 times of monthly emoluments.
5 years or more but less than 11 years	12 times of monthly emoluments.
11 years or more but less than 20 years	20 times of monthly emoluments.
20 years or more	Half month's emoluments for every six monthly period of qualifying service subject to a max of 33 times of emoluments.

3.10. **Terminal Gratuity.** Terminal gratuity is paid to Short Service Commissioned Officers who are not entitled for any type of pension. The terminal gratuity is calculated at the rate of ***half-a-month's reckonable emoluments for each completed six-monthly period of service.*** Terminal Gratuity has been granted uniform 10.5 months of reckonable emoluments, for exit any time between seven years and ten years.

3.11. The Max limit of all kinds of Gratuity i.e Retiring/ Retirement/ Service/ Invalid/ Special/Terminal/Death Gratuity shall be Rs **20 Lakhs**. This ceiling on gratuity shall be increased by 25% whenever the Dearness Allces rises by 50% of the Basic Pay.

**Auth** : Gol, MoD (DESW) letter No 17(02)/2016-D(Pen/Pol) dated 04 Sep 2017.

## **Pension**

3.12. **Retiring / Service Pension.**

<b><u>Officers Retiring on or After 01.01.2016</u></b>	<b><u>JCOs/OR Retiring on or After 01.01.2016</u></b>
Retiring/ Service Pension will be calculated at 50% of (emoluments last drawn or average of reckonable emoluments drawn during last 10 months, whichever is more beneficial).	Retiring/ Service Pension will be calculated at 50% of (emoluments last drawn or average of reckonable emoluments drawn during last 10 months, whichever is more beneficial).

**Auth** : Gol, MoD (DESW) letter No 17(02)/2016-D(Pen/Pol) dated 04 Sep 2017.

3.13. **Minimum Pension.** The amount of pension shall be subject to a minimum of Rs. 9000/- .

**Auth** : Gol, MoD (DESW) letter No 17(02)/2016-D(Pen/Pol) dated 04 Sep 2017.

3.14. **Commutation of Pension.** Max Commutation - 50% of their pension. Commutation table is as under:-

<u>Age*</u>	<u>Factor</u>	<u>Age*</u>	<u>Factor</u>	<u>Age*</u>	<u>Factor</u>
20	9.188	41	9.075	62	8.093
21	9.187	42	9.059	63	7.982
22	9.186	43	9.040	64	7.862
23	9.185	44	9.019	65	7.731
24	9.184	45	8.996	66	7.591
25	9.183	46	8.971	67	7.431
26	9.182	47	8.943	68	7.262
27	9.180	48	8.913	69	7.083
28	9.178	49	8.881	70	6.897
29	9.176	50	8.846	71	6.703
30	9.173	51	8.808	72	6.502
31	9.169	52	8.768	73	6.296
32	9.164	53	8.724	74	6.085
33	9.159	54	8.678	75	5.872
34	9.152	55	8.627	76	5.657
35	9.145	56	8.572	77	5.443
36	9.136	57	8.512	78	5.229
37	9.126	58	8.446	79	5.018
38	9.116	59	8.371	80	4.812
39	9.103	60	8.287	81	4.611
40	9.090	61	8.194		

\* Age next birthday.

**Auth** : MoD letter No 17(4)/2008/(2)/D(Pen/Policy) dated 12 Nov 2008 & Gol, MoD (DESW) letter No 17(02)/2016-D(Pen/Pol) dated 04 Sep 2017.

## **Family Pension**

### 3.15. **Cat of Dependents.**

#### (a) **Category I.**

(i) Widow or widower, upto the date of death or re-marriage, whichever is earlier.

(ii) Son/daughter (incl widowed daughter), upto the date of his/her marriage/re-marriage or till the date he/she starts earning or till the age of 25 years, whichever is earlier.

#### (b) **Category II.**

(i) Unmarried/Widowed/Handicapped Son/ Daughter/ Divorced Daughter, not covered by Cat I, upto the date of marriage/re-marriage or till the date she starts earning or upto the date of death, whichever is earlier.

(ii) Parents who were wholly dependent on the Armed Forces Pers when he/she was alive provided the deceased pers had left behind neither a widow nor a child.

**Auth** : Gol, MoD (DESW) letter No 17(4)/2008 (2)/ D(Pen/Pol) dated 12 Nov 2008.

3.16. Family pension to dependent parents, unmarried/divorced/widowed daughter will continue till the date of death of the dependent. The dependency criteria shall be the minimum family pension alongwith dearness relief thereon. Disabled siblings, if dependent on Govt servant, are incl in definition of family for eligibility of Family Pension. Disabled son / daughter unable to earn livelihood are eligible for family pension for life even after marriage.

3.17. The childless widow of a deceased pers shall continue to be paid family pension even after her re-marriage subject to the conditions that the family pension shall cease once her indep income from all other sources becomes equal to or higher than the minimum prescribed family pension (Rs 9000 + DR) in the Central Govt.

**Auth** : Gol, MoD (DESW) letter No 17(4)/ 2008(2)/ D(Pen/Pol) dated 12 Nov 2008.

3.18. **Enhanced Family Pension.**

(a) The enhanced rate of ordinary family pension shall be payable for a period of **ten years**, without any upper age limit from the date following the date of death of the pers, to the family of a pers who **dies in service**.

(b) For pers who die after retirement, the Enhanced Family Pension will be paid for a period of seven years or date when pensioner would have been of 67 years of age, whichever is earlier.

(c) In cases where Enhanced Family Pension works out to be less than the normal rate of Ordinary Family Pension, it will be stepped up equal to Ordinary Family Pension.

**Auth** : MoD letter No 17(4)/2008(3)/D(Pen/Pol) dated 12 Nov 08 and MoD letter No 1(9)2009/D(Pen/Polciy) dated 15 Jun 09.

3.19. The amount of all kinds of family pensions shall be subject to a min of Rs 9,000/- PM. The max amount of normal rate and enhanced rate of ordinary family pension shall be 30% and 50% respectively, of highest pay in the Govt which is Rs 2,50,000/- wef 01.01.2016. The max ceiling is however, not applicable in case of special family/liberalised family pension etc applicable under casualty pensionery awards.

**Auth** : Gol, MoD (DESW) letter No 17(02)/2016-D (Pen/Pol) dated 04 Sep 2017.

## **Disability Pension**

3.20. Disability element for Defence Forces pensioners shall also be revised by multiplying the existing rate of disability element as had been drawn on 31.12.2015 by a factor of 2.57 to arrive at revised rate of disability element as on 01.01.2016 (amount rounded off to next higher rupee). The max ceiling shall be applicable only in case of service/retiring pension, service element of Disability/Liberalised Disability/War Injury Pension and Ordinary Family Pension. The said ceiling is not applicable in cases of disability/liberalised disability/war injury element, Special family/liberalised family pension etc applicable under casualty pensionery awards.

**Auth** : Gol, MoD (DESW) letter No 17(01)/2017(01)-D(Pen/Pol) dated 04 Sep 2017.

### 3.21. **Calculation for Pensionary Benefits.**

(a) The revised Retiring/ Service/ Special /Invalid /Ordinary/Mustering out pension, service element of Disability/Liberalised Disability/War Injury pension shall be 50% of the notional RE.

(b) The revised Disability/Liberalised Disability Element of Disability/Liberalised Disability pension shall be 30% of notional RE, the revised War Injury Element of war injury pension shall be 60% and 100% of notional RE in cases of released and invalided out cases respectively.

**Note** : The aggregate of service element and Liberalised Disability Element shall not be less than 80% of notional RE.

(c) The revised enhanced rate and normal rate of Ordinary Family pension shall be 50% and 30% respectively of the notional RE.

(d) The revised Special Family pension shall be 60% of the notional RE.

(e) The revised Liberalised Family pension shall be equal to notional RE.

(f) For child/children of Armed Forces personnel in receipt of Liberalised Family Pension, revised Liberalised Family Pension shall be 60% of RE.

(g) The revised Dependent Pension (spl) shall be 50% of notional Special Family pension. The Liberalised Dependent pension (Liberalised) shall be 75% (in case both parents are alive) and 60% (in case of single parent/dependent father/sister) of notional Liberalised Family pension.

(h) The revised second life award of Special Family pension in case of JCOs/OR including NCs(E) shall be 50% of Notional Special Family Pension.

**Auth** : Gol, MoD (DESW) letter No 17(01)/2017(02)/D(Pension/ Policy) dated 05 Sep 2017.

### 3.22. **Disability Element of Disability Pension.**

(a) The rate of disability element for 100% disability for various ranks shall be 30% of emoluments last drawn subject to min of Rs 9000/- per month for 100% disability.

(b) For less than 100% disability it shall be reduced proportionately.

(c) In cases of disability pension where permanent disability is not less than 60% the disability pension (i.e.

total of service element plus disability element) shall not be less than 60% of the reckonable emoluments last drawn.



### 3.23. War Injury Element of War Injury Pension.

(a) The rates of war injury element or invalidation for 100% disability for various ranks shall be equal to the reckonable emoluments last drawn which are proportionately reduced where war injury is less than 100%. The rates of war injury element on discharge/ superannuation for 100% disability will be 60% of reckonable emoluments, proportionally reduced for war injury less than 100%.

**Auth :** Gol, MoD (DESW) letter No 16(6)/2008(2)/D (Pension/ Policy) dt 05 May 2009.

### Constant Attendance Allowance

3.24. Constant Attendance Allowance shall continue to be admissible under the conditions as hithertofore at the existing rate from 01.01.16 to 30.06.17. However, **it shall be admissible at a uniform rate of Rs 6750/- pm, irrespective of the rank wef 01.07.2017.**

**Auth :** Gol, MoD (DESW) letter No 17(02)/2016-D(Pen/Pol) dated 04 Sep 2017.

### Ex-Gratia Lump Sum Compensation to Next of Kin of the deceased Defence Forces Personnel

3.25. The existing rate of Ex-Gratia lump sum compensation to next of kin of the deceased Defence Personnel have been revised wef 01 Jan 2016 as under:-

Death occurring due to accidents in course of performance of duties	<b>Rs 25 Lakhs</b>
Death in the course of performance of duties attributable to acts of violence by terrorists, anti-social elements etc	<b>Rs 25 Lakhs</b>
Death occurring in border skirmishes and action against militants, terrorist, extremists, sea pirates	<b>Rs 35 Lakhs</b>

Death occurring while on duty in the specified high altitude, inaccessible border posts on account of natural disasters, extreme weather conditions	<b>Rs 35 Lakhs</b>
Death occurring during enemy action in war or such war like engagements, which are specifically notified by Ministry of Defence and death occurring during evacuation of Indian Nationals from a war-torn zone in foreign country	<b>Rs 45 Lakhs</b>

**Auth** : Gol, MoD, D(Pay/Services) letter No 20(2)/2016/D(Pay/Services) dt 02 Nov 2016.

3.26. **Ex-Gratia Lump Sum Compensation In Cases of Invalidment.** The ex-gratia lump sum compensation to Defence service pers who are boarded out of service on account of disability/war injury attributable to a aggravated by mil service shall be paid @ Rs 20 lakh for 100% disability subject to provisions as stipulated in MoD letter No 2(2)/2011/D (Pen/Policy) dt 26.12.2011. For disability/war injury less than 100% but not less than 20%, the amount of Ex-gratia compensation shall be proportionately reduced. No Ex-gratia lump sum compensation shall be payable for disability/war injury less than 20%.

**Auth** : Gol, MoD (DESW) letter No 17(02)/2016-D(Pen/Pol) dated 04 Sep 2017.

3.27. **Broad-Banding of Percentage of Disability/ War Injury on Discharge.**

(a) Where an Armed Forces personnel is discharged/ sretired under the circumstances mentioned in Para 4.1 of this Ministry's letter No I(2)/97/D(Pen-C) dated 31.1.2001 with disability including cases covered under this Ministry's letter No 16(5)/2008/D(Pen/Policy) dated 29.09.2009 and the disability/ war injury has been accepted as 20% and more, the extent of disability or functional incapacity shall be determined in the manner prescribed in Para 7.2 of said

letter dated 31.1.2001 for the purpose of computing disability/ war injury.

(b) Rates for calculation of disability where composite assessment is made due to existence of disability, as well as war injury, shall be determined in terms of provision contained in Para 3(b) of Ministry's letter No 16(02)/2015-D(Pen/Pol) dated 8.8.2016.

**Auth** : Gol, MoD (DESW) letter No 17(02)/2016-D(Pen/Pol) dated 04 Sep 2017.

3.28. **Ex-Gratia Award to Cadet (Direct)**. In case of disablement/death, following ex-gratia award shall be payable subject to the same conditions as hitherto in force in the event of invalidment on medical ground/death of a cadet (Direct) due to causes attributable to or aggravated by mil trg:-

(a) Monthly ex-gratia amount of Rs 9000/- per month.

(b) In cases of disablement, ex-gratia disability award @ 16,200/- pm shall be payable in addition for 100% of disability during period of disablement subject to pro rata reduction in case the degree of disablement less than 100%. No disability award shall be payable in case where the degree of disablement is less than 20%.

(c) In case of death, ex-gratia amount of Rs 12.5 lakh.

**Note** : The ex-gratia award to cadets (Direct)/NOK shall be sanctioned purely on ex-gratia basis and the same shall not be treated as pension for any purpose. However, dearness relief at applicable rates shall be granted on monthly ex-gratia as well as Ex-Gratia disability award.

**Auth** : Gol, MoD (DESW) letter No 17(02)/2016-D(Pen/Pol) dated 04 Sep 2017.

## **Pensionary Benefits : Death in Attributable/ Aggravated Cases**

3.29. **Special Family Pension (SFP)**. SFP shall be calculated at the uniform rate of 60% of reckonable emoluments subject to a minimum of Rs 9,000/- irrespective of whether widow has children or not. There shall be no max ceiling of SFP. In case the children become the beneficiary, SFP i.e. 60% of reckonable emoluments shall be admissible to the senior most eligible child till 25 years of age or date of marriage whichever is earlier. Thereafter, SFP shall pass to next eligible child. In case of death under Cat B or C, no conditions of min service on the date of death for grant of SFP shall be applied.

**Auth** : Gol, MoD (DESW) letter No 1(02)/97/D(Pen-C) dated 31 Jan 2001.

3.30. **Liberalized Family Pension (LFP)**. In case of death under Cat D & E, eligible member of the family shall be entitled to LFP equal to reckonable emoluments last drawn until death or disqualification. If Armed Forces pers is not survived by widow but is survived by children only, all children together shall be eligible for LFP equal to 60% or reckonable emoluments. Eligibility conditions i.e. age etc for children are same as defined for Special Family Pension. Subject to a min of Rs 9000/- per month.

**Auth** : Gol, MoD (DESW) letter No 1(02)/97/D(Pen-C) dated 31 Jan 2001.

3.31. **Pension Protection**. The amount of any monthly pension /family pension admissible under the provisions of Gol, MoD (DESW) letter No 17(02)/2016-D(Pen/Pol) dated 04 Sep 2017, work out to be less then Rs 9000/- per month , it shall be stepped up to Rs 9000/- per month and authorized for payment at this rate.

### **Ceiling in Case of Two Pensions**

3.32. In the case of pensioners in receipt of civ and mil pension, the floor ceiling of Rs 9000/- will not apply to the two pensions taken together and the individual pension will be governed by respective Pension Rules. Accordingly, the floor ceiling of Rs 9000/- will apply individually to the civ and mil pension.

### **Old Age Pension**

3.33. The quantum of addl pension/ family pension available to the old pensioners/ family pensioners shall be continued as follows :-

<b><u>Age of pensioner/ Family Pensioner</u></b>	<b><u>Additional quantum of Pension</u></b>
From 80 years to less than 85 years	20% of revised basis pension/ family pension
From 85 years to less than 90 years	30% of revised basic pension / family pension
90 years to less than 95 years	40% of revised basic pension / family pension
From 95 years to less than 100 years	50% of revised basic pension / family pension
100 years or more	100% of revised basic pension / family pension

#### **Note :-**

(a) The pension Sanctioning Authorities should ensure that the date of birth and the age of a pensioner/family pensioner, are invariably indicated in the pension Payment Order to facilitate payment of additional pension by the pension Disbursing Agencies as soon as it becomes due. Dearness relief shall also be admissible on the additional pension available to old pensioners/family pensioners.

(b) The additional pension payable to old pensioners/family pensioners of 80 years of age and above shall also be applicable to old pensioners / family pensioners of 80 years of age and above in receipt of Disability/ War Injury Element/ Liberalized Disability Element of Disability/ Liberalized Disability/ War Injury Pension also.

**Auth** : GoI, MoD (DESW) letter No 17(02)/2016-D(Pen/Pol) dated 04 Sep 2017.

## **Procedure for Sanction of Revised Pension to those who have Already Retired**

3.34. For revision of pensionary awards as per provisions of this letter in respect of Armed Forces personnel who have already retired/invalidated out/died on or after 01.01.2016 and in whose cases, pensionary benefits at pre-revised rates have already been notified, the Records Offices concerned in case of JCOs/ORs and PCDA(O) Pune as the case may be in respect of commissioned officers, will initiate and forward revised LPC-cum-Data Sheet as prescribed by PCDA (Pensions), Allahabad, to their respective pension Sanctioning Authorities (PSAs) for issue of Corrigendum PPOs notifying the revised pensionary awards. Further, Implementation instructions to all concerned, shall be issued by PCDA (Pensions), Allahabad immediately on receipt of these order.

### **Miscellaneous Instructions**

#### **For Pre 01.01.2016 Pensioners**

3.35. If a pensioner/ family pensioner to whom benefit accrues under the provision of this order, has already died before receiving the payment of arrears, the LTA will be disbursed in the following manner :-

(a) If the claimant is already in receipt of Family Pension or happens to be the person in whose favour Family Pension already stands notified and the awardees has not become ineligible for any reason, the LTA under the provisions of this letter should be paid to such a claimant by the PDAs on their own.

(b) If the claimant has already received LTA in the past in respect of the deceased to whom the benefit would have accrued, the LTA under the provisions of this letter should also be paid to such a claimant by the PDAs on their own.

(c) If the claimant is a person other than the one mentioned at (a) & (b) above, LTA will be paid to the legal heir/ heirs as per extant Government orders.

3.36. No commutation will be admissible for the revised pension accruing as a result of this revision. The existing amount of pension commuted, if any, would continue to be deducted from the revised pension while making monthly disbursements.

3.37. Revision of Pension/Family Pension under these orders will not affect the amount of Retirement Gratuity/Death Gratuity already determined and paid to the pensioners/family pensioners with reference to rules in force at the time of discharge/death.

3.38. Any overpayment of pension coming to the notice or under process of recovery shall be adjusted in full by the PDAs against arrears becoming due on revision pension.

**Auth** : MoD letter No 17(01)/2016-D(Pen/Pol) dated 29 Oct 2016.

### **For Post 01.01.2016 Pensioners**

3.39. There shall be no change in the provisions relating to commutation values, the limit upto that the pension can be commuted or the period after the commuted pension is to be restored.

3.40. The pensioners who have retired between 01.01.2016 and date of issue of orders for revised pay/pension based on the recommendations of the 7<sup>th</sup> CPC, shall have an option, in relaxation of provisions of relevant Pension Regulations, not to commute the pension which has become additionally commutable on retrospective revision of pay/pension on implementation of recommendations of the 7<sup>th</sup> CPC. Option form to be used for this purpose shall be prescribed by the PCDA (P) Allahabad alongwith their implementation instructions.

3.41. The option may be invited only from those who want to commute their pension which has become additionally commutable as per Para 3.34 above and no commutation shall be allowed as a default. In such cases, RO/PSAs will finalize the case without waiting for option for commutation of additional pension and such option, if any, received later on (within four months from the date of issue of this letter) may be

processed the basis of revised pension once exercised would be final and in no case it would be entertained at a later stage.

3.42. The pension / family pension notified in terms of these orders from 01.01.2016 or thereafter, shall qualify for dearness relief sanctioned by the Government from time to time in accordance with the relevant rules/instructions.

**Auth** : GoI, MoD (DESW) letter No 17(02)/2016-D(Pen/Pol) dated 04 Sep 2017.



## **PART IV - TERMS & CONDITIONS OF SERVICE**

### **House Building Adv**

- 4.1. Recommended ceilings as per 7<sup>th</sup> CPC report are as under:-
- (a) 34 times Basic Pay or Rs 25 Lakh or anticipated price of house, whichever is least.
  - (b) The requirement of minimum 10 years of continuous service to avail of HBA should be reduced to 5 years.
  - (c) If both spouses are government servants, HBA should be admissible to both separately.
  - (d) Existing employees who have already taken. Home Loans from banks and other financial institutions should be allowed to migrate to this scheme.

**Auth** : MoD letter No 15(1)/2009/D(Pay/Services) dated 24 Jul 2009. **7<sup>th</sup> CPC auth awaited.**

- 4.2. **PC Advance**. Recommended ceiling as per 7<sup>th</sup> CPC report, Rs 50,000 or actual price of PC, whichever is lower. May be allowed maximum five time in the entire service.

**Auth** : MoF letter No 12(1)/E.II-A/2008 dt 24 Oct 2008. **7<sup>th</sup> CPC auth awaited.**

- 4.3. **Qualifying Service - Colonel**. Wef 01 Aug 2009 min qualifying service for substantive promotion to rank of Col will be 15 years of reckonable commissioned service.

**Auth** : MoD letter No B/32006/Misc/AG/PS-2(a)/ 1080/ Dir(AG) dt 01 May 09.

4.4. **Maternity Leave.** Wef 01 Sep 08, Maternity Leave for women offrs will be 180 days with full pay for each confinement subject to a max of two confinements/two surviving children.

**Auth** : MoD letter No B/33922/AG/PS-2(b)/943/D(AG) dated 16 Mar 09.

4.5. **Paternity Leave.** Wef 15 Jan 16, Paternity Leave for male service pers will be 15 days on both birth of child as well as adoption of child upto a maximum of two surviving children.

**Auth** : MoD letter No B/33922/AG/PS-2(b)/5/US (AG-II)/D (AG) dated 15 Jan 2016.

4.6. **Hospitalisation/Sick Leave In Case of Offrs.** Wef 01 Sep 2008, full pay and allces will be admissible during the entire period of hospitalisation. In so far as sick lve is concerned the extant rule position stands.

**Auth** : MoD letter No PCC(Navy) 147 (R)/1035D (Pay/Services) dated 01 Oct 2009.

## SUMMARY OF ALLOWANCES AND TAX DEDUCTIONS AFTER 7 CPC : OFFICERS AND JCOs/OR

<b>A ENTITLEMENT FOR JOURNEY ON TOUR</b>					<u>Level/ Ranks</u>			
Level	Within Country		Level	International	Level	Rank		
	By Air	By Train						
14 & above	Business/Club	AC-I	17 & above	First Class	3	Sep		
12A, 13, 13A & 13B	Economy	AC-I	14 to 16	Business/ Club	4	Nk		
6 to 11	Economy	AC-II	13B &	Economy	5	Hav		
5 & below	NA	AC-III/CC	Below		6	Nb Sub		
<b>Note</b> : Only Economy class by Air during LTC for Flag Officers								
<b>B PERMANENT DUTY ENTITLEMENT</b>					7	Sub		
1 Composite Transfer Grant (CTG)					8	Sub Maj		
Transfer within Main Land	80% of last month's Basic Pay in Pay Matrix (NPA & MSP not included)				10	Hony Lt/ Lt		
Transfer to and from Island	100% of last month's Basic Pay in Pay Matrix (NPA & MSP not included)				10B	Hony Capt/ Capt		
Transfer to Station less than 20 Kms (change of residence)	1/3 of CTG				11	Maj		
2 Baggage Entitlements and Transportation of Conveyance					12A	Lt Col		
Level	By Train/ Steamer	By Road	Transportation of Conveyance		13	Col		
6 & above	6000 kgs	Rs 50/- per km	1 Motor Car or 1 Motor Cycle/ Scooter		13A	Brig		
5	3000 kgs	Rs 25/- per km	1 Motor Cycle/ Scooter/ Moped/ Bicycle		14	Maj Gen		
4 & below	1500 kgs	Rs 15/- per km			15	Lt Gen (HAG)		
<b>C TEMPORARY DUTY ENTITLEMENT</b>					16	Lt Gen (HAG+)		
Level	Hotel	Lumpsum Amount (Food Bill)	<6h(30%)	6-12h (70%)	>12h(100%)	Taxi	Timing Restriction	
14 & above	Rs 7500/-	Rs 1200/-	Rs 360/-	Rs 840/-	Rs 1200/-	Ac Taxi charges (Actual Expdr)	Length of Absence	Rate
12A, 13, 13A & 13B	Rs 4500/-	Rs 1000/-	Rs 300/-	Rs 700/-	Rs 1000/-	AC Taxi upto 50 kms		
9 to 11	Rs 2250/-	Rs 900/-	Rs 270/-	Rs 630/-	Rs 900/-	Non AC (Rs 338/- per day)	Less than 6 hrs	30% of Lumpsum Amount
5A to 8	Rs 750/-	Rs 800/-	Rs 240/-	Rs 560/-	Rs 800/-	Non AC (Rs 225/- per day)	6 - 12 hrs	70% of Lumpsum Amount
5 & below	Rs 450/-	Rs 500/-	Rs 150/-	Rs 350/-	Rs 500/-	Non AC (Rs 113/- per day)	More than 12 hrs	100% of Lumpsum Amount
<b>Note</b>								
1. Amount of claim of Hotel & Taxi charges for Level 8 (Sub Maj) & below may be paid without production of vouchers against self certified claim only. The self certified claim should clearly indicate the period of stay, name of dwelling etc.								
2. Hotel charges for employees upto Level 8 (Sub Maj) would be Rs 1000/- per day in X Class cities, but on production of relevant vouchers.								
3. No separate reimbursement of Food Charges. Instead, lump sum amount payable will be depending on the length of absence from HQs.								

**ALLOWANCES****1 Risk Related Allowances (Rate Per Month)**

Category	CI Ops			Fd Area Allowance			High Altitude Allowance			Flying Allowance	SF Allowance	Siachen Allowance
	CI Ops (Fd)	CI Ops (Mod Fd)	CI Ops (Peace)	HAFA	Fd	Mod Fd	Cat III	Cat II	Cat I			
Officers	16900	13013	10500	16900	10500	6300	25000	5300	3400	25000	25000	42500
JCOs/OR	9700	7469	6000	9700	6000	3600	17300	4100	2700	17300	17300	30000

**2 Para Allowances (Rate Per Month)**

Category	Para	Para Reserve	Para Free Fall Jump Instr	Para Jump Instr
Officers	10500	2625	10500	10500
JCOs/OR	6000	1500	6000	6000

**3 CEA/ Hostel Subsidy**

	Rate (pm)	Remarks
CEA	2250	Completion of Academic Yr, on production of cert from school
Hostel Subsidy	6750	

**4 Other Allowances (Rate Per Month)**

Category	Dress Allowance (per annum)	Funeral Expenses (on Active Service)	Constant Attendant Allowance	Ration Money	HRA			Tough Location			Trg Allowance % of Pay
					X	Y	Z	I	II	III	
Officers	20000	9000	6750	97.85	24% of Pay	16% of Pay	8% of Pay	5300	3400	1200	24/12
JCOs/OR	10000	9000	6750	97.85				4100	2700	1000	24/12

Category	Tech Allowance (Tier-I)	Tech Allowance (Tier-II)	HQI	Language Allowance	Language Award		Tpt Allowance		CI Allowance	GS Pay	CPMA
					Diploma (>65%)	Interpret ership (>70%)	Higher	Other			
Officers	3000	4500	10000 -	1350-	3375-	6750-	7200+DA	3600+DA	NA	NA	NA
JCOs/OR	NA	NA	30000	2025	10125	20250	3600+DA	1800+DA	225/450/675*	144/288/432*	90

**INCOME TAX SLAB (FY 2017-2018)**

\* Upto Hav

Upto Rs 2.5 Lakh	Nil
Rs 2.5 to 5 Lakh	5% of amount exceeding Rs 2.5 Lakh
Rs 5 Lakh to 10 Lakh	Rs 12500/- plus 20% of amount exceeding Rs 5 Lakh
More than 10 Lakh	Rs 1,12,500/- plus 30% of amount exceeding Rs 10 Lakh
Surcharge	10% of Income Tax if taxable income exceeds Rs 50 Lakh
	15% of Income Tax in case of income exceeds Rs 1 Cr
Education Cess	3% of Income Tax