

**By Speed Post**

No. 20015/2/2015-AIS-II  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
Department of Personnel & Training

New Delhi, dated the 07<sup>th</sup> June, 2022

To

The Chief Secretaries of  
All States/ Union Territories.

Subject: Stepping up of pay of senior member of All India Service vis-à-vis pay of his junior in the cadre -reg.

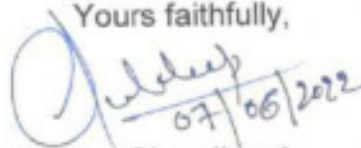
Sir,

This Department is in receipt of references from various State Governments / State cadres seeking clarification regarding issues arising out of situation where a Junior member of All India Service is drawing more pay than senior member(s) of service, either on account of fixation of pay on promotion or on induction to All India Service from State Service.

2. The aforementioned issues have been examined in this Department. Accordingly, it is clarified that the instructions issued vide this Department's letter No. 11030/4/2011-AIS-II dated 11<sup>th</sup> January, 2012 suitably covers all such anomalies where junior officer is drawing more pay than senior officers. The provisions contained in the aforementioned letter dated 11<sup>th</sup> January, 2012 are, therefore, re-iterated.

3. This issues with the approval of the competent authority.

Yours faithfully,

  
07/06/2022

(Kuldeep Chaudhary)

Under Secretary to Government of India  
Tel. 23094714

Copy to:

- (i) Ministry of Home Affairs [Kind attn. Addl. Secretary, PS-I], North Block, New Delhi.
- (ii) Ministry of Home Affairs [Kind attn. Joint Secretary, UT], North Block, New Delhi.
- (iii) Ministry of Environment & Forest and Climate Change [Kind attn. Joint Secretary, IFS), Paryavaran Bhawan, New Delhi.

  
07/06/2022

(Kuldeep Chaudhary)

Under Secretary to Government of India

No.11030/4/2011-AIS-II  
Ministry of Personnel, Public Grievances & Pensions  
Department of Personnel & Training

North Block, New Delhi-110001  
Dated: the 11<sup>th</sup> January, 2012

To

All Chief Secretaries,  
in States/Union Territories.

Subject: Stepping up of pay of senior member of All India Service vis-a-vis pay of his junior in the cadre – regarding.

Sir,

I am directed to say that references from various State Governments regarding anomalies in the pay of senior members of All India Services vis-a-vis pay of their juniors in the cadre who have been promoted to the Service or to a higher grade in the Service subsequent to the seniors, have been engaging attention of this Department.

2. The matter has been examined with reference to the existing instructions of the Government on this subject and it is stated that such anomalies on account of fixation of pay on promotion, including the promotion from State service to All India Services, can be solved by stepping up the pay of the senior member of Service at par with the pay of the junior in the cadre from the date when the anomaly arose, subject to fulfilment of following conditions:

- (i) Both junior and senior should belong to the same cadre both in lower and higher grade. In the case of anomaly in the pay of officers promoted from State service to IAS/IPS/IFS in a State cadre, both junior and senior should belong to same cadre in the State Service (lower grade).
- (ii) Anomaly must have arisen as a result of fixation of pay either on promotion from one grade to another in IAS/IPS/IFS or on promotion from State service to IAS/IPS/IFS, as the case may be.
- (iii) Posts in higher and lower grade must be identical and in lower grade senior must not be drawing less pay than junior for whatsoever reasons.

For example if the junior officer draws higher rate of pay than the senior in

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the lower post or State service post by virtue of advance increments or on any other account, the above provisions will not be invoked to step up the pay of the senior officer.

Yours faithfully

*Sd/-*

(Deepti Umashankar)  
Director (Services)

Copy to :

1. All Ministries/Departments of Government of India.
2. Accountants General (A&E) in States /Union Territories.
3. Accountants General (Audit) in States /Union Territories.
4. Ministry of Home Affairs (Joint Secretary, IPS-I), North Block, New Delhi
5. Ministry of Home Affairs (Joint Secretary, UT), North Block, New Delhi
6. Ministry of Environment and Forests (Joint Secretary, IFS), Paryavaran Bhavan, New Delhi
7. ✓ Technical Director, NIC-DOPT, North Block New Delhi with the request to uplink this letter at DOPT website at following link : OMs and orders > Services > Pay.

*Sd/-*

(Deepti Umashankar)  
Director (Services)