



DR B R AMBEDKAR NATIONAL INSTITUTE OF TECHNOLOGY JALANDHAR

G T Road By Pass, Jalandhar-144011, Punjab (India)

Ref. No. NITJ/ 9060

Dated: 1/6/2015

CIRCULAR

During grievance committee meeting held on 13.05.2015 some Teaching Faculty complained that their juniors are drawing higher pay, even though at each stage of promotion/CAS they were ahead of them. To find a solution to this problem a proforma has been prepared which is enclosed as Annexure-A.

Further, in such cases stepping up of pay to remove anomalies is subject to certain conditions which are enclosed as Annexure-B. All the Teaching Faculty who have this type of grievance may fill up the proforma and submit by 15th June, 2015.


Registrar

A Copy of the above is forwarded to the following:-

1. All Deans/Associate Deans/Heads of the Departments/Centres/Sections/Cells
2. PA to Director for kind information of the Director



डा बी आर अम्बेडकर राष्ट्रीय प्रौद्योगिकी संस्थान जालन्धर
DR B R AMBEDKAR NATIONAL INSTITUTE OF TECHNOLOGY JALANDHAR

Proforma for stepping up of pay to remove anomalies (For Teaching Faculty)

		Details of the self	Details of the junior employee
1.	(a) Name		
	(b) Date of joining		
2.	Designation of the post in which pay was fixed as Jan 01, 2006		
3.	Status (Substantive/officiating/adhoc)		
4.	Pre-revised scale (s) of pay applicable for the post (in case more than one scale of pay is applicable for the post and these have been merged in pursuance of the recommendation of the sixth CPC in a single revised scale, the scale of pay on which the employee was actually drawing his pay should be specified).		
5.	Date of Increment in Pre-revised Scale		
6.	Existing Basic Pay as on 01.01.2006 in pre-revised scale		
7.	Revised Basic Pay fixed (i.e. PIP+AGP) as on 01.01.2006		
8.	Date of next increment		
9.	Increments granted on account of higher qualification: (a) M Tech (b) Ph D		
10.	Increments granted by the Selection Committee with details of Pay Scale/PIP+AGP		

11.	Details of promotion/Up gradation	New Pay Scale after Promotion/Up gradation (till 31.12.2005)		PIP/AGP after Promotion w.e.f. 01.01.2006	
		Details of the self with new pay scale	Details of the junior employee with new pay scale	Details of the self with PIP + AGP	Details of the junior employee with PIP + AGP
	1st Promotion				
	2nd Promotion				
	3rd Promotion				

12. Any other information (relevant to the case).

3. Stepping up of pay to remove anomalies

[Swamy's — CCS (RP) Rules, 2008]

General.— Stepping up of the pay of a senior at par with his junior with a view to remove genuine anomalies arising out of application of the following rules / orders is permissible under specific Government Orders subject to conditions specified *infra*—

1. If the anomaly is due to fixation of pay in the revised scales under sub-rule (1) of Rule 7 of CCS (RP) Rules, 2008, the pay of the senior will be stepped up to the same stage in the revised pay band as that of the junior.

[Note 7 — Rule 7]

2. In the case of senior promoted prior to 1-1-2006, *vis-a-vis* his junior promoted subsequent to that date in the revised pay structure under CCS (RP) Rules, 2008, stepping up should be done with effect from the date of promotion of the junior subject to fulfilment of the conditions stipulated under Note 10 of Rule 7 of CCS (RP) Rules, 2008.

3. In cases where two existing scales, one being a promotional scale for the other, are merged, and the junior, now drawing his pay at equal or lower stage in the lower scale of pay, happens to draw more pay in the pay band in the revised pay structure than the pay of the senior in the existing higher scale, the pay in the pay band of the senior shall be stepped up to that of his junior from the same date and he shall draw next increment in accordance with Rule 10.

[Note 1 — Rule 10]

Conditions.— 1. Both the senior and junior employees should belong to the same cadre and the posts to which they have been promoted or appointed should be identical and in the same cadre.

2. The junior and the senior should have held identical scales in the lower post and should hold identical scales in the higher post.

3. The anomaly should directly arise from application of the relevant rule / order.

4. The stepping up of pay is admissible with reference to the first junior (not necessarily immediate junior) on only one occasion; but if the junior concerned gets his pay stepped up at par with one junior to him, then the pay of the senior may again be stepped up.

5. The junior should not have been drawing more pay than the senior from time to time in the lower post.

6. Advancement of DNI (Item 4) of senior is admissible only if he was drawing more pay than the junior in the pre-revised scale and his pay in the revised scale is fixed at the same stage as that of his junior.

Stepping up of pay of departmental candidate from the DNI of direct recruit whose training period was counted for increment.— In respect of direct recruits, the period of training before appointment counts for increments and this does not count for increment in case of departmental candidates. This may result in the departmental promotee's drawing less pay than a direct recruit junior to him. This anomaly may arise either from the date of his promotion or from the date of next increment of the direct recruit, and may be removed by stepping up the pay of the departmental promotee employee from the date of next increment of direct recruit junior to him.

— FR 22, GIO (21).

Instances which do not constitute anomaly for stepping up of pay.— The following instances do not constitute an anomaly of junior drawing more pay than the senior and stepping up of pay will not be admissible in such cases:—

- (i) Extraordinary Leave resulting in postponement of the date of next increment with consequent drawal of less pay than the junior in the lower grade itself, pay parity cannot be claimed even if promoted earlier to the higher grade.
- (ii) A senior forgoing / refusing promotion leading to the promotion of junior earlier and drawal of higher pay than the senior; increased pay drawn by a junior due to *ad hoc* officiating / regular service rendered in the higher posts for periods earlier than the senior.
- (iii) A senior joining higher post later than the junior and drawing less pay.
- (iv) A senior appointed later than the junior in the lower post itself and drawing less pay than the junior, when promoted to the higher post earlier than the junior.
- (v) A senior direct recruit drawing less pay than a junior promotee, whose pay has been fixed with reference to the pay drawn in the lower post.
- (vi) When a junior gets more pay on acquiring higher qualifications. — FR 22, GIO (23), Para. 2.