

CHAPTER IV **WAGE POLICIES & RELATED MATTERS**

Wage Policy/Pay Revision/HPPC Recommendations

**12. DPE/Guidelines/IV(a)/12
Pay Revision of the Central Public Sector employees following CDA pattern in 69 PSEs—Revision of rates of Island Special Allowance etc.**

In continuation of this Deptt.'s OM of even number dated 23rd September, 1998, pay revision of the public sector employees following CDA pattern in 69 PSEs, the undersigned is directed to convey that the Govt. have decided to extend the following benefits to the Central Public Sector employees following CDA pattern as contained in the OMs mentioned below, which were made applicable to the Central Govt. employees based on the recommendations of the Fifth Central Pay Commission.

1. Revision of rates of Island Special Allowance issued vide Ministry of Finance, Department of Expenditure OM No.12(1)/98-E-II(B) dated 17.7.98 (copy enclosed)
2. Revision of rates of Scheduled/Tribal Area Allowance issued vide Ministry of Finance, Department of Expenditure OM No.17/1/98-E II(B) dated 17.7.98 (copy enclosed)
3. Revision of rates of Special Compensatory (Remote Locality) Allowance issued vide Ministry of Finance, Department of Expenditure OM No.3/1/98-E II(B) dated 20.7.1998 (Copy enclosed).
4. Revision of rates of Composite Hill Compensatory Allowance issued vide Ministry of Finance, Department of Expenditure OM No. 4(3)97-E II(B) dated 17.8.98 (copy enclosed)
5. CCS (LTC) Rules, 1998 – Amendment of – issued vide Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training OM No.31011/7/97-Estt.(A) dated 10.8.1998 (copy enclosed)
6. Grant of ad-hoc increment to employees stagnating at the maximum of their scale of pay issued vide Ministry of Finance, Department of Expenditure OM No.1(9)/E.III-A/97 dated 22.7.98 (Copy enclosed)

All administrative Ministries/ Department of the Government of India are requested to bring the foregoing to the notice of public sector enterprises, under their administrative control, who are following CDA pattern for their information and necessary action.

(DPE O.M. No.2(42)/97-DPE(WC) dtd. 2nd February, 1999)

Copy of G.I.,M.F., OM No.12(1)98-E.II (B) dated 17.7.1998 regarding Revised rates of Island Special Allowance, from 1.8.97 [henceforth termed as Island Special (Duty) Allowance]

The undersigned is directed to say that the recommendations of the Fifth Central Pay Commission relating to the Island Special Allowance admissible to the Central Government Civilian employees having an "All India Transfer Liability" on their posting to the Andaman & Nicobar and Lakshadweep Groups of Islands have been considered by the Government. The President is now pleased to decide that this Allowance shall continue to be admissible to this category of Central Government employees at the same rates as prescribed for the different specified areas in this Department's OM No.20022/2/88-E.II(B), dated May 24, 1989 (vide Sl. No.360 of Swamy's Annual, 1989), but without any ceiling on its quantum. In other words, the ceiling of Rs.1,000 per month currently in force shall no longer be applicable.

2. The Island Special Allowance shall also henceforth be termed as Island Special (Duty) Allowance.

3. In respect of those employees who opt to retain their pre-revised scales of pay, the basic pay for the purpose of these orders shall also include, in addition to the basic pay in the applicable pre-revised scale, dearness allowance and interim relief appropriate to that pay admissible under the orders in force on January 1, 1996.

4. All other terms and conditions governing the grant of the Island Special Allowance as prescribed in Paragraph 2 of this Department's OM, dated May 24, 1989 shall continue to be applicable, with the exception that the condition that the aggregate of the Island Special Allowance *plus* Special Pay/Deputation (duty) Allowance, if any, will not exceed Rs.1,000 per month shall be dispensed with.

5. These orders will take effect from August 1, 1997.

6. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor-General of India.

Copy of G.I., M.F., OM No.17/1/98-E.II(B) dated 17.7.1998 regarding Revised rates of Scheduled/Tribal Area Allowance from 1-8-1997 –[henceforth termed as Special Compensatory (Tribal Areas/Scheduled Areas/Agency Areas)Allowances]

The undersigned is directed to say that consequent upon the decisions taken by the Government on the recommendations of the Fifth Central Pay Commission related to the above-mentioned allowance *vide* this Ministry's Resolution No.50 (1) IC.97 dated 30-9-1997, the President is pleased to decide that in modification of this Ministry's OM No.19(4)-E.IV(B)/70-Vol.II, dated 19.2.1972 as amended from time to time, Scheduled/Tribal Area Allowance to the Central Government employees shall be admissible at the following rates:-

Pay Range	Rate per month (Rs.)
Below Rs.3000/- p.m.	40
Rs.3000/- p.m. to Rs.4499/- p.m.	80
Rs.4500/- p.m. to Rs.5999/- p.m.	120
Rs.6000/- p.m. to Rs.8999/- p.m.	160
Rs.9000/- p.m. and above	200

2. 'Pay' for the purpose of these orders, shall be the pay drawn in the prescribed scale of pay including stagnation increment(s) and non-practising allowance, but shall not include any other type(s) of pay like special pay, personal pay, etc. In the case of those employees who opt to retain the pre-revised scales of pay, it will include, in addition to pay in the pre-revised scale, dearness allowance and interim relief appropriate to that pay admissible under the orders in force on 1-1-1996.

3. The allowance shall henceforth be termed as Special Compensatory [Tribal Areas/Scheduled Areas/Agency Areas] Allowance.

4. This allowance shall cease to be admissible in those States where it has been discontinued for the State Government employees with effect from the date(s) of such discontinuance and shall be admissible at the revised rates only in those States where such allowance continues to be extended for the State Government employees.

5. All other terms and conditions governing the grant of Scheduled/ Tribal Area Allowance shall continue to be applicable.

6. These order shall take effect from 1-8-1997.

7. In places where more than one Special Compensatory Allowance is admissible, the Central Government employees posted in such stations will have the option to choose the allowance, which benefits them the most.

8. The orders shall also apply to the civilian employees paid from the Defence Services Estimates and the expenditure will be chargeable to the relevant Head of the Defence Service Estimates. In regard to Armed Forces personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.

9. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders issue after consultation with the Comptroller and Auditor-General of India.

Copy of G.I., M.F., OM No.3/1/98-E.II(B) dated 20.7.1998 regarding Revised rates of Special Compensatory (Remote Locality) Allowance from 1-8-1997.

The undersigned is directed to refer to the marginally noted* orders relating to the grant of Special Compensatory (Remote Locality) Allowance to Central Government civilian employees serving in different States and Union Territories. The recommendations of the Fifth Central Pay Commission relating to this allowance have been considered by the Government. The President is now pleased to decide that the Special Compensatory (Remote Locality) Allowance to the Central Government employees, serving in the specified areas in different States and Union Territories listed as Parts 'A', 'B', 'C' and 'D' in the Annexure to this O.M. shall be admissible at the following rates:-

Pay Range	Areas included in			
	Part-A	Part-B	Part-C	Part-D
(Rate of Monthly Allowance in Rs.)				
Below Rs.3000/- p.m.	300	250	150	40
Rs.3000/- p.m. to Rs.4499/- p.m.	500	400	300	80
Rs.4500/- p.m. to Rs.5999/- p.m.	700	550	450	120
Rs.6000/- p.m. to Rs.8999/- p.m.	1000	800	600	160
Rs.9000/- p.m. and above	1300	1050	750	200

*O.M. Nos. and Date

1. 20014/12/86-E.IV, dated 23-9-1986 & 9-4-1987
2. 20014/4/86-E.IV, dated 23-9-1986 & 27-4-1987
3. 20014/7/86-E.IV, dated 23-9-1986 & 22-4-1987
4. 20014/1/87-E.II(B), dated 31-5-1991
5. 20014/1/86-E.II(B), dated 23-9-1986
6. 20014/13/86-E.IV, dated 23-9-1986 & 2-4-1987
7. 20014/11/86-E.IV, dated 23-9-1986 & 16-4-1987

8. 20014/6/86-E.IV, dated 23-9-1986 & 27-4-1987
9. 20014/2/86-E.IV, dated 23-9-1986 & 16-4-1987
10. 20014/9/86-E.IV, dated 23-9-1986 & 22-4-1987
11. 20014/8/86-E.IV, dated 23-9-1986 & 22-4-1987
12. 20014/10/86-E.IV, dated 23-9-1986 & 22-4-1987
13. 20014/5/86-E.IV, dated 23-9-1986 & 22-4-1987

2. 'Pay' for the purpose of these orders, shall be the pay drawn in the prescribed scale of pay including stagnation increment(s), if any, and non-practising allowance, but shall not include any other type(s) of pay like special pay, on the pre-revised pay, Deputation (Duty) Allowance etc. In the case of those employees who opt to retain their pre-revised scales of pay, it shall include, in addition to pay in the applicable pre-revised scale, dearness allowance and interim relief appropriate to that pay admissible under the orders in force on 1-1-1996.

3. All other terms and conditions governing the grant of Special Compensatory Remote Locality) Allowance including the classification of different areas for the specific purpose of this allowance shall continue to be applicable.

4. These orders shall take effect from August 1, 1997.

5. In case any other Special Compensatory Allowance(s) are also admissible at a particular place, the Central Government employees working there will have the option to choose the allowance which benefits them the most. Persons drawing any of the admissible Special Compensatory Allowances shall not, however, be eligible for any City Compensatory Allowance in addition.

6. The orders shall also apply to the civilian employees paid from the Defence Services Estimates and the expenditure will be chargeable to the relevant Head of the Defence Service Estimates. In respect of Armed Forces personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.

7. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders issue after consultation with the Comptroller and Auditor-General of India.

ANNEXURE

AREAS ELIGIBLE FOR GRANT OF SPECIAL COMPENSATORY [REMOTE LOCALITY] ALLOWANCE A. ANDAMAN AND NICOBAR ISLANDS

I. Areas included in Part 'A'

Middle Andamans, North Andaman, Little Andaman, Nicobar and Narcondum Islands.

II. Areas included in Part 'B'

South Andaman [including Port Blair]

B. ARUNACHAL PRADESH

I. Areas included in Part 'A'

Difficult Areas of Arunachal Pradesh

II. Areas included in Part 'B'

Throughout Arunachal Pradesh other than those declared as Difficult Areas.

C. ASSAM

I. Areas included in Part 'D'

Entire State

D. HIMACHAL PRADESH

I. Areas included in Part 'A'

1. Chamba District

(a) Pangi Tehsil

(b) Following Panchayats and Villages of Bharmour Tehsil

(i) Panchayats

Badgaun, Bajol, Deol Kugti, Nayagam and Tundah

(ii) Villages

Ghatu of Gram Panchayat Jagat, Kanarsi of Gram Panchayat Chauhata.

2. Kinnaun District

(a) Asrang, Chitkul and Hango Kuno/Charang Panchayats

(b) 15/20 Area comprising the Gram Panchayats of Chhota Khamba, Nathpa and Rupi.

(c) Pooh sub-Dvision, excluding the Panchayat Areas specified above.

3. Kullu District

15/20 Area of Nirmand Tehsil, comprising the Gram Panchayats of Kharga, Kushwar and Sarga.

4. Lahaul and Spiti District

Entire area of Lahaul and Spiti.

5. Shimla District

15/20 Area of Rampur Tehsil comprising of Panchayats of Koot, Labana-Sadana, Sarpara and Chandi-Branda.

II. Areas included in Part 'B'

1. Chamba District

Bharmour Tehsil, excluding Panchayats and Villages included in Part 'A'

2. Kangra District

Areas of Bara Bhangal and Chhota Bhangal

3. Kinnaur District

Entire District other than Areas included in Part 'A'

4. Shimla District

- (a) Dodra-Kawar Tehsil
- (b) Gram Panchayats of Darkali in Rampur, Kashapath Tehsil
- (c) Ghori Chaibis of Pargana Sarahan

III. Areas included in Part 'C'

1. Chamba District

- 2. (a) Jhandru Panchayat in Bhatiyat Tehsil
- (b) Churah Tehsil
- (c) Dalhousie Town (including Banikhet proper)

3. Kullu District

Outer Seraj (excluding Villages of Jakat-Khana and Burow in Nirmand Tehsil)

4. Mandi District

- (a) Chhuhar Valley (Jogindernagar Tehsil)
- (b) Following Panchayats in Thunag Tehsil:
Bagraa, Chhatri, Chootdhar, Garagushain, Gatoo, Gharyas, Janjheli, Jaryar, Johar Kalhani Kalwan, Kholanal, Loth, Silibagi, Somachan, Thachdhar, Tachi and Thana.
- (c) Following Panchayats of Dharampur Block:
Binga, Kamlah, Saklana, Tanyar and Tarakholah.
- (d) Following Panchayats of Karsog Tehsil:
Balidhar, Bagra, Gopalpur, Khajol, Mahog, Mehudi, Manj, Pekhi, Sainj, Sarahan and Teban
- (e) Following Panchayats of Sundernagar Tehsil:
Bohi, Batwara, Dhanyara, Paura-Kothi, Seri and Shoja.

5. Kangra District

- (a) Dharamsala Town and the following offices located outside its Municipal limits but included in Dharamsala Town for purposes of eligibility to Special Compensatory (Remote Locality) Allowance:
 - (i) Women's ITI, Dari

- (ii) Mechanical Workshop, Ramnagar.
 - (iii) Child Welfare and Town and Country Planning Offices, Sakoh
 - (iv) CRSF Office at lower Sakoh.
 - (v) Kangra Milk Supply Scheme, Dugiar
 - (vi) HRTC Workshop, Sudher
 - (vii) Zonal Malaria Office, Dari
 - (viii) Forest Corporation Office, Shamnagar
 - (ix) Tea Factory, Dari
 - (x) IPH Sub-Division, Dari
 - (xi) Settlement Office, Shamnagar
 - (xii) Binwa Project, Shamnagar
- (b) Palampur Town, including HPKVW Campus at Palampur, and the following offices located outside its Municipal limits but included in Paramour Town for this purpose:
- (i) H.P. Krishi Vishvavidyala Campus
 - (ii) Cattle Development Office/Jersey Farm, Banuri
 - (iii) Sericulture Office/Indo-German Agriculture Workshop/HPPWD Division, Bundla
 - (iv) Electrical Sub-Division, Lohna
 - (v) DPO Corporation, Bundla
 - (vi) Electrical HPSEE Division, Ghuggar

6. Shimla District

- 1(a) Chopal Tehsil
 - (b) (i) Ghoris, Panjgaon, Patsnau, Naubis and Teen Koti of Pargana Sarahan.
 - (ii) Deothi Gram Panchayat of Taklesh Area
 - (iii) Pargana Barabis
 - (iv) Kasba Rampur and Ghori Nog of Pargana Rampur of Rampur Tehsil
2. Shimla Town and its suburbs (Dhalli, Jatog, Kasumpti, Mashobra, Taradevi and Tutu)

7. Sirmaur District

- (a) Following Panchayats:

- (i) Bani, Bakhali (Pachhad Tehsil).
- (ii) Bharog Bheneri (Paonta Tehsil)
- (iii) Birla (Nahan Tehsil)
- (iv) Dibber (Pachhad Tehsil)
- (v) Thana Kasoga (Nahan Tehsil)
- (b) Thansgiri Tract

8. Solan District

Mangal Panchayat

IV. Areas included in Part 'D'

The remaining Areas of Himachal Pradesh not included in any of the Parts 'A', 'B' and 'C'.

E. JAMMU & KASHMIR

I. Areas included in Part 'A'

1. Kathua District

Niabat Bani, Lohi, Malhar and Modhodi

2. Udhampur District

- (a) Dudu Basantgarh, Lander Bhamag Thana, Thakrakote and Nagote
- (b) All Areas in Mahore Tehsil other than those included in Part 'B'

3. Doda District

Illaqas of Padder and Niabat Nowgam in Kishtwar Tehsil

4. Leh District

- (a) Noyama and Nobre
- (b) Zanskar
- (c) All other places in the District

5. Baramulla District

Entire Gurez-Nirabat, Tangdar Sub-Division and Keran Illaqa.

II. Areas included in Part 'B'

1. Udhampur District

Areas up to Goel from Kambar side and Areas upto Arnas from Keasi side in Tehsil Mahore

2. Baramulla District

Matchill.

III. Areas included in Part 'C'

1.(i) Areas in Poonch and Rajouri Districts excluding the towns of Poonch and Rajouri and Sunderbani and other Urban areas in the two districts

(ii) Areas not included in Parts 'A', 'B' and (i) of Part 'C' above, but which are within a distance of 8 Km from the line of actual control or at places which may be declared as qualifying for Border Allowance from time to time by the State Government for their own staff.

F. LAKSHADWEEP

I. Areas included in Part 'A'

Entire Union Territory

G. MANIPUR

I. Areas included in Part 'C'

Entire State

H. MEGHALAYA

I. Areas included in Part 'D'

Entire State

I. MIZORAM

I. Areas included in Part 'A'

Chimtuipui District and areas beyond 25 km from Lunglei Town in Lunglei District

II. Areas included in Part 'B'

Entire Lunglei District excluding areas beyond 25 km from Lunglei Town

III. Areas included in Part 'C'

Entire Aizawl District

J. NAGALAND

I. Areas included in Part 'B'

Entire State

K. SIKKIM

I. Areas included in Part 'A'

Entire State

L. TRIPURA

I. Areas included in Part 'B'

Difficult Areas of Tripura

II. Areas included in Part 'C'

Entire State other than areas declared as Difficult ones and included in Part 'B'

M. UTTAR PRADESH

I. Areas included in Part 'A'

Areas under Chamoli, Pithoragarh and Uttar Kashi Districts.

Copy of G.I., M.F. OM No.4(3)/97-E.II (B) dated 17.8.1998 regarding Revised rates of Composite Hill Compensatory Allowance from 1-8-1997 [Henceforth termed as Special Compensatory (Hill Areas) Allowance]

The undersigned is directed to say that the recommendations of the Fifth Central Pay Commission relating to the Composite Hill Compensatory Allowance have been considered by the Government. The President is pleased to decide that, in modification of this Ministry's O.M. No.5(3)-E.II(B)/64 dated 29-5-1964 as amended from time to time, Composite Hill Compensatory Allowance to the Central Government employees shall be admissible at the following rates:-

Pay Range	Rate per month (in Rs.) Attitude of the place at 1000 M. and above Mean Sea Level
Below Rs.3000/- p.m.	100
Rs.3000/- p.m. to Rs.4499/- p.m.	140
Rs.4500/- p.m. to Rs.5999/- p.m.	240
Rs.6000/- p.m. and above	300

2. Pay for the purpose of these orders will be pay drawn in the prescribed scale of pay, including stagnation increment(s) and non-practising allowance, but shall not include any other type(s) of pay like special pay, personal pay, etc. In case of those employees who opt to retain the pre-revised scale of pay, it will include, in addition to pay in the pre-revised scale, dearness allowance and interim relief appropriate to that pay admissible under orders in force on 1.1.96.

3. The allowance shall henceforth be termed as **Special Compensatory (Hill Areas) Allowance**.

4. All other terms and conditions governing grant of Composite Hill Compensatory Allowance shall continue to be applicable.

5. These orders shall take effect from 1-8-1997.

6. In places where more than one Special Compensatory Allowance is admissible, the Central Government employees posted in such stations will have the option to choose the allowance, which benefits them the most.

7. These orders shall also apply to the Civilian employees paid from the Defence Services Estimates and the expenditure will be chargeable to the relevant Head of the Defence Services Estimates. In regard to Armed Forces Personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways respectively.

8. In so far as the persons serving in the Indian Audit and Accounts Departments are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.

Copy of M/PPG&P, DOPT OM No.31011/7/97-Estt.(A) dated 10.8.1998 & Notification dated 28.7.1998 regarding CSS(LTC) Rules, 1988—Amendment of.

The undersigned is directed to refer to this Department's O.M. of even number dated 20.10.1997 on the subject mentioned above and to say that consequent upon acceptance of the recommendations of Fifth Central Pay Commission, CCS (LTC) Rules, 1988 were amended vide this Department's Notification No.31011/7/97-Estt.(A) dated 20.10.97 published in the Extra-ordinary Gazette of India Part II Section 3 Sub-Section (1) dated 20.10.97 as G.S.R. No.602(E). In the Notification under reference, the entitlement of different categories of employees to travel by rail was fixed on the basis of scales of pay.

2. The Fifth Central Pay Commission had recommended that while on LTC, the employees be permitted to travel by train by the class of accommodation to which they are entitled for journey on tour. The Department of Expenditure issued orders relating to Travelling Allowance entitlements vide Office Memorandum No.10/2/98-IC and F.No.19030/2/97-E.IV dated the 17th April, 1998 in which the entitlements were based on the basic pay of the employees.

3. After the issue of O.M. dated 17.4.1998 by the Department of Expenditure, a need was felt to amend the CCS (LTC) Rules, 1988 to make the entitlements pay-based instead of scale-based. The CCS (LTC) Rules have, therefore, been amended accordingly vide this Department's Notification No.31011/7/97-Estt. (A) dated the 28th July, 1998 published in the Gazette of India Extraordinary Part II Section 3 Sub-section (i) as GSR No.412 (E) (copy enclosed.)

4. In the amended CCS (LTC) Rules, in brief, *inter-alia*, the definition of the 'Family' has been elaborated the entitlement by AC 1st Class has been revised for pay scales of Rs.12,000/- and above but less than Rs.18,400/- to the pay of Rs.16,400/- and above but less than Rs.18,400/-; entitlement for travel by AC II Tier Sleeper has also been revised for the pay scales of Rs.6500/- and above but less than Rs.12,000/- to the pay of Rs.8000/- and above but less than Rs.16,400/-; the entitlement for travel by 1st Class/AC III Tier Sleeper/AC Chair Car has also been revised for the scales of Rs.3050 but less than Rs.6500 to the pay of Rs.4100/- and above but less than Rs.8000. The entitlements for travel by Rajdhani and Shatabdi Express trains has also been indicated in the amendments made to the LTC Rules. The entitlement by Rajdhani/Shatabdi Express would be applicable in cases where a journey is actually undertaken by these trains and not for determining entitlement on notional basis and both ends of the journey i.e. the place of start of the journey and the destination should be directly connected by Rajdhani/ Shatabdi Express. The entitlements for journey by Road has also been indicated in the amended CCS (LTC) Rules. Journey by private airlines will continue to be prohibited.

5. All L.T.C. claims shall be regulated as per Rules in force on the date of commencement of the journey.

ANNEXURE

Copy of DOPT Notification No.31011/7/97-Estt.(A) dated 28th July, 1998

G.S.R. No.412(E). In partial modification of this Department's Notification No.31011/7/97-Estt.(A) dated the 20th October, 1997 and in exercise of the powers conferred by the proviso to Article 309 and Clause (5) of Article 148 of

the Constitution and in consultation with the Comptroller and Auditor General of India, in regard to persons serving the Indian Audit and Accounts Department, the President hereby makes the following rules, namely:-

(1) These rules may be called the Central Civil Services (Leave Travel Concession) First Amendment Rules, 1998

(2) They shall come into force from 1-10-1998.

(3) In Sub-Rule 4 at (d) the existing definition of the 'Family' shall be substituted as under:-

(d) "Family" means:-

(i) the Government servant's wife or husband, as the case may be, and two surviving unmarried children or step children wholly dependent on the Government servant, irrespective of whether they are residing with the government servant or not.

(ii) Married daughters who have been divorced, abandoned or separated from their husbands and are residing with the Government servant and are wholly dependent on the Government servant;

(iii) Parents and/or step mother residing with and wholly dependent on the Government servant;

(iv) Unmarried minor brothers as well as unmarried, divorced, abandoned, separated from their husbands or widowed sisters residing with and wholly dependent on the Government servant, provided their parents are either not alive or are themselves wholly dependent on the Government servant.

EXPLANATIONS:

1. The restriction of the concession to only two surviving children or step children shall not be applicable in respect of (i) those employees who already have more than two children prior to the coming into force of this restriction i.e. 20.10.1997; (ii) children born within one year of the coming into force of this restriction; (iii) where the number of children exceeds two as a result of second child birth resulting in multiple births;

2. Not more than one wife is included in the term "Family" for the purpose of these Rules. However, if a Government servant has two legally wedded wives and the second marriage is with the specific permission of the Government, the second wife shall also be included in the definition of "Family".

3. Though it is not necessary for the spouse and children to reside with the Government servant so as to be eligible for the Leave Travel Concession, the concession in their cases shall, however, be restricted to the actual distance traveled or the distance between the headquarters/place of posting of the Government servant and the hometown/place of visit, whichever is less;

4. Children of divorced, abandoned, separated from their husbands or widowed sisters are not included in the term "Family";

5. A member of the family whose income from all sources, including pension, temporary increase in pension out excluding dearness relief on pension or stipend etc. does not exceed Rs.1500 p.m. is deemed to be wholly dependent on the Government servant.

(4) In Rule 12 for the existing sub-rule 1, the following shall be substituted:

(A) Journey by Air/Rail:

Pay range	Entitlement
Rs.18,400 and above	Air Economy (Y) Class by National Carriers or AC First Class by train, at their option.
Rs.16,400 and above but less than Rs.18,400	A.C. First Class
Rs.8,000 and above but less than Rs.16,400	II AC II-Tier Sleeper
Rs.4,100 and above but less than Rs.8,000	First Class/AC III-Tier Sleeper/AC Chair Car*
Below Rs.4,100	Second Sleeper
* All Government Servants who are entitled to travel on LTC by First Class/AC III tier Sleeper/AC Chair Car may, at their discretion, travel by AC II – Tier sleeper in cases where any of the trains connecting the originating and destination stations concerned by the direct shortest route do not provide these three classes of accommodation.	

Travel by Rajdhani Express Trains

Pay range	Entitlement
Rs.16,400 and above	AC First Class
Rs.8,000 and above but less than Rs.16,400	II AC 2-Tier Sleeper
Rs.4,100 and above but less than Rs.8,000	AC Chair Car

Travel by Shatabdi Express Trains

Pay range	Entitlement
Rs.16,400 and above	Executive Class

Rs.4,100 and above but less than Rs.16,400	AC Chair Car
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Note: Entitlement by Rajdhani/Shatabdi Trains would be applicable in cases where journey is actually undertaken by these trains and not for determining entitlement on notional basis. Both ends of the journey i.e. place of start of the journey and the destination should be directly connected by Rajdhani/Shatabdi Express.

(B) Journey by Sea or by River Steamer

Pay range	Entitlement
Rs.8,000 and above	Highest Class
Rs.6,500 and above but less than Rs.8,000	If there are two classes only on the steamer, the lower class.
Rs.4,100 and above but less than Rs.6,500	If there are three classes, the middle or the second class. If there are four classes, the third class.
Below Rs.4,100	The lowest Class.

Accommodation entitlements for travel between the mainland and the Andaman & Nicobar Group of Islands and the Lakshadweep Group of Islands by ships operated by the Shipping Corporation of India Limited will be as follows:-

Pay range	Entitlement
Rs.8,000 and above	Deluxe Class
Rs.6,500 and above but less than Rs.8,000	First/'A' Cabin Class
Rs.4,100 and above but less than Rs.6,500	Second/'B' Cabin Class
Less than Rs.4,100	Bunk class

(C) Journey by Road

Pay range	Entitlement
(i) Rs.18,400 and above	Actual fare by any type of public bus, including air-conditioned bus; or At prescribed rates for AC Taxi/Taxi (AC Taxi when the journey is actually performed by AC Taxi) for journey to the places not connected by rail subject to condition that the claim shall be restricted to the bus fare by entitled class or the fare actually paid, whichever is less.

(ii) Rs.8,000 and above but less than Rs.18,400	Same as at (i) above with the exception that journeys by AC Taxi will not be permissible.
(iii) Rs.6,500 and above but less than Rs.8,000	Same as at (ii) above with the exception that journeys by air-conditioned bus will not be permissible
(iv) Rs.4,100 and above but less than Rs.6,500	Actual fare by any type of public bus other than air-conditioned bus; Or At prescribed rate for autorickshaw for journey to places not connected by rail subject to condition that the claim shall be restricted to bus fare by entitled class or the fare actually paid, whichever is less.
(v) Below Rs.4,100	As at (iv) above with the condition that the claim shall be restricted to the bus fare by ordinary bus.

Note In all cases of travel by AC Taxi, Taxi or Autorickshaw, production of fare receipt will be necessary.

Recommendations of the Fifth Central Pay Commission—grant of ad-hoc increment to employees stagnating at the maximum of their scale of pay.

The undersigned is directed to say that the Fifth Central Pay Commission in para 22.39 of their Report have recommended that the existing rules for grant of stagnation increment should continue. Further, it has been recommended that the facility should be available subject to the condition that the basic pay plus stagnation increment(s) should not exceed Rs.22,000 per month in the revised scales of pay. The Government have considered this recommendation.

2. In partial modification of the recommendations and in suppression of all previous orders on the subject, the President is pleased to decide that all Central Government employees who have opted for the revised scales of pay in terms of the Central Civil Service (Revised Pay) Rules, 1997, and who may reach the maximum of the revised scales of pay shall be granted one stagnation increment on completion of every two years at the maximum of the respective scales. The stagnation increment shall be equal to the rate of increment last drawn by them in their pay scales. A maximum of three such increments shall be allowed subject to the condition that the grant of stagnation increments shall be restricted to all posts the maximum of the pay scale of which does not exceed Rs. 22,400.

3. In the case of Government servants whose pay in the applicable revised scales is fixed at the maximum of the scales as on 1.1.1996, the stagnation increments in the revised scales of pay will be admissible only on expiry of a period of two years reckoned from 1st January, 1996. In other words, no Government servant will become eligible for the first stagnation increment in the revised scale of pay before 1.1.1998. Consequently, the period, if any, spent at the maximum of the pre-revised scales will not be taken into account in determining the eligibility of Government servants to draw stagnation increments in the revised scales of pay. Similarly, the stagnation increment(s), if any, already earned in the pre-revised scales of pay will not be counted towards the maximum of three increments admissible in the revised scale of pay.

4. The stagnation increment will count, as at present, for all purposes such as D.A., H.R.A., C.C.A. pensionary benefits etc., including fixation of pay on promotion.

5. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders are being issued after consultation with the Comptroller and Auditor General of India.

(Copy of Department of Expenditure OM No. 1(9)/E III-A/97 dated 22.7.1998)

