

**No.G.12017/2/2008-FIN(PRU)/A**  
**GOVERNMENT OF MIZORAM**  
**FINANCE DEPARTMENT**  
**(PAY RESEARCH UNIT)**

**NOTIFICATION**

*Dated Aizawl, the 6<sup>th</sup> August , 2010.*

In exercise of the powers conferred by the proviso to article 309, read with article 162 of the Constitution of India, the Governor of Mizoram hereby makes the following rules -

**1. Short title and commencement:-**

- (1) These rules may be called the Mizoram (Revision of Pay) Rules, 2010.
- (2) They shall be deemed to have come into force on the 1<sup>st</sup> day of January, 2006. The pay under these rules shall be fixed notionally w.e.f. 1.1.2006. However, actual monetary benefits shall be paid w.e.f. 1.1.2009 only.
- (3) Arrears of pay and allowances for the period from 1.1.2009 to 31.07.2010 shall be impounded into the GPF Accounts of the employees in Group A,B & C categories.
- (4) Group 'D' employees and those employees retiring within 3 (three) months from the date of issue of this notification and those not eligible to subscribe to GPF shall be paid in cash.

**2. Categories of Government servants to whom the rules apply:-**

- (1) Save as otherwise provided by or under any rules, these rules shall apply to persons appointed to civil services and posts in connection with the affairs of the Government of Mizoram whose pay is debitable to the Consolidated Fund of the State.
- (2) These rules shall not apply to :-

- (i) Members of Judicial Services, College faculties enjoying UGC pay scales, teaching communities in Polytechnic and other institutions adopting AICTE norms and also employees of Mizoram Legislative Assembly.
- (ii) Employees of the State Government undertakings such as the MBSE, MKVI, ZIDCO, MIFCO etc. should obtain approval of the Government through their respective Administrative Department for adoption and application of the revised pay structure under these rules.
- (iii) Employees of the Autonomous District Councils and other Autonomous Bodies, MPSC, MSIC etc. whose employees are not Government employees in terms of Article 309 of the Constitution of India.
- (iv) Persons not in whole-time employment;
- (v) Persons paid out of contingencies;
- (vi) persons paid otherwise than on a monthly basis including those paid only on a piece-rate basis;
- (vii) persons employed on contract except where the contract provides otherwise;
- (viii) persons re-employed in Government service after retirement;
- (ix) officials or non-officials appointed on honorarium or monthly fixed remuneration.
- (x) any other class or category of persons whom the Governor may, by order, specially exclude from the operation of all or any of the provisions contained in these rules.

3. **Definitions - In these rules, unless the context otherwise requires:-**

- (1) **“actual basic pay”** means the basic pay actually drawn as on 1.1.2006 including stagnation increment(s) but does not include any other type of pay like ‘special pay’ etc.
- (2) **“existing basic pay”** means pay drawn in the prescribed existing scale of pay, including stagnation increment(s), but does not include any other type of pay like ‘special pay’, etc.
- (3) **“existing pay scale”** in relation to a Government servant means the present scale applicable to the post held by the Government servant (or, as the case may be, personal scale applicable to him) as on the 1<sup>st</sup> day of January 2006 whether in a substantive or officiating capacity.

**Explanation -** In the case of a Government servant, who was on the First day of January, 2006 on deputation out of India on leave or on foreign service, or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, “existing scale” includes the scale applicable to the post which he would have held but for his being on deputation out of India or on leave or on foreign service or, as the case may be, but for his officiating in a higher post;

- (4) **“actual emoluments”** means the sum of (i) basic pay, (ii) dearness pay appropriate to the basic pay and (iii) dearness allowance appropriate to the basic pay + dearness pay at index average 536 (1982=100).
- (5) **“present scale”** shall be as shown in column 2 of the Table-I or as in Column 5 of Annex-I.
- (6) **“pay in the pay band”** means pay drawn in the running pay bands specified in Column 4 of the Table - I of these rules; and Column 6 of Annex-I.

- (7) "**grade pay**" is the fixed amount corresponding to the pre-revised pay scale/of the post (s)/grade.
- (8) "**revised pay structure**" in relation to any post specified in column 6 of the Annex-I means the pay band and grade pay specified against that post unless a different revised pay band and grade pay or pay scale is notified separately for that post.
- (9) "**basic pay**" in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other types of pay like special pay, etc.
- (10) "**Table**" means Tables 1,2 & 3 annexed to these rules.
- (11) "**Annex**" means the statement of posts, existing pay scales, revised Pay Band and Grade Pay attached to different pay scales appended to these rules.
- (12) "**pre-revised pay**" means the pay actually drawn as on 1.1.2006. In the case of persons recruited after 1.1.2006 his/her pre-revised pay shall be the pay that would have been drawn by him/her in the identical corresponding scale as on 1.1.2006.

4. **Scale of pay of posts :**

The pay band and grade pay or the pay scale as applicable, of every post/grade specified in column 2 of Annex-I of the Report of the Cabinet Sub-Committee on Sixth Pay Implementation-2010 (CSC-2010) shall be as specified against it in column 6 *ibid*.

5. **Drawal of pay in the revised pay structure :**

- (1) Save as otherwise provided in these rules, a Government servant shall draw pay in the revised pay structure applicable to the post to which he is appointed;

Provided that a Government servant may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his posts or ceases to draw pay in that scale;

Provided also that in cases where a Government servant has been placed in a higher pay scale between 1.1.2006 and the date of notification of these Rules on account of promotion, upgradation of post and restructuring of cadre/Department/organisation etc, resulting in restructuring or rationalization of the pay pattern, the Government servant may elect to switch over to the revised pay structure as shown in Annex-I from the date of such promotion, upgradation, restructuring or rationalisation, as the case may be;

Provided further that mass upgradation of pay scales w.e.f. 1.6.2007 vide Finance Department Notifications No. G.11013/4/2007-FIN(PRU)/A dt 28.8.2007, No.G.12017/3/2007-FIN(PRU) dt. 28.8.2007, No.G.11013/3/2007-FIN(PRU)dt.5.5.2008 No.G.12017/3/2007-FIN(PRU) dt. 23.7.2008 and No.G.12017/3/2007- FIN(PRU) dt.5.9.2008 with all annexures thereto shall have no effect in the regulation of pay under these rules;

Provided again, that there can be cases where the feeder posts and promotional posts are merged in the same pay-band and grade-pay, in which cases, the benefit of one additional increment may be given to the employees on such promotion falling after 1.1.2006 [please see rule 7(11)].

Explanation-1 - The option to retain the existing pay-scale under the provisos to this rule shall be admissible only in respect of one existing scale.

Explanation-2 - The aforesaid option shall not be admissible to any person appointed to a post on or after the First day of January, 2006, whether for the first time, in a time scale of pay, in Government service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

Explanation-3 - Where a Government servant exercises the option under the provisos to this rule to retain the existing or actual pay scale in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale under Fundamental Rule 22, or any other rule or order applicable to that post, his substantive pay shall be the substantive pay which he would have drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

(2) Posts upgraded after 1.1.2006: There may be some posts which have been restructured or upgraded after 1.1.2006. In such cases, they will be given pay band and grade pay as per Annex-I and will be subsequently placed in the appropriate pay band and grade pay applicable to the restructured and upgraded post from the date of such restructuring or upgradation.

## 6. Exercise of Option -

(1) The option under the provisos to Rule 5 shall be exercised in writing in Form-I appended to these rules so as to reach the authority mentioned in sub rule (2) within three months of the date of publication of these rules or where an existing or actual scale has been revised by any order made subsequent to that date, within three months of the date of such order.

Provided that -

(i) in the case of a Government servant who is, on the date of such publication or, as the case may be, date of such order, out of India on leave or deputation or foreign service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in India; and

- (ii) where a Government servant is under suspension on the 1<sup>st</sup> day of January, 2006, the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this sub-rule.
- (2) The option shall be intimated by the Government servant to the Head of his Office.
- (3) If the intimation regarding option is not received within the time mentioned in sub-rule (1), the Government servant shall be deemed to have elected to be governed by the revised pay structure with effect on and from the 1<sup>st</sup> day of January, 2006.
- (4) The option once exercised shall be final.

**Note 1** - Persons whose services were terminated on or after the 1<sup>st</sup> January, 2006 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds, are entitled to the benefits of this rule.

**Note 2** - Persons who have died on or after the 1<sup>st</sup> day of January, 2006 and could not exercise the option within the prescribed time limit are deemed to have opted for the revised pay structure on and from the 1<sup>st</sup> day of January, 2006 or such later date as is most beneficial to their dependents, if the revised pay structure is more favourable and in such cases, necessary action for payment of arrears should be taken by the Head of Office.

**Note 3** - Persons who were on earned leave or any other leave on 1.1.2006 which entitled them to leave salary will be allowed the benefits of this rule.

7. **Fixation of initial pay in the revised pay structure :**

(1) The initial pay of a Government servant who elects, or is deemed to have elected under sub-rule (3) of rule 6 to be governed by the revised pay structure on and from the 1<sup>st</sup> day of January 2006, shall, unless in any case the Governor by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely :-

(A) in the case of all employees :-

(i) **Initial fixation of pay** : While fixing the initial pay of a Government servant, the existing basic pay as on 1.1.2006 along with 50% of the basic pay i.e. DP and the existing rate of 24% of Dearness Allowance as on 1.1.2006 should be taken into consideration so that an employee will not be at financial loss due to fixation of pay in the revised pay structure. In short, the existing basic pay as on 1.1.2006 will be multiplied by a factor of 1.86 (this is equal to Basic Pay + DP + DA) and the resultant amount should be rounded up to the next multiple of 10. The amount so arrived at plus the applicable Grade Pay will be the new Basic Pay in the revised pay structure. If the amount so arrived at by multiplying the basic pay by 1.86 is less than the minimum of the pay band, then the initial pay shall be placed at the minimum of the pay band. Thus, the Grade Pay applicable to an employee in relation to the scale of pay in which he was drawing his pay will be in the form of fitment benefit. The revised structure of pay bands and grade pay shall be applicable from 1.1.2006 onwards.

(ii) If the minimum of the revised pay band/ pay scale is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the revised pay band/ pay scale.

- (B) In the case of employees who are in receipt of special pay/ allowance in addition to pay in the existing scale which has been recommended for replacement by a pay band and grade pay without any special pay/allowance, pay shall be fixed in the revised pay structure in accordance with the provisions of clause (A) above.
- (C) In the case of employees who are in receipt of special pay component with any other nomenclature in addition to pay in the existing or actual scales, such as personal pay for promoting small family norms, etc., and in whose case the same has been replaced in the revised pay structure with corresponding allowance/pay at the same rate or at a different rate, the pay in the revised pay structure shall be fixed in accordance with the provisions of clause (A) above. In such cases, the allowance at the new rate as recommended, if any, shall be drawn in addition to pay in the revised pay structure from the date specified in the notifications related to these allowances.
- 7(2) In the case of medical officers who are in receipt of Non-Practising Allowance, the pay in the revised pay structure shall be fixed in accordance with the provisions of clause (A) above except that, in such cases, the pre-revised dearness allowance appropriate to the non-practising allowance admissible at index average 536 (1982=100) shall be added while fixing the pay in the revised pay band. However, continuance of NPA shall be subject to the condition that only those doctors who are not having private practice will receive NPA and all doctors doing private practice will not avail NPA.
- 7(3) A Government servant who is on leave on the 1<sup>st</sup> day of January, 2006 and is entitled to leave salary shall become entitled to pay in the revised pay structure from 1.1.2006 or the date of option for the revised pay structure. Similarly, where a government servant is on study leave on the first day of January, 2006 he will be entitled to the benefits under these Rules from 1.1.2006 or the date of option.

- 7(4) A Government servant under suspension, shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure will be subject to the final order on the pending disciplinary proceedings.
- 7(5) Where a Government servant is holding a permanent post and is officiating in a higher post on a regular basis and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only, and the pay so fixed shall be treated as substantive pay. The provisions of this Note shall apply *mutatis mutandis*, to Government servants holding in an officiating capacity, posts on different existing scales which have been replaced by the revised pay structure.
- 7(6) Where the 'existing emoluments' exceed the revised emoluments in the case of any Government servant, the difference shall be allowed as *personal pay* to be absorbed in future increases in pay.
- 7(7) Where in the fixation of pay under sub-rule (1), the pay of a Government servant, who, in the existing scale was drawing immediately before the 1<sup>st</sup> day of January, 2006 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the revised pay band as that of the junior.
- 7(8) Where a Government servant is in receipt of personal pay on the 1<sup>st</sup> day of January 2006, which together with his existing emoluments exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increases in pay.

7(9) In the case of employees who are in receipt of personal pay for passing Hindi Praya, Hindi Typewriting, Hindi Shorthand and such other examinations under the "Hindi Teaching Scheme", or on successfully undergoing training in cash and accounts matters prior to the 1<sup>st</sup> day of January, 2006, while the personal pay shall not be taken into account for purposes of fixation of initial pay in the revised pay structure, they would continue to draw personal pay after fixation of their pay in the revised pay structure. The quantum of such personal pay would be paid at the appropriate rate of increment in the revised pay structure from the date of fixation of pay for the period for which the employee would have continued to draw it.

**Explanation** - For the purpose of this Note, " appropriate rate of increment in the revised pay structure" means 3% of the sum of the pay in the pay band and the grade pay at the stage at which the pay of the employee is fixed in the revised pay structure.

7(10) In cases where a senior Government servant promoted to a higher post before the 1<sup>st</sup> day of January, 2006 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1<sup>st</sup> day of January, 2006, the pay in the pay band of the senior Government servant should be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior Government servant subject to the fulfillment of the following conditions, namely:-

- (a) Both the junior and the senior Government servants should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.
- (b) The pre-revised scale of pay and the revised grade pay of the lower and higher posts in which they are entitled to draw pay should be identical.

- (c) The senior Government servants at the time of promotion should have been drawing equal or more pay than the junior.
- (d) The anomaly should be directly as a result of the application of the provisions of Fundamental Rule 22 or any other rule or order regulating pay fixation on such promotion in the revised pay structure. If even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him, provision of this Note need not be invoked to step up the pay of the senior officer.

7(11) There can be cases where the feeder post and promotional posts in the pre-revised scale are merged in the same pay band and grade pay. In such cases, the benefit of *one additional increment* may be given to the employee who was in the promotional post in the pre-revised scale, wherever a separate Grade Pay is not attached to the promotional post in the revised pay structure.

7(12) Each employee whose pay shall be fixed under these rules shall file an Undertaking in Form-III appended to these rules.

7(13) While fixing the pay of a government servant under Rule 7,8 & 11 of these rules, the Fitment Table at Annex-II may be taken as a ready reference and reckoner for such fixation.

8. **Fixation of pay in the revised pay structure of employees appointed as fresh recruits on or after 1.1.2006 :**

Table - 2 of these Rules indicates the entry level pay in the pay band at which the pay of direct recruits to a particular post carrying a specific grade pay will be fixed on or after 1.1.2006.

This will also be applied in the case of those recruited between 1.1.2006 and the date of issue of this Notification. In such cases, where the emoluments in the basic pay scale(s) [i.e., basic pay in the pre-revised pay scale(s) plus Dearness Pay plus Dearness Allowance applicable on the date of joining] exceeds the sum of the pay fixed in the revised pay structure and the applicable dearness allowance thereon, the difference shall be allowed as personal pay to be absorbed in future increments in pay. All fixation of initial pay under Rule 7,8 & 11 of these rules shall be done in Form-II.

**9. Rate of increment in the revised pay structure :**

The rate of increment in the revised pay structure will be 3% of the sum of the pay in the pay band and grade pay applicable, which will be rounded off to the next multiple of 10. The amount of increment will be added to the existing pay in the pay band.

**10. Date of next increment in the revised pay structure :**

There will be a uniform date of annual increment, viz, 1<sup>st</sup> July of every year. Employees completing 6 months and above in the revised pay structure as on 1<sup>st</sup> of July will be eligible to be granted the increment.

Provided that in the case of persons who had been drawing maximum of the existing scale for more than a year as on the 1<sup>st</sup> day of January, 2006, the next increment in the revised pay structure shall be allowed on the 1<sup>st</sup> day of January, 2006. Thereafter, the provision of Rule 11 would apply.

Provided also that for those employees whose date of next increment falls on 1.1.2006, the instructions already provided for granting an increment in the pre-revised pay scale as on 1.1.2006 and then fixing their pay in the revised pay scales. Such Government servants would also get their next increment on 1.7.2006.

Provided further that in cases where an employee reaches the maximum of his pay band, shall be placed in the next higher pay band after one year of reaching such a maximum. At the time of placement in the higher pay band, benefit of one increment will be provided. Thereafter, he will continue to move in the higher pay band till his pay in the pay band reaches the maximum of PB-4, after which no further increments will be granted.

**Note** - In case where two existing scales, one being a promotional scale for the other, are merged, and the junior Government servant, 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 senior Government servant in the existing higher scale, the pay in the pay band of the senior government servant shall be stepped up to that of his junior from the same date and he shall draw next increment in accordance with Rule 10.

**11. Fixation of pay in revised pay structure subsequent to the 1<sup>st</sup> day of January, 2006. :**

Where a Government servant continues to draw his pay in the existing scale and is brought over to the revised pay structure from a date later than the 1<sup>st</sup> day of January, 2006, his pay from the later date in the revised pay structure shall be fixed in the following manner:-

- (i) Pay in the pay band will be fixed by adding the basic pay applicable on the later date, the dearness pay applicable on that date and the pre-revised dearness allowance based on rates applicable as on 1.1.2006. This figure will be rounded off to the next multiple of 10 and will then become the pay in the applicable pay band. In addition to this, the grade pay corresponding to the pre-revised pay scale will be payable. Where the Government servant is in receipt of special pay or non-practising allowance, the methodology followed will be as prescribed in Rule 7 (B), (C) and 7(2) as applicable, except that the basic pay and dearness pay to be taken into account will be the basic pay and dearness pay appropriate to the basic pay applicable as on that date but dearness allowance will be calculated as per rates applicable on 1.1.2006.

**12. Fixation of pay on reappointment after the 1<sup>st</sup> day of January, 2006 to a post held prior to that date :**

A Government servant who had officiated in a post prior to the 1<sup>st</sup> day of January, 2006 but was not holding that post on that date and who on subsequent appointment to that post draws pay in the revised pay structure shall be allowed the benefit of the proviso to Fundamental Rule 22, to the extent it would have been admissible had he been holding that post on the 1<sup>st</sup> day of January, 2006, and had elected the revised pay structure on and from the date.

**13. Fixation of pay on promotion on or after 1.1.2006 :**

In the case of promotion from one grade pay to another in the revised pay structure, the fixation will be done as follows:

- (i) One increment equal to 3 % of the sum of the pay in the pay band and the existing grade pay will be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The grade pay corresponding to the promotion post will thereafter be granted in addition to this pay in the pay band. In cases where promotion involves change in the pay band also, the same methodology will be followed. However, if the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum.

**Clarification**

On promotion from one grade to another/financial upgradation under ACP, a Government servant has an option under FR 22 (I) (a) (I) to get his pay fixed in the higher post either from the date of his promotion, or from date of his next increment, viz. 1<sup>st</sup> July of the year. The pay will be fixed in the following manner in the revised pay structure :-

- (a) In case the Government servant opts to get his pay fixed from his date of next increment, then, on the date of promotion, pay in the pay band shall continue unchanged, but the grade pay of the higher post will be granted. Further re-fixation will be done on the date of his next increment i.e. 1<sup>st</sup> July. On that day, he will be granted two increments: one annual increment and the second on account of promotion. While computing these two increments, basic pay prior to the date of promotion was Rs.100, first increment would be computed on Rs.100 and the second on Rs. 103.
  - (b) In case the Government servant opts to get his pay fixed in the higher grade from the date of his promotion, he shall get his first increment in the higher grade on the next 1<sup>st</sup> July if he was promoted between 2<sup>nd</sup> July and 1<sup>st</sup> January. However, if he was promoted between 2<sup>nd</sup> January and 30<sup>th</sup> June of a particular year, he shall get his increment on 1<sup>st</sup> July of next year.
- (ii) For Government servants in receipt of NPA, pay plus NPA will not exceed Rs. 85,000.

14. The Government have accepted the recommendations of the Cabinet Sub-Committee on Sixth Pay Implementation vide their reports in Chapter 4, Paras 4.1 to 4.4 together with the entire Revised Pay Structure laid down in Table-I of their Report -2010 (Please see Table-I below)

**TABLE - 1****Statement showing present Pay Scales and corresponding Standard Pay Scales for Fitment in the revised Sixth CPC**

Sl No	Pay on 1.1.2006	Present Scale (w.e.f 1.6.2007)	Recommended Revised Pay		
			Pay Band	Corresponding Pay Band	Grade Pay
1	2	3	4		
1	2650-4000	3050-4590	-1S	4440-7440	1650
2	2750-4400	3200-4900	PB-1	5200-20200	1800
3	2750-4400	4000-6000	PB-1	5200-20200	1800
4	2750-4400	4500-7000	PB-1	5200-20200	1800
5	3050-4590	3050-4590	PB-1	5200-20200	1900
6	3050-4590	4000-6000	PB-1	5200-20200	1900
7	3200-4900	4000-6000	PB-1	5200-20200	2000
8	3200-4900	4500-7000	PB-1	5200-20200	2000
9	4000-6000	4000-6000 (CSS)	PB-1	5200-20200	2400
10	4000-6000	4500-7000	PB-1	5200-20200	2400
11	4000-6000	5000-8000	PB-1	5200-20200	2400
12	4000-6000	5500-9000	PB-1	5200-20200	2400
13	4500-7000	5000-8000	PB-1	5200-20200	2800
14	4500-7000	5500-9000	PB-1	5200-20200	2800
15	4500-7000	6500-10500	PB-1	5200-20200	2800
16	5000-8000	5500-9000	PB-2	9300-34800	4200
17	5000-8000	6500-10500	PB-2	9300-34800	4200
18	5500-9000	5500-9000	PB-2	9300-34800	4400
19	5500-9000	6500-10500	PB-2	9300-34800	4400
20	5500-9000	7450-11500	PB-2	9300-34800	4400
21	5500-6500	6500-10500	PB-2	9300-34800	4600*
22	5500-6500 + 200 SA	6500-10500	PB-2	9300-34800	4600
23	6500-10500	7450-11500	PB-2	9300-34800	4600

Sl No	Pay on 1.1.2006	Present Scale (w.e.f 1.6.2007)	Recommended Revised Pay		
			Pay Band	Corresponding Pay Band	Grade Pay
1	2	3	4		
24	6500-10500	7500-12000	PB-2	9300-34800	4600
25	6500-10500	8000-13500	PB-2	9300-34800	4600
26	7450-11500	7500-12000	PB-2	9300-34800	4600
27	7450-11500	8000-13500	PB-2	9300-34800	4600
28	6500-10500 + 200 SA	7450-11500	PB-2	9300-34800	4800
29	7500-12000	8000-13500	PB-2	9300-34800	4800
30	8000-13500	10000-15200	PB-3	15600-39100	5400
31	8000-13500	12000-16500	PB-3	15600-39100	5400
32	8000-13500	10000-15200+200	PB-3	15600-39100	6100
33	10000-15200	12000-16500	PB-3	15600-39100	6600
34	12000-16500	12000-16500	PB-3	15600-39100	6600
35	10000-15200	12000-16500+200	PB-3	15600-39100	7100
36	12000-16500	14300-18300	PB-3	15600-39100	7600
37	12000-18000	14300-18300 + 500	PB-3	15600-39100	7600
38	14300-18300	14300-18300	PB-3	15600-39100	7600
39	14300-18300	14300-18300 +750	PB4	37400-67000	8700
40	16400-20900	16400-20900	PB4	37400-67000	8900
41	18400-22400	16400-20900	PB4	37400-67000	8900
42	16400-20900 +500	16400-20900 +750	PB4	37400-67000	9500
43	16400-20900+500	16400-20900 +1000	PB4	37400-67000	9500
44	18400-22400+500	16400-20900+1000	PB4	37400-67000	9500

\* Indicates Pay Band and Grade Pay for Supervisor of Industrial Training Institute promoted from the post of Instructor (Selection Grade).

15. Also, the Entry pay for direct recruits appointed on or after 1.1.2006 as tabulated in Table 2 (vide Para 4.12) of their Report – 2010 is accepted as shown below :

**TABLE - 2**

**Entry pays in the revised pay structure for direct recruits appointed on or after 1.1.2006**

<b>-1S (4440-7440)</b>		
<b>Grade Pay</b>	<b>Pay in the Pay Band</b>	<b>Total</b>
1650	5130	6780

**PB-1 (5200-20200)**

<b>Grade Pay</b>	<b>Pay in the Pay Band</b>	<b>Total</b>
1800	5200	7000
1900	5830	7730
2000	6460	8460
2400	7510	9910
2800	8560	11360

**PB-2 (9300-34800)**

<b>Grade Pay</b>	<b>Pay in the Pay Band</b>	<b>Total</b>
4200	9300	13500
4400	10520	14920
4600	12540	17140
4800	13350	18150

**PB-3 (15600-39100)**

<b>Grade Pay</b>	<b>Pay in the Pay Band</b>	<b>Total</b>
5400	15600	21000
6100	18120	24220
6600	18750	25350
7100	21040	28140
7600	21900	29500

**PB-4 (37400-67000)**

<b>Grade Pay</b>	<b>Pay in the Pay Band</b>	<b>Total</b>
8700	37400	46100
8900	40200	49100
9500	43000	52500

**16. Assured Career Progression Scheme:**

The Assured Career Progression Scheme in the Revised Pay structure shall be re-examined by the DP & AR and Finance Department in order to remove the inconsistencies between the recommendations of the Cabinet Sub-Committee, the existing ACP adopted by the State Government and the method of financial upgradation implemented by the Government of India.

17. Pension and Other Retirement Benefits as implemented by the Central Government with effect from 1.1.2006 shall be made applicable to the retired employees of the Government of Mizoram as amended by the Government of India under the relevant provisions of the CCS (Pension) Rules and may be further amended from time to time. However, fixation of pension and other retirement benefits shall be calculated notionally w.e.f. 1.1.2006 to 31.12.2008. But cash benefits shall be allowed only from 1.1.2009. Being as such, payment of DCRG shall be calculated on the pre-revised pay for persons retiring between 1.1.2006 to 31.12.2008. The New Contributory Pension System shall be

implemented for employees appointed on or after 1.9.2010. Finance Department shall issue separate Notification / instruction in this regard. Before sanction of the Pension / Family Pension and DCRG the pay of the retiring Government Servant who retired or retiring after 1.1.2006 shall be fixed in the manner to be notified by Finance Department separately.

18. The emerging anomalies that may arise due to revision of pay structure under these rules and other related issues and inconsistencies across the different departments shall be considered separately by the Government from time to time on merit-cum-need-base.
19. Consequent upon the implementation of these new rules there is a need to revise or amend the different Service/Recruitment rules of various categories/services of employees especially in relation to the Revised Pay structure. The Government in the Department of Personnels and Administrative Reforms shall take follow-up action by notifying a common Amendment Rules in consultation with the concerned Departments and the Mizoram Public Service Commission, wherever necessary. Till that time, these Rules shall be construed as the amending Rules of all the existing Service Rules and Recruitment Rules in respect of the relevant scale of pay.
20. Allowances related to revision of pay under these rules and other departmentalized, local and miscellaneous allowances not related to the revision of pay scales sanctioned by the State Government shall be notified separately. The rates of such allowances\ applicable from such other dates (excepting Dearness Allowance) shall be as may be indicated in the said notification.
21. **Overriding effect of these Rules :**

The provisions of the Fundamental rules, the Central Civil Services (Revision of Pay) Rules, 1947, the Central Civil Services (Revised Pay) Rules, 1960, the Central Civil Services (Revised Pay) Rules, 1973, Central Civil Services

(Revised Pay) Rules, 1986 and CCS (Revised Pay) (extension to State Government Employees of Mizoram) Rules, 1999 shall not, save as otherwise provided in these rules, apply to cases where pay is regulated under these rules and to the extent they are inconsistent with these rules.

**22. Power to relax :**

Where the Governor is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, he may, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner; provided that any such relaxation shall not be too general in nature and shall not be used or claimed as a precedent for any other case.

**23. Interpretation :**

If any question arises relating to the interpretation of any of the provisions of these rules, it shall be referred to the Finance Department of the Government of Mizoram for interpretation, and in such case the interpretation tendered by the Finance Department in consultation with the Department of Personnel and Administrative Reforms shall be final.

By order etc.



(LALMALSAWMA)  
Finance Secretary  
Government of Mizoram

Memo No.G.12017/2/2008-FIN(PRU) / A : Dated Aizawl, the 6<sup>th</sup> August, 2010.  
Copy to :

1. Secretary to Governor, Mizoram.
2. P.S. to Chief Minister, Govt. of Mizoram.
3. P.S. to all Ministers /Speaker/Dy.Speaker/MOS/Parliamentary Secretaries, Mizoram.
4. P.S. to Vice Chairman, State Planning Board, Mizoram.
5. P.S. to Government Deputy Chief whip, Mizoram
6. P.P.S to Chief Secretary, Government of Mizoram.
7. All Administrative Departments, Govt.of Mizoram.
8. Secretary, Mizoram Legislative Assembly.
9. Secretary, State Information Commission, Mizoram.
10. Secretary, Mizoram Public Service Commission.
11. Member Secretary, State Planning Board, Mizoram.
12. Resident Commissioner, Govt.of Mizoram, Lt. Ribhu Saxena Marg, Vasant Vihar, New Delhi.
13. All Heads of Departments, Govt.of Mizoram.
14. Chief Controller of Accounts, Mizoram.
15. Controller of Printing & Stationeries, Mizoram with 6(six) spare copies for publication in Mizoram Gazetted Extra Ordinary.
16. All Treasury Officers/Jt.Director of Accounts/Dy.Director of Accounts/FAOs Mizoram.
17. Guard File.



(VANLALNGHAKA)  
Addl. Secretary to the Govt. of Mizoram,  
Finance Department

**Form-I**  
**Form of Option**  
**(See Rule 6 (1))**

- (i) I \_\_\_\_\_ hereby elect the revised pay structure with effect from 1<sup>st</sup> January, 2006.
- (ii) I \_\_\_\_\_ hereby elect to continue on the existing scale of pay of my substantive/officiating posts mentioned below until:

The date of my next increment \_\_\_\_\_

The date of my subsequent increment \_\_\_\_\_

raising my pay to Rs. \_\_\_\_\_

I vacate or cease to draw pay in the existing scale.

The date of my promotion to \_\_\_\_\_ shall be \_\_\_\_\_

Existing Scale \_\_\_\_\_

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Office in which employed \_\_\_\_\_

Date :

Station :

*To be scored out, if not applicable.*

**Form-II**  
**(See Rules 7, 8 & 11)**

**Statement of fixation of pay under Mizoram (Revision of Pay) Rules, 2010**

1. Name of the Government Servant :
2. Designation of the post in which pay is to be fixed as on January 1, 2006 :
3. Status (substantive / officiating) :
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 Cabinet Sub-Committee on Sixth Pay Implementation and as implemented in the Mizoram (Revision of Pay) Rules, 2010 in a single revised scale, the scale of pay in which the employee was actually drawing his pay should be specified. :
5. Existing emoluments as on 1.1.2006 –
  - (a) Basic pay (including Stagnation Increments, if any) :
  - (b) Dearness Pay :
  - (c) Dearness Allowance applicable at AICPI average 536 (1982=100) :
  - (d) Total existing emoluments [(a) to (c)] :
6. Revised Pay band and Grade pay corresponding to the pre-revised scale shown at Sl.No.4 above. :
7. Pay in the revised pay band / scale in which pay is to be fixed as per the fitment table attached at Annex-II. :
8. Grade pay to be applied in terms of Rule 4 of the Mizoram (Revision of Pay) Rules, 2010. :

9. Stepped up pay with reference to the revised pay of Junior, if applicable Rule 7(7) & 7(10) of Mizoram (Revision of Pay) Rules, 2010. Name and pay of the junior also be indicated distinctly.

10. Revised pay with reference to the Substantive Pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post if applicable [Rule 7(5)]

11. Personal Pay, if any [Rule 7(8), 7(9)] :

12. One additional increment for promotional post in the pre-revised scale [Rule 7(11)] :

13. Revised emoluments after fixation -

(a) Pay in the Revised Pay Band/Pay Scale :

(b) Grade Pay :

(c) Special Pay, if admissible :

(d) Personal Pay, if admissible :

(e) Non - Practising Allowance, if admissible :

(f) Additional increment, if any :

14. Date of next increment (Rules 9 & 10) and pay after grant of increment

Date of Increment : \_\_\_\_\_

**Pay after Increment**

Pay in the Pay Band/Scale	Grade Pay (wherever applicable)

15. Any other relevant information :

Date :

Signature & Designation of Head of Office

*Note: Strikeout items not applicable in each individual case.*

**Form-III**  
**(See Rule 7(12))**

**UNDERTAKING**

I hereby undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature : \_\_\_\_\_

Name : \_\_\_\_\_

Designation : \_\_\_\_\_

Date :

Station :