

No.1/1/2009-Estt.Pay I
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel and Training)

New Delhi, the 3rd July 2009

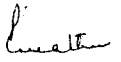
OFFICE MEMORANDUM

3-7-2009

SUBJECT: Grant of Variable Increment to high performers in the Pay Band 3 – recommendation of the 6th CPC.

The Sixth Central Pay Commission in Para 2.2.12 of its report, has recommended grant of higher rate of increment to not more than 20% of Group A officers in the Pay Band 3. As per the recommendations, for Group A officers in PB 3, annual increments in the band will vary depending upon the performance of the officer. The recommendations of the Pay Commission were considered and accepted with modification to the extent that Variable Increment may be granted @ 4% instead of 3.5% recommended by the Commission to not more than 20% High Performers in PB 3.

2. All Ministries/Departments are requested to give their suggestions, before the guidelines for grant of Variable Increment are formulated & finalised by this Department. The suggestions should reach the undersigned within a month of the issue of this Office Memorandum failing which it will be presumed that the concerned Ministry/Department has no suggestion to make and this Department will proceed with the process of framing of guidelines in the matter.



(Rita Mathur)
Director (Pay)

All Ministries/Department
(As per the standard list)

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