

**Item No. 2****3 % Increment at all stages**

In Para 5.1.21, the Commission has stated that it has constructed the Pay Matrix, which has two dimensions i.e. horizontal and vertical ranges. The vertical range is supposed to denote the pay progression with the level. The steps are to reflect the annual forward progression of three per cent in each level. More specifically under the Caption "Annual increment" in Para 5.1.38, the Commission has emphatically stated that the annual increment is being retained at 3 percent. In the forward to the report, the Chairman Justice Shri AK Mathur (Para 1.19) writes "the prevailing rate of increment is considered quite satisfactory and has been retained." This apart in para 4.1.17, the Commission states that the various stages within a level moves upward @ 3% p.a.

Having stated categorically that a Govt servant must get his annual increment @3% of his pay, the recommendation that one's pay on award of annual increment must move to the next cell in the matrix would become tenable only if the difference between the two cells is more than 3% of the Pay of the Govt servant. From the chart annexed it could be seen that it is not so at many stages warranting a revision of the Pay Matrix at those levels, where the employee gets less than 3% as his annual increment when he moves on to the next higher stage in the matrix.

**- ILLUSTRATION-I – LOSS IN INCREMENT**

Pay Level	Sl. No. in the Pay Level (Cell)	Basic Pay in the Revised Pay scale	Next above Basic Pay after adding 3% increment	Next above Basic Pay fixed as per pay matrix	Amount of loss to the employee	Actual increment rate %age
1	12	24900	25647	25600	47	2.81
1	26	37600	38728	38700	28	2.92
3	9	27600	28428	28400	28	2.89
3	16	34000	35020	35000	20	2.94
4	11	34300	35329	35300	29	2.91
4	22	47500	48925	48900	25	2.94
5	10	38100	39243	39200	43	2.88
5	20	51100	52633	52600	33	2.93
6	6	41100	42333	42300	33	2.91
6	9	44900	46247	46200	47	2.89