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मुख्य कार्यालय / Head Office  
EMPLOYEES' PROVIDENT FUND ORGANISATION  
श्रम एवं रोजगार मंत्रालय , भारत सरकार  
MINISTRY OF LABOUR AND EMPLOYMENT, GOVERNMENT OF INDIA  
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No. HRM-II/A.10(198)13/803/Vol.I

16380

Dated:

09 NOV 2011

To

All Additional CPFCs (Zones)/ Director (PDNASS),  
All Regional Provident Fund Commissioners  
- Incharge Regional Offices/ ZTIs/ RPFC(ASD), Head Office

**Sub.: Protection of Pay / Counting of Past Service on appointment to the post of Assistant Provident Fund Commissioner under DR quota through UPSC- reg.**

Sir,

\* A lot of representations have been received in Head Office from Assistant Provident Fund Commissioners (Probationers) for their pay protection / counting of their past service as they were earlier employed with Government / Semi Government / PSU/ Bank.

2. The matter has been examined and it is stated that the existing rule provision and Government of India instructions provide for as under:-

- (i) FR 22 (24) provides that as per extant rules/ orders, pay protection is granted to candidates who are appointed by the method of recruitment by selection through the Union Public Service Commission, if such candidates are in Government service. (copy enclosed)
- (ii) DOP&T OM No. 12/1/88-Estt.(Pay-I) dated 7.8.1989 also provides that as per extant rules / orders on the subject, pay protection is granted to candidates who are appointed by the method or recruitment by selection through the UPSC is such candidates are in Government Service. (copy enclosed)
- (iii) *Employees Provident Fund (Officers and Employees' Conditions of Services) Regulations, 2008 provides that the service, including the broker period of service, rendered by a temporary Government servant under the Central Government in the time scale of pay similar to that to which he is appointed in the Organisation shall be counted for purposes of increment to the extent that such service is counted for increment under the Central Government in such cases, provided that he is appointed in the Organisation without any break after the termination of his service under the Central Government. (copy enclosed)*

3 In view of the above rule provision, if a Central Government employee joins another department on the basis of recruitment made by UPSC, his pay can be protected and past service can be counted in the new department. Accordingly, you may take appropriate action to protect pay / grant past service benefit after adopting due procedure to all officers who have joined this Organisation after tendering technical resignation from previous Central Government department. As far as grant of such benefit to those officers who were earlier employed with Central PSUs / State PSUs/ Universities / Semi Government Institutions / Autonomous Bodies etc. are concerned, the matter is being taken up with DOP&T and after getting necessary guidelines from DOP&T, a separate communication shall be issued in this regard.

(This issues with the approval of Competent Authority).

Yours faithfully,

(Sanjay Bisht)

Regional Provident Fund Commissioner-I

also the senior cannot claim pay parity in the higher post though he may have been promoted earlier to the higher post;

- (e) where a person is promoted from lower to a higher post, his pay is fixed with reference to the pay drawn by him in the lower post under FR 22-C and he is likely to get more pay than a direct appointee whose pay is fixed under different set of rules. For example, an UDC on promotion to the post of Assistant gets his pay fixed under FR 22-C with reference to the pay drawn in the post of UDC, whereas the pay of Assistant (DR) is fixed normally at the minimum under FR 22-B (2). In such cases, the senior direct recruit cannot claim pay parity with the junior promoted from a lower post to higher post as seniority alone is not a criteria for allowing stepping up;
- (f) where a junior gets more pay due to additional increments earned on acquiring higher qualifications.

3. In the instances referred to in Para. 2 above, a junior drawing more pay than the senior will not constitute an anomaly. In such cases, stepping up of pay will not, therefore, be admissible.

[ G.I., Dept. of Per. & Trg., O.M. No. 4/7/92-Estt. (Pay-I), dated the 4th November, 1993 ]

**(24) Protection of pay is admissible for candidates recruited from Central Autonomous Bodies / Public Sector Undertakings.**— As per extant rules / orders, pay protection is granted to candidates who are appointed by the method of recruitment by selection through the Union Public Service Commission, if such candidates are in Government service. No such pay protection is granted to candidates working in Public Sector Undertakings, Universities, Semi-Government Institutions or Autonomous Bodies, when they are so appointed in Government. As a result of this, it has not been possible for Government to draw upon the talent that is available in non-Government organizations.

2. The question as to how pay protection can be given in the case of candidates recruited from Public Sector Undertakings, etc., has been engaging the attention of the Government for sometime. The matter has been carefully considered and it has been decided that in respect of candidates working in Public Sector Undertakings, Universities, Semi-Government Institutions or Autonomous Bodies, who are appointed as direct recruits on selection through a properly constituted agency including departmental authorities making recruitment directly, their initial pay may be fixed at a stage in the scale of pay attached to the post, so that the pay and DA, as admissible in the Government, will protect the pay *plus* DA, already being drawn by them in their parent organization. In the event of such a stage not being available in the post to which they have been recruited, their pay may be fixed at a stage just below in the scale of the post to which they have been recruited, so as to ensure a minimum loss to the candidates. The pay fixed under this formulation will not exceed the maximum of the scale of the post to which they have been recruited. The pay fixation

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No.12/1/88-Entt.(Pay-I)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
Department of Personnel & Training

.....  
New Delhi, the 7 Aug., 1989

OFFICE MEMORANDUM

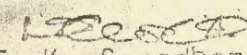
Subject:-Guidelines for fixing pay of candidates working  
in Public Sector Undertakings, etc. recommended  
for appointment by the Commission by the method  
of recruitment by selection - regarding -

.....  
The undersigned is directed to say that as per extant rules/orders on the subject, pay protection is granted to candidates who are appointed by the method of recruitment by selection through the U.P.S.C. if such candidates are in Government service. No such pay protection is granted to candidates working in Public Sector Undertakings, Universities, Semi-Government Institutions or Autonomous Bodies, when they are so appointed in Government. As a result of this, it has not been possible for Government to draw upon the talent that is available in non-Government organisations.

2. The question as to how pay protection can be given in the case of candidates recruited from Public Sector Undertakings, etc. has been engaging the attention of the Government for sometime. The matter has been carefully considered and the President is pleased to decide that in respect of candidates working in Public Sector Undertakings, Universities, Semi-Government Institutions or Autonomous Bodies, who are appointed as direct recruits on selection through a properly constituted agency including departmental authorities making recruitment directly, their initial pay may be fixed at a stage in the scale of pay attached to the post so that the pay and D.A. as admissible in the Government will protect the pay + D.A. already being drawn by them in their parent organisations. In the event of such a stage not being available in the post to which they have been recruited, their pay may be fixed at a stage just below in the scale of the post to which they have been recruited, so as to ensure a minimum loss to the candidates. The pay fixed under this provision will not exceed the maximum of the scale of the post to which they have been recruited. The pay fixation is to be made by the employing Ministries/Departments after verification of all the relevant documents to be produced by the candidates who were employed in such Organisations.

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

4. These orders take effect from the first of the month in which this O.M. is issued.

  
(E. K. Sreedharan)

Under Secretary to the Government of India

To

- (1) All Ministries/Departments of the Govt. of India, etc.  
(2) The Secretary, U.P.S.C., Dholpur House, Shahjahan Road,  
New Delhi w.r.t. their letter No.F.6/2(1)/87-R(C&P)  
dated 8.10.1987.





# भारत का राजपत्र

## The Gazette of India

साप्ताहिक/WEEKLY

प्राधिकार से प्रकाशित  
PUBLISHED BY AUTHORITY

सं. 43] नई दिल्ली, शनिवार, अक्टूबर 25—अक्टूबर 31, 2008 (कार्तिक 3, 1930)

No. 43] NEW DELHI, SATURDAY, OCTOBER 25—OCTOBER 31, 2008 (KARTIKA 3, 1930)

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।  
(Separate paging is given to this Part in order that it may be filed as a separate compilation)

### भाग III—खण्ड 4

#### [PART III—SECTION 4]

[सांविधिक निकायों द्वारा जारी की गई विविध अधिसूचनाएं जिसमें कि आदेश, विज्ञापन और सूचनाएं सम्मिलित हैं]  
[Miscellaneous Notifications including Notifications, Orders, Advertisements and Notices issued by  
Statutory Bodies]

दि इंस्टीट्यूट ऑफ चार्टर्ड एकाउन्टेन्ट्स ऑफ इण्डिया

नई दिल्ली-110002, दिनांक 25 सितम्बर 2008

सं. 13 - सी.ए. (परीक्षा)/सी.पी.टी./दिसम्बर/2008--चार्टर्ड एकाउन्टेन्ट्स रेगुलेशन 1988 के रेगुलेशन 22 के अनुसार, दि कांसिल ऑफ दि इंस्टीट्यूट ऑफ चार्टर्ड एकाउन्टेन्ट्स ऑफ इण्डिया को अधिसूचना जारी करने में प्रसन्नता है कि सामान्य प्रवीणता परीक्षा की परीक्षा रविवार, 14 दिसम्बर, 2008 को दो सत्रों में निम्नलिखित केन्द्रों पर होगी, बशर्ते कि प्रत्येक केन्द्र में परीक्षा के लिये पर्याप्त संख्या में परीक्षार्थी निवेदन करते हैं:--

सामान्य प्रवीणता परीक्षा (सी.पी.टी.) :

(चार्टर्ड एकाउन्टेन्ट्स रेगुलेशन, 1988 के "रेगुलेशन 25 डी (3) व पाठ्य-विवरण जो कि दि चार्टर्ड एकाउन्टेन्ट जनरल के अगस्त 2006 अंक में पेज संख्या 291-293 व चार्टर्ड एकाउन्टेन्ट विद्यार्थी पत्रिका के अगस्त 2006 अंक में पेज संख्या 12-13 में छपा है के अनुसार)

सत्र-I (प्रातः कालीन सत्र)	प्रातः 9 बजे से 11 बजे तक (भारतीय समयानुसार) खंड क - लेखांकन के मूल तत्व खंड ख - वाणिज्यिक विधियां
(प्रातः-II (दोपहर का सत्र)	दोपहर 12.30 बजे से 2.30 बजे तक (भारतीय समयानुसार) खंड ग - सामान्य अर्थशास्त्र खंड घ - परिमाणात्मक अभिक्षमता

MINISTRY OF LABOUR AND EMPLOYMENT  
EMPLOYEES' PROVIDENT FUNDS ORGANISATION

New Delhi, the 25th September 2008

**No.HRD/4(3)2006/CBT, EPF/Pt.I** - In exercise of the powers conferred by Sub-section (7) of Section 5D of the Employees Provident Fund & Miscellaneous Provisions Act, 1952 (19 of 1952) and in supersession of the Employees' Provident Fund (Staff and Conditions of Service) Regulations, 1962, except as respects things done or omitted to be done before such supersession, the Central Board hereby makes the following regulations for the conditions of service of the officers and employees of the Board, namely: -

**1. Short title and commencement.** - (1) These regulations may be called the Employees' Provident Fund (Officers and Employees' Conditions of Services) Regulations, 2008.

(2) They shall come into force on the date of their publication in the Official Gazette.

**2. Definitions.** - In these regulations, unless the context otherwise requires, -

- (a) "Act" means the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952).
- (b) "Board" means the Central Board of Trustees constituted under section 5A of the Act.
- (c) "Commissioner" means the Central Provident Fund Commissioner, an Additional Central Provident Fund Commissioner or a Regional provident Fund Commissioner appointed under sub-section (1) and (3) of Section 5D of the Act;
- (d) "Committee" means the Executive Committee constituted under section 5AA of the Act.
- (e) "employee" means a person appointed against a sanctioned post in the Organization and includes officers appointed under sub-sections (1) and (3) of section 5D of the Act.
- (f) "Organisation" means the Employees' Provident Fund Organisation;
- (g) "Post" means a post under the Organization.

(h) "Schedule" means a Schedule to these regulations.

(i) "Service" means service under the Organisation.

(j) all other words and expressions used hereinafter but not defined shall have the same meanings respectively assigned to them under the relevant rules applicable to the corresponding classes of Central Government employees specified in Schedule III.

**3. Application.** - These regulations shall apply to every regular employee of the Organisation.

**4. Appointing Authority:** - The appointing authority for various posts in the Organisation shall be as set out in Schedule IV.

**5. Power to transfer.** - Transfer of staff from one region to another or from regional office to headquarter and vice versa in similar posts shall be made by the Central Provident Fund Commissioner or an authority delegated by the Central Provident Fund Commissioner.

**6. Deputation.** - Persons employed in Government Offices, local authority or statutory organizations may also be appointed on deputation (on foreign service terms), with the approval of the Central Provident Fund Commissioner.

Provided that a Government servant or an employee of a local authority or any statutory organisation, whose services have been or may be obtained on deputation under these regulations shall be governed by such instructions and guidelines as may be issued by the Central Government, from time to time.

**7. Probation:** - (1) Every employee appointed to a post either by direct recruitment or by promotion shall be on probation for such period as may be provided in the relevant recruitment rules prescribed for various posts:

Provided that the appointing authority may, if considered necessary so to do, extend the period of probation of an employee ordinarily for not more than one year and for special reasons, for more than one year, but no employee shall, in any case, be kept on probation for a total period exceeding four years in any post:

Provided further that any decision for extension of probation shall be taken ordinarily within eight weeks after expiry of the previous probation period and such decision shall be communicated in writing to the concerned employee together with reasons for so doing, within the said period:

(2) If, during the period of probation or extension thereof, as the case may be, the appointing authority is of the opinion that an employee is not fit for permanent appointment to the said post, such authority may, for reasons to be recorded in writing, discharge the employee from the service if he is a direct recruit, or revert the employee to the post held by him prior to his appointment to the said post if he is an employee of the Organisation.

(3) During the period of probation or any extension thereof, every employee who is direct recruit shall be required to pass such examination and tests as may be prescribed for satisfactory completion of the probation.

**8 Regulation of Pay of Probationers.** - Drawal of pay and increments by persons appointed on probation to the posts in the Organisation shall be regulated by the relevant provisions contained in the Fundamental Rules and Supplementary Rules as are applicable to persons similarly appointed to corresponding categories of posts under the Central Government specified in Schedule III

**9. Commencement of Service.** - The Service of an employee shall commence from the working day on which an employee reports for duty on being appointed to a post in the Organisation, at the place and time intimated to him by the appointing authority, provided that he reports for duty in the forenoon; otherwise his service shall commence from the next working day.

**10. Resignation and termination of Service.** - (1) An employee shall not leave or discontinue his service without giving, where he is a permanent employee, three month's notice, and in any other case, one month's notice in writing or his intention to do so, to the officer-in-charge of his office or in the case of the Head of an office, to the next superior officer, and until the notice so given is accepted by the appointing authority.

(2) The services of a permanent employee may be terminated on the abolition of the permanent post held by him in a class or cadre, or reduction in the number of posts in a class or cadre, by the authority competent to make appointment to the post which the employee holds on giving three month's notice or pay in lieu thereof, provided that this power shall be exercised, where the appointing authority is not the Central Board or the Commissioner as the case may be, with the approval of the Central Board or the Commissioner.

(3) Notwithstanding anything contained in sub-regulations (1) and (2), the services of an employee may be terminated by the appointing authority after giving the employee one month's notice or pay plus allowances in lieu thereof, on his being certified by Medical Board to be permanently incapacitated for further service in the organisation.

**11. Liability for Transfer:-** (1) Every employee of the Organisation carrying a scale of pay equivalent to the scale of pay of any group A or group B (Gazetted) post under the Central Government shall be liable to serve anywhere in India in any office of the Organisation.

(2) Every employee of the Organisation carrying a scale of pay of a group B (Non-Gazetted) post under the Central Government and group C and D employees shall be liable to serve anywhere in the respective regions in which they are appointed.

Provided that any Senior Hindi Translator / Junior Hindi Translator may be transferred outside their own region on administrative exigencies and according to staffing pattern.

- (3) Section officers and every Group C and Group D employee of Central Office of the Organisation shall be liable to serve in that office only.
- (4) Notwithstanding anything contained in sub-regulations (1) to (3) above, any employee may be transferred from one region to another region or to Central Office of the Organisation or vice-versa, on administrative grounds or in the public interest.

**12. Pay.** - (1) The scales of pay attached to the post under the Organisation shall be as set out in the relevant recruitment rules or regulations prescribed for various posts.

- (2) The fixation of pay, grant of increments, age of compulsory retirement and connected matters thereof shall, in the case of an employee, be governed by the relevant provisions contained in the Fundamental Rules and the Supplementary Rules as are applicable to persons similarly appointed to corresponding categories of posts under the Central Government specified in Schedule III.

Provided that: -

- (a) the initial pay of an employee, permanent or temporary, on first appointment in the Organisation shall not be less than what would have been admissible to him if he had been appointed to a post in a similar scale of pay under the Central Government.
- (b) the service, including the broken period of service, rendered by a temporary Government servant under the Central Government in the time scale of pay similar to that to which he is appointed in the Organisation shall be counted for purposes of increment to the extent that such service is counted for increment under the Central Government in such cases, provided that he is appointed in the Organisation without any break after the termination of his service under the Central Government.

(3) The employees shall be entitled to such allowances including traveling allowance and concessions as may be admissible to corresponding categories of Central Government employees specified in Schedule III.

**13. Superannuation benefits.** - All employees, other than a Government servant or an employee of a local authority or a statutory organization who is on deputation to the Organization, shall be entitled to such superannuation benefits as the Central Board may from time to time prescribe.



**14. Protection of rights and privileges conferred by and law or agreement:-** Nothing in these regulations shall operate to deprive any employee of any right or privilege to which he is entitled:-

- (a) by or under any law for the time being in force, or
- (b) by the terms of any agreement subsisting between such person and the Employees' Provident Fund Organisation

**15. Provident Fund.** - The provident fund admissible to the employees of the Organisation shall be governed by the Employees' Provident Fund Organisation (Staff Contributory Provident Fund) Regulations, 1960.

**16. Classification, control and appeal.** - The employees of the Organization shall be governed by the Employees' Provident Fund (Classification, Control and Appeal) Rules, 1971.

**17. Disqualification.** - No person -

- (a) who has entered into or contracted a marriage with a person having spouse living, or
- (b) who, having a spouse living, has entered into or contracted a marriage with any person.

shall be eligible for appointment in the Organization;

Provided that the Central Board may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage or that there are other grounds for so doing, exempt any person from the operation of these regulations.

**18. Applicability of rules relating to appointments, pay, leave, pension, gratuity, General Provident Funds, etc., to employees of the Organisation.** - In respect of the matters relating to appointments, pay, leave, pension, gratuity, General Provident Fund and other conditions of service for which no provision or insufficient provision has been made in these regulations, the Central Civil Services rules as set out in Schedule I, shall apply mutatis mutandis, to the employees of the Organisation, as applicable to the corresponding categories of Central Government employees specified in Schedule III, subject to such modifications or exceptions if any, as the Central Board may, with the approval of the Central Government, specify.

**19. Seniority.** - In the matter of fixation of seniority, the employees of the Organization shall be governed by the Employees' Provident Fund Staff (Fixation of Seniority) Regulations, 1989

**20. Medical facilities.** - The employees of the Organisation shall be entitled to such medical facilities as may be laid down in the guidelines by the Central Board from time to time.

**21. Maintenance of records of service.** - The records of service of the employees of the Organisation shall be maintained as per the guidelines or administrative instructions issued by the Board from time to time

**22. Applicability of Central Civil Services Rules to the employees of the Organisation.** - The rules applicable to the Central Government employees as specified in Schedule II, shall also apply to the employees of the Organisation

**23. Relaxation in exceptional cases.** - Where the Commissioner is satisfied that the operation of any regulation or provision in the matter of the conditions of service of an employee is likely to cause undue hardship in any particular case, he may, with the approval of the Central Board of Trustees, Employees' Provident Fund, by order, dispense with or relax the requirement of that regulation or provision to such extent and subject to such conditions as may be considered necessary for dealing with the case in a just and equitable manner.

**24. Oath of allegiance to the Constitution of India.** - Every employee shall be required to take an oath or solemnly affirm his allegiance to the Constitution of India as by law established, at the time of his appointment to the service of the Organization.

**25. Saving.** - Nothing in these regulations shall affect reservations and other concessions in appointments to various posts in the Organisation required to be provided for the Scheduled Castes, the Scheduled Tribes, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

**26. Declaration to be made by an employee.** - Every employee to whom these regulations apply shall make the following declaration: -

"I hereby declare that I have read and understood the Employees' Provident Fund (Officers and Employees Conditions of Service) Regulations, 2008 and I hereby subscribe and agree to be bound by the said Regulations."

Witness  
Signature  
Name  
Date  
Occupation  
Address

.. Employee  
.. Name in Full  
.. Nature of Appointment  
.. Date of Appointment  
.. Signature  
.. Date

A. VISWANATHAN  
Central Provident Fund Commissioner & Secy.

**SCHEDULE-I**

(See Regulation 18)

1	Central Civil Service (Leave) Rules, 1972
2	The Central Civil Service (Pension) Rules, 1972
3	The Central Civil Service (Temporary Service) Rules, 1965
4	The Central Civil Services (Conduct) Rules, 1964
5	Civil Pensions (Commutations) Rules
6	General Provident Fund (Central Services) Rules, 1960
7	Leave Travel Concession Rules

**SCHEDULE-II**

(See Regulation 22)

1.	Fundamental Rules and Supplementary Rules
2.	General Financial Rules
3.	Central Government Compilation of Treasury Rules (Volumes I and II)
4.	Central Services (Medical Attendance) Rules, 1944
5.	The Central Civil Services (Medical Examination) Rules, 1957
6.	Union Public Service Commission (Exemption from Consultation) Regulations, 1958.
7.	Delegation of Financial Powers, 1958
8.	Children Educational Allowance to Central Government Employees Rules
9.	Rules regarding Reservations in Services for Scheduled Castes and Scheduled Tribes.
10.	Central Civil Services (Conduct) Rules, 1964.
11.	Reimbursement of Tuition fees in respect of children of Central Government employees.
12.	Scheme for providing relief to the families of non-gazetted government servants, who die while in service.

**SCHEDULE-III**

(Sec Regulation 12)

The classification of the officers and employees of EPFO viz-a-viz of Central Government will be as follows.

Sl.No	Description of Posts	Classification of Posts
i	Post carrying a pay or a scale of pay with a maximum of not less than Rs.13,500.	Group 'A'
ii.	Post carrying a pay or a scale of pay with maximum of not less than Rs 9,000 but less than Rs.13,500.	Group 'B'
iii.	Post carrying a pay or a scale of pay with a maximum of over Rs.4,000 but less than Rs.9,000.	Group 'C'
iv	Post carrying a pay or a scale of pay the maximum of which is Rs.4,000 or less.	Group 'D'

EXPLANATION :- For the purpose of this Schedule –

- i. 'Pay' has the same meaning as assigned to it in Fundamental Rules 9 (21) (a) (1);
- ii. 'Pay or scale of pay', in relation to a post, means the pay or the scale of pay of the post prescribed under the Central Civil Services (Revised Pay) Rules, 1997.



**SCHEDULE-IV**

(See Regulation 4)

**CATEGORY-A**

POSTS FOR WHICH THE CENTRAL GOVERNMENT IS THE APPOINTING  
AUTHORITY

Sl No.	Cadre	Group	Pay Scale
1.	Central Provident Fund Commissioner	'A'	Rs. 18,400-22,400
2.	Financial Advisor & Chief Accounts Officer	'A'	Rs. 14,300-18,300

**CATEGORY-B**

POSTS FOR WHICH THE CENTRAL BOARD OF TRUSTEES IS THE APPOINTING  
AUTHORITY

Sl No.	Cadre	Group	Pay Scale
1.	Additional Central Provident Fund Commissioner	'A'	Rs. 14,300-18,300
2.	Chief Vigilance Officer	'A'	Rs. 14,300-18,300
3.	Chief Engineer	'A'	Rs. 14,300-18,300
4.	Regional Provident Fund Commissioner (Grade I)	'A'	Rs. 12,000-16,500
5.	Director (Vigilance)	'A'	Rs. 12,000-16,500
6.	Director (IS)	'A'	Rs. 12,000-16,500
7.	Director (Audit)	'A'	Rs. 12,000-16,500
8.	Director (Official Language)	'A'	Rs. 12,000-16,500
9.	Regional Provident Fund Commissioner (Grade II)	'A'	Rs. 10,000-15,200
10.	Deputy Director (Vigilance)	'A'	Rs. 10,000-15,200
11.	Deputy Director (IS)	'A'	Rs. 10,000-15,200
12.	Deputy Director (Training) (N.A.T.R.S.S.)	'A'	Rs. 10,000-15,200
13.	Senior Administrative Officer (N.A.T.R.S.S.)	'A'	Rs. 10,000-15,200
14.	Deputy Director (Audit)	'A'	Rs. 10,000-15,200
15.	Senior Analyst	'A'	Rs. 10,000-15,200
16.	Deputy Director (Official Language)	'A'	Rs. 10,000-15,200
17.	Executive Engineer	'A'	Rs. 10,000-15,200

**CATEGORY-C**

POSTS FOR WHICH THE CENTRAL PROVIDENT FUND COMMISSIONER IS  
THE APPOINTING AUTHORITY

Sl No	Cadre	Group	Pay Scale
1	Assistant Provident Fund Commissioner	'A'	Rs. 8,000-13,500
2	Assistant Director (Vigilance)	'A'	Rs. 8,000-13,500
3	Assistant Director (IS)	'A'	Rs. 8,000-13,500
4	Assistant Director (Audit)	'A'	Rs. 8,000-13,500
5	Assistant Research Officer	'A'	Rs. 8,000-13,500
6	Assistant Engineer	'A'	Rs. 8,000-13,500
7	Audit Officer	'B'	Rs. 7,500-12,000
8	Programmer	'B'	Rs. 7,500-12,000
9	Junior Analyst	'B'	Rs. 6,500-10,500
10	Welfare Officer	'B'	Rs. 6,500-10,500
11	Private Secretary	'B'	Rs. 6,500-10,500
12	Enforcement Officer/Assistant Accounts Officer	'B'	Rs. 6,500-10,500
13	Assistant Audit Officer	'B'	Rs. 6,500-10,500
14	Section Officer (Head Office)	'B'	Rs. 6,500-10,500
15	Assistant Director (Official Language)	'B'	Rs. 6,500-10,500
16	Assistant (Head Office)	'B'	Rs. 6,500-10,500
17	Assistant Programmer	'B'	Rs. 6,500-10,500

**CATEGORY-D**

POSTS FOR WHICH THE ADDITIONAL CENTRAL PROVIDENT FUND  
COMMISSIONER IS THE APPOINTING AUTHORITY

Sl No.	Cadre	Group	Pay Scale
1.	Senior Hindi Translator	'B'	Rs. 5,500-9,000
2.	Personal Assistant	'B'	Rs. 5,500-9,000
3.	Junior Accounts Officer (Head Office)	'B'	Rs. 5,500-9,000
4.	Research Assistant (Head Office)	'B'	Rs. 5,500-9,000
5.	Junior Engineer	'C'	Rs. 5,500-9,000
6.	Supervisor (Computer Cell)	'C'	Rs. 5,500-9,000
7.	Vigilance Assistant	'C'	Rs. 5,500-9,000

## CATEGORY A

POSTS FOR WHICH THE REGIONAL COMMISSIONER-IN-CHARGE OF THE  
REGION IS THE APPOINTING AUTHORITY

Sl No.	Cadre	Group	Pay Scale
1	Section Supervisor	'C'	Rs. 5,500-9,000
2	Statistical Assistant	'C'	Rs. 5,500-9,000
3	Legal Assistant	'C'	Rs. 5,500-9,000
4	Junior Hindi Translator	'C'	Rs. 5,000-8,000
5	Data Entry Operator (Grade 'C')	'C'	Rs. 5,000-8,000
6	Staff Car Driver (Special Grade)	'C'	Rs. 5,000-8,000
7	Staff Car Driver (Grade I)	'C'	Rs. 4,500-7,000
8	Data Entry Operator (Grade 'B')	'C'	Rs. 4,500-7,000
9	Staff Car Driver (Grade II)	'C'	Rs. 4,000-6,000
10	Social Security Assistant	'C'	Rs. 4,000-6,000
11	Data Entry Operator (Grade 'A')	'C'	Rs. 4,000-6,000
12	Stenographer	'C'	Rs. 4,000-6,000
13	Lower Division Clerk	'C'	Rs. 3,050-4,590
14	Senior Gestetner Operator	'C'	Rs. 3,050-4,590
15	Electrician (Wireman)	'C'	Rs. 3,050-4,590
16	Lift Operator	'C'	Rs. 3,050-4,590
17	Staff Car Driver (Ordinary Grade)	'C'	Rs. 3,050-4,590
18	Plumber/Pump Operator	'C'	Rs. 3,050-4,590
19	Cook-cum-Guest House Attendant	'C'	Rs. 3,050-4,590
20	Binder	'C'	Rs. 2,750-4,400
21	Junior Gestetner Operator	'D'	Rs. 2,650-4,000
22	Record Sorter (Senior)	'D'	Rs. 2,650-4,000
23	Jamadar/Daftry/Record Sorter (Junior)	'D'	Rs. 2,610-3,540
24	Multi Task Attendant	'D'	Rs. 2,550-3,200
25	Helper/Farash/Water Carrier and Sweeper (Safaiwala)	'D'	Rs. 2,550-3,200

**CATEGORY-F**

POSTS FOR WHICH REGIONAL COMMISSIONER-IN-CHARGE OF THE LOCAL  
ADMINISTRATION IN THE HEAD OFFICE IS THE APPOINTING AUTHORITY

Sr. No	Cadre	Group	Pay Scale
1.	Senior Accountant	'C'	Rs. 5,500-9,000
2.	Statistical Assistant	'C'	Rs. 5,500-9,000
3.	Legal Assistant	'C'	Rs. 5,500-9,000
4.	Library Information Assistant	'C'	Rs. 5,500-9,000
5.	Junior Hindi Translator	'C'	Rs. 5,000-8,000
6.	Stenographer	'C'	Rs. 4,000-6,000
7.	Data Entry Operator (Grade 'C')	'C'	Rs. 5,000-8,000
8.	Data Entry Operator (Grade 'B')	'C'	Rs. 4,500-7,000
9.	Data Entry Operator (Grade 'A')	'C'	Rs. 4,000-6,000
10.	Social Security Assistant	'C'	Rs. 4,000-6,000
11.	Lower Division Clerk	'C'	Rs. 3,050-4,590
12.	Library Clerk	'C'	Rs. 3,050-4,590
13.	Senior Gestetner Operator	'C'	Rs. 3,050-4,590
14.	Electrician (Wireman)	'C'	Rs. 3,050-4,590
15.	Lift Operator	'C'	Rs. 3,050-4,590
16.	Staff Car Driver (Special Grade)	'C'	Rs. 5,000-8,000
17.	Staff Car Driver (Grade I)	'C'	Rs. 4,500-7,000
18.	Staff Car Driver (Grade II)	'C'	Rs. 4,000-6,000
19.	Staff Car Driver Ordinary Grade)	'C'	Rs. 3,050-4,590
20.	Plumber/Pump Operator	'C'	Rs. 3,050-4,590
21.	Binder	'C'	Rs. 2,750-4,400
22.	Junior Gestetner Operator	'D'	Rs. 2,650-4,000
23.	Record Sorter (Senior)	'D'	Rs. 2,650-4,000
24.	Jamadar/Daftry/Record Sorter (Junior)	'D'	Rs. 2,610-3,540
25.	Multi Task Attendant	'D'	Rs. 2,550-3,200
26.	Helper/Farash/Water Carrier and Sweeper (Safaiwala)	'D'	Rs. 2,550-3,200

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