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**GOVERNMENT OF TRIPURA
FINANCE DEPARTMENT**

**TRIPURA STATE CIVIL SERVICES
(REVISED PAY) RULES, 2017**

**TRIPURA STATE CIVIL SERVICES
(REVISED PAY) RULES, 2017**

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**GOVERNMENT OF TRIPURA
FINANCE DEPARTMENT**

No.F.7(2)-FIN(PC)/2017

Dated, Agartala, 11th July, 2017

NOTIFICATION

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor is pleased to make the following Rules; namely:-

RULES

1. Short title and commencement:

- (1) These Rules may be called the "*Tripura State Civil Services (Revised Pay) Rules, 2017.*"
- (2) Save as otherwise provided hereinafter, they shall be deemed to have come into force on the 1st day of April, 2017.

2. Application:

- (1) Save as otherwise provided by or under these Rules, these Rules shall apply to persons appointed in / against regular scales of pay/ pay structure to services and posts in connection with the affairs of the State of Tripura.
- (2) Unless specially extended under express order of the Government, these Rules shall not apply to:-

- (a) Members of All India Services, Members of Tripura Judicial Service, Members of the Services to whom University Grants Commission (UGC) and the All Indian Council of Technical Education (AICTE) pay structure apply.
- (b) Employees and staff of High Court of Tripura unless adopted by the High Court of Tripura / Workers of Autonomous Bodies / PSUs / Cooperatives Banks/ Agencies / Societies and similar Organisations except specifically relaxed by the Government for particular case(s) for adoption.
- (c) Persons not in whole time employment.
- (d) Persons paid out of contingencies.
- (e) Persons paid otherwise than on a monthly fixed pay basis including those paid only on piece rate basis.
- (f) Persons employed on contract basis except where the contract provides otherwise.
- (g) Persons in re-employment in Government service after retirement.
- (h) Persons in employment/ re-employment/ contract under different schemes being funded fully or partly by the Government of Tripura.
- (i) Any other class or category of persons whom the Governor may, by order, specifically exclude from the application of all or any of the provisions contained in these rules.

3. Definitions:

(1) In these Rules, unless the context otherwise requires:-

- (i) **“existing basic pay”** means the pay drawn in the prescribed existing Pay Band and Grade Pay or Pay in the existing scale.
- (ii) **“existing Pay Band and Grade Pay”** in relation to a Government employee means the Pay Band and the Grade pay applicable to the post held by the Government employee as on the date immediately before the notification of these rules whether in a substantive capacity or in officiating capacity.

- (iii) **“existing scale”** in relation to a Government employee means the pay scale applicable to the post held by the Government employee as on the date immediately before the notification of these rules whether in substantive capacity in officiating capacity.
- (iv) **“existing pay structure”** in relation to a Government employee the present system of Pay Band and Grade Pay or the Pay Scale applicable to the post held by the Government employee as on the date immediately before the coming into force of these rules whether in a substantive or in officiating capacity.
- (v) **“existing emoluments”** means the sum of (i) existing basic pay and (ii) existing dearness allowance appropriate to the basic pay as on 31st day of March, 2017;
- (vi) **“Pay Matrix”** means Matrix specified in the Schedule-I with Levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and existing Grade pay or scale;
- (vii) **“Level”** in the Pay Matrix shall mean the Level corresponding to the existing Pay Band and Grade Pay or scale specified in the Schedule-I.
- (viii) **“Pay in the level”** means pay drawn in the appropriate Cell of the Level as specified in the Schedule.
- (ix) **“Revised pay structure”** in relation to a post means the Pay Matrix and the Levels specified therein corresponding to the existing Pay Band and Grade Pay or scale of the post, unless a different revised level is notified separately for that post.
- (x) **“basic pay”** in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix;

Note: Special Pay, Personal Pay, Non Practicing Allowance (NPA), honorarium and any other addition to pay shall not be included in the basic pay for the purpose of computation of fixation of pay.

(xi) **“Revised emoluments”** means the pay in the Level of a Government employee in the revised pay structure;

and

(xii) **“Schedule”** means a Schedule appended to these rules.

Note: Where a female Government employee is concerned, the word “he”, “his” and “him” used in the rules shall be taken to mean “she”, “her” and “her” respectively in these rules.

4. Level of posts:

The level of posts shall be determined in accordance with the various Levels as assigned to corresponding existing Pay Band and Grade Pay or scale as specified in the Pay Matrix.

5. Drawal of pay in the revised pay structure:

Save as otherwise provided in these rules, a Government employee who is in service on 31st day of March, 2017 or who may have been appointed on or after 1st day of April, 2017 shall draw pay in the Level in the revised pay structure applicable to the post/service which he has been holding or as the case may be, to which he may have been appointed;

Provided that a Government employee who is in service on 31st day of March, 2017 or who enters service on or after 1st day of April, 2017 but before the publication of these rules, may, at his option, continue to draw pay in the existing pay structure, until the date on which he earns his next or any subsequent increment(s) in the existing pay structure or until he vacates his post or ceases to draw pay in the existing pay structure.

Provided further that in cases where a Government employee has been placed in a higher grade pay or scale between 1st day of April, 2017 and the date of notification of these rules on account of promotion or upgradation, the Government employee may elect to switch over to the revised pay structure from the date of such promotion or upgradation, as the case may be.

Explanation 1: The option to retain the existing pay structure under the proviso to this rule shall be admissible only in respect of one existing Pay Band and Grade Pay or scale.

Explanation 2: The aforesaid option shall not be admissible to any person appointed to a post for the first time in Government service or by transfer from another post on or after the 1st day of April, 2017 and he shall be allowed pay only in the revised pay structure. Re-appointment after break in service to a post/ service on or after the 1st day of April, 2017 shall in all cases be treated as first appointment for the purpose of these rules.

Explanation 3: Where a Government employee exercises the option under the proviso to this rule to retain the existing pay structure of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that pay structure under Fundamental Rule 22, or under any other rule or order applicable to that post, his substantive pay shall be substantive pay which he would have drawn had he retained the existing pay structure 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.

Note:- A Government employee exercising option to retain the existing pay structure under this rule shall continue to draw the Dearness Allowance as was appropriate to the pay of existing pay structure at the rates in force on 1st day of April, 2017.

6. Exercise of option:

(1) The option under the proviso to Rule 5 shall be exercised in writing in the Form appended to Schedule II to these Rules so as to reach the authority mentioned in sub-rule (2) within three months of the date of notification of these rules or where any

revision in the existing pay structure is made by any order subsequent to the date of notification of these rules, within three months of the date of such order.

Provided that -

- (a) a Government employee who on the date of publication of these Rules in the Official Gazette is 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 after return from such leave or deputation or foreign service; and
- (b) where Government employee is under suspension on the date of publication of these rules in the Official Gazette, shall exercise the option in writing so as to reach the said authority within the three months of the date of his return to his duties or within 3 (three) months of the date of publication of these rules in Official Gazette, if that date is latter than the date prescribed in this sub-rule.

(2) The option shall be intimated by all concerned Government employees to their respective Heads of Office along-with an undertaking, in the Form appended to these rules. But Officers borne under TCS, TPS, TFS, Gazetted portion of Tripura Secretariat Service, Gazetted portion of Tripura Stenographer Service, Head of Departments shall submit their respective options to the Finance Department (Establishment Branch).

(3) If the option under sub-rule (1) has not been received by the Head of Office within the period mentioned in sub-rule (1), the Government employee shall be deemed to have elected to be governed by the revised pay structure with effect from the 1st day of April, 2017 or the date of appointment, if it happens to be later than 1st day of April, 2017, as the case may be.

(4) The option, once exercised shall be final and cannot be modified on any subsequent date.

Note 1: A Government employee, whose service is terminated on or after 1st day of April, 2017 and who is unable to 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, shall be entitled to exercise option under sub-rule(1).

Note 2: A Government employee, who died on or after the 1st day of April, 2017 and could not exercise the option within prescribed time limit is deemed to have opted for the revised pay structure on and from the 1st day of April, 2017 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 shall be taken by the Head of Office.

Note 3: A Government employee, who was on earned leave or any other kind of leave on the 1st day of April, 2017 and is entitled to leave salary shall be allowed the benefits of exercising option under this rule.

7. Fixation of pay of an existing employee in the revised pay structure:

(1) The initial pay of a Government employee who is in service on 31st day of March, 2017 and elected or is deemed to have elected under Rule 6 to be governed by the revised pay structure incorporated in these Rules on and from 1st day of April, 2017, shall, unless in any case the Governor of Tripura by special order otherwise directs, be fixed in the following manner:-

- (i) The pay in the applicable Level in the Pay Matrix shall be the pay obtained by multiplying the existing basic pay by a factor of 2.25, rounded off to the nearest rupee and the figure so arrived at will be located in that Level of the Pay Matrix and if such identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix. Refer to Illustration No.1 given at Annexure.

- (ii) If the minimum pay or the first Cell in the applicable Level is more than the amount arrived at as per sub-clause (i) above, the pay shall be fixed at minimum pay or the first Cell of that applicable Level.
- (2) A Government employee who is on leave on the 1st day of April, 2017 and is entitled to leave salary, shall become entitled to pay in the revised pay structure from 1st day of April, 2017 or the date of option for the revised pay structure.
- (3) A Government employee who is on study leave on the 1st day of April, 2017, shall be entitled to the pay in the revised pay structure from the 1st day of April, 2017 or the date of option.
- (4) A Government employee under suspension shall continue to draw subsistence allowance based on existing pay structure and his pay in the revised pay structure shall be subject to the final order on the pending disciplinary proceedings.
- (5) Where the amount of existing emoluments exceed the revised emoluments in respect of any employee, the difference amount shall be allowed as personal pay to be absorbed in future increases in pay.
- (6) Where in the fixation of pay under sub-rule (1), the pay of a Government employee, who, in the existing pay structure, was drawing immediately before the 1st day of April, 2017 more pay than another Government employee junior to him in the same cadre and same post, gets fixed in the revised pay structure in a Cell lower than that of such junior, his pay shall be stepped up to the same Cell in the revised pay structure as that of his junior.
- (7) Subject to the provisions of Rule 5, if the pay as fixed in the officiating post under sub-rule (1) is lower than the pay fixed in the substantive post, the former shall be fixed at the same stage as the substantive pay.
- (8) The Head of Office shall prepare statement of fixation of pay under the Tripura State Civil Services (Revised Pay) Rules, 2017 as per format appended to the Annexure.

8. Fixation of pay in revised pay structure of employees appointed as direct recruits on or after 1st day of April, 2017:

The pay of employees appointed by direct recruitment on or after 1st day of April, 2017 shall be fixed at the minimum pay or the first Cell in the Level, applicable to the post to which such employees are appointed.

Provided that where the existing pay of such employee appointed on or after 1st day of April, 2017 and before the date of publication of these rules in Official Gazette has already been fixed in the existing pay structure and if his existing emoluments happen to exceed the minimum pay or the first Cell in the Level, as applicable to the post to which he is appointed on or after 1st day of April, 2017, such difference shall be paid as personal pay to be absorbed in future increments in pay.

For example, a person entering Government service as a direct recruit at Level 7 on or after 1st day of April, 2017 shall get his pay fixed at Rs.18,770/-, at Level 10 of Rs. 30,380/-, at Level 11 of Rs. 32,920/- and so on.

9. Fixation of pay on promotion on or after 1st day of April, 2017:

The fixation of pay in case of promotion from one Level to another in the revised pay structure shall be made in the following manner:-

One increment shall be given in the Level from which the employee is promoted and he shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level. Refer to Illustration No.2 given at Annexure.

10. Increments in Pay Matrix:

- (1) The rate of increment shall be @ 3% per annum.
- (2) The increment shall be as specified in the vertical Cells of the applicable Level in the Pay Matrix. Refer to Illustration No. 3 given at Annexure.

11. Date of next increment in the revised pay structure:

(1) There shall be two dates for grant of increment namely, 1st January and 1st July of every year.

Provided that an employee shall be entitled to only one annual increment either on 1st January or on 1st July depending on the date of his appointment, promotion or grant of financial up-gradation.

(2) The increment in respect of an employee appointed or promoted or granted financial up-gradation including MACPS during the period between the 2nd day of January and 1st day of July (both inclusive) shall be granted on 1st day of January of the following year and the increment in respect of an employee appointed or promoted or granted financial up-gradation including up-gradation under MACPS during the period between the 2nd day of July and 1st day of January (both inclusive) shall be granted on 1st day of July of the following year. Refer to Illustration No. 4 given at Annexure.

Note :

- (a) In case of an employee appointed or promoted in the hierarchy or under MACP during the period between the 2nd day of July 2017 and the 1st day of January, 2018, the first increment shall accrue on the 1st day of July, 2018 and thereafter it shall accrue after one year on annual basis.
- (b) In case of an employee appointed or promoted in the hierarchy or under MACP during the period between the 2nd day of January, 2017 and the 1st day of July, 2017, who did not draw any increment on 1st day of July, 2017 the next increment shall accrue on 1st day of January, 2018 and thereafter it shall accrue after one year on annual basis.

Provided further that an employee who opts to fix his pay in the revised pay structure as on 1st day of April, 2017 shall be allowed to avail his normal increment on 1st day of July, 2017.

12. Modified Assured Career Progression Scheme (MACPS) with effect from 1st day of April, 2017:

(1) A new scheme titled "Modified Assured Career Progression Scheme (MACPS)", effective from 1st day of April, 2017, shall replace the existing "Assured Career Progression Scheme (ACPS)" introduced under Tripura State Civil Services (Revised Pay) Rules, 2009.

(2) Under the MACPS, all regular State Government employees whose pay has been fixed in the Level 1 to 13 of the Pay Matrix shall be entitled to get a maximum of 3(three) financial up-gradations, the first up-gradation shall be after 10 years of continuous and satisfactory service against regular scale, second after another 7 years of continuous and satisfactory service (total 17 years) and third after further 8 years of continuous and satisfactory service (total 25 years) in their service career provided the concerned employee had not got up to three financial up-gradations including promotions. All Government employees who are directly recruited to posts in the Level 14, 15 and 16 (or their existing pay structure) shall be entitled to 3,2 and 1 financial up-gradations respectively under this scheme provided the concerned employee had not got scale up-gradation including promotion upto 3, 2 and 1 respectively as per concerned Service Rules.

Explanation:-

"*Financial Upgradations*" for the purpose of these rules shall mean – any kind of following benefit(s) granted to a Government employee:

- (i) Grant of 1st, 2nd or 3rd CAS/ACP or any upgradation under TSCS (Revised Pay) Rules 1988, TSCS (Revised Pay) Rules 1999 and TSCS (Revised Pay) Rules 2009 read with their respective amendments.
- (ii) Promotion from one post to another in same or higher pay scale with the benefit of next stage or one increment or more in the pay scale / pay structure of promotional post.
- (iii) Promotion while drawing pay in ACP Pay structure at a stage less than minimum of the pay scale or pay band of promotional post where pay is fixed at minimum of

pay scale or pay structure of the promotional post with the benefit of equal to or more than one increment.

- (iv) Modification of Pay Level from date on or after 1st day of April, 2017.
- (v) Benefit of stepping up due to CAS/ ACP/ MACP for whatsoever reason, before or on or after 1st day of April, 2017.
- (vi) If Government employee is ordered to officiate in a higher post of higher pay structure on a regular basis, the employee will be treated to have availed one advancement from the date of officiating the higher post on higher pay structure.

(3) While determining eligibility of the Government employees under this scheme, it should be considered how many times the concerned employee got the benefit of financial upgradation including promotion after his direct entry into the service in the State Government or as the case may be, after his direct entry into the cadre service of the State Government in which he is presently serving. Each case of promotion or scale upgradation availed by him after his direct entry into cadre where he is presently serving or, as the case may be, in the post/service or a Department will be treated as consumption of one MACP. This will mean that for those employees who entered the cadre service through promotion, the benefit of this promotion along with promotion/scale upgradation availed by him before entry into the cadre service will also be counted as consumption of MACP.

(4) For, providing benefit under MACP (other than benefit already provided under Gradation/ACP/CAS), every Head of Office shall initiate proposal as per prescribed formats as appended to Schedule III to the Head of Department for the employee(s) whose MACP becomes due. On receipt of these proposals from the Heads of Office, the Head of Department will arrange scrutiny at his end and issue formal communication sanctioning the MACP in favour of eligible cases. On receipt of the communication of sanction, the Head of Office shall make fixation under MACP and record the same in the Service Book of the concerned employee.

(5) Those Government employees who had completed 10 years of service before 1st day of April, 2017 but had not got or consumed any benefit of promotion/scale upgradation under revised pay rules framed in the past by the State Government from time to time, they will now be provided the benefit of 1st MACP from the date of his coming over to the revised pay structure under these rules. Similarly, those Government employees who had completed 17 years of service before 1st day of April, 2017 but had not got/consumed any benefit or got/consumed one benefit of promotion or upgradation under Revised Pay Rules framed in the past by the State Government from time to time, they will now be provided the benefit of 2nd MACP directly from the date of his coming over to the revised pay structure under these Rules. In respect of Government employees who had completed 25 years of service before 1st day of April, 2017 but had not got/consumed any benefit of promotion or scale upgradation/financial upgradation or got/consumed two benefits of promotion or financial upgradation under Revised Pay Rules framed in the past by the State Government from time to time, they will now be provided the benefit of 3rd MACP directly from the date of his coming over to the revised pay structure under these rules. The benefit under this provision should be allowed subject to fulfilment of all conditions stipulated in this rule.

(6) The financial up-gradation under the scheme will involve grant of one increment at existing rate in the existing Level of the Pay Matrix in which the pay of the employee is fixed without any further fixation of pay in the immediate next higher Level of the Pay Matrix.

(7) The financial up-gradation under this scheme will be purely personal to the employee concerned and it will have no relevance to his seniority position. There will be no change in his designation or functional/reporting responsibilities. Moreover, other benefits/facilities available for the promotion posts would also not be available to him/her until and unless the Government employee has been duly promoted to the higher post.

(8) Under the MACP, in case an employee whose pay after addition of one increment at existing rate exceeds the highest amount of the Level in the Pay Matrix, to which his pay has

been revised an equal pay or the next higher amount shall be located in the immediate next higher Level of the Pay Matrix and the pay would be granted in accordance with the formula mentioned under Rule 13.

(9) The financial benefit of the scheme shall be given with effect from 1st day of April, 2017 only, although the services rendered by the employee before 1st day of April, 2017 and promotions/ACPs benefit availed before 1st day of April, 2017 shall be taken into account for deciding and determining the extent of benefit under MACP. If the post of an employee has been upgraded at any stage of the service career, the same shall be considered as a promotion for the purpose of deciding the benefit of MACPS.

(10) If financial up-gradation takes place by way of promotion or CAS or ACP, as the case may be, prior to the period mentioned in the scheme, no further advancement will be admissible at the end of the period mentioned at that stage.

(11) The past service rendered in Public Sector Undertakings/Autonomous Organisations/ Agencies/Corporations/Statutory bodies etc. shall not be counted for the purpose of MACPS.

(12) If within a year after the date of grant of financial benefit under MACPS the employee becomes eligible and is granted a promotion as per the service rules, the pay fixation for the said promotion will be on the basis of the pay drawn by the employee before receipt of the MACPS benefit. By way of MACP, the pay of the Government employee shall not exceed the highest amount of the Level of the Pay Matrix assigned to his promotion post. **However, amount due to MACPS can be same as promotion post.** Similarly, if an employee decides to decline a promotion for any reason what-so-ever his case will not be considered for the benefit under MACPS.

(13) Grant of higher pay scale under the Scheme shall be conditional to the fact that an employee, while accepting the said benefit shall deemed to have given his unqualified acceptance for regular promotion on occurrence of vacancy subsequently.

(14) If a Government employee, after availing the financial upgradation under the ACP Scheme subsequently refuses to accept the regular promotion, the financial up gradation already granted will not be withdrawn. However, the subsequent financial up-gradations will get postponed suitably by the Administrative Department.

(15) The employees who are on deputation and become due for consideration for benefit under MACP their cases shall be considered as follows:-

(a) If the post of deputation carries the same pay scale as that of the post held by that employee before the deputation, his case will be considered for MACPS benefit.

(b) If the pay drawn on deputation is more than the pay drawn by the employee before deputation, his case will not be considered for MACPS benefit.

(c) In any case the employee will be given an option to accept either the MACPS or the pay scale of the deputation post and such option will be final.

(16) If any employee is ordered by the Government for any reason what-so-ever to join at a lower post either in the same Department or in any other Department, he shall be entitled to the benefit of MACP provided that such order is not issued as a consequence of a Departmental proceedings resulting into the reversion.

(17) If there is a Disciplinary Proceeding or Criminal Proceeding against an employee, the benefits will be granted provisionally from the same date as in normal case and subject to the condition as follows:-

(a) If there is any amount to be recovered as penalty, the recovery will be made as usual under existing rules of the Government.

(b) If stoppage of increment is ordered as penalty, the date of effect of MACP benefit will be delayed by the number equal to the number of stopped increments and recovery for the excess drawn will be made as usual.

13. Stagnation increment:

(1) A Government employee whose pay has been fixed in any of the Level below Level 19 of the Pay Matrix the revised pay structure and whose pay exceeds the highest amount

of the Level in the Pay Matrix, after addition of one increment, shall get his pay fixed by locating an equal pay or next higher amount in the immediate next Level of the Pay Matrix. Such Government employee shall continue to move vertically down in that immediate next higher Level and so on till his pay in the Pay Matrix reaches the maximum of Level 18. Thereafter his/her pay should be fixed in appropriate Cell of the Level 19.

(2) A Government employee whose pay has been fixed in any of the Level between Level 19 to 21 (both inclusive) and his pay exceeds the highest pay in that Level in Pay Matrix after addition of one increment, his pay shall draw stagnation increment at the same rate after every 2(two) years of stagnation in the revised pay structure, without the opportunity to get his pay fixed at the immediate next higher Level or beyond Level 21, as the case may be, but shall not exceed the highest amount in Level 21.

(3) No fixation of pay will take place and no increment will be allowed when the substantive promotion is earned subsequently.

14. Stepping up of pay:

(1) Where a senior Government employee got promoted to a higher post before the 1st day of April, 2017 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day April, 2017, the pay of such senior Government employee in the revised pay structure shall be stepped up to an amount equal to the pay as fixed for his junior in that higher post and such stepping up shall be done with effect from the date of promotion of the junior Government employee subject to the fulfilment of the following conditions, namely:-

- a. both the junior and the senior Government employees belong to the same cadre and the posts in which they have been promoted are identical in the same cadre;
- b. the existing pay structure and the revised pay structure of the lower and higher posts in which they are entitled to draw pay are identical;
- c. the senior Government employees at the time of promotion are drawing equal or more pay than the junior;

- d. the anomaly is 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.

Provided that if the junior officer was drawing more pay in the existing pay structure than the senior by virtue of any advance increments granted to him, the provisions of this sub-rule shall not be invoked to step up the pay of the senior officer.

(2) The order relating to re-fixation of the pay of the senior officer in accordance with clause (i) shall be issued under Fundamental Rule 27 and the senior officer shall be entitled to the next increment on completion of his required qualifying service with effect from the date of re-fixation of pay.

15. Payment of arrears:

Notwithstanding anything contained elsewhere in these Rules, or in any other Rules for the time being in force, the benefit of revision of pay for the month of April, 2017 payable in May, 2017 and onwards shall be provided in cash.

The Government employees, who had died/retired/superannuated on or after the 1st day of April, 2017 and before publication of these Rules in the Official Gazette, shall be paid arrear pay and allowances for the period from the 1st day of April, 2017 upto the date of his death /retirement/superannuation in cash.

16. Group wise Classification of employees:

From the date of commencement of these rules, the employees shall be classified as Group-A, Group-B, Group-C and Group-D in the following manner:-

(i)	Group-A	Government employees holding all posts in the Level 14 to 21 of the Tripura State Pay Matrix.
(ii)	Group-B	Government employees holding all posts in the Level 11 to 13 of the Tripura State Pay Matrix.
(iii)	Group-C	Government employees holding all posts in the Level 5 to 10 of the Tripura State Pay Matrix.
(iv)	Group-D	Government employees holding all posts in the Level 1 to 4 of the Tripura State Pay Matrix.

17. Training Incentive:

The existing system of providing lump sum training incentive as mentioned at TSCS (Revised Pay) Rules, 2009 read with its amendments issued from time to time shall continue

18. Overriding effect of rules:

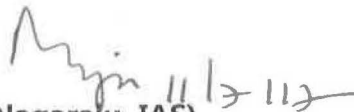
The provisions of the Fundamental Rules, the TSCS (Revised Pay) Rules, 1975, TSCS (Revised Pay) Rules, 1982, TSCS (Revised Pay) Rules, 1988, TSCS (Revised Pay) Rules, 1999, TSCS (Revised Pay), Rules, 2009 shall not, save as otherwise provided in these rules, apply to cases where pay is regulated under these rules, to the extent they are inconsistent with these rules.

19. 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 an extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner.

20. 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 Tripura for decision.


(M. Nagaraju, IAS)
**Principal Secretary to the
Government of Tripura**

TRIPURA STATE PAY MATRIX, 2017

SCHEDULE - I

Pay Band	4840-13000				5700-24000						10230-34800				15600-39100						37400-67000	52000-77000
	Grade Pay	1400	1650	1800	1900	2000	2100	2200	2400	2800	4200	4400	4600	4800	5400	6600	6800	7000	7100	7600	8700	0
Entry Pay (EP)	6240	6580	6920	7300	7700	8060	8340	9840	10620	13500	14630	16690	18660	21000	25200	26610	27460	27840	29920	46100	52000	
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	
1	14040	14810	15570	16430	17330	18140	18770	22140	23900	30380	32920	37560	41990	47250	56700	59880	61790	62640	67320	103730	117000	
2	14470	15260	16040	16930	17850	18690	19340	22810	24620	31300	33910	38690	43250	48670	58410	61680	63650	64520	69340	106850	120510	
3	14910	15720	16530	17440	18390	19260	19930	23500	25360	32240	34930	39860	44550	50140	60170	63540	65560	66460	71430	110060	124130	
4	15360	16200	17030	17970	18950	19840	20530	24210	26130	33210	35980	41060	45890	51650	61980	65450	67530	68460	73580	113370	127860	
5	15830	16690	17550	18510	19520	20440	21150	24940	26920	34210	37060	42300	47270	53200	63840	67420	69560	70520	75790	116780	131700	
6	16310	17200	18080	19070	20110	21060	21790	25690	27730	35240	38180	43570	48690	54800	65760	69450	71650	72640	78070	120290	135660	
7	16800	17720	18630	19650	20720	21700	22450	26470	28570	36300	39330	44880	50160	56450	67740	71540	73800	74820	80420	123900	139730	
8	17310	18260	19190	20240	21350	22360	23130	27270	29430	37390	40510	46230	51670	58150	69780	73690	76020	77070	82840	127620	143930	
9	17830	18810	19770	20850	22000	23040	23830	28090	30320	38520	41730	47620	53230	59900	71680	75910	78310	79390	85330	131450	148250	
10	18370	19380	20370	21480	22660	23740	24550	28940	31230	39680	42990	49050	54830	61700	74040	78190	80660	81780	87890	135400	152700	
11	18930	19970	20990	22130	23340	24460	25290	29810	32170	40880	44280	50530	56480	63560	76270	80540	83080	84240	90530	139470	157290	
12	19500	20570	21620	22800	24050	25200	26050	30710	33140	42110	45610	52050	58180	65470	78560	82960	85580	86770	93250	143660	162010	
13	20090	21190	22270	23490	24780	25960	26840	31640	34140	43380	46980	53620	59930	67440	80920	85450	88150	89380	96050	147970	166880	
14	20700	21830	22940	24200	25530	26740	27650	32590	35170	44690	48390	55230	61730	69470	83350	88020	90800	92070	98940	152410	171890	
15	21330	22490	23630	24930	26300	27550	28480	33570	36230	46040	49850	56890	63590	71560	85860	90670	93530	94840	101910	156990	177050	
16	21970	23170	24340	25680	27090	28380	29340	34580	37320	47430	51350	58600	65500	73710	88440	93400	96340	97690	104970	161700	182370	
17	22630	23870	25080	26460	27910	29240	30230	35620	38440	48860	52900	60360	67470	75930	91100	96210	99240	100630	108120	166560	187850	
18	23310	24590	25840	27260	28750	30120	31140	36690	39600	50330	54490	62180	69500	78210	93840	99100	102220	103650	111370	171560	193490	
19	24010	25330	26620	28080	29620	31030	32080	37800	40790	51840	56130	64050	71590	80560	96660	102080	105290	106760	114720	176710	199300	
20	24740	26090	27420	28930	30510	31970	33050	38940	42020	53400	57820	65980	73740	82980	99560	105150	108450	109970	118170	182020	205280	
21	25490	26880	28250	29800	31430	32930	34050	40110	43290	55010	59560	67960	75960	85470	102550	108310	111710	113270	121720	187490	211440	
22	26260	27690	29100	30700	32380	33920	35080	41320	44590	56670	61350	70000	78240	88040	105630	111560	115070	116670	125380	193120		
23	27050	28530	29980	31630	33360	34940	36140	42560	45930	58380	63200	72100	80590	90690	108800	114910	118530	120180	129150	198920		
24	27870	29390	30880	32580	34370	35990	37230	43840	47310	60140	65100	74270	83010	93420	112070	118360	122090	123790	133030	204890		
25	28710	30280	31810	33560	35410	37070	38350	45160	48730	61950	67060	76500	85510	96230	115440	121920	125760	127510	137030	211040		
26	29580	31190	32770	34570	36480	38190	39510	46520	50200	63810	69080	78800	88080	99120	118910	125580	129540	131340	141150			
27	30470	32130	33760	35610	37580	39340	40700	47920	51710	65730	71160	81170	90730	102100	122480	129350	133430	135290	145390			
28	31390	33100	34780	36680	38710	40530	41930	49360	53270	67710	73300	83610	93460	105170	126160	133240	137440	139350	149760			
29	32340	34100	35830	37790	39880	41750	43190	50850	54870	69750	75500	86120	96270	108330	129950	137240	141570	143540				
30	33320	35130	36910	38930	41080	43010	44490	52380	56520	71850	77770	88710	99160	111580	133850	141360	145820	147850				
31	34320	36190	38020	40100	42320	44310	45830	53960	58220	74010	80110	91380	102140	114930	137870	145610						
32	35350	37280	39170	41310	43590	45640	47210	55580	59970	76240	82520	94130	105210	118380	142010							
33	36420	38400	40350	42550	44900	47010	48630	57250	61770	78530	85000	96960	108370	121940								
34	37520	39560	41570	43830	46250	48430	50090	58970	63630	80890	87550	99870	111630	125600								
35	38650	40750	42820	45150	47640	49890	51600	60740	65540	83320	90180	102870	114980	129370								
36	39810	41980	44110	46510	49070	51390	53150	62570	67510	85820	92890	105960	118430	133260								
37	41010	43240	45440	47910	50550	52940	54750	64450	69540	88400	95680	109140	121990	137260								
38	42250	44540	46810	49350	52070	54530	56400	66390	71630	91060	98560	112420	125650	141380								
39	43520	45880	48220	50840	53640	56170	58100	68390	73780	93800	101520	115800	129420									
40	44830	47260	49670	52370	55250	57860	59850	70450	76000	96620	104570	119280	133310									

SCHEDULE II

Form of option (See Rules 5 and 6)

*1. I, _____ hereby elect the revised pay structure with effect from 1st day of April, 2017.

*2. I, _____ hereby elect to continue on pay structure of my substantive/officiating post 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 pay structure / the date of my promotion/up-gradation to the post of _____.

Existing Pay Band and Grade Pay _____

Signature _____

Name _____

Designation _____

Office in which employed _____

* To be scored out, if not applicable.

N.B. Option once exercised is final.

UNDERTAKING

I hereby undertake that in the event of my pay having been fixed in a manner contrary to the provisions contained in these Rules, as detected subsequently, any excess payment so made shall be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature _____

Name _____

Designation _____

Date:

Place:

Format-I

Format for initiating proposal for providing benefit under MACP as per TSCS (Revised Pay) Rules, 2017 for persons entered into the Cadre service as direct recruit

-
- 1] Name of Govt. Servant :
 - 2] Name of the Cadre to which the Officer/ employee now belongs :
 - 3] Name of Office where now posted :
 - 4] Name of Cadre Controlling Department :
 - 5] Grade in which he / she at present serving :
 - 6] Pre-revised pay scale and grade under TSCS (RP) Rules, 2009 held at the time of coming over to the TSCS (RP) Rules, 2017 wherever applicable :
 - 7] Date of entry into cadre indicating grade & pay scale as direct recruit :
 - 8] Promotion(s)/grade movement, upper pay scale movement availed or benefit consumed as CAS, ACP as interpreted from Finance Department in reference to TSCS (RP) Rules, 2017 after direct entry in the cadre

Date of movement	Pay scale/ Pay structure		Grade	
	From	To	From	To

- 9] Number of CAS/ACP/MACP benefit already provided as per information given in item No.8 :
- 10] MACP benefit proposed to be provided under ROP, 2017 (MACP-1, MACP-2 & MACP-3) along with date :
- 11] Level of Pay in Pay Matrix in which benefit of MACP is proposed to be provided :

- 12] Pay in the Pay Matrix proposed to be fixed along with DNI under MACP :
- 13] Justification for entitlement of proposed MACP benefit covering points viz.
 - (i) Total period of service rendered in the entire service career :
 - (ii) Date when last promotion/ upgradation, CAS/ACP/MACP consumed :
 - (iii) No. of years completed on receipt/ consumption of benefit mentioned in (ii) above.

**Signature of Head of Office
(with name & designation)**

Decision of the Head of Department in respect of sanction of MACP.

**Signature of Head of Department
Name :
Designation :**

Format-II

Format for initiating proposal for providing benefit under MACP as per TSCS (Revised Pay) Rules, 2017 for persons entered into the cadre service on promotion.

- 1] Name of Govt. Servant :
- 2] Name of the Cadre to which the Officer/employee now belongs :
- 3] Name of Office where now posted :
- 4] Name of Cadre Controlling Department:
- 5] Grade in which he / she at present Serving :
- 6] Pre-revised pay scale and grade under TSCS (RP) Rules, 2009 held at the time of coming over to the TSCS (RP) Rules, 2017 wherever applicable :
- 7] Name of feeder post(s) from where the incumbent got promotion to the existing cadre with date of entry :
- 8] Benefit of promotion(s)/upgradation(s) under CAS/ACP/MACP received while serving in the channel of feeder post :
- 9] Date of entry in the present cadre indicating Level of Pay in the Pay Matrix as direct recruit :
- 10] Promotion(s)/grade movement, upper pay scale movement availed or benefit consumed as CAS/ACP/MACP as interpreted from Finance Department in reference to TSCS (RP) rules,1999/ TSCS (RP) Rules,2009/ TSCS (RP) Rules,2017 after 1st entry in the channel of feeder post and in the cadre where he is at present serving;

Date of movement	Pay scale/ Pay structure		Grade	
	From	To	From	To

- 11] Number of CAS/ACP/MACP benefit already provided as per information given in item No.10 :
- 12] Level of Pay in Pay Matrix in which benefit MACP is proposed to be provided :
- 13] Pay in the Pay Matrix proposed to be fixed along with DNI under MACP :

14] Justification for entitlement of proposed MACP benefit covering points viz.

- (i) Total period of service rendered in the entire service career including feeder post :
- (ii) Date when last promotion/ upgradation CAS/ACP/MACP consumed :
- (iii) No. of years completed on receipt/ consumption of benefit mentioned in (ii) above. :

**Signature of Head of Office
(with name & designation) .**

Decision of the Head of Department in respect of sanction of MACP.

**Signature of Head of Department
Name :
Designation :**

Format for initiating proposal for providing benefit under MACP as per TSCS (Revised Pay) Rules, 2017 for Government employees other than Cadre Service

-
- 1] Name of Govt. Servant :
 - 2] Name of the Department in which the employee has been serving :
 - 3] Name of Office where now posted :
 - 4] Post in which he / she at present Serving :
 - 5] Pre-revised pay scale and grade under TSCS (RP) Rules, 2009 held at the time of coming over to the TSCS (RP) Rules, 2017 wherever applicable :
 - 6] Date of direct entry into Government Service under the State of Tripura along with name of post and pay scale :

7] Promotion(s)/grade movement, upper pay scale movement availed or benefit consumed as CAS/ACP/MACP as interpreted from Finance Department in reference to TSCS (RP) Rules, 1999/ TSCS (RP) Rules, 2009/ TSCS (RP) Rules, 2017 after direct entry in the cadre

Date of movement	Pay scale/ Pay structure		Grade	
	From	To	From	To

- 8] Number of CAS/ACP/MACP benefit already provided as per materials given in item No.7 :
- 9] MACP benefit proposed to be provided under TSCS (RP) Rules, 2017 (MACP-1, MACP-2 &MACP-3) along with date :
- 10] Level of Pay in Pay Matrix in which benefit of MACP is proposed to be provided :

- 11] Pay in the pay structure Pay Matrix proposed to be fixed along with DNI under proposed MACP :
- 12] Justification for entitlement of proposed MACP benefit covering points viz.
- (i) Total period of service rendered in the entire service career :
- (ii) Date when last promotion/upgradation CAS/ACP/MACP consumed :
- (iii) No. of years completed on receipt/ consumption of benefit mentioned in (ii) above. :

**Signature of Head of Office
(with name & designation)**

Decision of the Head of Department in respect of sanction of MACP.

**Signature of Head of Department
Name :
Designation :**

**Statement of fixation of pay under Tripura State Civil Services (Revised Pay)
Rules, 2017.**

1. Name of the Employee :
2. Designation of the post in which pay is to be fixed as on 01.04.2017 :
3. Status (substantive / officiating) :
4. Pre-revised Pay Band and Grade Pay or Scale :
5. Existing Emoluments
 - a. Basic Pay (Pay in the applicable Pay Band plus applicable Grade Pay or basic pay in the applicable scale) in the pre-revised structure as on 01.04.2017. :
 - b. Dearness Allowance entitled as on 31.03.2017:
 - c. Existing emoluments (a + b) :
6. Basic Pay (Pay in the applicable Pay Band plus applicable Grade Pay or basic pay in the applicable scale) in the pre-revised structure as on 01.04.2017. :
7. Applicable Level in Pay Matrix corresponding to Pay Band and Grade Pay or scale shown at Sl. No.4 :
8. Amount arrived at by multiplying Sl. No. 6 by 2.25:
9. Applicable Cell in the Level either equal to or just above the amount at Sl. No.8
10. Revised Basic Pay (as to Sl. No. 9) :
11. Stepped up pay with reference to the revised pay of Junior, if applicable [Rule 14 of TSCS (RP) Rules, 2017]. Name and pay of the junior also to be indicated distinctly. :

12. 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.

13. Personal Pay, if any :

14. Date of next increment (Rule 11) and pay after :
grant of increment

Date of Increment Pay after increment in applicable Level of Pay Matrix

15. Any other relevant information

Date :

Signature & Designation of Head of Office

Illustration No. 1: Fixation of Pay of an existing employee under Tripura State Civil Services (Revised Pay) Rules, 2017 [See Rule 7]

<p>Suppose an employee Mr. Q is presently drawing Basic Pay of Rs. 11160/- (Pay in the Pay Band - Rs.8960/- + Grade Pay-Rs.2200/- = Rs.11160/-).</p> <p>After multiplying Rs.11160/- with 2.25, a figure of Rs.25110/- is arrived at.</p> <p>The level corresponding to GP – Rs. 2200/- is level 7, as may be seen from Pay matrix.</p> <p>In the column for level 7, the figure closest to Rs. 25110/- is Rs. 25290.</p> <p>Hence the pay of employee Mr.Q will be fixed at Rs. 25290/- in level 7 in the new pay matrix.</p>	Pay Band (Rs)	5700-24000		
	Grade Pay (Rs)	2100	2200	2400
	Entry Pay (EP) (Rs)	8060	8340	9840
	Level	6	7	8
	1	18140	18770	22140
	2	18690	19340	22810
	3	19260	19930	23500
	4	19840	20530	24210
	5	20440	21150	24940
	6	21060	21790	25690
	7	21700	22450	26470
	8	22360	23130	27270
	9	23040	23830	28090
10	23740	24550	28940	
11	24460	25290	29810	
12	25200	26050	30710	

Illustration No .2 : Fixation of pay on promotion on or after 1st day of April,2017 under Tripura State Civil Services (Revised Pay) Rules, 2017. [See Rule 9].

<p>Suppose an employee Ms. S, who after having been fixed in the pay matrix is drawing a basic pay of Rs. 27650/- in Level 7.</p> <p>She gets promotion to the Level 8.</p> <p>Her pay will be fixed in the following manner:-</p> <ul style="list-style-type: none"> - She will first be given one increment in her present level (i.e. Level 7) and the amount shall be fixed at Rs. 28480/-. - Then she will be placed in Level 8 by locating an amount equal to or next higher compared to Rs.28480/-. Here it comes to Rs. 28940/-. <p>Hence the pay of Ms. S in the promotion post will be fixed at Rs. 28940/- in Level 8 in the pay matrix.</p>	Pay Band (Rs)	5700-24000		
	Grade Pay (Rs)	2200	2400	2800
	Entry Pay (EP) (Rs)	8340	9840	10620
	Level	7	8	9
	1	18770	22140	23900
	2	19340	22810	24620
	3	19930	23500	25360
	4	20530	24210	26130
	5	21150	24940	26920
	6	21790	25690	27730
	7	22450	26470	28570
	8	23130	27270	29430
	9	23830	28090	30320
	10	24550	28940	31230
	11	25290	29810	32170
	12	26050	30710	33140
	13	26840	31640	34140
14	27650	32590	35170	
15	28480	33570	36230	
16	29340	34580	37320	
17	30230	35620	38440	

Illustration No 3: Determination of increment under Tripura State Civil Services (Revised Pay) Rules, 2017. [See Rule 10]

<p>Suppose an employee Mrs. R, who is drawing pay in the pay matrix w.e.f 01.08.2017 at Rs. 22450/- in Level 7.</p> <p>Suppose she is allowed next increment on 01.07.2018.</p> <p>Her pay due to increment shall be fixed to Rs. 23130/-.</p> <p>Her next increment shall be granted on 01.07.2019.</p>	Pay Band (Rs)	5700-24000		
	Grade Pay (Rs)	2200	2400	2800
	Entry Pay (EP) (Rs)	8340	9840	10620
	Level	7	8	9
	1	18770	22140	23900
	2	19340	22810	24620
	3	19930	23500	25360
	4	20530	24210	26130
	5	21150	24940	26920
	6	21790	25690	27730
	7	22450	26470	28570
		↓		
	8	23130	27270	29430
	9	23830	28090	30320
10	24550	28940	31230	

Illustration No. 4: Determination of date of increment under Tripura State Civil Services (Revised Pay) Rules, 2017. [See Rule 11]

<p>Suppose an employee Mrs. Y, who after having been fixed in the pay matrix w.e.f 01.04.2017 is drawing a basic pay of Rs. 22450/- in Level 7.</p> <p>Suppose she is granted a financial upgradation on 10.12.2017 fixing her pay to Rs. 23130/-.</p> <p>She will be allowed next increment on 01.07.2018 fixing her pay to Rs. 23830/-.</p> <p>Her next increment shall be granted on 01.07.2019 and her pay fixed at Rs. 24550/-, in case she has not got any further promotion/ financial upgradation including MACP within the intervening period.</p>	Pay Band (Rs)	5700-24000		
	Grade Pay (Rs)	2200	2400	2800
	Entry Pay (EP) (Rs)	8340	9840	10620
	Level	7	8	9
	1	18770	22140	23900
	2	19340	22810	24620
	3	19930	23500	25360
	4	20530	24210	26130
	5	21150	24940	26920
	6	21790	25690	27730
	7	22450	26470	28570
	8	23130	27270	29430
		↓		
	9	23830	28090	30320
10	24550	28940	31230	

To,

Secretary In-charge of all Departments/ all Heads of Department,

Copy forwarded to:

1. The Secretary to the Governor of Tripura, Agartala.
2. The Principal Secretary to the Chief Minister, Tripura, Agartala.
3. PS/ PA to all Ministers, Tripura, Agartala..
4. Joint Secretary/ PS/PA to the Chief Secretary, Tripura, Agartala.
5. The Secretary, Tripura Legislative Assembly, Agartala
6. The Registrar General, High Court of Tripura, Agartala
7. The Secretary, TPSC/ Police Accountability Commission/ Tripura Women Commission/ Tripura Information Commission/ Tripura Electricity Regulatory Commission, Agartala.
8. The Accountant General (A&E)/ (Audit), Tripura, Agartala.
9. The Director, GA(Printing & Stationery) Department for publication in the next Tripura Gazette, Agartala.
10. The Additional Secretary, GA(C & C) Department, Agartala for information in reference to Memo No. F.1(19)-GA(CAB)/2008 dated 11-07-2017.
11. All Treasury / Sub-Treasury Officers, Tripura.
12. The Web Administrator, Finance Department to upload the same in Finance Department's website.