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 to further amend the Tripura State Civil Service (Revised Pay) Rules, 2017 (hereinafter referred to as the “Principal Rules”), namely:

1. **Short title and commencement:**
   (i) These Rules may be called the Tripura State Civil Services (Revised Pay) (First Amendment) Rules, 2018.
   (ii) They shall be deemed to have come into force on and from the 1st day of October, 2018.

2. **Amendment of Rule 3(1)(i) of the Principal Rules:**
   After the words “the existing scale” of Rule 3(1)(i) of the Principal Rules, the words “or pay drawn under Tripura State Pay Matrix 2017” shall be inserted.

3. **Amendment of Rule 5 of the Principal Rules:**
   Rule 5 of the Principal Rules shall be substituted as follows:

   “Save as otherwise provided in these rules, a Government employee who is in service on 1st day of October, 2018 or who may have been appointed on or after 1st day of October, 2018 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 1st day of October, 2018 or who enters service on or after 1st day of October, 2018 but before the date of notification of these rules shall draw pay in the revised pay structure either from 1st day of October 2018 or the date of entry in service after 1st day of October 2018, whichever is later;

   Note: Re-appointment after break-in service to a post/service on or after 1st day of October, 2018 shall in all cases be treated as first appointment for the purpose of these rules.”

4. **Amendment of Rule 6 of the Principal Rules:**
   Rule 6 of the Principal Rules shall stand deleted.

5. **Amendment of Rule 7(1) of the Principal Rules:**
   Rule 7(1)(i) of the Principal Rules shall be substituted as follows:

   “(1) The initial pay of a Government employee who is in service on 1st day of October, 2018 and/or who is governed by the revised pay structure incorporated
in these Rules on and from 1st day of October, 2018, 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 obtained by dividing the existing basic pay by 2.25 and then multiplying the resultant value by applicable multiplication factor at the particular level under "Tripura State Pay Matrix 2018" (rounded off to nearest 100 rupees) and the figure so arrived at will be located in that appropriate Level of the Pay Matrix and if such figure corresponds to any identical value in 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. The Methodology is explained in the illustration given below.

Illustration: Fixation of Pay of an existing employee under Tripura State Civil Services (Revised Pay) (1st Amendment) Rules, 2018

Suppose an employee Mr. B is presently drawing Basic Pay of Rs. 34930/- in Level 11 of Pay Matrix 2017.

After dividing Rs. 34930/- with 2.25, a figure of Rs. 15524/- is obtained. This figure is multiplied by 2.57 and a value of Rs. 39897/- is arrived at. When Rs. 39897/- is rounded to nearest hundred, Rs. 39900/- is obtained as final figure.

Going vertically down through Cell values of Level 11, a figure exactly equal to Rs. 39900/- is located at Cell No. 3 of that Level.

So, the revised basic pay of employee Mr. B in Level 11 in the new pay matrix 2018 is Rs. 39900/-.

<table>
<thead>
<tr>
<th>Pay Band (Rs)</th>
<th>10230-34800</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grade Pay (Rs)</td>
<td>4400 4600 4800</td>
</tr>
<tr>
<td>Entry Pay (Rs)</td>
<td>14630 16690 18660</td>
</tr>
<tr>
<td>Level</td>
<td>11 12 13</td>
</tr>
<tr>
<td>Index</td>
<td>2.57 2.57 2.55</td>
</tr>
<tr>
<td>1</td>
<td>37600 42900 47600</td>
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<td>2</td>
<td>38700 44200 49000</td>
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<td>43600 49700 55200</td>
</tr>
<tr>
<td>7</td>
<td>44900 51200 56900</td>
</tr>
</tbody>
</table>

6. Amendment of Rule 7(2) of the Principal Rules:
Rule 7(2) of the Principal Rules shall be substituted as follows:-

"(2) A Government employee who is on leave on the 1st day of October, 2018 and is entitled to leave salary, shall become entitled to pay in the revised pay structure from 1st day of October, 2018."

7. Amendment of Rule 7(3) of the Principal Rules:
Rule 7(3) of the Principal Rules shall be substituted as follows:-

(3) A Government employee who is on study leave on the 1st day of October, 2018, shall be entitled to the pay in the revised pay structure from the 1st day of October, 2018.
8. **Amendment of Rule 7(6) of the Principal Rules:**

Rule 7(6) of the Principal Rules shall be substituted as follows:

(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 October, 2018 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.

9. **Amendment of Rule 7(8) of the Principal Rules:**

Rule 7(8) of the Principal Rules shall be substituted as follows:

(8) The Head of Office shall prepare statement of fixation of pay under the "Tripura State Civil Services (Revised Pay) (1st Amendment) Rules, 2018 as per format given in Appendix.

10. **Amendment of Rule 8 of the Principal Rules:**

Rule 8 of the Principal Rules shall be substituted as follows:

"8. Fixation of pay in revised pay structure of employees appointed as direct recruits on or after 1st day of October, 2018:

The pay of an employee appointed by direct recruitment on or after 1st day of October, 2018 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 October, 2018 and before the date of notification of these rules 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 October, 2018, 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 October, 2018 shall get his pay fixed at Rs. 21400/-, at Level 10 of Rs. 34700/-, at Level 11 of Rs. 37600/- and so on."

11. **Amendment of Rule 9 of the Principal Rules:**

The heading of Rule 9 of the Principal Rules shall be substituted by the following - "9. Fixation of pay on promotion on or after 1st day of October, 2018"

At the end of Rule-9, the following illustration shall be added to explain the methodology:

**Illustration No. 2:** Fixation of pay on promotion on or after 1st day of October, 2018 under Tripura State Civil Services (Revised Pay) (1st Amendment) Rules, 2018.
Suppose an employee Ms. K, whose basic pay in the pay matrix 2018 is fixed at Rs. 31400/- in Level 7 as on 01.10.2018. She gets promotion to the Level 8.

Her pay will be fixed in the following manner:

- She will first be given one increment in her present level (i.e. Level 7) and the amount shall be fixed at Rs. 32300/-. Here it comes to Rs. 33100/-. Hence the pay of Ms. K in the promotion post will be fixed at Rs. 33100/- in Level 8 in the pay matrix.

<table>
<thead>
<tr>
<th>Pay Band (Rs)</th>
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</tr>
</thead>
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<tr>
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<tr>
<td>Entry Pay (Rs)</td>
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</tr>
<tr>
<td>Level</td>
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</tr>
<tr>
<td>M.F.</td>
<td>2.57 2.57 2.57</td>
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<td>1</td>
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<td>33300 39600 42400</td>
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<tr>
<td>17</td>
<td>34300 40800 43700</td>
</tr>
</tbody>
</table>

12. **Amendment to Rule 11 of the Principal Rules:**
Below Rule 11 of the Principal Rules, the following shall be inserted:

"Provided that the revision of pay of a Government employee implemented under these rules shall not affect the periodicity of his/her normal annual increment. A Government employee, who is likely to draw his normal annual increment on 1st day of January, 2019 shall continue to draw his annual increment on that date and a Government employee who is likely to draw his annual increment on 1st day of July, 2019 shall also continue to draw the same on that date as in normal circumstances."

13. **Amendment of Rule 13 of the Principal Rules:**
Rule 13 of the Principal Rules shall stand deleted.

14. **Amendment of Rule 15 of the Principal Rules:**
Rule 15 of the Principal Rules shall be substituted as follows:

"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 October, 2018 payable in November 2018 and onwards shall be provided in cash.

The Government employees, who had died/retired/ superannuated on or after the 1st day of October, 2018 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 October, 2018 up to the date of his death /retirement/ superannuation in cash."
15. **Amendment of Rule 18 of the Principal Rules:**
Between the words “TSCS(Revised Pay) Rules, 2009” and “shall not, save as”, of Rule 18 of the Principal Rules, the words “and TSCS(Revised Pay) Rules, 2017” shall be inserted.

16. **Amendment of Schedule -I of the Principal Rules:**
The words “Tripura State Pay Matrix, 2017” and the table along with its values in respective Cell as appearing in Schedule-I of the Principal Rules shall be substituted by the words “Tripura State Pay Matrix, 2018” and the table along with its values as appended to these Rules.

17. **Amendment of Schedule -II of the Principal Rules:**
The “Form of option” as given at Schedule – II of the Principal Rules shall stand deleted.

18. **Amendment of Format-I, Format-II and Format-III of Schedule - III of the Principal Rules:**
Wherever the words “TSCS(Revised Pay) Rules, 2017” and “TSCS(RP) Rules, 2017” appearing at Format-I, Format-II and Format-III of Schedule - III of the Principal Rules shall be substituted by “TSCS(Revised Pay) Rules, 2017 read with its up-to-date amendments”.

19. **Amendment of Annexures of the Principal Rules:**
The word “Annexure” appearing in Principles Rules shall be substituted by the word “Appendix”.

By order of the Governor

[N. Babungh, IAS]
Secretary to the
Government of Tripura

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

Copy forwarded to:
1. The Additional Chief Secretary to the Governor of Tripura, Agartala.
2. The Principal Secretary to the Chief Minister, Tripura.
3. The PS to the Dy. Chief Minister, Tripura
4. PS/ PA to all Ministers, Tripura.
5. PPS/PS/ PA to Chief Secretary, Tripura.
6. The Secretary, Tripura Legislative Assembly, Agartala.
7. The Registrar, High Court of Tripura, Agartala.
8. The Secretary, TPSC/ Police Accountability Commission/ Tripura Women Commission/ Tripura Information Commission/ Tripura Electricity Regulatory Commission.
9. The Accountant General (A&E)/ (Audit), Tripura
10. The Director, GA(Printing & Stationery) Department for publication in the next Tripura Gazette.
12. All Treasury / Sub-Treasury Officers, Tripura.
13. The Web Administrator, Finance Department to upload the same in Finance Department’s website.

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Appendix

[See rule 7(8)]

1. Name of the Employee : 
2. Designation of the post in which pay is to be fixed as on 01.10.2018 :
3. Status (Substantive / officiating) :
4. Existing Emoluments
   a. Basic Pay (Pay in the applicable Level of Pay Matrix 2017 or Pay in pay Band and applicable Grade Pay) in the pre-revised structure as on 01.10.2018:
   b. Dearness Allowance entitled as on 30.09.2018 (if any):
   c. Existing emoluments (a + b):
5. Applicable Level in Pay Matrix :
6. Applicable multiplication factor of that Level as per Pay Matrix 2018 :
7. Amount arrived at by dividing Sl. No. 4(c) by 2.25 and then multiplying the resultant value with applicable multiplication factor obtained at Sl. No. 6 (above) (rounded to nearest hundred):
8. Applicable Cell in the Level either equal to or immediate above the amount at Sl. No. 7 :
9. Revised Basic Pay (as to Sl. No. 8) :
10. 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.
11. 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.
12. Personal Pay, if any

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

<table>
<thead>
<tr>
<th>Date of Increment</th>
<th>Pay after increment in applicable Level of Pay Matrix</th>
</tr>
</thead>
</table>

14. Any other relevant information

Date:

Signature & Designation of Head of Office
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |

**TRIPURA STATE PAY MATRIX 2018**

- See Rule 3(1)(vi)

**Schedule - 1**

Amount in Rupees

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Pay Band 460-1309

10400 10600 10800

7700 8000 8300

6600 6800 7000

5600 5800 6000

4600 4800 5000

3600 3800 4000

2600 2800 3000

1600 1800 2000

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[Amount in Rupees]