

ANNEXURE I to Para 1.4 – RULE 10 ANOMALY

Service Particulars of	EMP- 01	EMP-2
Date of Joining	10.04.2007	13.01.2009
Pay Level in PA Cadre	Level- 4	Level- 4
MACP-I detail	10.04.2017 (level-5)	MACP not granted
DNI of the official	Jan-2018	Jul-2018
Total length of service as on 01.04.2018	10Y 11 Mon	9Y 2 Mon
Eligibility for AAO Exam-2018	Yes	Yes
Service eligibility claim (maximum 2 Year)	No	No
Date of Joining in AAO Cadre	08.10.2018	08.10.2018
Basic Pay of PA Cadre before joining to AAO Cadre	Rs.38100/- (Level-5)	Rs.35300/- (Level-4)
Initial Pay in AAO on Oct-2018	47600 (Level-8)	47600 (Level-8)
Pay in AAO on Jan-2019	47600 (Level-8) (Increment not given)	47600 (Level-8)
Pay in AAO on July-2019	47600 (Level-8) (Increment not given)	49000 (Level-8)
Pay in AAO on Jan-2020	49000 (Level-8) (in view of Rule-10 clarification- on change of DNI)	49000 (Level-8)
Pay in AAO on July-2020	49000 (Level-8)	50500 (Level-8)
Pay in AAO on Jan-2021	50500 (Level-8)	50500 (Level-8)
Pay in AAO on July-2021	50500 (Level-8)	52000 (Level-8)
Pay in AAO on Jan-2022	52000 (Level-8)	52000 (Level-8)
Regular AO Promotion	AO w.e.f 20.05.2022 & Opt Pay fixation from DNI	AO w.e.f 23.05.2022 & Opt Pay fixation from DNI
Pay in AO cadre	53100 (Level-9)	53100 (Level-9)
Pay in AO on Jul-2022	53100 (Level-9)	56300 (Level-9)
Pay in AO on Jan-2023	56300 (Level-9)	58000 (Level-9)
Pay in AO on Jul-2023	58000 (Level-9)	58000 (Level-9)
Pay in AO on Jan-2024	58000 (Level-9)	59700 (Level-9)
Pay in AO on Jul-2024	59700 (Level-9)	59700 (Level-9)
Regular SR. AO Promotion	SR. AO w.e.f 01.01.2025 & Opt Pay fixation from DNI	
Pay in Sr. AO 01.01.2025	61300 (Level-10)	65000 (Level-10)
Pay in Sr. AO on Jul-2025	65000 (Level-10)	67000 (Level-10)
Conclusion	In view of above particulars, it is clear that the EMP-02 official of PA Cadre taking service eligibility for appearing AAO Exam 2018, which was drawing less pay in PA cadre then EMP-01 Official.	

	<p>Further MACP was also not given to EMP-02 and he was getting less pay the EMP-01 official.</p> <p>After implementation of DOP HQ order dated 08.11.2024 forwarded by PA Wing vide letter dated 09.12.2024, the Official EMP-01 having long length of service is drawing less pay, whereas EMP-02 getting more Pay.</p>
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ANNEXURE II to Para 1.4- Rule 10 ANOMALY

Service Particulars	EMP- X	EMP-Y
Date of Joining	18.03.2011	04.07.2014
Pay Level in PA Cadre	Level- 4	Level- 4
MACP-I detail	19.03.2021(level-5)	MACP not granted
DNI of the official	Jan-2022	Jul-2022
Total length of service as on 01.01.2022	10Y 10 Months	07Y 05 Months
Eligibility for AAO Exam-22	Yes	No
Eligibility claimed from eligible Junior	No	Yes (1Y 07 Months)
Service eligibility claim (maximum 2 Year)	No	Yes
Date of Joining in AAO Cadre	14.12.2022	19.12.2022
Basic Pay of PA Cadre before joining to AAO Cadre	Rs.38100/- (Level-5)	Rs.32300/- (Level-4)
Initial Pay in AAO on Dec-2022	47600 (Level-8)	47600 (Level-8)
Pay in AAO on Jan-2023	47600 (Level-8) (Increment not given)	47600 (Level-8)
Pay in AAO on July-2023	47600 (Level-8) (Increment not given)	49000 (Level-8)
Pay in AAO on Jan-2024	49000 (Level-8) (in view of Rule-10 clarification- on change of DNI)	49000 (Level-8)
Pay in AAO on July-2024	49000 (Level-8)	50500 (Level-8)

EMP-Y has less length of regular service in PA Cadre comparison to EMP-X and EMP-Y was also drawing less pay before joining to AAO cadre. After implementation of said OM dated 07.11.2024, EMP-Y is getting more pay in AAO cadre from EMP-X.

ANNEXURE III TO PARA 1.5 – MACP ANOMALY

Mr. X and Mr. Y both belong to the PA/ cadre. The Date of Entry (DOE) of both officials is June 1998 and November, 1999 respectively. Both the officials were promoted as AAO and the cadre on 01.10.2018 after qualifying the LDCE-2018 and secured there ranking in the LDCE-2018 556 and 697 respectively.

ANNEXURE III TO PARA 1.5 - MACP ANOMALY		
Service Particulars	Mr.- X	Mr.-Y
PA Induction Training Period (90 days)	09.06.1998 to 07.09.1998	02.08.1999 to 31.10.1998
Date of Joining in PA Cadre	08.09.1998	01.11.1999
Pay Scale on Date of Joining	4000-100-6000	4000-100-6000
Pay as on 31.12.2005	4800 (Additional increment was allowed due to join in between February to June under 6 th CPC)	4600
Pay as on 01.01.2006	11,330/-	10,960/-
MACP I date	23.09.2008	02.12.2009
Pay as on 23.09.2008	13,160/-	11,980/-
Pay as on 02.12.2009	13,560/-	13,110/-
Pay as on 31.12.2015	16220/-	15,690/-
Pay fixed on 01.01.2016	42800@L5	40400@L5
MACP II date	25.09.2018	02.12.2019
Pay as on 25.09.2018	49,000/- @ L6 (Opted fixation on date of MACP II)	44100 @ L5
Total length of service as on 01.10.2018	20 yrs. 3 Months	18 yrs. 11 Months
Date of Promotion as AAO	01.10.2018	01.10.2018
Pay as on 01.10.2018	49,000/- @ L8	47600/- @L8. No fixation. Only placement.
DNI of the official	July, 2019	July, 2019
Pay as on 02.12.2019 (MACP II date of Y)	50500@L8	53100@L9. Opted for DNI. Next higher Cell in L9.
Annual Increment	Every July	Every January
Pay as on 01.07.2020	52000@L8	54700@L9
Pay as on 01.01.2021	52000@L8	56300@L9
Pay as on 01.07.2021	53600@L8	56300@L9
Pay as on 01.01.2022	53600@L8	58000@L9
Pay as on 01.07.2022	55200@L8	58000@L9
Date of Next NFU	01.10.2022	No NFU, since MACP got in advance before NFU
Pay as on 01.10.2022	56300@L9	58000@L9

Pay as on 01.01.2023	56300@L9	58000@L9
Pay as on 01.07.2023	59700@L9	59700@L9
Annual Increment after DNI Option	Every January	Every January
Pay as on 01.01.2024	61500@L9	61500@L9
Pay as on 01.07.2024	61500@L9	61500@L9
Pay as on 01.01.2025	63300@L9	63300@L9
<p>It is noticed that after promotion to the AAO cadre, Mr. X, AAO, is drawing lesser Grade Pay than Mr. Y, AAO, despite Mr. Y being junior to him either in the PA cadre or in the AAO cadre. Therefore, the matter may kindly be clarified and the anomaly removed accordingly.</p>		