



GOVERNMENT OF INDIA

BROCHURE

ON

PAY AND ALLOWANCES

OF

CENTRAL GOVERNMENT CIVILIAN EMPLOYEES

2007-2008

PAY RESEARCH UNIT
DEPARTMENT OF EXPENDITURE
MINISTRY OF FINANCE
NEW DELHI

PREFACE

The Pay Research Unit of the Department of Expenditure, Ministry of Finance brings out a “**Brochure on Pay and Allowances of Central Government Civilian Employees**” on an annual basis. As in the past, the **Brochure for 2007-08** provides statistical information on expenditure incurred by different Ministries/Departments of the Central Government on Pay and Allowances including Dearness Allowance, House Rent Allowance, City Compensatory Allowance, Overtime Allowance, etc. in respect of its regular employees. The Brochure also contains information on the group-wise number of sanctioned posts and of incumbents in position in various Ministries/Departments.

2. The data in the Brochure has been compiled on the basis of quarterly returns on expenditure on pay and allowances and annual returns on the strength of Central Government civilian employees furnished by the Central Government establishments to the Pay Research Unit of this Department.
3. The Brochure may be of use for personnel planning and for preparation of reliable estimates of financial implications of various proposals concerning pay and allowances of Central Government employees. While all efforts have been made to present the data in a meaningful manner, suggestions for further improvement would be welcome.
4. Ministry of Finance would like to thank all the Central Government Ministries/Departments/Organisations for their cooperation in furnishing the data, without which this compilation would not have been possible. This Ministry would also like to acknowledge the contribution of the National Informatics Centre (North Block).

September, 2009
New Delhi.



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SALIENT FEATURES

1. The total expenditure on Pay and Allowances (excluding Productivity Linked Bonus/ Ad-hoc Bonus, Honorarium, Encashment of Earned Leave and Travelling Allowance) for Regular Central Government Civilian employees including employees of the Union Territories was Rs. 46229.98 crore in 2007-2008 as compared to Rs. 42926.03 crore over the previous year. Thus, there is an increase in expenditure by Rs. 3303.95 crore over previous year which in relative terms works out to 7.70 %.
2. Out of the total expenditure of Rs. 46229.98 crore, the percentage expenditure on Pay (including DP) is 61.33%, on Dearness Allowance 24.13%, on House Rent Allowance (HRA) and Compensatory (City) Allowance (CCA) 6.85% and on other allowances 7.69 %.
3. The expenditure on pay has slightly decreased by 0.44% compared to the corresponding expenditure of the previous year. Similarly, expenditure on DA has increased by 38.48% during the same period.
4. The total expenditure on Pay and Allowances as a percentage of Revenue Receipts and Revenue Expenditure of the Central Government during the period was 7.12% and 6.29% respectively.
5. Of the total expenditure on Pay and Allowances, the Ministry of Railways continues to have the largest share at 39.56 per cent, marginally decreased from 39.93 percent in 2006-2007. Similarly, the shares of Ministry of Defence and Department of Posts have come marginally down from previous year i.e. 14.43% to 14.17% and 8.91% to 8.63%. The Ministry of Home Affairs and Other Departments are slightly increased i.e. 16.57% to 17.10% and 20.16% to 20.54%, respectively.
6. The disparity ratio at the minimum of the scale of lowest and maximum of the scale of highest paid Central Government employees (Pay + Dearness Pay + Dearness Allowance) as on 1.1.2008 is 1:11.76 which is same as that on 1.1.2007.
7. In State Governments as on 1.1.2008, the disparity ratio [ratio of lowest and highest paid State Government Employee] was lowest in Assam and highest in Delhi and were 1:6.94 and 1: 15.79, respectively.
8. The new series of Consumer Price Index Number (CPI) for Industrial Worker (Base 2001=100) has registered an increase of 26.84 percent over 115.76 points, up to June 2009.

9. The total number of Central Government Regular (Civilian) Employees in position was 31.17 lakh as against the sanctioned strength of 35.62 lakh as on 1.3.2008.

10. The sanctioned strength of Central Police Forces was 7.62 lakh against 7.12 lakh in position as on 1.3.2008.

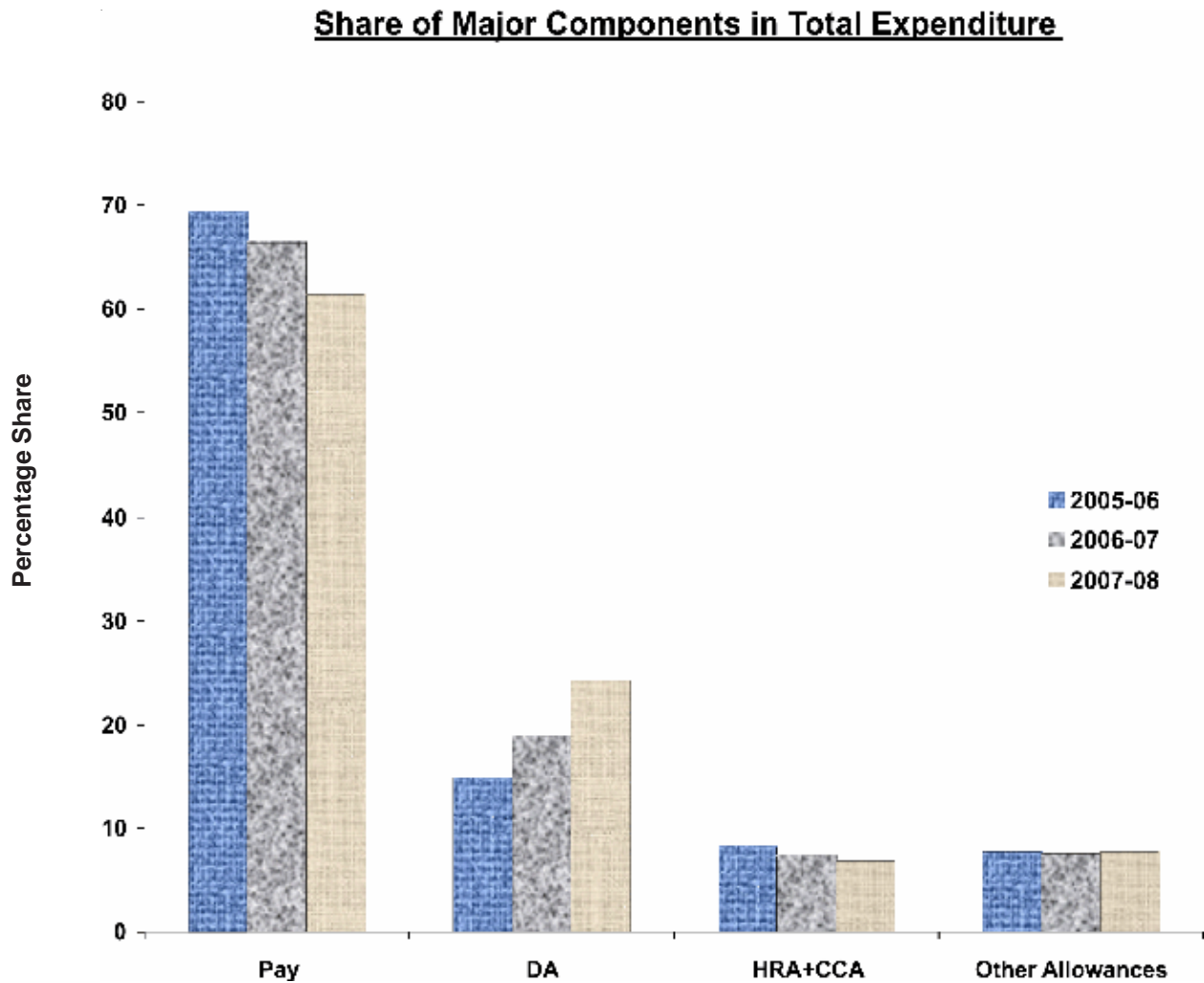
11. Of the total strength of 31.17 lakh, the percentage share of the Railways is 44.74%, Home Affairs 23.72%, Defence (Civilian) 11.70%, Posts 7.01% and all other Ministries/ Departments 12.83%.

12. Of the total number of 35.62 lakh sanctioned posts approximately 12.5 percent of the posts were vacant as on 1.3.2008.

**SHARE OF MAJOR COMPONENTS IN TOTAL EXPENDITURE OF CENTRAL
GOVERNMENT CIVILIAN EMPLOYEES INCLUDING EMPLOYEES OF
UNION TERRITORIES DURING THE LAST THREE YEARS**

(Expressed as percentage to total)

| Year | Pay | DA | HRA+CCA | Other Allowances | Total |
|----------------|-------|-------|---------|------------------|---------------|
| 2005-06 | 69.28 | 14.88 | 8.10 | 7.74 | 100.00 |
| 2006-07 | 66.35 | 18.77 | 7.31 | 7.57 | 100.00 |
| 2007-08 | 61.33 | 24.13 | 6.85 | 7.69 | 100.00 |

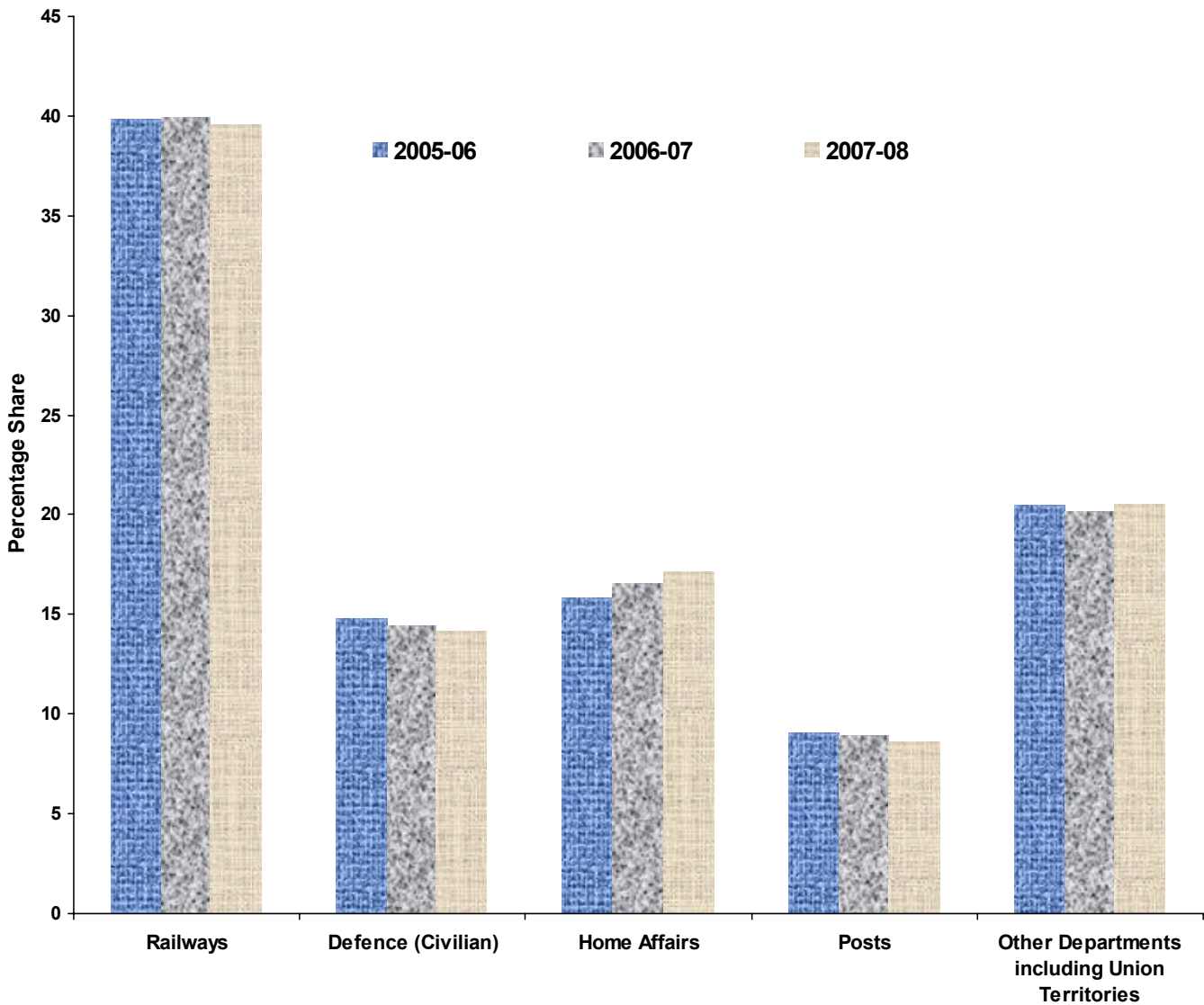


**SHARE OF MAJOR DEPARTMENTS IN TOTAL
EXPENDITURE DURING LAST THREE YEARS**

(Expressed as percentage to total)

| Year | Railways | Defence (Civilian) | Home Affairs | Posts | Other Departments including Union Territories | Total |
|---------|----------|-----------------------|-----------------|-------|---|--------|
| 2005-06 | 39.82 | 14.78 | 15.85 | 9.10 | 20.45 | 100.00 |
| 2006-07 | 39.93 | 14.43 | 16.57 | 8.91 | 20.16 | 100.00 |
| 2007-08 | 39.56 | 14.17 | 17.10 | 8.63 | 20.54 | 100.00 |

Share of Major Departments in Total Expenditure

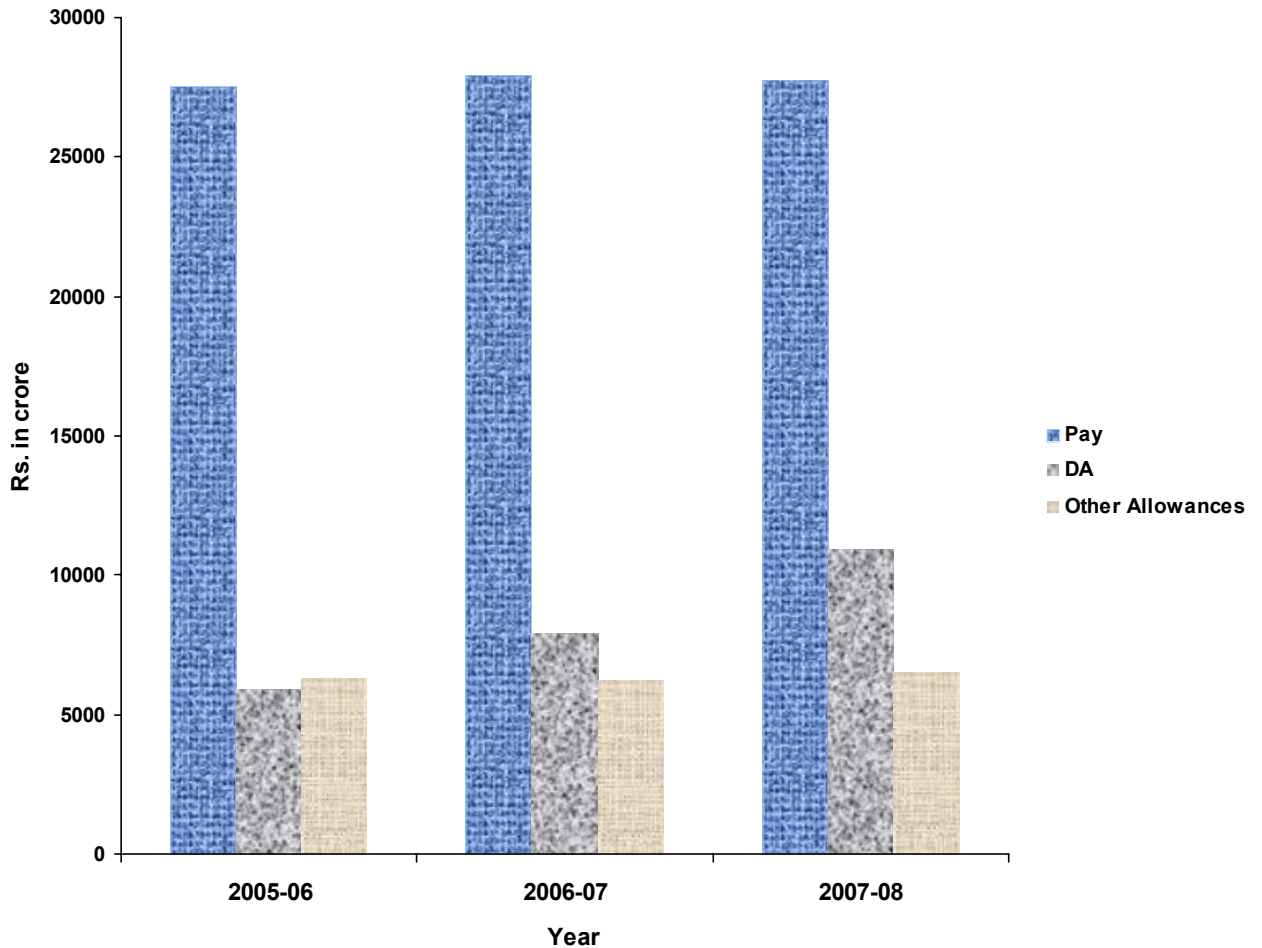


**EXPENDITURE ON PAY AND ALLOWANCES OF THE CENTRAL
GOVERNMENT CIVILIAN EMPLOYEES**

(Rs. in crore)

| Year | Pay | DA | Other Allowances | Total |
|----------------|----------|----------|------------------|-----------------|
| 2005-06 | 27518.07 | 5911.64 | 6282.92 | 39712.63 |
| 2006-07 | 27957.08 | 7911.52 | 6259.38 | 42127.98 |
| 2007-08 | 27790.44 | 10950.71 | 6533.46 | 45274.61 |

Expenditure on Pay and Allowances



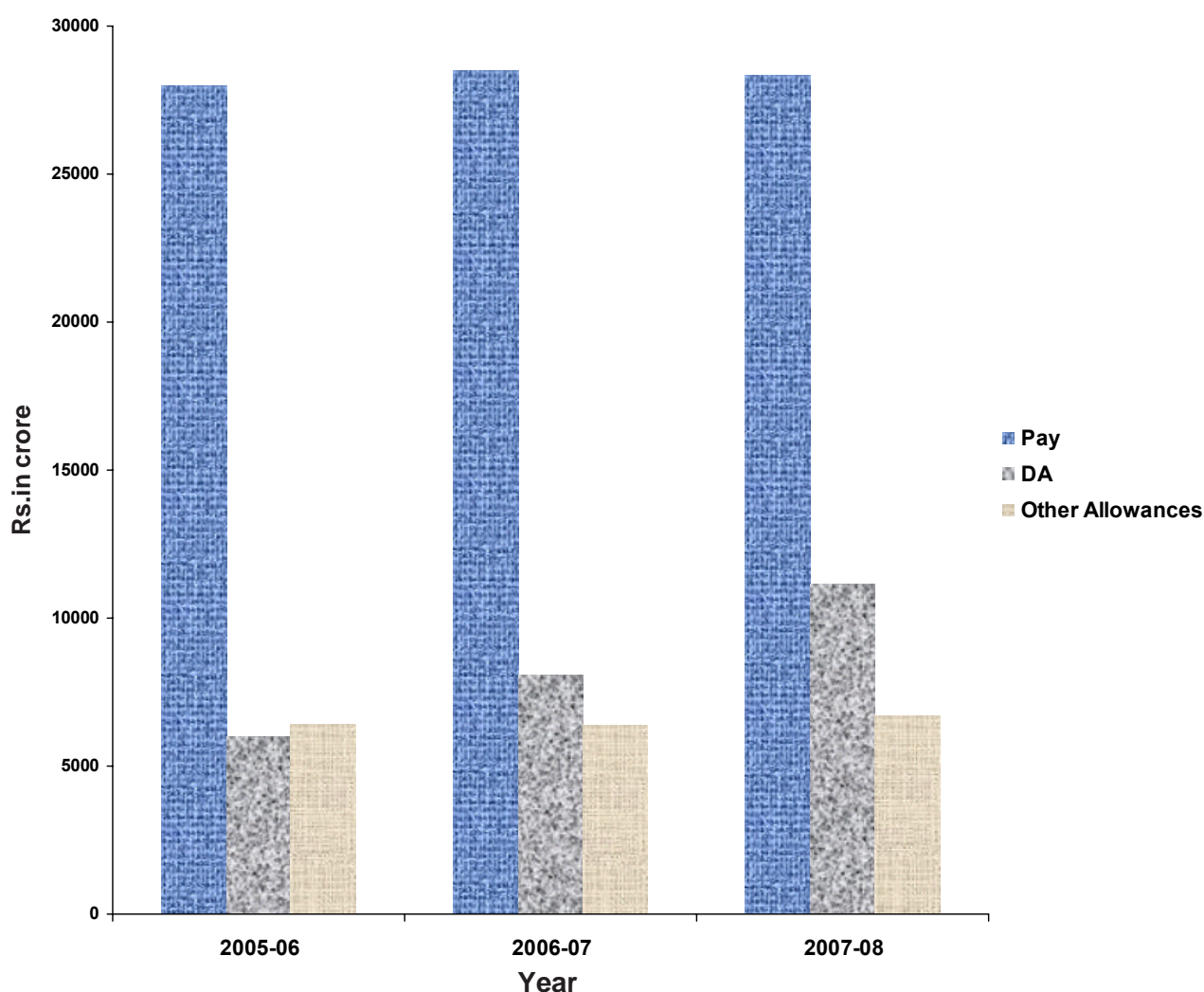
- Note: (i) This does not include the expenditure incurred on Productivity Linked Bonus/Ad hoc Bonus, Honorarium and Encashment of Earned Leave.
- (ii) This does not include the expenditure incurred on employees of UTs but includes the expenditure on the employees of Missions/Embassies.
- (iii) Other Allowances includes HRA, CCA, OTA, TA, Special Pay and Deput. (Duty) Allowance, CEA, Reimbursement of Tution Fee, Reimbursement of Medical Charges, Leave Travel Concession and Other Compensatory Allowances.

**EXPENDITURE ON PAY AND ALLOWANCES OF THE CENTRAL GOVERNMENT
CIVILIAN EMPLOYEES INCLUDING EMPLOYEES OF UNION TERRITORIES**

(Rs. in crore)

| Year | Pay | DA | Other Allowances | Total |
|---------|----------|----------|------------------|----------|
| 2005-06 | 28000.94 | 6013.01 | 6404.03 | 40417.98 |
| 2006-07 | 28481.27 | 8056.17 | 6388.59 | 42926.03 |
| 2007-08 | 28354.47 | 11156.16 | 6719.35 | 46229.98 |

Expenditure on Pay and Allowances including Union Territories



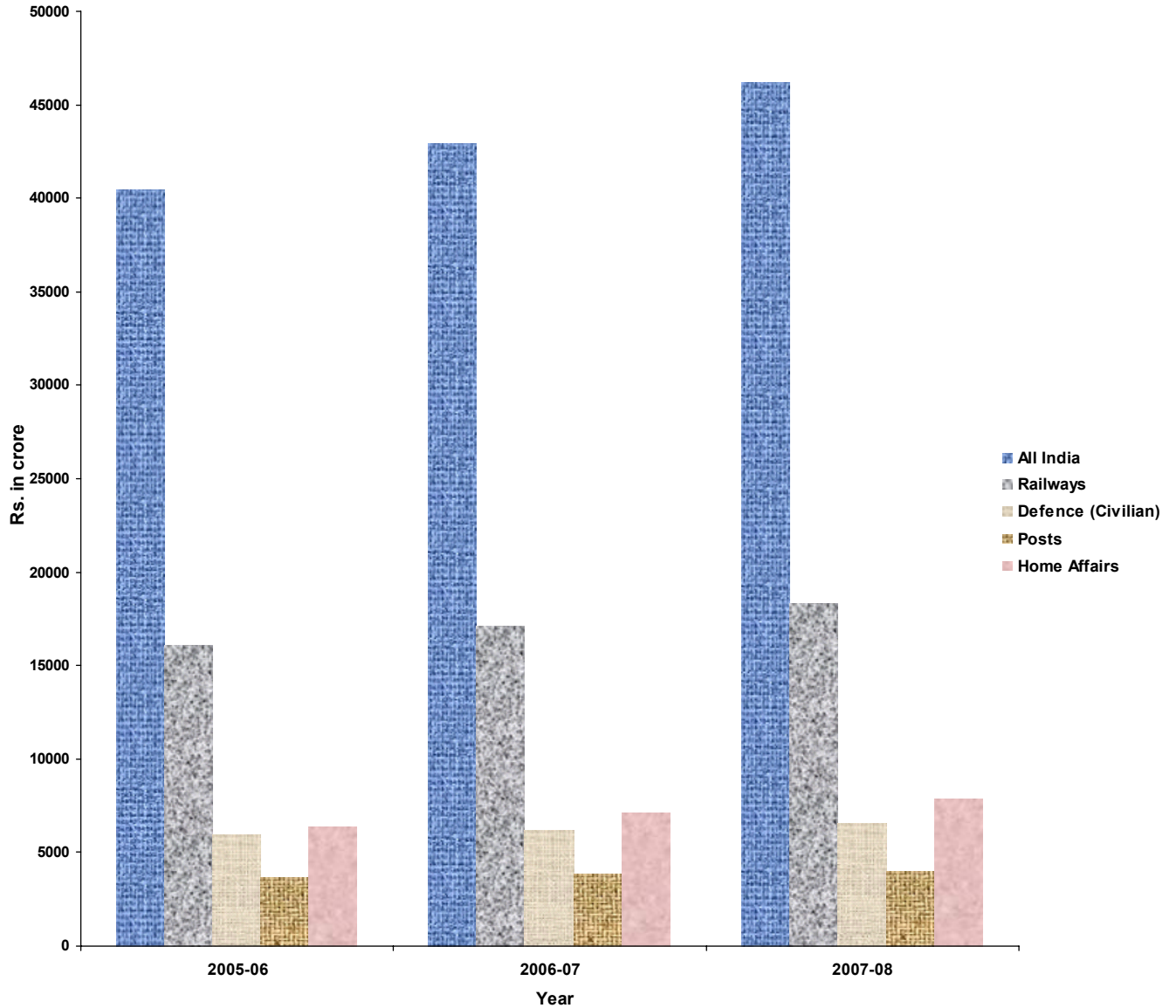
- Note : (i) This does not include the expenditure incurred on Productivity Linked Bonus/Ad hoc Bonus, Honorarium and Encashment of Earned Leave.
- (ii) Other Allowances includes HRA, CCA, OTA, TA, Special Pay and Deput. (Duty) Allowance, CEA, Reimbursement of Tution Fee, Reimbursement of Medical Charges, Leave Travel Concession and Other Compensatory Allowances.

**EXPENDITURE ON PAY AND ALLOWANCES OF MAJOR
MINISTRIES DURING THE LAST THREE YEARS**

(Rs. in crore)

| Year | All India | Railways | Defence (Civilian) | Posts | Home Affairs |
|---------|-----------|----------|-----------------------|---------|--------------|
| 2005-06 | 40417.98 | 16094.70 | 5973.86 | 3679.84 | 6407.81 |
| 2006-07 | 42926.03 | 17142.79 | 6193.22 | 3824.58 | 7111.51 |
| 2007-08 | 46229.98 | 18287.10 | 6553.20 | 3988.25 | 7905.70 |

Expenditure on Pay and Allowances of Major Ministries



Note : Expenditure figure do not include Travelling Allowance, Productivity Linked Bonus/Ad hoc Bonus, Honorarium and Encashment of Earned Leave.

**COMPONENT-WISE BREAK UP OF EXPENDITURE ON PAY AND
ALLOWANCES OF THE CENTRAL GOVERNMENT CIVILIAN
EMPLOYEES DURING THE LAST THREE YEARS**

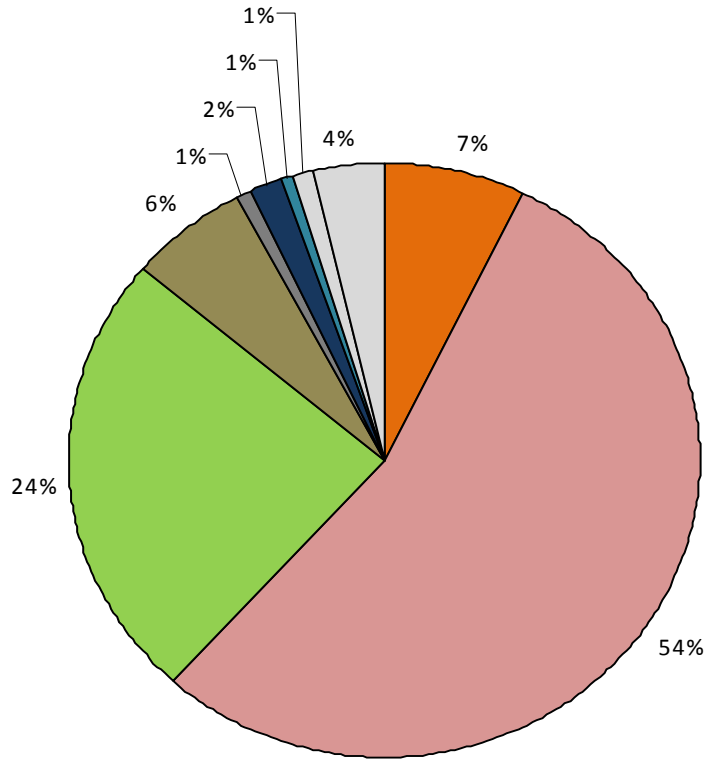
(Rs. in crore)

| S.No. | Pay/Allowances | 2005-06 | 2006-07 | 2007-08 |
|-------|------------------------------------|-----------------|-----------------|-----------------|
| 1 | 2 | 3 | 4 | 5 |
| 1 | Pay of Gazetted Officers | 2827.25 | 3274.79 | 3272.75 |
| 2 | Pay of Non-Gazetted Staff | 24690.82 | 24682.29 | 24517.69 |
| 3 | Dearness Allowance | 5911.64 | 7911.52 | 10950.71 |
| | Sub-Total (i) | 33429.71 | 35868.60 | 38741.15 |
| 1 | House Rent Allowance | 2785.27 | 2678.03 | 2732.86 |
| 2 | Compensatory (City) Allowance | 424.87 | 417.92 | 383.64 |
| 3 | Overtime Allowance | 928.19 | 796.90 | 746.83 |
| 4 | Transport Allowance | 276.13 | 286.71 | 291.13 |
| 5 | Spl. Pay & Deput. (Duty) Allowance | 34.22 | 35.14 | 38.33 |
| 6 | Composite Hill Compen. Allowance | 13.22 | 14.45 | 14.45 |
| 7 | Children Education Allowance | 80.07 | 80.59 | 86.10 |
| 8 | Reimbursement of Tuition Fee | 20.74 | 23.15 | 22.84 |
| 9 | Reimbursement of Medical Charges | 339.46 | 391.79 | 434.78 |
| 10 | Leave Travel Concession | 203.93 | 187.41 | 142.25 |
| 11 | Other Compensatory Allowances | 1176.82 | 1347.29 | 1640.25 |
| | Sub-Total (ii) | 6282.92 | 6259.38 | 6533.46 |
| | Grand Total (i) + (ii) | 39712.63 | 42127.98 | 45274.61 |
| | Travelling Allowance | 1247.60 | 1476.45 | 1548.81 |

Note : (i) This does not include the expenditure incurred on Productivity Linked Bonus/Ad hoc Bonus, Honorarium and Encashment of Earned Leave.

(ii) This does not include the expenditure incurred on employees of UTs but includes the expenditure on the employees of Missions/Embassies.

Pie chart showing percentage expenditure incurred on different components of pay and allowances during 2007-08



■ Pay of Gazetted Officers

■ Pay of Non-Gazetted Staff

■ Dearness Allowance

■ House Rent Allowance

■ Compensatory (City) Allowance

■ Overtime Allowance

■ Transport Allowance

■ Reimbursement of Medical Charges

■ Other Compensatory Allowances

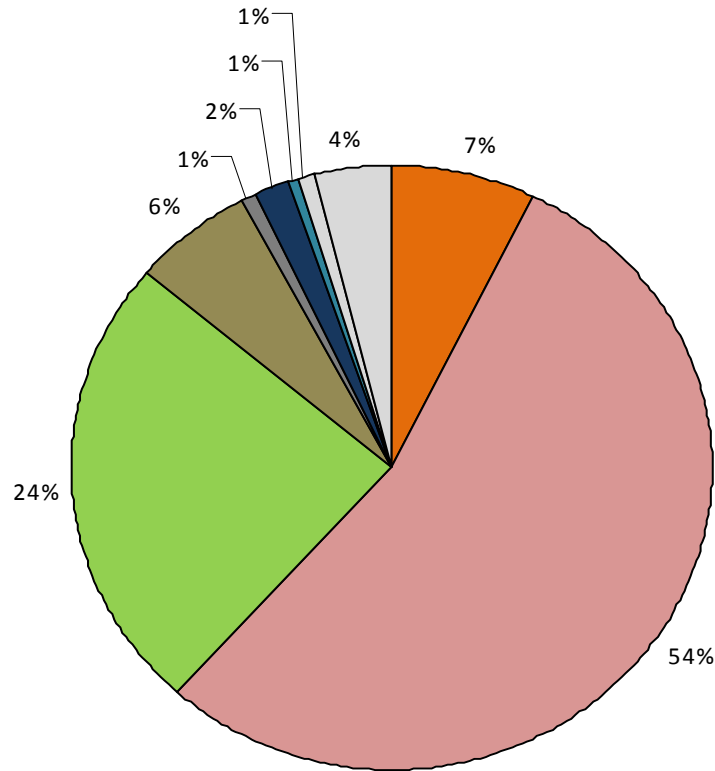
**COMPONENT-WISE BREAK UP OF EXPENDITURE ON PAY AND ALLOWANCES
OF THE CENTRAL GOVERNMENT CIVILIAN EMPLOYEES INCLUDING EMPLOYEES
OF UNION TERRITORIES DURING THE LAST THREE YEARS**

(Rs. in crore)

| S.No. | Pay/Allowances | 2005-06 | 2006-07 | 2007-08 |
|-------|------------------------------------|-----------------|-----------------|-----------------|
| 1 | 2 | 3 | 4 | 5 |
| 1 | Pay of Gazetted Officers | 2903.97 | 3367.76 | 3349.14 |
| 2 | Pay of Non-Gazetted Staff | 25096.97 | 25113.51 | 25005.33 |
| 3 | Dearness Allowance | 6013.01 | 8056.17 | 11156.16 |
| | Sub-Total (i) | 34013.95 | 36537.44 | 39510.63 |
| 1 | House Rent Allowance | 2844.70 | 2717.21 | 2776.19 |
| 2 | Compensatory (City) Allowance | 429.42 | 422.59 | 389.58 |
| 3 | Overtime Allowance | 939.55 | 810.16 | 763.94 |
| 4 | Transport Allowance | 279.25 | 290.01 | 295.16 |
| 5 | Spl. Pay & Deput. (Duty) Allowance | 35.91 | 35.95 | 40.06 |
| 6 | Composite Hill Compen. Allowance | 13.22 | 14.45 | 14.45 |
| 7 | Children Education Allowance | 80.07 | 80.60 | 86.19 |
| 8 | Reimbursement of Tuition Fee | 20.80 | 23.20 | 24.12 |
| 9 | Reimbursement of Medical Charges | 346.07 | 398.24 | 450.71 |
| 10 | Leave Travel Concession | 204.57 | 188.25 | 152.71 |
| 11 | Other Compensatory Allowances | 1210.47 | 1407.93 | 1726.24 |
| | Sub-Total (ii) | 6404.03 | 6388.59 | 6719.35 |
| | Grand Total (i) + (ii) | 40417.98 | 42926.03 | 46229.98 |
| | Travelling Allowance | 1261.93 | 1491.66 | 1573.72 |

Note : This does not include the expenditure incurred on Productivity Linked Bonus/Ad hoc Bonus, Honorarium and Encashment of Earned Leave.

Pie chart showing percentage expenditure incurred on different components of pay and allowances including employees of Union Territories during 2007-08



■ Pay of Gazetted Officers

■ Pay of Non-Gazetted Staff

■ Dearness Allowance

■ House Rent Allowance

■ Compensatory (City) Allowance

■ Overtime Allowance

■ Transport Allowance

■ Reimbursement of Medical Charges

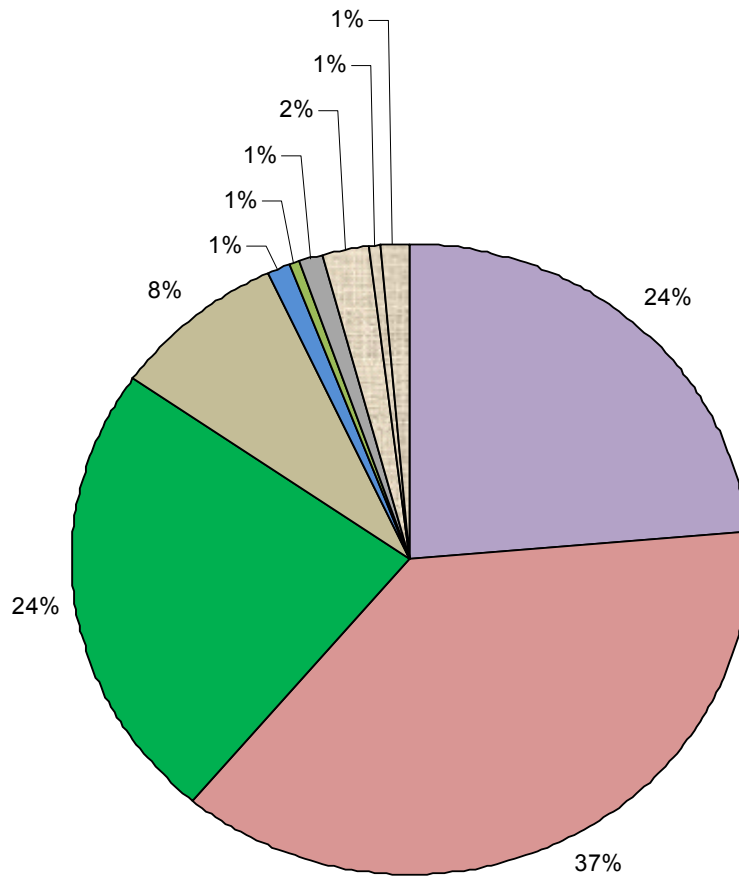
■ Other Compensatory Allowances

**COMPONENT-WISE BREAK UP OF EXPENDITURE ON PAY AND ALLOWANCES
OF THE EMPLOYEES OF OTHER DEPARTMENTS EXCLUDING EMPLOYEES
OF UTs, MINISTRIES/DEPARTMENTS OF RAILWAYS, DEFENCE, POSTS,
HOME AFFAIRS AND MISSIONS**

(Rs. in Crore)

| Sl. No. | Pay/Allowances | 2005-2006 | 2006-2007 | 2007-08 |
|---------|------------------------------------|----------------|----------------|----------------|
| 1 | 2 | 3 | 4 | 5 |
| 1 | Pay of Gazetted Officers | 1504.88 | 1853.47 | 1906.13 |
| 2 | Pay of Non-Gazetted Staff | 3358.77 | 3032.48 | 2996.05 |
| 3 | Dearness Allowance | 973.90 | 1316.32 | 1899.78 |
| | Sub-Total (i) | 5837.55 | 6202.27 | 6801.96 |
| 1 | House Rent Allowance | 599.38 | 622.90 | 661.11 |
| 2 | Compensatory (City) Allowance | 86.37 | 88.26 | 91.44 |
| 3 | Overtime Allowance | 116.18 | 57.80 | 48.41 |
| 4 | Transport Allowance | 75.21 | 80.77 | 86.77 |
| 5 | Spl. Pay & Deput. (Duty) Allowance | 10.09 | 11.86 | 13.05 |
| 6 | Composite Hill Compen. Allowance | 3.47 | 3.29 | 3.37 |
| 7 | Children Education Allowance | 1.67 | 1.44 | 1.02 |
| 8 | Reimbursement of Tuition Fee | 3.99 | 4.03 | 4.14 |
| 9 | Reimbursement of Medical Charges | 118.22 | 149.69 | 177.23 |
| 10 | Leave Travel Concession | 70.04 | 73.54 | 49.72 |
| 11 | Other Compensatory Allowances | 161.23 | 108.68 | 114.44 |
| | Sub-Total (ii) | 1245.85 | 1202.26 | 1250.70 |
| | Grand Total (i) + (ii) | 7083.40 | 7404.53 | 8052.66 |
| | Travelling Allowance | 310.57 | 375.05 | 384.13 |

Pie chart showing percentage expenditure incurred on different components of pay and allowances excluding UTs, Railways, Defence, Posts, Home Affairs and Missions during 2007-08



- Pay of Gazetted Officers
- Pay of Non-Gazetted Staff
- Dearness Allowance
- House Rent Allowance
- Compensatory (City) Allowance
- Overtime Allowance
- Transport Allowance
- Reimbursement of Medical Charges
- Leave Travel Concession
- Other Compensatory Allowances

EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES OF M/O RAILWAYS

(Rs. in Crore)

| Sl. No. | Pay/Allowances | 2005-2006 | 2006-2007 | 2007-08 |
|---------|--|-----------------|-----------------|-----------------|
| 1 | 2 | 3 | 4 | 5 |
| 1 | Pay of Gazetted Officers | 362.46 | 389.29 | 427.15 |
| 2 | Pay of Non-Gazetted Staff | 11028.33 | 10984.23 | 10856.50 |
| 3 | Dearness Allowance | 2392.07 | 3189.49 | 4235.37 |
| | Sub-Total (i) | 13782.86 | 14563.01 | 15519.02 |
| 1 | House Rent Allowance | 1260.96 | 1184.82 | 1210.79 |
| 2 | Compensatory (City) Allowance | 177.70 | 168.77 | 157.72 |
| 3 | Overtime Allowance | 279.07 | 304.88 | 324.27 |
| 4 | Transport Allowance | 121.88 | 115.50 | 109.42 |
| 5 | Special Pay and Deput.(Duty) Allowance | 5.24 | 7.96 | 8.36 |
| 6 | Composite Hill Compensatory Allowance | 0.44 | 0.69 | 0.44 |
| 7 | Children Education Allowance | 0.16 | 0.17 | 0.23 |
| 8 | Reimbursement of Tuition Fee | 10.25 | 13.86 | 14.11 |
| 9 | Reimbursement of Medical Charges | 21.64 | 24.13 | 21.39 |
| 10 | Leave Travel Concession * | 0.07 | 0.74 | 0.01 |
| 11 | Other Compensatory Allowances | 434.43 | 758.26 | 921.34 |
| | Sub - Total (ii) | 2311.84 | 2579.78 | 2768.08 |
| | Grand Total (i) + (ii) | 16094.70 | 17142.79 | 18287.10 |
| | Travelling Allowance | 369.33 | 385.63 | 397.00 |

* The Employees of Railways get free passes.

EXPENDITURE ON PAY AND ALLOWANCES OF THE
CIVILIAN EMPLOYEES OF M/O DEFENCE

(Rs. in Crore)

| Sl. No. | Pay/Allowances | 2005-2006 | 2006-2007 | 2007-08 |
|---------|--|----------------|----------------|----------------|
| 1 | 2 | 3 | 4 | 5 |
| 1 | Pay of Gazetted Officers | 567.16 | 623.39 | 620.84 |
| 2 | Pay of Non-Gazetted Staff | 3360.66 | 3379.34 | 3340.72 |
| 3 | Dearness Allowance | 743.37 | 1033.21 | 1462.13 |
| | Sub-Total (i) | 4671.19 | 5035.94 | 5423.69 |
| 1 | House Rent Allowance | 470.69 | 442.50 | 437.33 |
| 2 | Compensatory (City) Allowance | 73.82 | 70.38 | 66.68 |
| 3 | Overtime Allowance | 495.86 | 398.15 | 333.50 |
| 4 | Transport Allowance | 42.96 | 58.33 | 60.81 |
| 5 | Special Pay and Deput.(Duty) Allowance | 8.62 | 4.49 | 5.50 |
| 6 | Composite Hill Compensatory Allowance | 3.64 | 4.37 | 4.39 |
| 7 | Children Education Allowance | 0.63 | 0.58 | 0.53 |
| 8 | Reimbursement of Tuition Fee | 3.22 | 2.57 | 2.23 |
| 9 | Reimbursement of Medical Charges | 85.58 | 99.55 | 108.41 |
| 10 | Leave Travel Concession | 22.10 | 23.02 | 16.76 |
| 11 | Other Compensatory Allowances | 95.55 | 53.34 | 93.37 |
| | Sub - Total (ii) | 1302.67 | 1157.28 | 1129.51 |
| | Grand Total (i) + (ii) | 5973.86 | 6193.22 | 6553.20 |
| | Travelling Allowance | 108.57 | 168.60 | 178.38 |

**EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES OF
DEPARTMENT OF POSTS***

(Rs. in Crore)

| Sl. No. | Pay/Allowances | 2005-2006 | 2006-2007 | 2007-08 |
|---------|--|----------------|----------------|----------------|
| 1 | 2 | 3 | 4 | 5 |
| 1 | Pay of Gazetted Officers | 110.84 | 82.11 | 66.55 |
| 2 | Pay of Non-Gazetted Staff | 2393.96 | 2513.02 | 2336.72 |
| 3 | Dearness Allowance | 601.15 | 790.51 | 1166.38 |
| | Sub-Total (i) | 3105.95 | 3385.64 | 3569.65 |
| 1 | House Rent Allowance | 283.19 | 253.21 | 245.62 |
| 2 | Compensatory (City) Allowance | 31.58 | 28.22 | 27.25 |
| 3 | Overtime Allowance | 35.35 | 34.54 | 39.31 |
| 4 | Transport Allowance | 22.78 | 22.97 | 23.92 |
| 5 | Special Pay and Deput.(Duty) Allowance | 1.22 | 1.28 | 1.56 |
| 6 | Composite Hill Compensatory Allowance | 1.57 | 1.38 | 1.46 |
| 7 | Children Education Allowance | 0.04 | 0.16 | 0.07 |
| 8 | Reimbursement of Tuition Fee | 1.94 | 1.63 | 1.40 |
| 9 | Reimbursement of Medical Charges | 32.90 | 34.78 | 37.34 |
| 10 | Leave Travel Concession | 13.21 | 13.38 | 7.73 |
| 11 | Other Compensatory Allowances | 150.11 | 47.39 | 32.94 |
| | Sub - Total (ii) | 573.89 | 438.94 | 418.60 |
| | Grand Total (i) + (ii) | 3679.84 | 3824.58 | 3988.25 |
| | Travelling Allowance | 29.78 | 37.55 | 35.28 |

* This includes Grameen Dak Sewak also.

**EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES OF
MINISTRY OF HOME AFFAIRS**

(Rs. in Crore)

| Sl. No. | Pay/Allowances | 2005-2006 | 2006-2007 | 2007-08 |
|---------|--|----------------|----------------|----------------|
| 1 | 2 | 3 | 4 | 5 |
| 1 | Pay of Gazetted Officers | 258.59 | 306.85 | 230.92 |
| 2 | Pay of Non-Gazetted Staff | 4449.15 | 4670.57 | 4877.07 |
| 3 | Dearness Allowance | 1008.35 | 1397.57 | 1984.56 |
| | Sub-Total (i) | 5716.09 | 6374.99 | 7092.55 |
| 1 | House Rent Allowance | 171.05 | 174.60 | 178.01 |
| 2 | Compensatory (City) Allowance | 55.40 | 62.29 | 40.55 |
| 3 | Overtime Allowance | 1.73 | 1.53 | 1.34 |
| 4 | Transport Allowance | 13.30 | 9.14 | 10.21 |
| 5 | Special Pay and Deput.(Duty) Allowance | 9.05 | 9.55 | 9.86 |
| 6 | Composite Hill Compensatory Allowance | 4.10 | 4.72 | 4.79 |
| 7 | Children Education Allowance | 22.44 | 25.06 | 24.02 |
| 8 | Reimbursement of Tuition Fee | 1.34 | 1.06 | 0.96 |
| 9 | Reimbursement of Medical Charges | 48.55 | 53.26 | 56.11 |
| 10 | Leave Travel Concession | 64.82 | 42.90 | 36.74 |
| 11 | Other Compensatory Allowances | 299.94 | 352.41 | 450.56 |
| | Sub - Total (ii) | 691.72 | 736.52 | 813.15 |
| | Grand Total (i) + (ii) | 6407.81 | 7111.51 | 7905.70 |
| | Travelling Allowance | 371.19 | 451.31 | 450.55 |

**EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES
OF UNION TERRITORY ADMINISTRATIONS**

(Rs. in Crore)

| Sl. No. | Pay/Allowances | 2005-2006 | 2006-2007 | 2007-08 |
|---------|--------------------------------------|---------------|---------------|---------------|
| 1 | 2 | 3 | 4 | 5 |
| 1 | Pay of Gazetted Officers | 76.72 | 92.97 | 76.38 |
| 2 | Pay of Non-Gazetted Staff | 406.15 | 431.22 | 487.64 |
| 3 | Dearness Allowance | 101.37 | 144.65 | 205.45 |
| | Sub-Total (i) | 584.24 | 668.84 | 769.47 |
| 1 | House Rent Allowance | 59.43 | 39.18 | 43.33 |
| 2 | Compensatory(City) Allowance | 4.55 | 4.67 | 5.94 |
| 3 | Overtime Allowance | 11.36 | 13.26 | 17.11 |
| 4 | Transport Allowance | 3.12 | 3.30 | 4.03 |
| 5 | Special Pay and Deput. (Duty) Allow. | 1.69 | 0.81 | 1.73 |
| 6 | Children Education Allowance | 0.00 | 0.01 | 0.09 |
| 7 | Reimbursement of Tuition Fee | 0.06 | 0.05 | 1.29 |
| 8 | Reimbursement of Medical Charges | 6.61 | 6.45 | 15.93 |
| 9 | Leave Travel Concession | 0.64 | 0.84 | 10.46 |
| 10 | Other Compensatory Allowances | 33.65 | 60.64 | 85.99 |
| | Sub-Total (ii) | 121.11 | 129.21 | 185.90 |
| | Grand Total (i) + (ii) | 705.35 | 798.05 | 955.37 |
| | Travelling Allowance | 14.33 | 15.21 | 24.91 |

**EXPENDITURE ON PAY AND ALLOWANCES OF REGULAR EMPLOYEES
AND LOCAL RECRUITS IN INDIAN MISSIONS ABROAD**

(Rs. in Crore)

| Sl. No. | Pay/Allowances | 2005-2006 | 2006-2007 | 2007-08 |
|---------|-----------------------------------|---------------|---------------|---------------|
| 1 | 2 | 3 | 4 | 5 |
| | <u>INDIA BASED</u> | | | |
| 1 | Pay of Officers | 23.32 | 19.68 | 21.16 |
| 2 | Pay of Establishment | 17.93 | 20.61 | 23.09 |
| | Sub-total (i) | 41.25 | 40.29 | 44.25 |
| 1 | Foreign Allowance | 192.80 | 184.42 | 202.49 |
| 2 | Children Education Allowance | 55.13 | 53.18 | 60.23 |
| 3 | Home Leave Fares | 33.69 | 33.83 | 31.29 |
| 4 | Reimbursement of Medical Charges | 32.57 | 30.38 | 34.30 |
| 5 | Other Compensatory Allowances | 12.46 | 8.61 | 8.87 |
| 6 | Representational Grant | 14.50 | 11.93 | 12.25 |
| | Sub- Total (ii) | 341.15 | 322.35 | 349.43 |
| | <u>LOCAL RECRUITS</u> | | | |
| 1 | Pay | 82.02 | 82.04 | 87.54 |
| 2 | Allowances | 8.60 | 6.67 | 6.48 |
| | Sub-Total (iii) | 90.62 | 88.71 | 94.02 |
| | Grand Total (i)+(ii)+(iii) | 473.02 | 451.35 | 487.70 |
| | *Travelling Allowance | 104.08 | 110.60 | 103.51 |

* Pr. CCA consolidated figures.

**EXPENDITURE ON HOUSE RENT ALLOWANCE OF CENTRAL
GOVERNMENT CIVILIAN EMPLOYEES INCLUDING EMPLOYEES
OF UNION TERRITORIES BY CLASS OF CITIES**

(Rs. in Crore)

| Class of City | Expenditure on House Rent Allowance | | |
|---------------|-------------------------------------|-----------------------------------|-----------------------------------|
| | 2005-2006 | 2006-2007 | 2007-08 |
| A+A1 | 1741.06 (61.20) | 1666.28 (61.32) | 1722.54 (62.05) |
| B-1 | 321.15 (11.29) | 310.99 (11.44) | 287.24 (10.35) |
| B-2 | 321.08 (11.29) | 300.22 (11.05) | 312.93 (11.27) |
| C | 255.96 (9.00) | 253.38 (9.33) | 267.10 (9.62) |
| Unclassified | 205.45 (7.22) | 186.34 (6.86) | 186.38 (6.71) |
| Total | 2844.70 (100.00) | 2717.21 (100.00) | 2776.19 (100.00) |

N.B.: Figures in parentheses are the percentages to the total expenditure on House Rent Allowance.

RATES OF HOUSE RENT ALLOWANCE

| Classification of Cities/Towns | Rates of HRA |
|--------------------------------|---|
| A-1 | 30 Percent of the (Basic Pay + Dearness Pay) |
| A, B-1 & B-2 | 15 Percent of the (Basic Pay + Dearness Pay) |
| C | 7.5 Percent of the (Basic Pay + Dearness Pay) |
| Unclassified | 5 Percent of the (Basic Pay + Dearness Pay) |

**EXPENDITURE ON COMPENSATORY (CITY) ALLOWANCE OF CENTRAL
GOVERNMENT CIVILIAN EMPLOYEES INCLUDING EMPLOYEES
OF UNION TERRITORIES BY CLASS OF CITIES**

(Rs. in Crore)

| Expenditure on Compensatory (City) Allowance | | | |
|---|----------------------------------|----------------------------------|----------------------------------|
| Class of City | 2005-2006 | 2006-2007 | 2007-08 |
| A+A1 | 245.70 (57.22) | 269.39 (63.75) | 265.07 (68.04) |
| B-1 | 51.77 (12.06) | 54.39 (12.87) | 49.20 (12.63) |
| B-2 | 79.19 (18.44) | 43.74 (10.35) | 45.43 (11.66) |
| C* | 27.58 (6.42) | 31.30 (7.40) | 20.48 (5.26) |
| Unclassified* | 25.18 (5.86) | 23.78 (5.63) | 9.40 (2.41) |
| Total | 429.42 (100.00) | 422.60 (100.00) | 389.58 (100.00) |

N.B.: Figures in parentheses are the percentages to the total expenditure on Compensatory (City) Allowance.

*Compensatory (City) Allowance is also admissible in certain C-Class and Unclassified cities.

RATES OF COMPENSATORY (CITY) ALLOWANCE

| Pay Range** | Amount of CCA in Class of Cities (Rs. p.m.) | | | |
|--------------------|--|----------|------------|------------|
| | A-1 | A | B-1 | B-2 |
| Below Rs. 3000/- | 90 | 65 | 45 | 25 |
| Rs. 3000-4499/- | 125 | 95 | 65 | 35 |
| Rs. 4500-5999/- | 200 | 150 | 100 | 65 |
| Rs. 6000 and above | 300 | 240 | 180 | 120 |

** Pay includes DP also.

RATES OF TRANSPORT ALLOWANCE

| Pay scales of Employees | Rates of Transport Allowance per month in (Rs.) | |
|--|--|---------------------|
| | A-1/A Class City | Other Places |
| Employees drawing pay in the scale of pay of Rs. 8000-13500 and above | 800 | 400 |
| Employees drawing pay in the scale of pay of Rs. 6500-6900 or above but below the scale of Rs. 8000-13500 | 400 | 200 |
| Employees drawing pay below the scale of Rs. 6500 - 6900 | 100 | 75 |

**EXPENDITURE INCURRED ON PAY AND ALLOWANCES BY THE CENTRAL MINISTRIES/DEPARTMENTS
ON CIVILIAN EMPLOYEES DURING 2007-2008**

(Rs. in Crore)

| Sl. No. | Ministry/Department | 3. | 4. | 5. | 6. | 7. | 8. | 9. | 10. | 11. | 12. | 13. | 14. |
|---------|-----------------------------------|---------|---------|--------|-------|--------|-------|--------|---------|---------------|-------|----------|--------------------|
| | | Pay | DA | HRA | CCA | OTA | TPT | Others | Total | Travel Allow. | Bonus | Honarium | Encashment of E.L. |
| 1 | 2. | | | | | | | | | | | | |
| 1 | Agricultural Research & Education | 0.71 | 0.29 | 0.10 | 0.01 | 0.01 | 0.02 | 0.03 | 1.17 | 0.12 | 0.01 | 0.00 | 0.03 |
| 2 | Agriculture and Cooperation | 56.10 | 21.84 | 8.08 | 1.32 | 0.25 | 1.19 | 3.56 | 92.34 | 5.93 | 0.93 | 0.16 | 1.33 |
| 3 | Animal Husbandry and Dairying | 36.06 | 13.76 | 5.22 | 0.87 | 0.64 | 0.54 | 3.64 | 60.73 | 2.96 | 1.08 | 0.20 | 1.80 |
| 4 | Atomic Energy | 451.92 | 175.29 | 42.91 | 6.77 | 16.75 | 2.47 | 48.64 | 744.75 | 22.94 | 10.54 | 0.44 | 17.00 |
| 5 | AYUSH | 3.23 | 1.23 | 0.45 | 0.05 | 0.01 | 0.03 | 0.21 | 5.21 | 0.52 | 0.04 | 0.00 | 0.10 |
| 6 | Bio-Technology | 2.97 | 1.16 | 0.46 | 0.07 | 0.04 | 0.07 | 0.02 | 4.79 | 0.42 | 0.03 | 0.06 | 0.11 |
| 7 | Cabinet Secretariat | 3.27 | 1.23 | 0.35 | 0.08 | 0.12 | 0.09 | 0.16 | 5.30 | 0.42 | 0.04 | 0.05 | 0.27 |
| 8 | Chemicals and Petrochemicals | 4.11 | 1.55 | 0.72 | 0.09 | 0.11 | 0.12 | 0.23 | 6.93 | 1.43 | 0.04 | 0.11 | 0.21 |
| 9 | Civil Aviation | 15.48 | 6.04 | 2.40 | 0.40 | 0.24 | 0.28 | 0.17 | 25.01 | 3.36 | 0.28 | 0.05 | 0.23 |
| 10 | Coal | 4.15 | 1.60 | 0.63 | 0.10 | 0.03 | 0.10 | 0.20 | 6.81 | 0.85 | 0.07 | 0.06 | 0.14 |
| 11 | Commerce | 87.11 | 34.21 | 15.34 | 2.39 | 1.40 | 1.79 | 5.02 | 147.26 | 17.83 | 1.14 | 0.41 | 1.23 |
| 12 | Consumer Affairs | 13.56 | 5.33 | 2.83 | 0.30 | 0.08 | 0.40 | 0.56 | 23.06 | 1.19 | 0.17 | 0.10 | 0.21 |
| 13 | Corporate Affairs | 17.95 | 7.72 | 3.64 | 0.51 | 0.09 | 0.52 | 1.08 | 31.51 | 1.15 | 0.32 | 0.04 | 0.47 |
| 14 | Culture | 89.72 | 34.14 | 11.20 | 2.44 | 0.95 | 2.18 | 4.22 | 144.85 | 6.63 | 1.62 | 0.04 | 4.99 |
| 15 | Defence (Civilian) | 3961.56 | 1462.13 | 437.33 | 66.68 | 333.50 | 60.81 | 231.19 | 6553.20 | 178.34 | 97.29 | 1.87 | 74.88 |
| 16 | Development of NE Region | 3.12 | 1.14 | 0.50 | 0.02 | 0.05 | 0.06 | 0.57 | 5.46 | 1.64 | 0.04 | 0.04 | 0.07 |
| 17 | Disinvestment | 0.89 | 0.34 | 0.12 | 0.02 | 0.01 | 0.02 | 0.01 | 1.41 | 0.06 | 0.03 | 0.00 | 0.03 |
| 18 | Drinking Water Supply | 0.73 | 0.28 | 0.11 | 0.01 | 0.01 | 0.01 | 0.05 | 1.20 | 0.52 | 0.01 | 0.00 | 0.00 |
| 19 | Earth Sciences | 77.14 | 30.41 | 10.50 | 1.68 | 0.05 | 1.25 | 2.44 | 123.47 | 2.44 | 0.96 | 0.15 | 2.27 |
| 20 | Economic Affairs | 16.90 | 6.68 | 2.80 | 0.42 | 0.35 | 0.46 | 1.70 | 29.31 | 4.39 | 0.24 | 0.23 | 0.57 |
| 21 | Environment & Forests | 38.71 | 15.47 | 5.20 | 1.01 | 0.64 | 0.52 | 2.77 | 64.32 | 7.50 | 0.81 | 0.09 | 0.38 |
| 22 | Expenditure | 10.38 | 4.06 | 1.75 | 0.27 | 0.16 | 0.25 | 0.71 | 17.58 | 1.22 | 0.16 | 0.07 | 0.10 |
| 23 | External Affairs** | 43.62 | 16.91 | 7.81 | 1.08 | 0.26 | 0.83 | 2.87 | 73.38 | 26.91 | 0.63 | 0.03 | 1.94 |
| 24 | Fertilizers | 3.68 | 1.43 | 0.57 | 0.09 | 0.09 | 0.11 | 0.11 | 6.08 | 0.64 | 0.05 | 0.08 | 0.13 |
| 25 | Financial Services | 14.41 | 6.26 | 2.66 | 0.23 | 0.05 | 0.28 | 1.17 | 25.06 | 0.98 | 0.21 | 0.09 | 0.05 |
| 26 | Food & Public Distribution | 15.63 | 5.52 | 2.54 | 0.29 | 0.38 | 0.29 | 1.02 | 25.67 | 1.31 | 0.23 | 0.15 | 0.18 |
| 27 | Food Processing Industries | 2.84 | 1.12 | 0.45 | 0.11 | 0.06 | 0.08 | 0.14 | 4.80 | 0.59 | 0.05 | 0.02 | 0.09 |

| Sl. No. | Ministry/Department | Pay | DA | HRA | CCA | OTA | TPT | Others | Total | Travel Allow. | Bonus | Honarium | Encashment of E.L. |
|---------|---|----------|---------|---------|--------|--------|--------|--------|-----------------|---------------|--------|----------|--------------------|
| 1. | 2. | 3. | 4. | 5. | 6. | 7. | 8. | 9. | 10. | 11. | 12. | 13. | 14. |
| 28 | Health & Family Welfare | 330.93 | 128.63 | 43.02 | 6.17 | 1.05 | 4.43 | 46.81 | 561.04 | 12.21 | 5.50 | 0.23 | 9.93 |
| 29 | Heavy Industry | 3.29 | 1.29 | 0.49 | 0.08 | 0.07 | 0.10 | 0.18 | 5.50 | 0.68 | 0.03 | 0.07 | 0.17 |
| 30 | Higher Education | 18.59 | 7.41 | 2.96 | 0.44 | 0.18 | 0.54 | 1.01 | 31.13 | 2.59 | 0.27 | 0.33 | 0.74 |
| 31 | Home Affairs | 5107.99 | 1984.56 | 178.01 | 40.55 | 1.34 | 10.21 | 583.04 | 7905.70 | 450.55 | 151.88 | 1.88 | 58.76 |
| 32 | Indian Audit & Accounts | 639.99 | 255.01 | 98.93 | 11.18 | 0.16 | 10.54 | 27.60 | 1043.41 | 51.53 | 9.21 | 3.50 | 30.59 |
| 33 | Industrial Policy & Promotion | 30.03 | 12.05 | 4.32 | 0.70 | 0.26 | 0.66 | 1.50 | 49.52 | 3.03 | 0.56 | 0.23 | 0.57 |
| 34 | Information and Broadcasting | 54.75 | 21.31 | 7.95 | 1.34 | 0.73 | 1.21 | 3.48 | 90.77 | 4.94 | 1.17 | 0.55 | 1.40 |
| 35 | Information Technology | 100.59 | 36.17 | 12.99 | 1.36 | 0.25 | 2.57 | 2.95 | 156.88 | 3.29 | 0.36 | 0.26 | 1.15 |
| 36 | Labour & Employment | 86.86 | 32.97 | 9.85 | 1.57 | 0.16 | 1.49 | 5.80 | 138.70 | 7.39 | 1.51 | 0.24 | 1.88 |
| 37 | Land Resources | 1.46 | 0.56 | 0.22 | 0.02 | 0.03 | 0.01 | 0.09 | 2.39 | 0.38 | 0.02 | 0.00 | 0.00 |
| 38 | Law and Justice | 28.12 | 11.17 | 4.27 | 0.65 | 0.44 | 0.63 | 1.35 | 46.63 | 1.58 | 0.40 | 0.35 | 0.40 |
| 39 | Micro, Small and Medium Enterprises | 27.36 | 10.67 | 4.48 | 0.58 | 0.18 | 0.65 | 1.17 | 45.09 | 1.89 | 0.39 | 0.13 | 0.46 |
| 40 | Mines | 143.07 | 54.01 | 21.03 | 3.50 | 0.49 | 4.07 | 6.41 | 232.58 | 12.52 | 2.33 | 0.24 | 0.34 |
| 41 | Minority Affairs | 2.46 | 1.02 | 0.40 | 0.05 | 0.06 | 0.06 | 0.21 | 4.26 | 0.62 | 0.04 | 0.01 | 0.08 |
| 42 | New & Renewable Energy | 4.23 | 1.69 | 0.59 | 0.08 | 0.05 | 0.12 | 0.30 | 7.06 | 1.08 | 0.03 | 0.07 | 0.03 |
| 43 | Overseas Indian Affairs | 2.01 | 0.79 | 0.32 | 0.05 | 0.01 | 0.06 | 0.08 | 3.32 | 0.80 | 0.02 | 0.02 | 0.12 |
| 44 | Panchayati Raj | 1.25 | 0.46 | 0.21 | 0.03 | 0.04 | 0.03 | 0.07 | 2.09 | 0.88 | 0.01 | 0.02 | 0.05 |
| 45 | Parliamentary Affairs | 1.56 | 0.66 | 0.23 | 0.04 | 0.05 | 0.05 | 0.11 | 2.70 | 0.77 | 0.02 | 0.02 | 0.16 |
| 46 | Personnel, Public Grievances & Pensions | 89.53 | 35.42 | 12.00 | 1.73 | 0.45 | 1.57 | 17.04 | 157.74 | 12.74 | 1.34 | 0.48 | 1.28 |
| 47 | Petroleum and Natural Gas | 3.75 | 1.47 | 0.58 | 0.09 | 0.09 | 0.11 | 0.20 | 6.29 | 1.22 | 0.04 | 0.00 | 0.14 |
| 48 | Planning Commission | 15.16 | 6.15 | 2.40 | 0.37 | 0.13 | 0.45 | 1.12 | 25.78 | 3.92 | 0.19 | 0.06 | 0.00 |
| 49 | Posts## | 2403.27 | 1166.38 | 245.62 | 27.25 | 39.31 | 23.92 | 82.50 | 3988.25 | 35.28 | 188.31 | 9.59 | 80.45 |
| 50 | Power | 25.65 | 9.83 | 4.36 | 0.59 | 0.08 | 0.76 | 1.01 | 42.28 | 2.36 | 0.28 | 0.04 | 1.93 |
| 51 | President's Secretariat | 3.26 | 1.29 | 0.14 | 0.09 | 0.08 | 0.04 | 0.21 | 5.11 | 0.00 | 0.06 | 0.12 | 0.15 |
| 52 | Prime Minister's Office | 5.30 | 2.07 | 0.69 | 0.15 | 0.29 | 0.12 | 0.51 | 9.13 | 1.62 | 0.10 | 0.00 | 0.12 |
| 53 | Public Enterprises | 1.33 | 0.52 | 0.27 | 0.03 | 0.02 | 0.04 | 0.03 | 2.24 | 0.24 | 0.02 | 0.00 | 0.01 |
| 54 | Railways | 11283.65 | 4235.37 | 1210.79 | 157.72 | 324.27 | 109.42 | 965.88 | 18287.10 | 397.00 | 732.94 | 19.04 | 264.91 |
| 55 | Revenue | 1273.68 | 496.91 | 184.03 | 22.83 | 14.23 | 24.14 | 67.69 | 2083.51 | 54.83 | 19.00 | 2.87 | 28.28 |
| 56 | Road Transport & Highways | 22.01 | 8.37 | 3.01 | 0.42 | 0.09 | 0.37 | 0.99 | 35.26 | 1.29 | 0.31 | 0.13 | 0.61 |

(Rs. in Crore)

| Sl. No. | Ministry/Department | Pay | DA | HRA | CCA | OTA | TPT | Others | Total | Travel Allow. | Bonus | Honorarium | Encashment of E.L. |
|---------|---------------------------------------|-----------------|-----------------|----------------|---------------|---------------|---------------|----------------|-----------------|----------------|----------------|--------------|--------------------|
| 1. | 2. | 3. | 4. | 5. | 6. | 7. | 8. | 9. | 10. | 11. | 12. | 13. | 14. |
| 57 | Rural Development | 6.74 | 2.63 | 1.07 | 0.17 | 0.11 | 0.17 | 0.37 | 11.26 | 1.94 | 0.08 | 0.05 | 0.09 |
| 58 | School Education and Literacy | 2.43 | 0.97 | 0.28 | 0.07 | 0.06 | 0.05 | 0.11 | 3.97 | 0.72 | 0.05 | 0.04 | 0.20 |
| 59 | Science & Technology | 95.46 | 37.36 | 10.07 | 1.46 | 0.18 | 1.29 | 6.50 | 152.32 | 11.86 | 2.08 | 0.25 | 0.00 |
| 60 | Shipping | 24.30 | 9.41 | 2.87 | 0.39 | 0.11 | 0.31 | 3.15 | 40.54 | 3.58 | 0.39 | 0.08 | 0.73 |
| 61 | Social Justice & Empowerment | 8.54 | 3.33 | 1.35 | 0.22 | 0.11 | 0.22 | 0.48 | 14.25 | 1.48 | 0.09 | 0.07 | 0.35 |
| 62 | Space | 237.10 | 91.66 | 24.30 | 3.02 | 1.39 | 2.84 | 52.80 | 413.11 | 27.11 | 1.51 | 0.10 | 15.51 |
| 63 | Statistics & Programme Implementation | 66.30 | 26.10 | 10.69 | 1.08 | 0.10 | 1.15 | 2.58 | 108.00 | 6.60 | 0.83 | 0.06 | 1.77 |
| 64 | Steel | 4.70 | 1.84 | 0.94 | 0.12 | 0.08 | 0.13 | 0.26 | 8.07 | 0.55 | 0.06 | 0.09 | 0.17 |
| 65 | Telecommunication | 33.86 | 13.21 | 5.14 | 0.65 | 0.32 | 0.70 | 1.95 | 55.83 | 5.20 | 0.39 | 0.04 | 0.00 |
| 66 | Textiles | 51.78 | 20.27 | 7.53 | 0.90 | 0.57 | 0.64 | 2.29 | 83.98 | 5.60 | 0.57 | 0.22 | 1.47 |
| 67 | Tourism | 4.70 | 1.87 | 0.91 | 0.13 | 0.07 | 0.10 | 0.29 | 8.07 | 1.14 | 0.05 | 0.06 | 0.19 |
| 68 | Tribal Affairs | 3.09 | 1.21 | 0.40 | 0.05 | 0.02 | 0.07 | 0.20 | 5.04 | 0.51 | 0.03 | 0.01 | 0.05 |
| 69 | Union Public Service Commission | 19.53 | 7.82 | 3.47 | 0.56 | 0.12 | 0.60 | 1.42 | 33.52 | 1.21 | 0.34 | 1.20 | 0.93 |
| 70 | Urban Development@@ | 277.59 | 96.60 | 24.35 | 5.25 | 2.21 | 7.02 | 10.51 | 423.53 | 6.12 | 2.40 | 1.47 | 2.15 |
| 71 | Vice President's Secretariat | 0.46 | 0.19 | 0.04 | 0.01 | 0.05 | 0.01 | 0.03 | 0.79 | 0.01 | 0.01 | 0.01 | 0.00 |
| 72 | Water Resources | 123.50 | 47.87 | 16.67 | 2.34 | 0.26 | 2.41 | 10.16 | 203.21 | 9.63 | 1.96 | 0.35 | 4.04 |
| 73 | Women & Child Development | 6.86 | 2.72 | 1.21 | 0.15 | 0.04 | 0.17 | 0.35 | 11.50 | 1.27 | 0.12 | 0.04 | 0.44 |
| 74 | Youth Affairs and Sports | 4.63 | 1.81 | 0.74 | 0.10 | 0.11 | 0.11 | 0.30 | 7.80 | 1.25 | 0.07 | 0.04 | 0.00 |
| | Total | 27658.65 | 10748.22 | 2732.86 | 383.64 | 746.83 | 291.13 | 2225.58 | 44786.91 | 1445.30 | 1244.39 | 49.20 | 621.61 |

** Excluding Missions Abroad.

##Including Grameen Dak Sewak.

@@ Including HUPA.

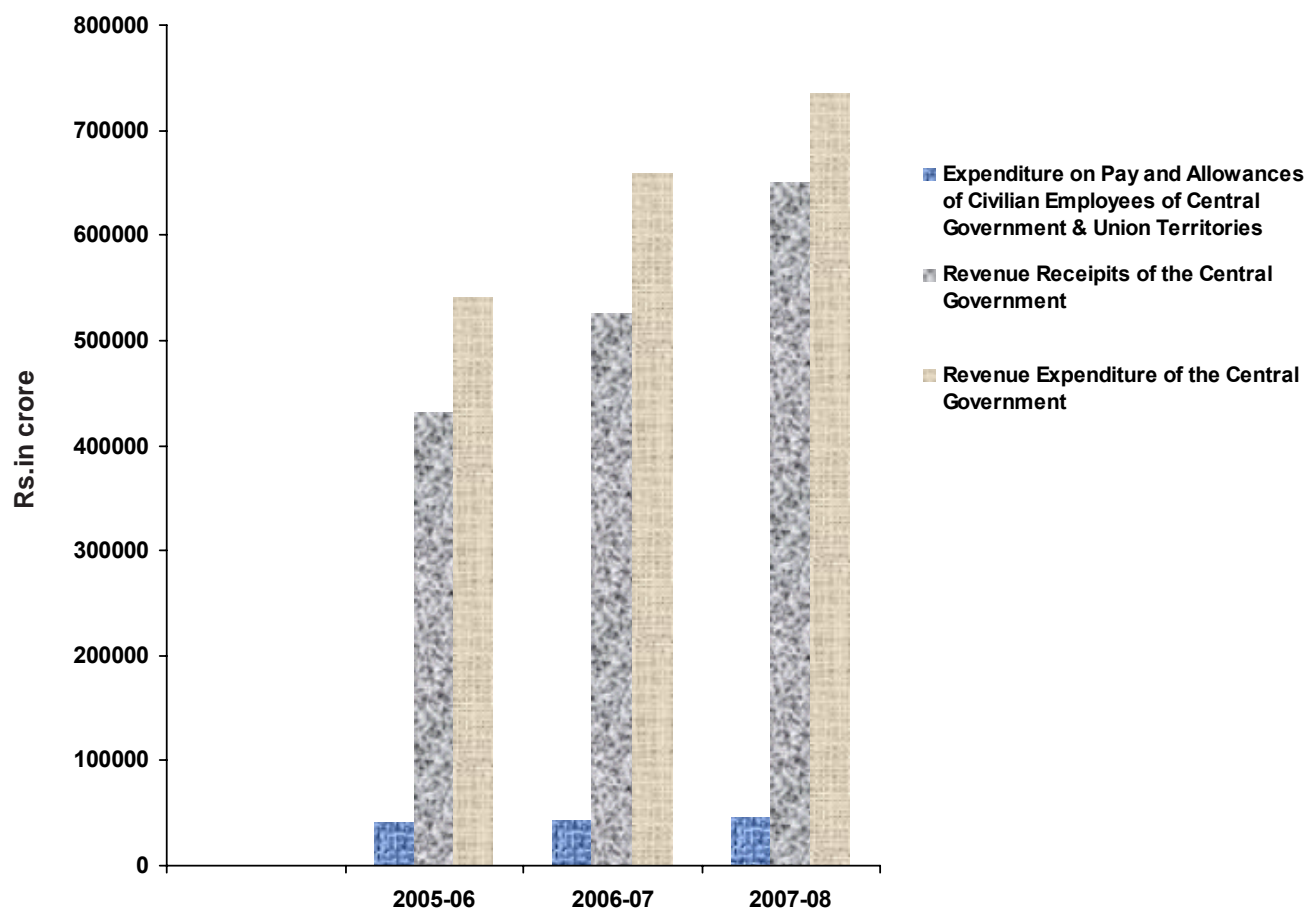
**EXPENDITURE ON PAY AND ALLOWANCES OF CENTRAL GOVERNMENT CIVILIAN
EMPLOYEES INCLUDING EMPLOYEES OF THE UNION TERRITORIES AS
PERCENTAGE OF REVENUE RECEIPTS AND REVENUE EXPENDITURE**

(Rs. in Crore)

| Year | Expenditure on Pay and Allowances of Civilian Employees of Central Government & Union Territories | Revenue Receipts of the Central Government | Revenue Expenditure of the Central Government | Expenditure on pay and Allowances as percentage of | |
|---------|---|--|---|--|---------------------|
| | | | | Revenue Receipts | Revenue Expenditure |
| 2005-06 | 40418 | 430940 | 540637 | 9.38 | 7.48 |
| 2006-07 | 42926 | 525393 | 658240 | 8.17 | 6.52 |
| 2007-08 | 46230 | 649426 | 734861 | 7.12 | 6.29 |

Note : The above figures of the revenue receipts & expenditure have been taken from Annual Financial Statement of the Central Government as laid before the Parliament. The figures of receipts & expenditure includes Railways also.

Expenditure on Pay and Allowances vis a vis Revenue Receipt & Revenue Expenditure



**GROUP-WISE AND STATUS (G/NG) WISE ESTIMATED NUMBER OF CENTRAL
GOVERNMENT CIVILIAN REGULAR EMPLOYEES AS ON 1.3.2008**

| Sl. No. | Ministry/Deptt. | Number of Sanctioned Posts | | | | | | | Number in Position | | | | | | |
|---------|-----------------------------------|----------------------------|-------|-------|--------|--------|--------|-------|--------------------|-------|--------|--------|--------|--|--|
| | | A(G)* | B(G) | B(NG) | C(NG) | D(NG) | Total | A(G)* | B(G) | B(NG) | C(NG) | D(NG) | Total | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | | |
| 1 | Agricultural Research & Education | 17 | 6 | 9 | 13 | 6 | 51 | 17 | 6 | 8 | 9 | 6 | 46 | | |
| 2 | Agriculture and Cooperation | 691 | 580 | 652 | 3041 | 1501 | 6465 | 675 | 567 | 637 | 2972 | 1467 | 6318 | | |
| 3 | Animal Husbandry and Dairying | 339 | 209 | 128 | 1772 | 2623 | 5071 | 222 | 152 | 93 | 1296 | 2140 | 3903 | | |
| 4 | Atomic Energy | 9385 | 871 | 7938 | 12605 | 5070 | 35869 | 8858 | 845 | 7624 | 10847 | 4338 | 32512 | | |
| 5 | AYUSH | 88 | 7 | 20 | 86 | 75 | 276 | 74 | 2 | 10 | 58 | 75 | 219 | | |
| 6 | Bio-Technology | 52 | 29 | 38 | 68 | 41 | 228 | 52 | 13 | 26 | 66 | 40 | 197 | | |
| 7 | Cabinet Secretariat | 41 | 34 | 54 | 89 | 71 | 289 | 41 | 31 | 52 | 67 | 59 | 250 | | |
| 8 | Chemicals and Petrochemicals | 71 | 40 | 78 | 72 | 68 | 329 | 68 | 35 | 70 | 43 | 63 | 279 | | |
| 9 | Civil Aviation | 362 | 81 | 88 | 663 | 287 | 1481 | 248 | 72 | 82 | 524 | 248 | 1174 | | |
| 10 | Coal | 43 | 43 | 50 | 197 | 102 | 435 | 38 | 40 | 43 | 168 | 107 | 396 | | |
| 11 | Commerce | 625 | 745 | 1027 | 3268 | 1359 | 7024 | 527 | 697 | 995 | 2974 | 1329 | 6522 | | |
| 12 | Consumer Affairs | 234 | 196 | 143 | 495 | 285 | 1353 | 159 | 156 | 88 | 393 | 245 | 1041 | | |
| 13 | Corporate Affairs | 386 | 312 | 133 | 1254 | 394 | 2479 | 196 | 167 | 76 | 856 | 264 | 1559 | | |
| 14 | Culture** | 387 | 361 | 946 | 3302 | 7293 | 12289 | 387 | 361 | 946 | 3302 | 7293 | 12289 | | |
| 15 | Defence (Civilian) | 13628 | 12084 | 14366 | 238298 | 200272 | 478648 | 13046 | 11723 | 11057 | 176854 | 152038 | 364718 | | |
| 16 | Development of NE Region | 48 | 27 | 19 | 116 | 57 | 267 | 41 | 26 | 20 | 102 | 53 | 242 | | |
| 17 | Disinvestment | 19 | 8 | 13 | 10 | 11 | 61 | 16 | 6 | 10 | 8 | 13 | 53 | | |
| 18 | Drinking Water Supply | 11 | 12 | 15 | 25 | 9 | 72 | 9 | 10 | 13 | 17 | 9 | 58 | | |
| 19 | Earth Sciences | 562 | 1261 | 1344 | 3426 | 2173 | 8766 | 393 | 1183 | 1183 | 2124 | 1556 | 6439 | | |
| 20 | Economic Affairs | 281 | 171 | 329 | 414 | 233 | 1428 | 252 | 130 | 251 | 331 | 222 | 1186 | | |
| 21 | Environment & Forests** | 510 | 311 | 394 | 1968 | 1871 | 5054 | 510 | 311 | 394 | 1968 | 1871 | 5054 | | |
| 22 | Expenditure | 162 | 200 | 162 | 390 | 241 | 1155 | 118 | 149 | 127 | 292 | 206 | 892 | | |
| 23 | External Affairs | 1171 | 817 | 2260 | 1980 | 1164 | 7392 | 1107 | 761 | 2161 | 1438 | 1146 | 6613 | | |
| 24 | Fertilizers | 54 | 32 | 83 | 92 | 69 | 330 | 54 | 32 | 81 | 52 | 61 | 280 | | |
| 25 | Financial Services | 254 | 144 | 321 | 578 | 315 | 1612 | 193 | 104 | 244 | 431 | 258 | 1230 | | |
| 26 | Food & Public Distribution | 133 | 188 | 179 | 700 | 527 | 1727 | 90 | 161 | 143 | 520 | 442 | 1356 | | |
| 27 | Food Processing Industries | 66 | 61 | 36 | 88 | 47 | 298 | 43 | 48 | 27 | 75 | 32 | 225 | | |

| Sl. No. | Ministry/Deptt. | Number of Sanctioned Posts | | | | | | | Number in Position | | | | | | |
|---------|---|----------------------------|-------|-------|---------|--------|---------|-------|--------------------|-------|--------|--------|---------|--|--|
| | | A(G)* | B(G) | B(NG) | C(NG) | D(NG) | Total | A(G)* | B(G) | B(NG) | C(NG) | D(NG) | Total | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | | |
| 28 | Health & Family Welfare** | 2921 | 796 | 1284 | 11229 | 10438 | 26668 | 2921 | 796 | 1284 | 11229 | 10438 | 26668 | | |
| 29 | Heavy Industry | 50 | 42 | 45 | 81 | 65 | 283 | 45 | 41 | 43 | 61 | 60 | 250 | | |
| 30 | Higher Education | 165 | 173 | 382 | 464 | 242 | 1426 | 159 | 141 | 339 | 418 | 239 | 1296 | | |
| 31 | Home Affairs | 15682 | 2848 | 18899 | 690347 | 69785 | 797561 | 11086 | 2012 | 13786 | 652174 | 60314 | 739372 | | |
| 32 | Indian Audit & Accounts | 695 | 13091 | 3702 | 38562 | 6077 | 62127 | 514 | 12406 | 2803 | 27678 | 4984 | 48385 | | |
| 33 | Industrial Policy & Promotion** | 441 | 257 | 258 | 1077 | 805 | 2838 | 441 | 257 | 258 | 1077 | 805 | 2838 | | |
| 34 | Information and Broadcasting | 422 | 848 | 423 | 3270 | 1707 | 6670 | 297 | 608 | 323 | 2690 | 1487 | 5405 | | |
| 35 | Information Technology** | 2922 | 878 | 307 | 623 | 409 | 5139 | 2922 | 878 | 307 | 623 | 409 | 5139 | | |
| 36 | Labour & Employment | 1236 | 944 | 667 | 4175 | 2453 | 9475 | 756 | 730 | 451 | 3240 | 1903 | 7080 | | |
| 37 | Land Resources | 28 | 19 | 26 | 31 | 19 | 123 | 21 | 16 | 15 | 24 | 17 | 93 | | |
| 38 | Law and Justice | 412 | 386 | 451 | 731 | 633 | 2613 | 333 | 283 | 419 | 674 | 579 | 2288 | | |
| 39 | Micro, Small and Medium Enterprises | 419 | 498 | 96 | 1514 | 628 | 3155 | 234 | 365 | 68 | 1053 | 512 | 2232 | | |
| 40 | Mines | 3147 | 737 | 1255 | 8724 | 4167 | 18030 | 1756 | 559 | 853 | 5490 | 3082 | 11740 | | |
| 41 | Minority Affairs | 48 | 24 | 33 | 93 | 60 | 258 | 46 | 21 | 31 | 59 | 51 | 208 | | |
| 42 | New & Renewable Energy** | 102 | 34 | 50 | 132 | 58 | 376 | 102 | 34 | 50 | 132 | 58 | 376 | | |
| 43 | Overseas Indian Affairs | 30 | 23 | 38 | 63 | 41 | 195 | 29 | 22 | 24 | 42 | 38 | 155 | | |
| 44 | Panchayati Raj | 22 | 19 | 19 | 23 | 18 | 101 | 18 | 18 | 19 | 16 | 12 | 83 | | |
| 45 | Parliamentary Affairs | 17 | 22 | 30 | 52 | 33 | 154 | 17 | 22 | 30 | 52 | 32 | 153 | | |
| 46 | Personnel, Public Grievances & Pensions | 1187 | 567 | 562 | 6365 | 1144 | 9825 | 800 | 476 | 447 | 5032 | 1044 | 7799 | | |
| 47 | Petroleum and Natural Gas | 49 | 59 | 74 | 89 | 72 | 343 | 48 | 51 | 54 | 72 | 57 | 282 | | |
| 48 | Planning Commission | 342 | 116 | 203 | 362 | 322 | 1345 | 270 | 63 | 198 | 333 | 323 | 1187 | | |
| 49 | ##Posts** | 655 | 3608 | 3153 | 173261 | 37757 | 218434 | 655 | 3608 | 3153 | 173261 | 37757 | 218434 | | |
| 50 | Power | 594 | 255 | 165 | 785 | 227 | 2026 | 458 | 215 | 125 | 509 | 241 | 1548 | | |
| 51 | President's Secretariat | 29 | 40 | 61 | 112 | 113 | 355 | 24 | 39 | 61 | 92 | 84 | 300 | | |
| 52 | Prime Minister's Office | 50 | 162 | 11 | 151 | 151 | 525 | 45 | 146 | 7 | 135 | 121 | 454 | | |
| 53 | Public Enterprises | 24 | 9 | 20 | 42 | 33 | 128 | 18 | 11 | 10 | 31 | 25 | 95 | | |
| 54 | Railways | 8719 | 7627 | - | 1004852 | 555536 | 1576734 | 8588 | 7512 | - | 907500 | 470900 | 1394500 | | |
| 55 | Revenue | 7708 | 21880 | 588 | 79610 | 28585 | 138371 | 5574 | 19170 | 512 | 55310 | 24480 | 105046 | | |
| 56 | Road Transport & Highways | 323 | 131 | 364 | 618 | 441 | 1877 | 268 | 126 | 336 | 530 | 433 | 1693 | | |
| 57 | Rural Development | 80 | 105 | 37 | 232 | 120 | 574 | 66 | 85 | 28 | 178 | 108 | 465 | | |

| Sl. No. | Ministry/Deptt. | Number of Sanctioned Posts | | | | | | | | | | | | | | Number in Position | | | | |
|--------------|---------------------------------------|----------------------------|--------------|--------------|----------------|---------------|----------------|--------------|--------------|--------------|----------------|---------------|----------------|--------------|--------------|--------------------|----------------|---------------|----------------|--|
| | | A(G)* | B(G) | B(NG) | C(NG) | D(NG) | Total | A(G)* | B(G) | B(NG) | C(NG) | D(NG) | Total | A(G)* | B(G) | B(NG) | C(NG) | D(NG) | Total | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | |
| 58 | School Education and Literacy | 79 | 67 | 116 | 57 | 108 | 427 | 67 | 67 | 79 | 51 | 94 | 358 | 67 | 67 | 79 | 51 | 94 | 358 | |
| 59 | Science & Technology | 592 | 554 | 440 | 6039 | 4551 | 12176 | 383 | 489 | 357 | 4214 | 3331 | 8774 | 383 | 489 | 357 | 4214 | 3331 | 8774 | |
| 60 | Shipping | 296 | 140 | 406 | 1410 | 823 | 3075 | 205 | 125 | 375 | 1074 | 645 | 2424 | 205 | 125 | 375 | 1074 | 645 | 2424 | |
| 61 | Social Justice & Empowerment | 120 | 112 | 135 | 250 | 143 | 760 | 93 | 98 | 120 | 208 | 131 | 650 | 93 | 98 | 120 | 208 | 131 | 650 | |
| 62 | Space | 8255 | 534 | 3036 | 4498 | 1063 | 17386 | 7726 | 445 | 2531 | 3069 | 601 | 14372 | 7726 | 445 | 2531 | 3069 | 601 | 14372 | |
| 63 | Statistics & Programme Implementation | 464 | 1528 | 735 | 3143 | 779 | 6649 | 284 | 1199 | 654 | 2360 | 644 | 5141 | 284 | 1199 | 654 | 2360 | 644 | 5141 | |
| 64 | Steel | 49 | 66 | 62 | 156 | 81 | 414 | 45 | 58 | 55 | 104 | 72 | 334 | 45 | 58 | 55 | 104 | 72 | 334 | |
| 65 | Telecommunication** | 489 | 201 | 571 | 594 | 332 | 2187 | 489 | 201 | 571 | 594 | 332 | 2187 | 489 | 201 | 571 | 594 | 332 | 2187 | |
| 66 | Textiles | 317 | 221 | 310 | 3302 | 751 | 4901 | 265 | 199 | 255 | 3019 | 692 | 4430 | 265 | 199 | 255 | 3019 | 692 | 4430 | |
| 67 | Tourism | 61 | 86 | 47 | 278 | 118 | 590 | 57 | 77 | 47 | 268 | 115 | 564 | 57 | 77 | 47 | 268 | 115 | 564 | |
| 68 | Tribal Affairs | 58 | 39 | 57 | 83 | 49 | 286 | 35 | 24 | 41 | 53 | 36 | 189 | 35 | 24 | 41 | 53 | 36 | 189 | |
| 69 | Union Public Service Commission | 186 | 229 | 494 | 607 | 563 | 2079 | 181 | 225 | 395 | 539 | 392 | 1732 | 181 | 225 | 395 | 539 | 392 | 1732 | |
| 70 | Urban Development@@ | 2509 | 1513 | 2261 | 17010 | 5225 | 28518 | 2217 | 1273 | 1784 | 13444 | 4172 | 22890 | 2217 | 1273 | 1784 | 13444 | 4172 | 22890 | |
| 71 | Vice President's Secretariat | 6 | 5 | - | 29 | 19 | 59 | 5 | 5 | - | 25 | 17 | 52 | 5 | 5 | - | 25 | 17 | 52 | |
| 72 | Water Resources | 1620 | 1232 | 1069 | 5969 | 3431 | 13321 | 1371 | 1069 | 969 | 4856 | 2874 | 11139 | 1371 | 1069 | 969 | 4856 | 2874 | 11139 | |
| 73 | Women & Child Development | 78 | 71 | 79 | 297 | 178 | 703 | 63 | 61 | 58 | 246 | 161 | 589 | 63 | 61 | 58 | 246 | 161 | 589 | |
| 74 | Youth Affairs and Sports | 42 | 75 | 60 | 219 | 83 | 479 | 38 | 63 | 47 | 167 | 77 | 392 | 38 | 63 | 47 | 167 | 77 | 392 | |
| Total | | 93360 | 81701 | 73906 | 2346621 | 966600 | 3562188 | 79469 | 74177 | 60833 | 2091793 | 810560 | 3116832 | 79469 | 74177 | 60833 | 2091793 | 810560 | 3116832 | |

* Includes some non-gazetted posts also.

** Sanctioned strength/In position are provisional.

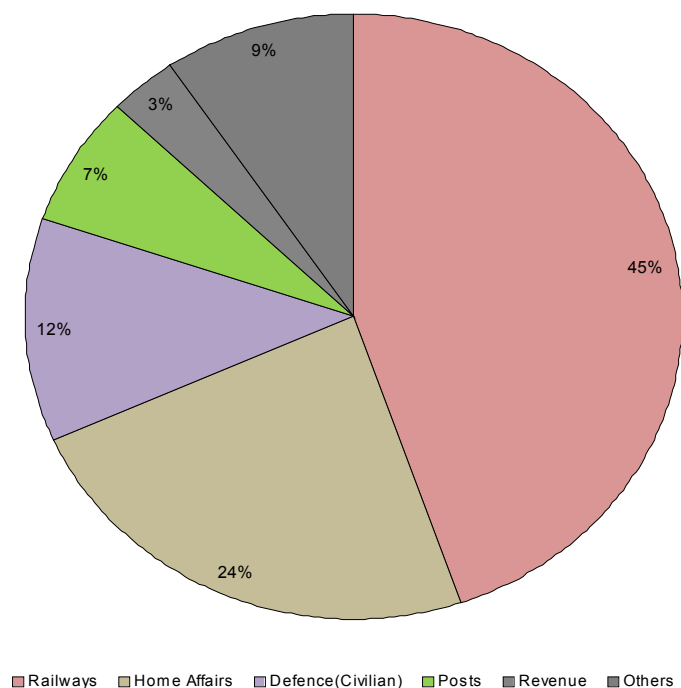
Excluding Grameen Dak Sewak.

@@ Including HUPA.

**GROUP-WISE & STATUS-WISE ESTIMATED NUMBER OF
CENTRAL GOVT. CIVILIAN REGULAR EMPLOYEES AS ON 1.3.2008
IN MAJOR MINISTRIES/DEPARTMENTS (EXCLUDING UTs)**

| Ministry/ Department | Number of Sanctioned Posts | | | | | | Number in Position | | | | | |
|--------------------------|----------------------------|------------------|------------------|--------------------|-------------------|----------------------------------|--------------------|------------------|------------------|-------------------|-------------------|----------------------------------|
| | A* | B(G) | B(NG) | C(NG) | D(NG) | Total | A* | B(G) | B(NG) | C(NG) | D(NG) | Total |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| Railways | 8719 (9.34) | 7627 (9.33) | – | 1004852 (42.82) | 555536 (57.47) | 1576734 (44.27) | 8588 (10.81) | 7512 (10.13) | – | 907500 (43.38) | 470900 (58.09) | 1394500 (44.74) |
| Home Affairs | 15682 (16.80) | 2848 (3.49) | 18899 (25.57) | 690347 (29.42) | 69785 (7.22) | 797561 (22.39) | 11086 (13.95) | 2012 (2.71) | 13786 (22.66) | 652174 (31.18) | 60314 (7.44) | 739372 (23.72) |
| Defence(Civilian) | 13628 (14.60) | 12084 (14.79) | 14366 (19.44) | 238298 (10.16) | 200272 (20.72) | 478648 (13.44) | 13046 (16.42) | 11723 (15.80) | 11057 (18.18) | 176854 (8.46) | 152038 (18.76) | 364718 (11.70) |
| Posts## | 655 (0.70) | 3608 (4.42) | 3153 (4.26) | 173261 (7.38) | 37757 (3.91) | 218434 (6.13) | 655 (0.82) | 3608 (4.86) | 3153 (5.18) | 173261 (8.28) | 37757 (4.66) | 218434 (7.01) |
| Revenue | 7708 (8.25) | 21880 (26.78) | 588 (0.80) | 79610 (3.39) | 28585 (2.96) | 138371 (3.88) | 5574 (7.01) | 19170 (25.85) | 512 (0.84) | 55310 (2.64) | 24480 (3.02) | 105046 (3.37) |
| Others | 46968 (50.31) | 33654 (41.19) | 36900 (49.93) | 160253 (6.83) | 74665 (7.72) | 352440 (9.89) | 40520 (50.99) | 30152 (40.65) | 32325 (53.14) | 126694 (6.06) | 65071 (8.03) | 294762 (9.46) |
| Total | 93360 | 81701 | 73906 | 2346621 | 966600 | 3562188 | 79469 | 74177 | 60833 | 2091793 | 810560 | 3116832 |

**Number of Employees in Position as on March, 2008 in
Major Ministries/Departments**



* Includes some Non-Gazetted posts also.

Excluding Grameen Dak Sewak.

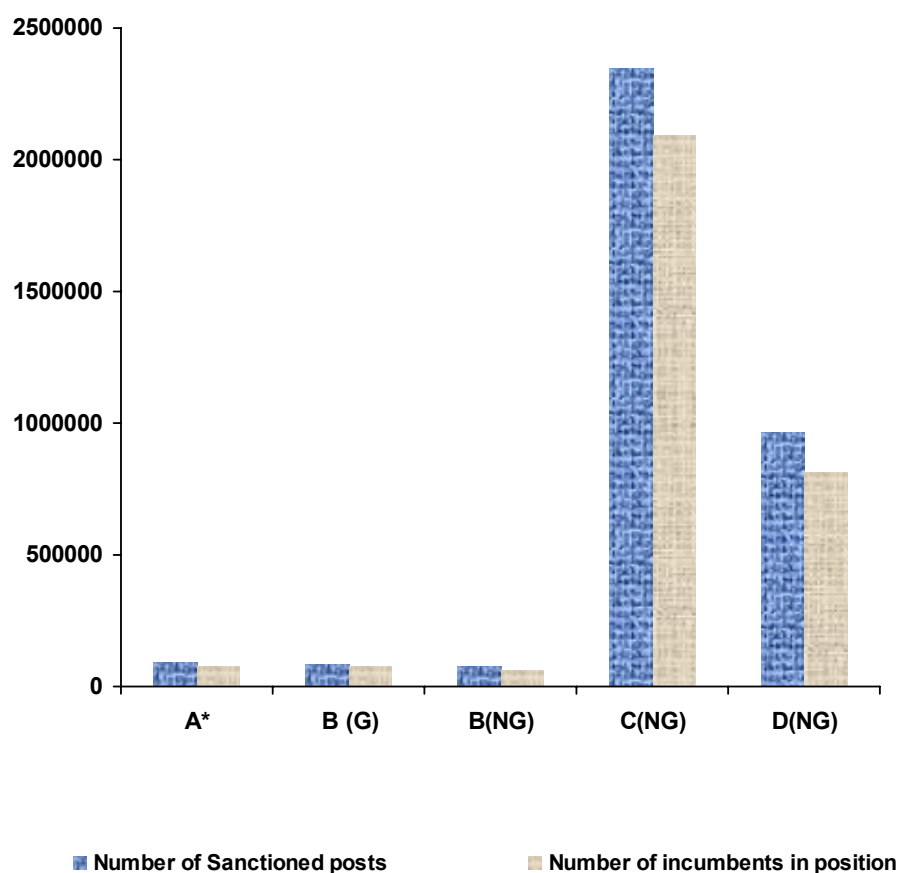
N.B (i) Figures in parentheses are the percentages to total.

(ii) Home Affairs figures does not include Delhi Police.

**GROUP-WISE NUMBER OF SANCTIONED POSTS & INCUMBENTS
IN POSITION, VACANCIES AND THEIR PERCENTAGES TO
TOTAL SANCTIONED POSTS AS ON 1.03.2008**

| Group | Number of sanctioned posts | Number of incumbents in position | Number of vacant posts | Percentage of vacant posts to total sanctioned posts in the group |
|--------------|----------------------------|----------------------------------|------------------------|---|
| 1 | 2 | 3 | 4 | 5 |
| A* | 93360 | 79469 | 13891 | 14.88 |
| B (G) | 81701 | 74177 | 7524 | 9.21 |
| B(NG) | 73906 | 60833 | 13073 | 17.69 |
| C(NG) | 2346621 | 2091793 | 254828 | 10.86 |
| D(NG) | 966600 | 810560 | 156040 | 16.14 |
| Total | 3562188 | 3116832 | 445356 | 12.50 |

Number of sanctioned Posts and in Position in different groups



* Includes some Non-Gazetted posts also.

**DISTRIBUTION OF REGULAR CIVILIAN EMPLOYEES IN
CENTRAL GOVERNMENT AND UNION TERRITORY ADMINISTRATIONS
BY GROUP OF POSTS AS ON 01.03.2008**

| Sl. No. | Central Govt./Union Territory Administrations | Group of posts | | | | Total |
|--------------|---|------------------------|-------------------------|---------------------------|--------------------------|----------------------------|
| | | A | B | C | D | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1 | CENTRAL GOVERNMENT | 79469 (2.55) | 135010 (4.33) | 2091793 (67.11) | 810560 (26.01) | 3116832 (100.00) |
| 2 | UNION TERRITORY ADMINISTRATIONS | 1269 (2.28) | 2121 (3.81) | 39491 (70.98) | 12757 (22.93) | 55638 (100.00) |
| TOTAL | | 80738 (2.55) | 137131 (4.32) | 2131284 (67.18) | 823317 (25.95) | 3172470 (100.00) |

**STRENGTHS (NUMBER OF SANCTIONED POSTS/ NUMBER IN POSITION)
OF CENTRAL POLICE FORCES**

| Sl. No. | Name of the Central Police Force | Number of Sanctioned posts (as on 1st March) | | | Number in Position (as on 1st March) | | |
|--------------|---|---|---------------|---------------|---|---------------|---------------|
| | | 2006 | 2007 | 2008 | 2006 | 2007 | 2008 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 1 | Border Security Force (BSF) | 208920 | 209361 | 210261 | 205662 | 203414 | 203676 |
| 2 | Central Reserve Police Force (CRPF) | 248689 | 260873 | 261320 | 226578 | 244858 | 249624 |
| 3 | Central Industrial Security Force (CISF) | 95963 | 96503 | 104856 | 87425 | 89546 | 94441 |
| 4 | Indo Tibetan Border Police(ITBP) | 36297 | 42726 | 57497 | 34003 | 34019 | 51681 |
| 5 | Assam Rifles | 67443 | 67443 | 65185 | 65341 | 65341 | 62463 |
| 6 | Special Service Bureau(SSB) | 55750 | 55476 | 55470 | 37912 | 30906 | 44213 |
| 7 | National Security Guard(NSG) | 7357 | 7334 | 7334 | 6816 | 6980 | 6732 |
| TOTAL | | 720419 | 739716 | 761923 | 663737 | 675064 | 712830 |

**ALL INDIA WORKING CLASS CONSUMER PRICE INDEX NUMBER FOR
INDUSTRIAL WORKERS (BASE 2001= 100), 12 MONTHLY AVERAGE
AND PERCENTAGE INCREASE OVER 115.76 POINTS**

| Year | Jan. | Feb. | March | April | May | June | July | Aug. | Sept. | Oct. | Nov. | Dec. |
|------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 2006 INDEX | 119 | 119 | 119 | 120 | 121 | 123 | 124 | 124 | 125 | 127 | 127 | 127 |
| 12 Monthly avg. | 115.76 | 116.25 | 116.67 | 117.17 | 117.67 | 118.25 | 118.92 | 119.58 | 120.25 | 120.92 | 121.58 | 122.25 |
| % increase | 0.00 | 0.42 | 0.79 | 1.22 | 1.65 | 2.15 | 2.73 | 3.30 | 3.88 | 4.46 | 5.03 | 5.61 |
| 2007 INDEX | 127 | 128 | 127 | 128 | 129 | 130 | 132 | 133 | 133 | 134 | 134 | 134 |
| 12 Monthly avg. | 122.92 | 123.58 | 124.33 | 125.00 | 125.67 | 126.33 | 126.92 | 127.58 | 128.33 | 129.00 | 129.58 | 130.17 |
| % increase | 6.19 | 6.76 | 7.40 | 7.98 | 8.56 | 9.13 | 9.64 | 10.21 | 10.86 | 11.44 | 11.94 | 12.45 |
| 2008 INDEX | 134 | 135 | 137 | 138 | 139 | 140 | 143 | 145 | 146 | 148 | 148 | 147 |
| 12 Monthly avg. | 130.75 | 131.33 | 131.92 | 132.75 | 133.58 | 134.42 | 135.25 | 136.17 | 137.17 | 138.25 | 139.42 | 140.58 |
| % increase | 12.95 | 13.45 | 13.96 | 14.68 | 15.39 | 16.12 | 16.84 | 17.63 | 18.50 | 19.43 | 20.44 | 21.44 |
| 2009 INDEX | 148 | 148 | 148 | 150 | 151 | 153 | | | | | | |
| 12 Monthly avg. | 141.67 | 142.83 | 143.92 | 144.83 | 145.83 | 146.83 | | | | | | |
| % increase | 22.38 | 23.38 | 24.33 | 25.11 | 25.98 | 26.84 | | | | | | |

**TOTAL EMOLUMENTS (PAY + DA) AT THE MINIMUM AND MAXIMUM
OF SCALES OF PAY IN RESPECT OF SOME SELECTED
POSTS UNDER THE CENTRAL GOVERNMENT**

(In Rupees)

| Sl. No. | Designation | Minimum and Maximum of Pay Scales | Total Emoluments (Pay+DA) as on | | | | | | | |
|---------|---|-----------------------------------|---------------------------------|--------|--------|---------|---------|---------|---------|-------|
| | | | 1.1.02 | 1.1.03 | 1.1.04 | 1.1.05* | 1.1.06* | 1.1.07* | 1.1.08* | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
| 1 | Peon | Min. | 2550 | 3800 | 3953 | 4106 | 4475 | 4743 | 5164 | 5623 |
| | | Max. | 3200 | 4768 | 4960 | 5152 | 5616 | 5952 | 6480 | 7056 |
| 2 | Postman/Police Constable | Min. | 3050 | 4545 | 4728 | 4911 | 5353 | 5673 | 6176 | 6725 |
| | | Max. | 4590 | 6839 | 7115 | 7390 | 8055 | 8537 | 9295 | 10121 |
| 3 | Lower Division Clerk | Min. | 3050 | 4545 | 4728 | 4911 | 5353 | 5673 | 6176 | 6725 |
| | | Max. | 4590 | 6839 | 7115 | 7390 | 8055 | 8537 | 9295 | 10121 |
| 4 | Upper Division Clerk | Min. | 4000 | 5960 | 6200 | 6440 | 7020 | 7440 | 8100 | 8820 |
| | | Max. | 6000 | 8940 | 9300 | 9660 | 10530 | 11160 | 12150 | 13230 |
| 5 | Jr. Res. Asstt./Stat. Asstt. | Min. | 5000 | 7450 | 7750 | 8050 | 8775 | 9300 | 10125 | 11025 |
| | | Max. | 8000 | 11920 | 12400 | 12880 | 14040 | 14880 | 16200 | 17640 |
| 6 | Asstt. | Min. | 5500 | 8195 | 8525 | 8855 | 9653 | 10230 | 11138 | 12128 |
| | | Max. | 9000 | 13410 | 13950 | 14490 | 15795 | 16740 | 18225 | 19845 |
| 7 | Asstt. Accounts Officer/ Res. Asstt. | Min. | 6500 | 9685 | 10075 | 10465 | 11408 | 12090 | 13163 | 14333 |
| | | Max. | 10500 | 15645 | 16275 | 16905 | 18428 | 19530 | 21263 | 23153 |
| 8 | Section Officer | Min. | 6500 | 9685 | 10075 | 10465 | 11408 | 12090 | 13163 | 14333 |
| | | Max. | 10500 | 15645 | 16275 | 16905 | 18428 | 19530 | 21263 | 23153 |
| 9 | Asstt. Dir./Res. Officer | Min. | 8000 | 11920 | 12400 | 12880 | 14040 | 14880 | 16200 | 17640 |
| | | Max. | 13500 | 20115 | 20925 | 21735 | 23693 | 25110 | 27338 | 29768 |
| 10 | US/Sr.Res.Officer | Min. | 10000 | 14900 | 15500 | 16100 | 17550 | 18600 | 20250 | 22050 |
| | | Max. | 15200 | 22648 | 23560 | 24472 | 26676 | 28272 | 30780 | 33516 |
| 11 | Dy. Secretary/Jt. Director | Min. | 12000 | 17880 | 18600 | 19320 | 21060 | 22320 | 24300 | 26460 |
| | | Max. | 16500 | 24585 | 25575 | 26565 | 28958 | 30690 | 33413 | 36383 |
| 12 | Director | Min. | 14300 | 21307 | 22165 | 23023 | 25097 | 26598 | 28958 | 31532 |
| | | Max. | 18300 | 27267 | 28365 | 29463 | 32117 | 34038 | 37058 | 40352 |
| 13 | Joint Secretary | Min. | 18400 | 27416 | 28520 | 29624 | 32292 | 34224 | 37260 | 40572 |
| | | Max. | 22400 | 33376 | 34720 | 36064 | 39312 | 41664 | 45360 | 49392 |
| 14 | Additional Secretary | Min. | 22400 | 33376 | 34720 | 36064 | 39312 | 41664 | 45360 | 49392 |
| | | Max. | 24500 | 36505 | 37975 | 39445 | 42998 | 45570 | 49613 | 54023 |
| 15 | Secretary | Fixed | 26000 | 38740 | 40300 | 41860 | 45630 | 48360 | 52650 | 57330 |
| 16 | Cabinet Secretary | Fixed | 30000 | 44700 | 46500 | 48300 | 52650 | 55800 | 60750 | 66150 |

* Emoluments includes (Pay+DP+DA)

**DISPARITY RATIO IN EMOLUMENTS UNDER DIFFERENT STATE GOVERNMENTS
AS ON 1.1.2008 AND DATE OF EFFECT OF CURRENT PAY SCALES**

| S.No. | State | Designation \$ | Pay (Rs.) | DA (Rs.) | Total* Emoluments (Pay+D.A.) (Rs.) | Disparity Ratio | Date of effect of current pay scales | Central D.A. formula followed |
|-------|-------------------|--|-------------------------|---------------|------------------------------------|-----------------|--------------------------------------|-------------------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 1 | Andhra Pradesh | Secy/Addl.Secy.to Govt./ Engineer in Chief/ Director of Health Attender, Sweeper etc. | Max. 30765 Min. 3850 | 11013 1340 | 41778 5190 | 8.05 | 1.7.2003 | Yes |
| 2 | Arunachal Pradesh | Secretary Peon | Max. 33600 Min. 3825 | 5712 650 | 39312 4475 | 8.78 | 1.1.96 | Yes |
| 3 | Assam | Commissioner & Spl. Secy. (PWD/Irrigation) Peon (Class IV Services) | Max. 25500 Min. 3675 | 8925 1286 | 34425 4961 | 6.94 | 1.1.96 | Yes |
| 4 | Bihar | Eng. in Chief Peon | Max. 33600 Min. 3825 | 15792 1798 | 49392 5623 | 8.78 | 1.1.96 | Yes |
| 5 | Delhi | Chief Justice, Delhi High Court Peon Group D | Max. 90000 Min. 5700 | 10800 684 | 100800 6384 | 15.79 | 1.1.2006 | Yes |
| 6 | Goa | Principal Chief Engineer Peon | Max. 77000 Min. 5740 | 9240 689 | 86240 6429 | 13.41 | 1.1.2006 | Yes |
| 7 | Gujarat | Principal Chief Ind. Advisor Peon, Watchman etc. | Max. 39000 Min. 3825 | 18330 1798 | 57330 5623 | 10.20 | 1.1.96 | Yes |
| 8 | Haryana | Dir.Gen.of Health Services Peon | Max. 58600 Min. 6430 | 7032 772 | 65632 7202 | 9.11 | 1.1.2006 | Yes |
| 9 | Himachal Pradesh | Director Health Services Peon etc. | Max. 38500 Min. 3930 | 18095 1847 | 56595 5777 | 9.80 | 1.1.96 | Yes |
| 10 | Jammu & Kashmir | DG State Forest Protection Force Peon | Max. 36750 Min. 3825 | 8820 918 | 45570 4743 | 9.61 | 1.1.96 | Yes |
| 11 | Jharkhand | Director in Chief/ Eng. Cum Chief/ Special Secretary Peon | Max. 33600 Min. 3825 | 11760 1339 | 45360 5164 | 8.78 | 1.1.96 | Yes |
| 12 | Karnataka | Secretary to Govt. PWD/Irrigation Group D Posts | Max. 39900 Min. 4800 | 9077 1092 | 48977 5892 | 8.31 | 1.7.2005 | Yes |
| 13 | Kerala | Director of Health Services Peon/Class IV | Max. 35070 Min. 4510 | 13327 1714 | 48397 6224 | 7.78 | 1.7.2004 | Yes |

| S.No. | State | Designation \$ | Pay (Rs.) | DA (Rs.) | Total* Emoluments (Pay+D.A.) (Rs.) | Disparity Ratio | Date of effect of current pay scales | Central D.A. formula followed |
|-------|----------------|---|-------------------------|---------------|------------------------------------|-----------------|--------------------------------------|-------------------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 14 | Maharashtra | Joint Secretary Peon | Max. 27450 Min. 3825 | 9608 1339 | 37058 5164 | 7.18 | 1.1.96 | Yes |
| 15 | Madhya Pradesh | | NOT AVAILABLE | | | | | |
| 16 | Manipur | Chief Engineer Peon | Max. 18300 Min. 2550 | 13542 1887 | 31842 4437 | 7.18 | 1.1.96 | Yes |
| 17 | Meghalaya | Secretary (State Cadre) Group D | Max. 25500 Min. 3660 | 11985 1720 | 37485 5380 | 6.97 | 1.1.96 | Yes |
| 18 | Mizoram | Engineer in Chief Peon, Group D | Max. 34100 Min. 3975 | 9744 1153 | 43844 5128 | 8.55 | 1.1.96 | Yes |
| 19 | Nagaland | Secretary/Eng. in Chief Peon | Max. 31350 Min. 3825 | 7524 918 | 38874 4743 | 8.20 | 1.4.2000 | Yes |
| 20 | Orissa | Engr.-in-Chief cum Secy.(Works Deptt.) Peon, sweeper etc. | Max. 76000 Min. 5740 | 9120 689 | 85120 6429 | 13.24 | 1.1.2006 | Yes |
| 21 | Punjab | Head of Deptt. Grade D Employees | Max. 35400 Min. 3930 | 17475 1940 | 52875 5870 | 9.01 | 1.1.96 | Yes |
| 22 | Rajasthan | Distt.& Session Judge (S.Scale) Class IV Employee | Max. 37275 Min. 3825 | 8946 918 | 46221 4743 | 9.75 | 1.9.96 | Yes |
| 23 | Sikkim | Principal Director cum Secretary Peon | Max. 31875 Min. 4275 | 9244 1240 | 41119 5515 | 7.46 | 1.1.96 | Yes |
| 24 | Tamil Nadu | Non-I.A.S.(Secretary) Office Assistant | Max. 32850 Min. 3825 | 15440 1798 | 48290 5623 | 8.59 | 1.1.96 | Yes |
| 25 | Tripura | Tripura Judicial Service Peon etc. | Max. 37275 Min. 2600 | 8946 1534 | 46221 4134 | 11.18 | 1.1.96 | Yes |
| 26 | Uttar Pradesh | Higher Judicial Service Peon | Max. 37275 Min. 3825 | 13046 1339 | 50321 5164 | 9.74 | 1.1.96 | Yes |
| 27 | West Bengal | Director Health Services Peon | Max. 39000 Min. 3900 | 11310 1131 | 50310 5031 | 10.00 | 1.4.97 | Yes |
| 28 | Uttaranchal | DG. Health & F.W Peon | Max. 24900 Min. 2550 | 15340 1504 | 40240 4054 | 9.93 | 1.1.96 | Yes |
| 29 | Chhattisgarh | Highest Grade Grade IV | Max. 22400 Min. 2550 | 16576 1887 | 38976 4437 | 8.78 | 1.1.98 | No |

\$ Excluding posts in All India Services i.e. IAS, IPS, IFS.

* Pre-Tax