



GOVERNMENT OF INDIA

**ANNUAL REPORT
ON
PAY AND ALLOWANCES
OF
CENTRAL GOVERNMENT CIVILIAN EMPLOYEES**

2014-15

PRINTED AT BUDGET PRESS, MINISTRY OF FINANCE, NEW DELHI

**PAY RESEARCH UNIT
DEPARTMENT OF EXPENDITURE
MINISTRY OF FINANCE
NEW DELHI**

PREFACE

The Pay Research Unit (PRU) of the Department of Expenditure, Ministry of Finance brings out an "**Annual Report on Pay and Allowances of Central Government Civilian Employees**" for each financial year. As in the past, the **Annual Report for 2014-15** provides statistical information on expenditure incurred by different Ministries/Departments of the Central Government on Pay and Allowances including Dearness Allowance, House Rent Allowance, Transport Allowance, Overtime Allowance, etc. in respect of its regular employees. The Annual Report also contains information on the group-wise number of sanctioned posts and of employees in position in various Ministries/ Departments.

2. The data in the Annual Report 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 PRU.
3. The Annual Report 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 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), New Delhi.



(Annie George Mathew)
Joint Secretary(Pers.)
Department of Expenditure
Ministry of Finance

March, 2016
New Delhi.

PROJECT STAFF

Name

Smt. Renu Sarin

Shri Alok Nigam

Shri A. K. Puri

Smt. Pushp Lata

Smt. Simmi Takkar

Shri Umesh Kumar Saini

Shri Jai Hind

Shri Amit Kumar

Designation

Deputy Secretary

Deputy Director

Research Assistant

Jr. Research Assistant

Computer

Computer

M T S

M T S

SUPPORTING STAFF

CONTENTS

CHAPTER – I

i.	Salient Features	3-4
----	------------------	-----

CHAPTER - II

Total Expenditure

ii.	Total expenditure on pay & allowances of Central Government civilian employees including employees of UTs	7
iii.	Total expenditure on pay and allowances of Central Government civilian employees including employees of the Union Territories as percentage of Revenue Receipts and Revenue Expenditure.	8

CHAPTER-III

Components of Expenditure

iv.	Share of major components in total expenditure of Central Government civilian employees including employees of UTs during last three years.	11
v.	Expenditure on major components of pay and allowances of Central Government civilian employees including employees of UTs.	12
vi.	Expenditure on major components of pay and allowances of Central Government civilian employees (excluding employees of UTs) including Mission Abroad .	13
vii.	Component-wise break up of expenditure on pay and allowances of the Central Government civilian employees including employees of UTs during last three years	14
viii.	Percentage distribution of expenditure incurred on different components of pay and allowances of Central Government employees including employees of UTs during 2014-15	15
ix.	Component-wise break up of expenditure on pay and allowances of the Central Government civilian employees including Missions Abroad (excluding employees of UTs) during last three years	16
x.	Percentage distribution of expenditure incurred on different components of pay and allowances including Missions Abroad (excluding employees of UTs) during 2014-15.	17
xi.	Expenditure of House Rent Allowances (HRA) of Central Government civilian employees including employees of Union Territories and rates of HRA and Transport Allowance.	18

CHAPTER-IV

Expenditure of Major Ministries/Departments on Pay and Allowances

xii.	Total expenditure on pay and allowances and expenditure of major Ministries/ Departments during last three years.	21
xiii.	Share of major Ministries/Departments in total expenditure during last three years	22
xiv.	Component-wise break up of expenditure on pay and allowances of the employees of other department excluding employees of UTs, Railways, Defence, Posts Home Affairs and Missions Abroad.	23

(ii)

xv.	Percentage distribution of expenditure incurred on different components of pay and allowances excluding UTs, Railways, Defence, Posts, Home Affairs and Missions Abroad during 2014-15	24
xvi	Expenditure on pay and allowances of the employees of Ministry of Railways.	25
xvii.	Expenditure on pay and allowances of the civilian employees of Ministry of Defence(Civil)	25
xviii.	Expenditure on pay and allowances of the employees of Department of Posts,	26
xix.	Expenditure on pay and allowances of the employees of Ministry of Home Affairs.	26
xx.	Expenditure on pay and allowances of the employees of UT Administrations.	27
xxi	Expenditure on pay and allowances of regular employees and local recruits in Indian Missions Abroad.	27
xxii	Expenditure incurred on pay and allowances by the central Ministries/Departments on civilian employees during 2014-2015.	28-30

CHAPTER-V

Sanctioned Strength and Employees in Position in Central Government as on 1.3.2014

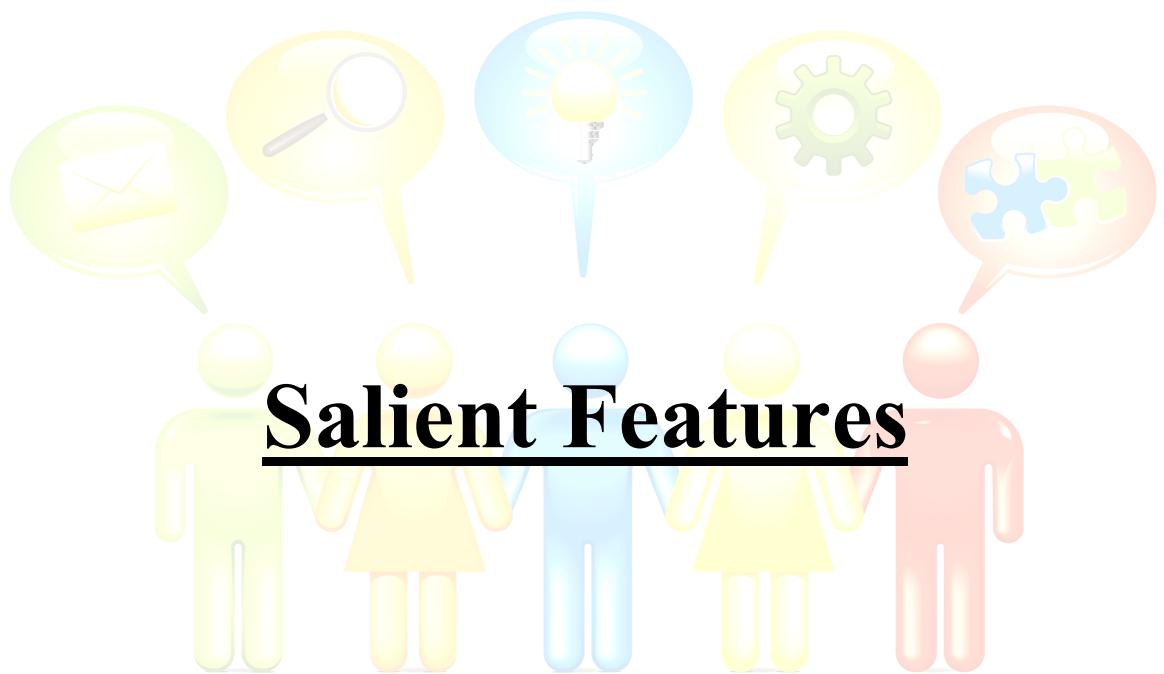
xxiii	Distribution of regular civilian employees (Group-wise) in Central Government and UT Administrations as on 1.3.2014.	33
xxiv.	Group-wise number of sanctioned posts and employees in position, vacancies and their percentage to total sanctioned posts as on 1.3.2014.	34
xxv	Group-wise and status-wise estimated number of Central Government civilian regular employees as on 1.3.2014 in major Ministries/Departments (excluding UTs)	35
xxvi	Strength (Number of sanctioned posts and number of employees in position) of Central Police Forces.	36
xxvii	Group-wise and status-wise (Gazetted/Non-Gazetted) estimated number of Central Government civilian regular employees as on 1.3.2014	37-39

CHAPTER – VI

All India Consumer Price Index up to 1.3.2015

xxviii	All India working class Consumer Price Index(CPI) number of Industrial workers (base 2001=100)- 12 monthly average and percentage increase over 115.76 (12 monthly average of price index from Jan 2005 to Dec 2005) points.	43
--------	--	----

CHAPTER - I



Salient Features

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 ₹139951.93 crore in 2014-15 as compared to ₹127074.60 crore in 2013-14. Thus, there is an increase in expenditure by ₹12877.33 crore over previous year which in relative terms works out to around 10.13%.
2. The Total expenditure on pay and allowances as a percentage of Revenue Receipts and Revenue Expenditure of the Central Government during the financial year 2014-15 was 10.53% and 8.26% as compared 10.43% and 8.07% respectively during the financial year 2013-14.
3. Out of the total expenditure of ₹139951.93 crore, the percentage expenditure on Pay, Dearness Allowance (DA), House Rent Allowance (HRA) and other allowances are 39.55%, 41.20%, 4.42% and 14.83% respectively.
4. The expenditure on Pay, DA, HRA, Transport Allowance, Children Education Allowance (CEA), Reimbursement of Medical charges in 2014-15 has increased by around 2.02%, 20.62%, 5.07%, 8.17%, 6.35%, 13.93% respectively as compared to the corresponding expenditure of the previous year.
5. Out of the total expenditure of ₹6189.43 crore on HRA in 2014-15, the HRA expenditure for X class cities is ₹2608.08 crore which is around 42.14% of the total expenditure on HRA.
6. Almost 85% of the total expenditure was incurred by five major Ministries/ Departments (Railways, Defence-Civil, Home Affairs, Post and Revenue) during 2014-15.
7. Of the total expenditure on Pay and Allowances in 2014-15, the Ministry of Railways continues to have the largest share i.e 35.87% , marginally decreased from 36.60% in 2013-14. Share of Ministry of Home Affairs and Department of Posts has increased from 23.98% to 24.91% and from 8.09% to 8.26% respectively. Share of Ministry of Defence (Civil) has decreased from the previous year i.e. from 12.16% to 12.03%. Share of other departments has decreased from 19.17% to 18.93% .
8. The expenditure of UT administrations is ₹3192.96 crore in 2014-15 as compared to ₹2757.40 crore in 2013-14. Thus, there is an increase in expenditure by ₹435.56 crore over previous year which in relative terms works out to around 15.80%.

9. The expenditure of Indian Missions/ Embassies abroad is ₹1092.25 crore in 2014-15 as compared to ₹1030.42 crore in 2013-14. Thus, there is an increase in expenditure by ₹61.83 crore over previous year which in relative terms works out to around 6.00%.

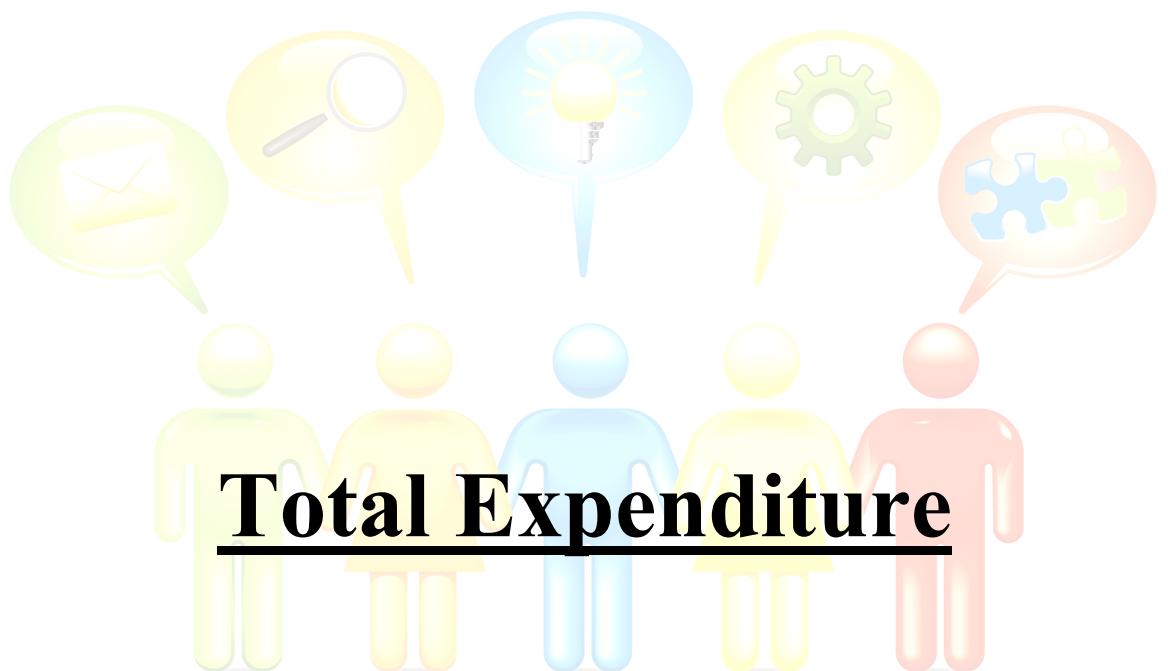
10. As on 01.03.2014 the total number of Regular Central Government Civilian Employees in position was 32.24 lakh against the sanctioned strength of 36.46 lakh and approximately 11.57% of the posts were vacant.

11. Almost 92% of the total manpower is covered by five major Ministries/Departments viz, Railways, Defence(Civil) , Home Affairs, Posts and Revenue. Of the total strength of 32.24 lakh, the percentage share of the Railways is 41.38%, Home Affairs 28.59%, Defence (Civil) 12.36%, Posts 6.21%, Revenue 3.18% and all other Ministries/ Departments 8.28%

12. Against the sanctioned strength of 9.30 lakh in Central Police Forces, 8.77 lakh employees were in position as on 01.03.2014. In Union Territories (UTs) 65810 employees were in position as on 01.03.2014.

13. Consumer Price Index (CPI) Number for Industrial Worker (Base 2001=100) has registered an increase of 126.91% over 115.76 (12 monthly average of price index from January 2005 to December 2005) points up to March, 2015.

CHAPTER - II

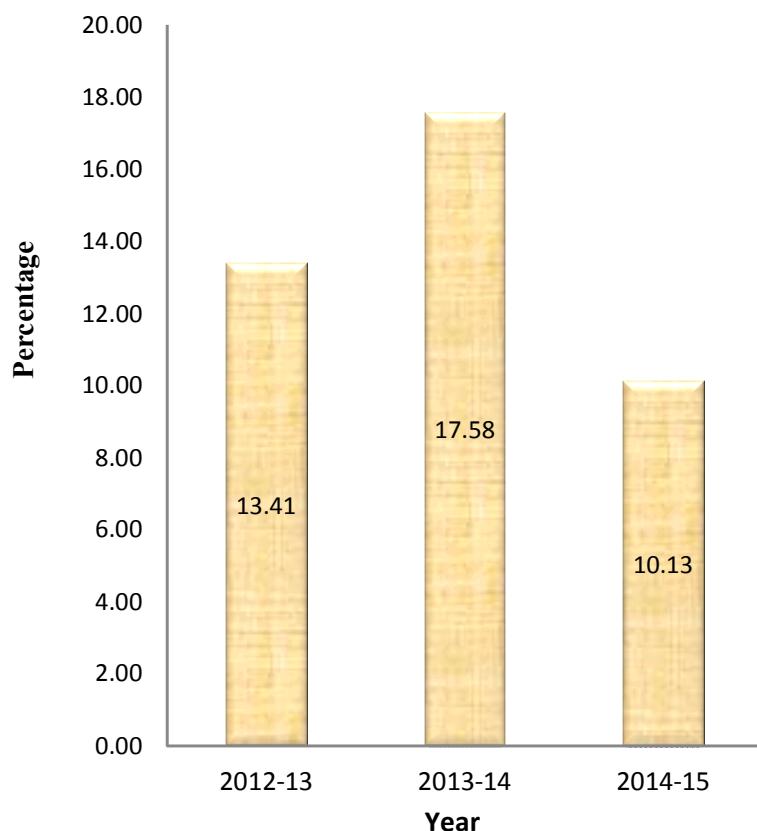


Total Expenditure

TOTAL EXPENDITURE ON PAY AND ALLOWANCES OF THE CENTRAL GOVERNMENT CIVILIAN EMPLOYEES INCLUDING EMPLOYEES OF UNION TERRITORIES (UTs)

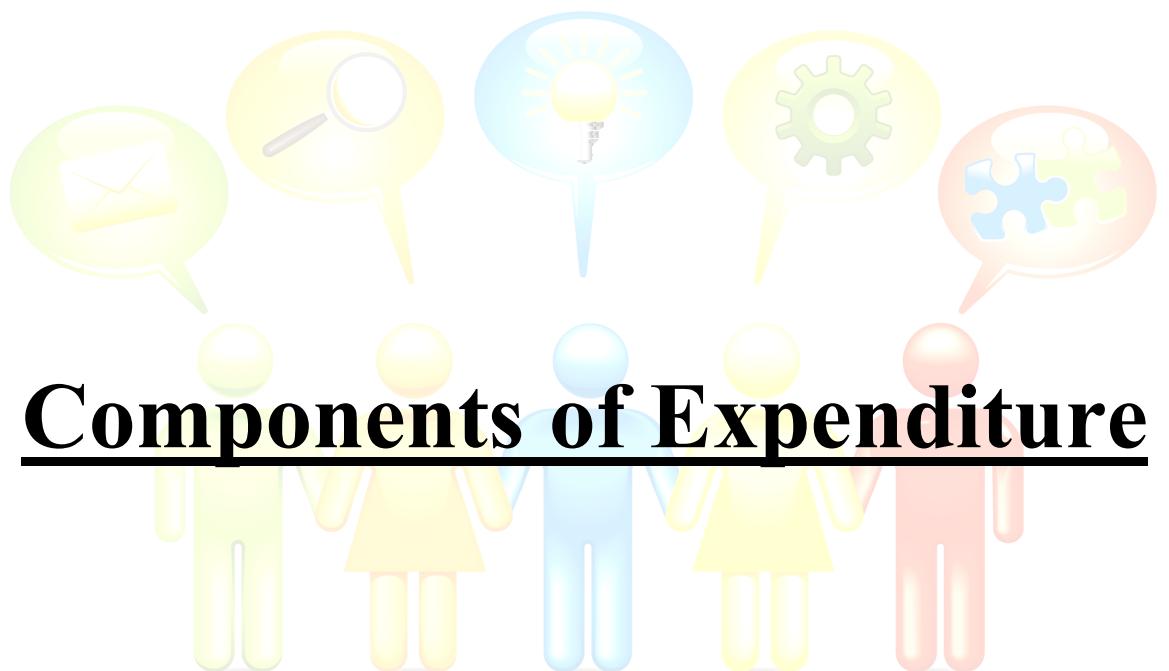
YEAR	Expenditure ₹ in crore	Percentage Increase (Over Previous Year)
2012-13	108070.66	13.41
2013-14	127074.60	17.58
2014-15	139951.93	10.13

Percentage Increase over previous year in Pay and Allowances of the Central Government Civilian Employees including employees of UTs



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

CHAPTER - III

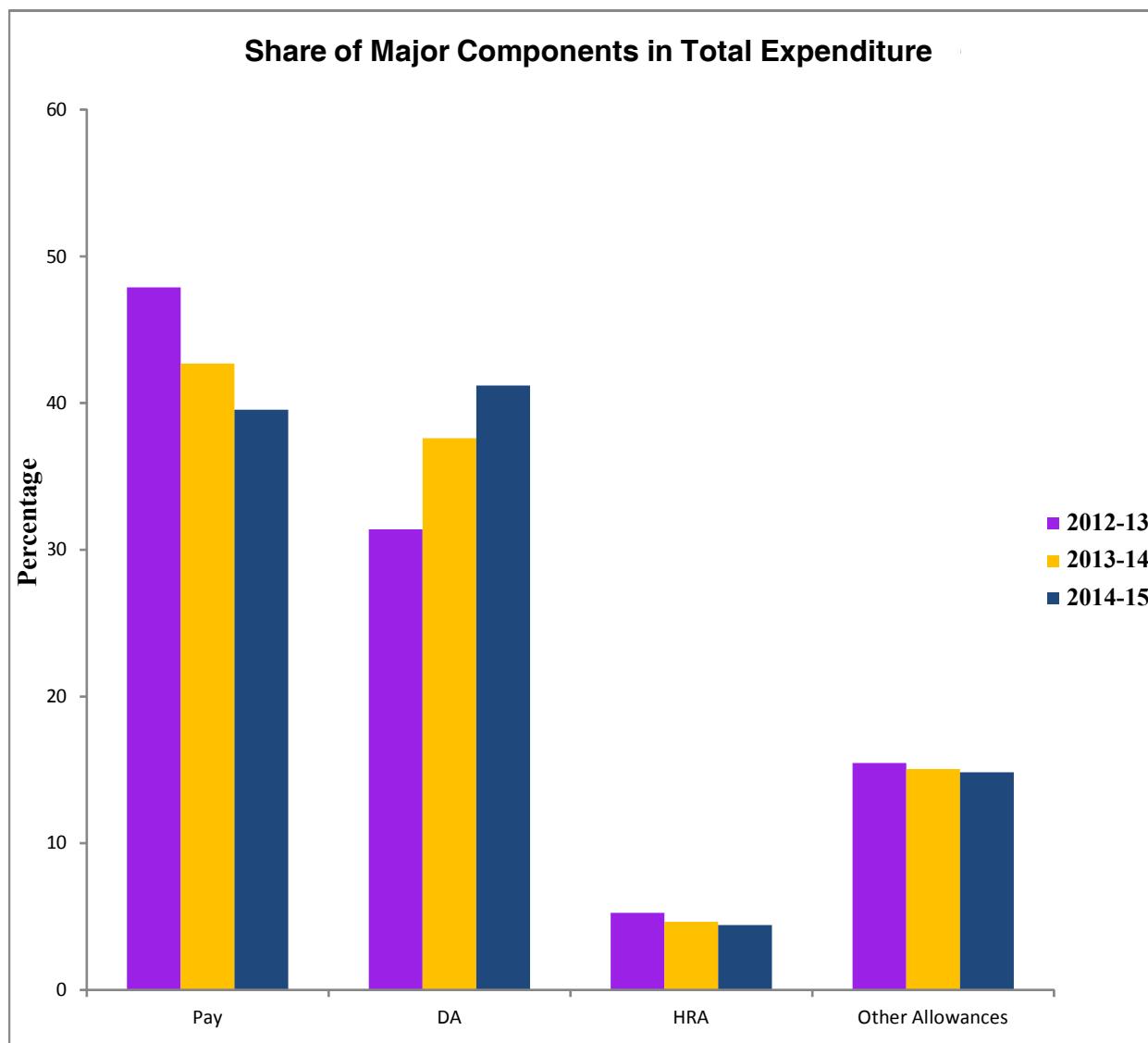


Components of Expenditure

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

(Expressed as percentage to total)

Year	Pay	DA	HRA	Other Allowances	Total
2012-13	47.89	31.39	5.26	15.46	100.00
2013-14	42.70	37.61	4.64	15.05	100.00
2014-15	39.55	41.20	4.42	14.83	100.00



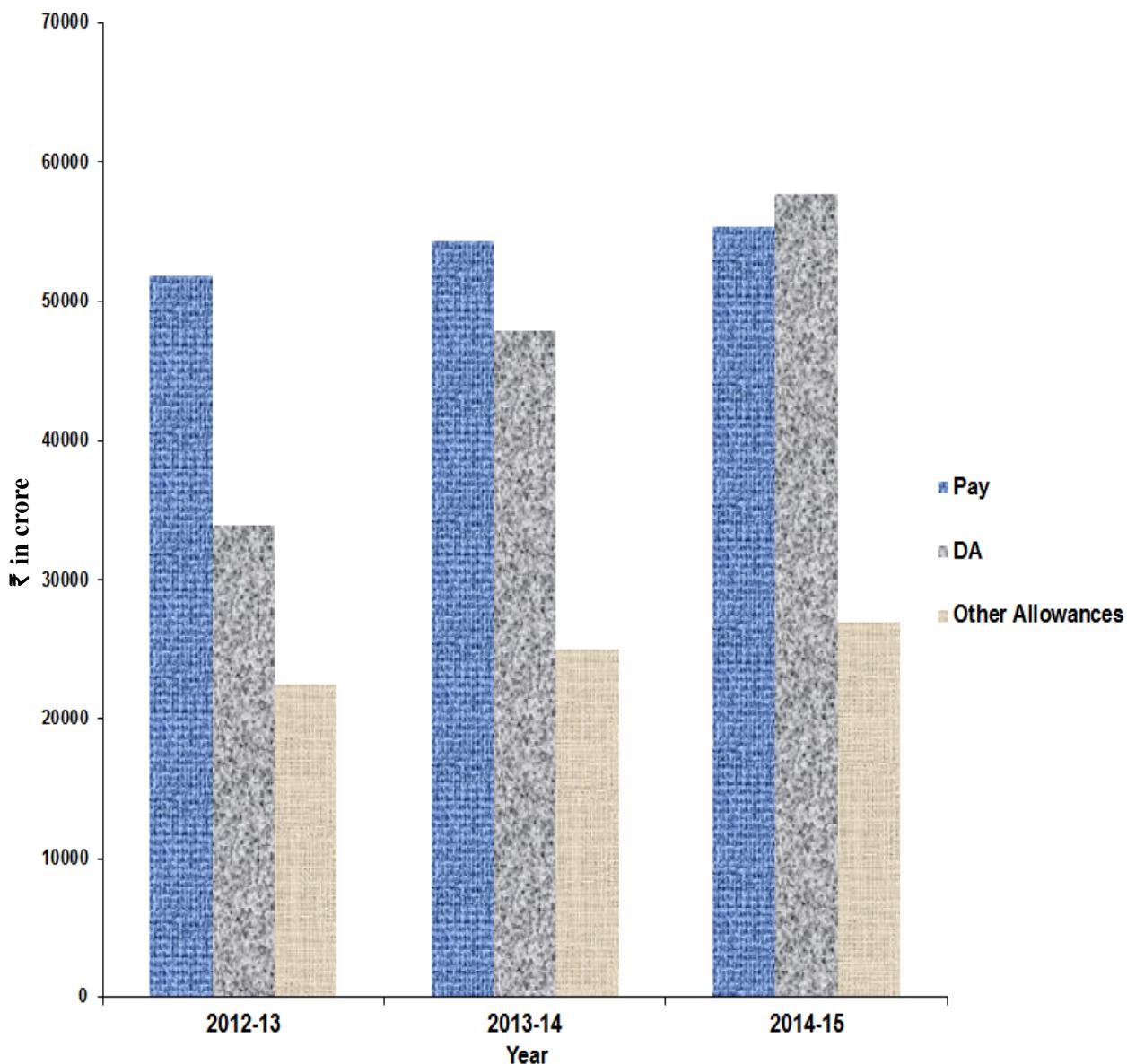
- Note:** (i) This does not include the expenditure incurred on Travelling Allowance, Productivity Linked Bonus/Ad hoc Bonus, Honorarium and Encashment of Earned Leave.
- (ii) Other Allowances include OTA, Transport Allowance, Special Pay and Deputation (Duty) Allowance, CEA, Reimbursement of Medical Charges, Leave Travel Concession and Other Compensatory Allowances.

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

(₹ in crore)

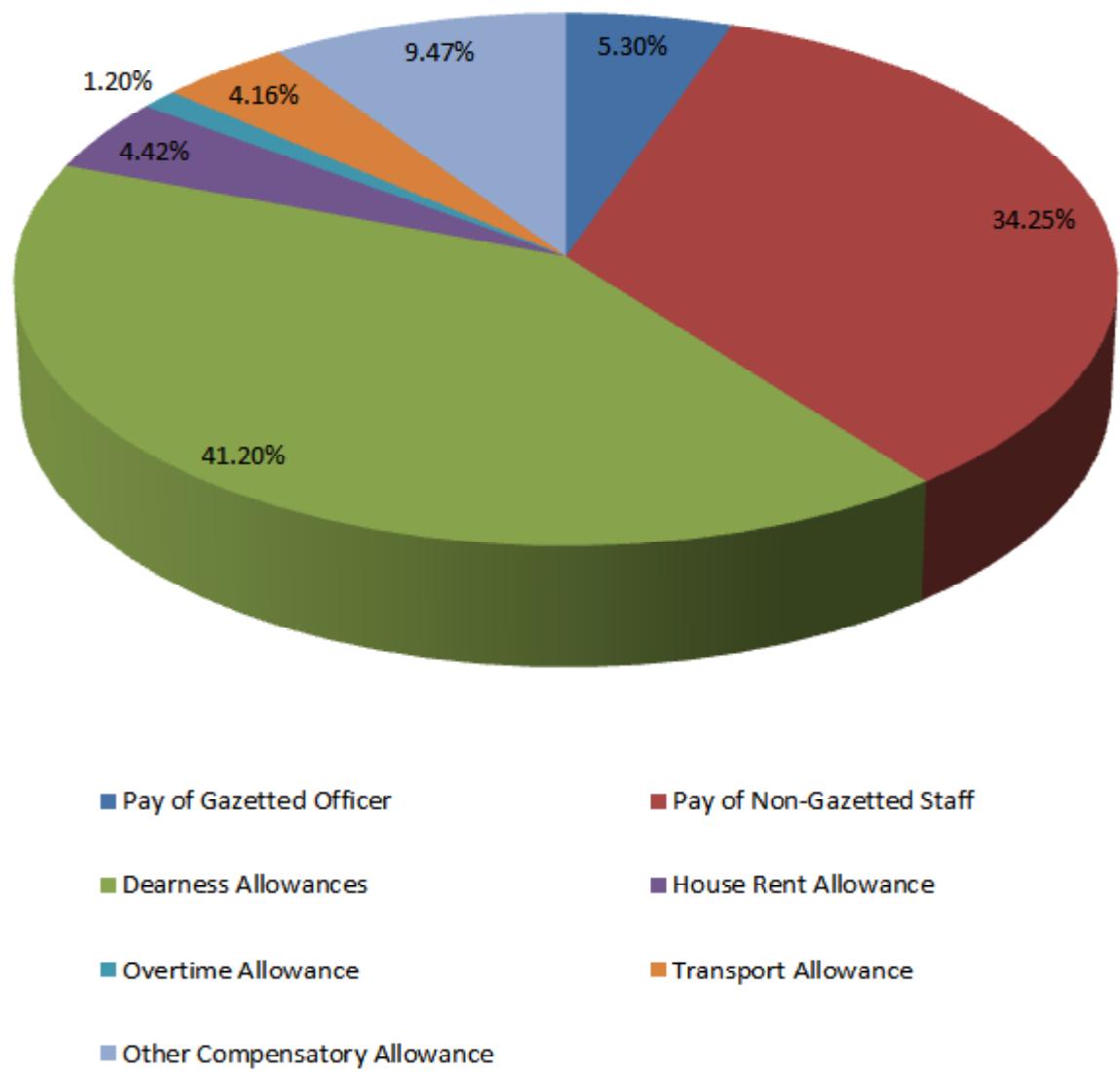
Year	Pay	DA	Other Allowances	Total
2012-13	51751.54	33922.09	22397.03	108070.66
2013-14	54257.94	47797.04	25019.62	127074.60
2014-15	55355.07	57653.48	26943.38	139951.93

Expenditure on Pay and Allowances including Union Territories

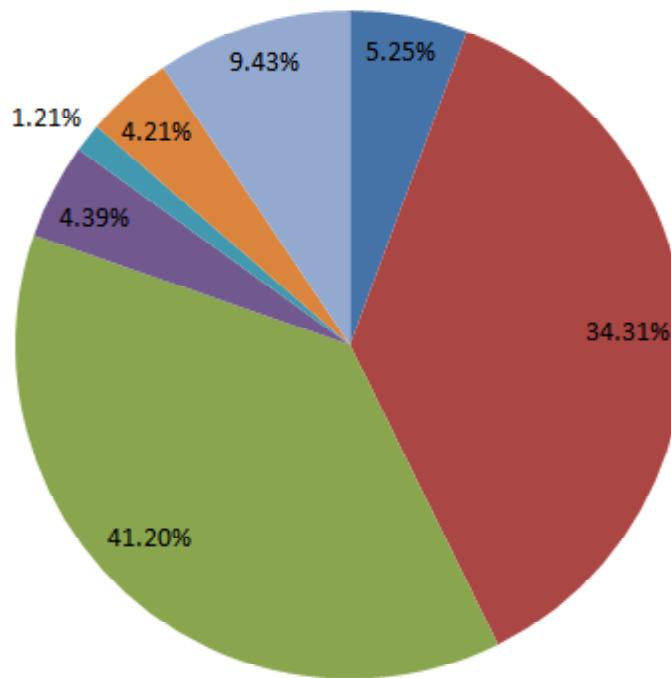


- Note:** (i) This does not include the expenditure incurred on Travelling Allowance, Productivity Linked Bonus/Ad hoc Bonus, Honorarium and Encashment of Earned Leave.
- (ii) Other Allowances include HRA, OTA, Transport Allowance, Special Pay and Deputation (Duty) Allowance, CEA, Reimbursement of Medical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

Percentage distribution of expenditure incurred on different components of pay and allowance of Central Government employee including employees of Union Territories during 2014-15



Percentage distribution of expenditure incurred on different components of pay and allowance including Mission Abroad (excluding employees of Union Territories) during 2014-15



- Pay of Gazetted Officers
- Pay of Non-Gazetted Staff
- Dearness Allowance
- House Rent Allowance
- Overtime Allowance
- Transport Allowance
- Other Compensatory Allowances

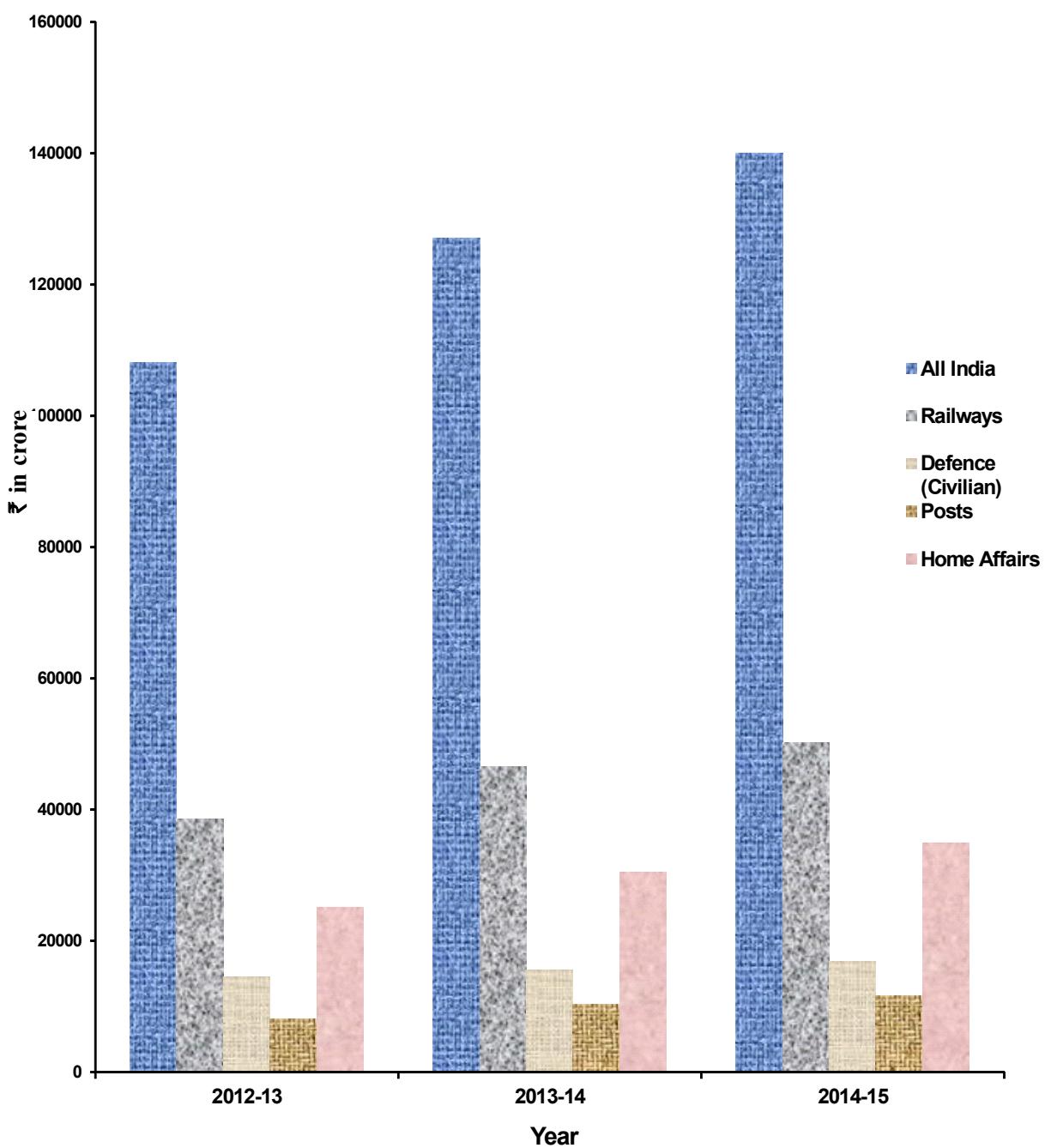
CHAPTER - IV



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

Year	All India	Railways	Defence (Civilian)	Posts	Home Affairs	(₹ in crore)
2012-13	108070.66	38560.80	14502.22	8143.43	25113.14	
2013-14	127074.60	46508.76	15457.64	10276.89	30467.74	
2014-15	139951.93	50195.86	16831.69	11563.16	34861.42	

Expenditure on Pay and Allowances during the last three years



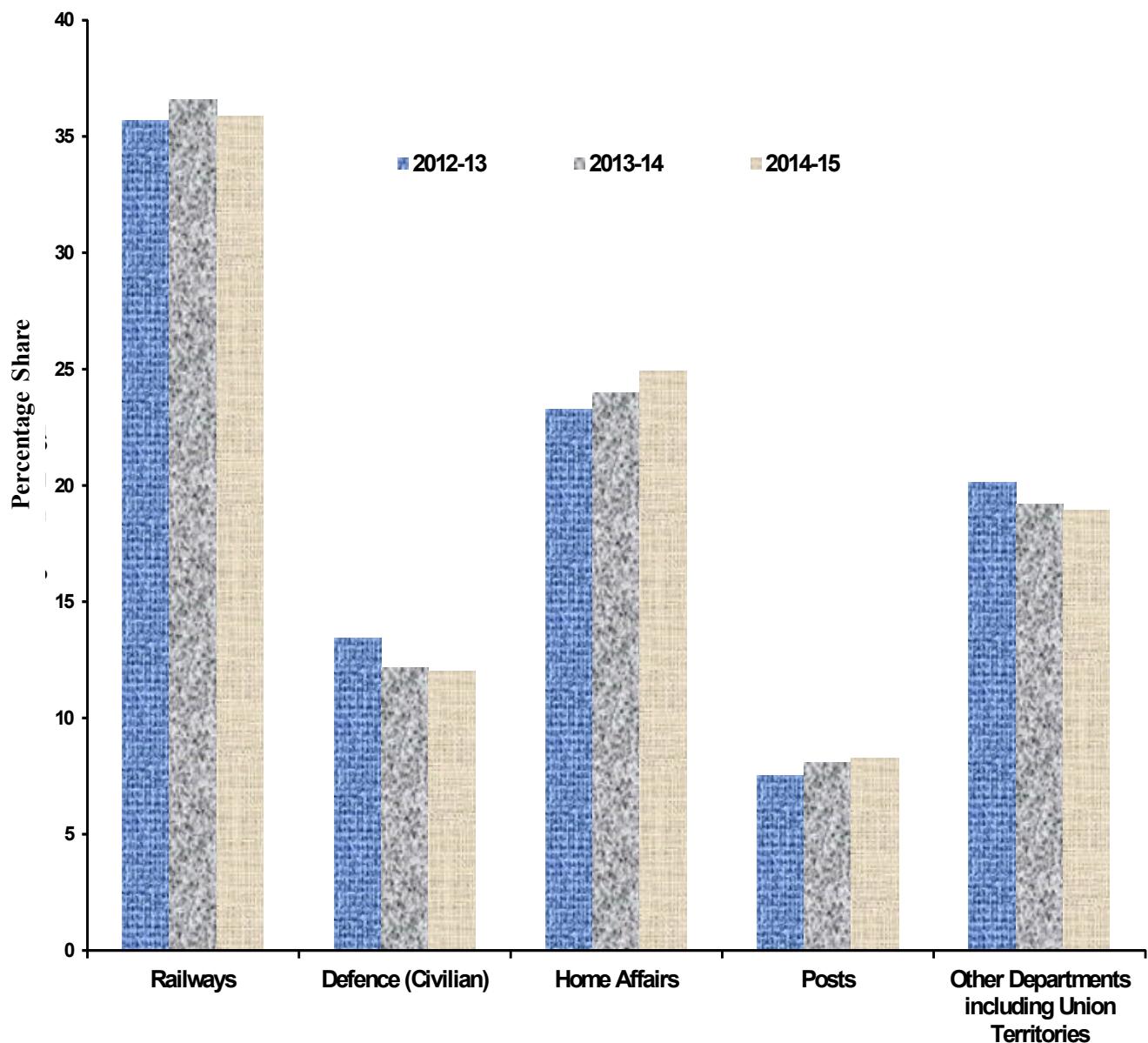
Note: Expenditure figure do not include Travelling Allowance, Productivity Linked Bonus/Ad hoc Bonus, Honorarium and Encashment of Earned Leave.

SHARE OF MAJOR MINISTRIES/DEPARTMENTS IN TOTAL EXPENDITURE DURING LAST THREE YEARS

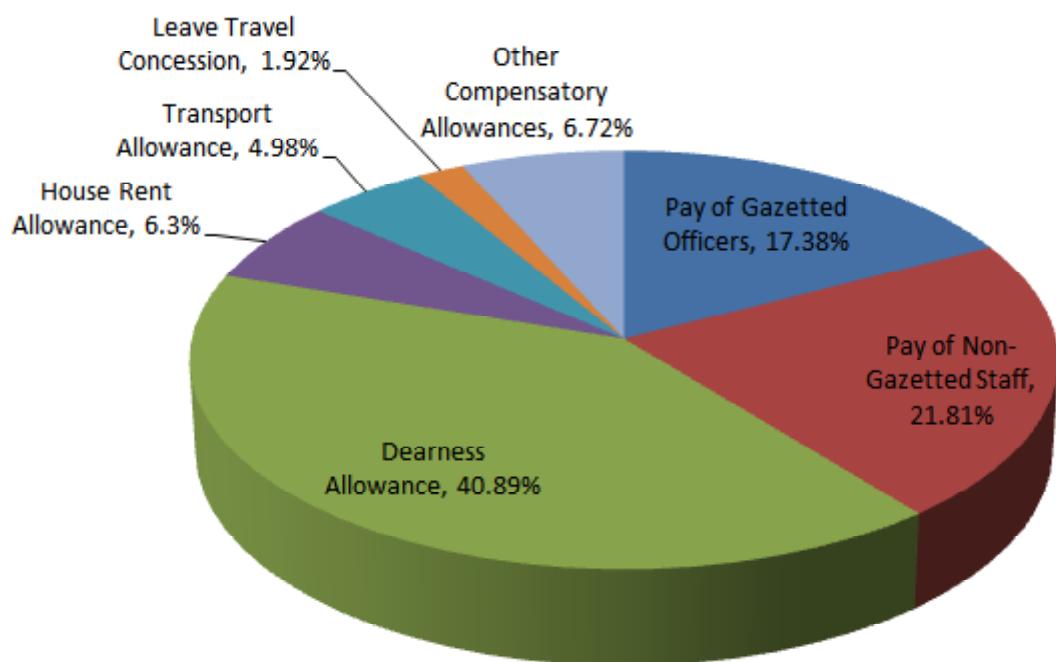
(Expressed as percentage to total)

Year	Railways	Defence (Civilian)	Home Affairs	Posts	Other Departments including Union Territories	Total
2012-13	35.68	13.42	23.24	7.53	20.13	100.00
2013-14	36.60	12.16	23.98	8.09	19.17	100.00
2014-15	35.87	12.03	24.91	8.26	18.93	100.00

Share of Major Departments in Total Expenditure



Percentage distribution of expenditure incurred on different components of pay and allowance excluding UTs, Railways, Defence, Posts, Home Affairs and Missions abroad during 2014-15



CHAPTER - V



**Sanctioned strength and
employees in position in
Central Government as on
01.03.2014**

DISTRIBUTION OF REGULAR CIVILIAN EMPLOYEES (GROUP-WISE) IN CENTRAL GOVERNMENT AND UNION TERRITORY ADMINISTRATIONS AS ON 1.3.2014

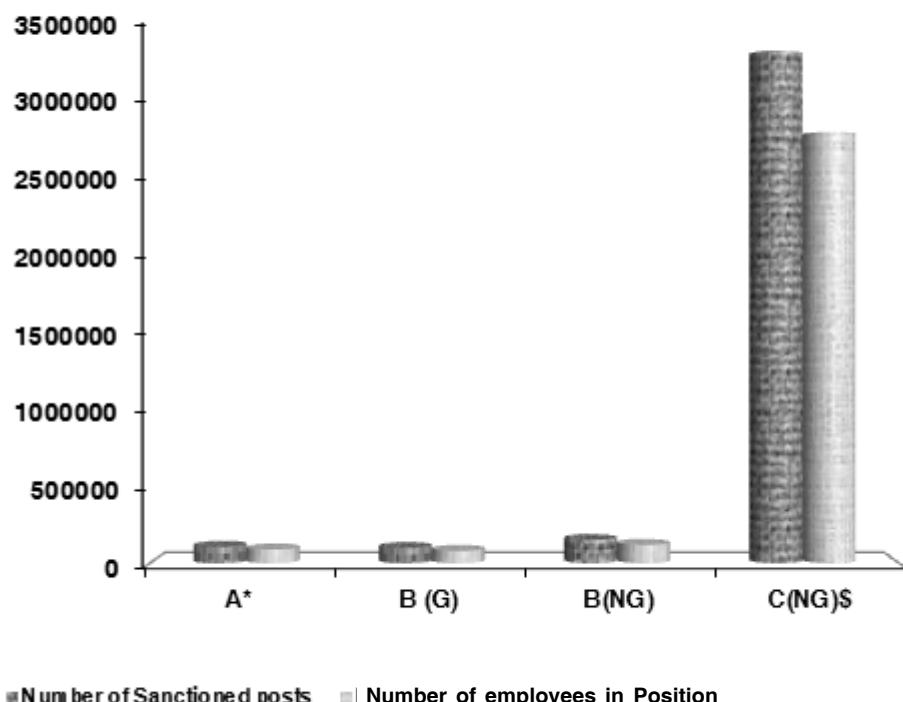
Sl. No.	Central Government / Union Territory Administrations	Group of Posts			
		A	B	C\$	Total
(1)	(2)	(3)	(4)	(5)	(6)
1	CENTRAL GOVERNMENT	98155 (3.04)	241176 (7.49)	2884595 (89.47)	3223926 (100.00)
2	UNION TERRITORY ADMINISTRATIONS	2776 (4.22)	13280 (20.18)	49754 (75.60)	65810 (100.00)
	TOTAL	100931 (3.07)	254456 (7.73)	2934349 (89.20)	3289736 (100.00)

\$ Erstwhile Group D posts have been categorized as Group C after implementation of recommendations of 6th Central Pay Commission (CPC).

**GROUP-WISE NUMBER OF SANCTIONED POSTS AND INCUMBENTS IN POSITION,
VACANCIES AND THEIR PERCENTAGES TO TOTAL SANCTIONED POSTS AS ON 1.3.2014**

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
A*	114725	98155	16570	14.44
B (G)	131704	100108	31596	23.99
B(NG)	191236	141068	50168	26.23
C(NG)\$	3207919	2884595	323324	10.08
Total	3645584	3223926	421658	11.57

Number of sanctioned posts and employees in Position in different groups



\$ Erstwhile Group D posts have been categorized as Group C after implementation of 6th CPC.

* Includes some Non-Gazetted posts also.

CHAPTER - VI

