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Brochure - 30



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.


(Madhulika P. Sukul)
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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%.

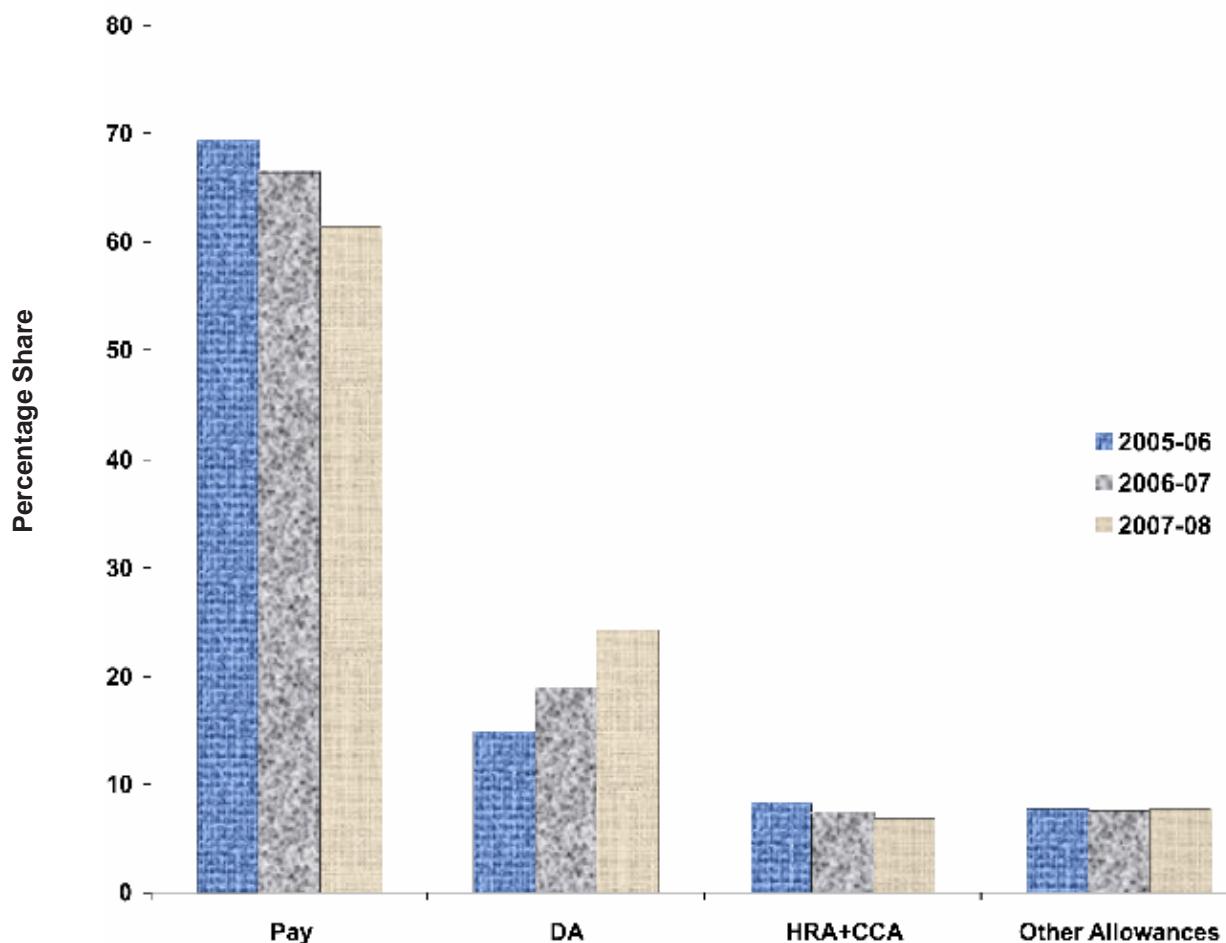
12. Of the total number of 35.62 lakh sanctioned posts approximately 12.5 percent of the posts were vacant as on 1.3.2008.

**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)

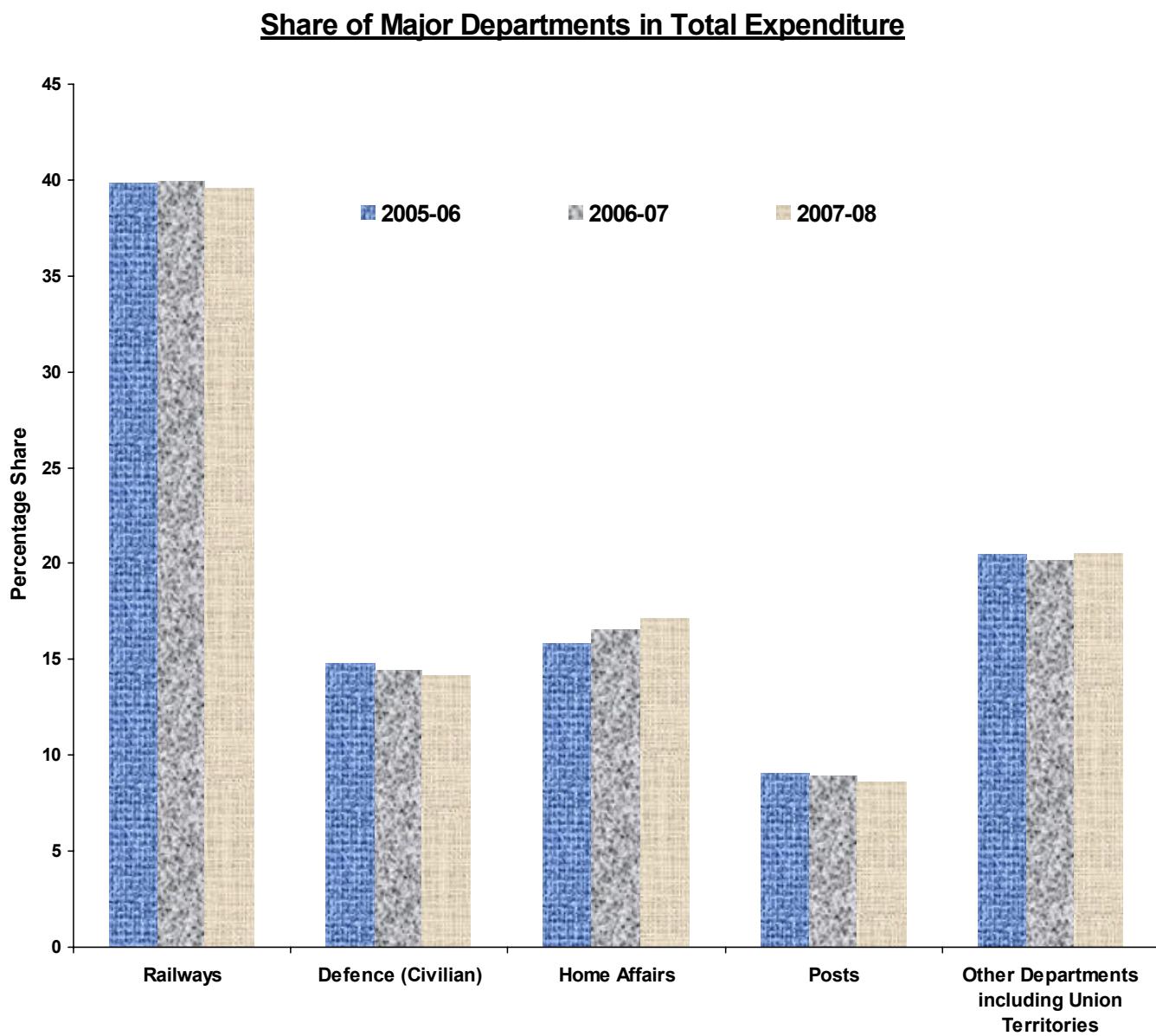
Year	Pay	DA	HRA+CCA	Other Allowances	Total
2005-06	69.28	14.88	8.10	7.74	100.00
2006-07	66.35	18.77	7.31	7.57	100.00
2007-08	61.33	24.13	6.85	7.69	100.00

Share of Major Components in Total Expenditure



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

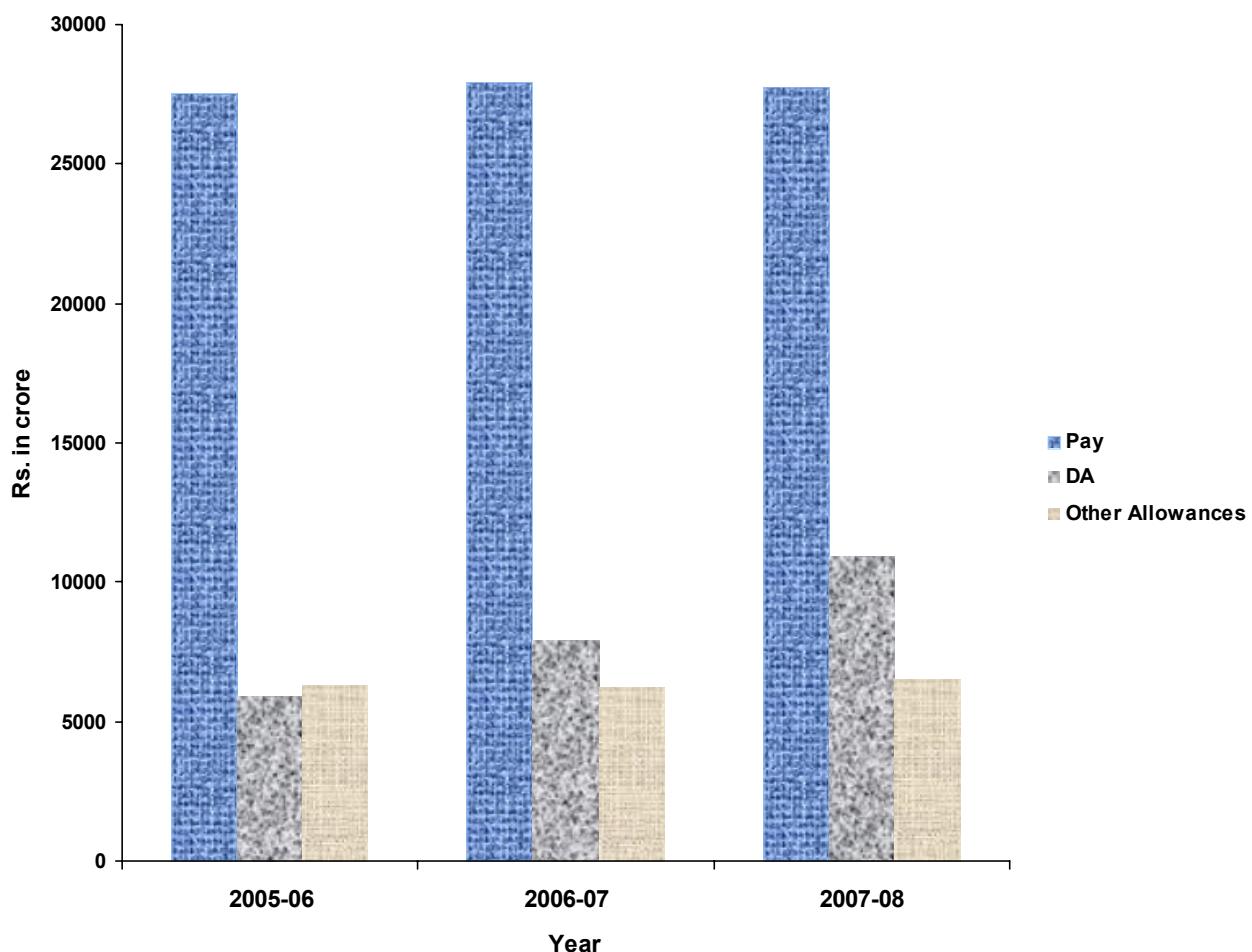


**EXPENDITURE ON PAY AND ALLOWANCES OF THE CENTRAL
GOVERNMENT CIVILIAN EMPLOYEES**

(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



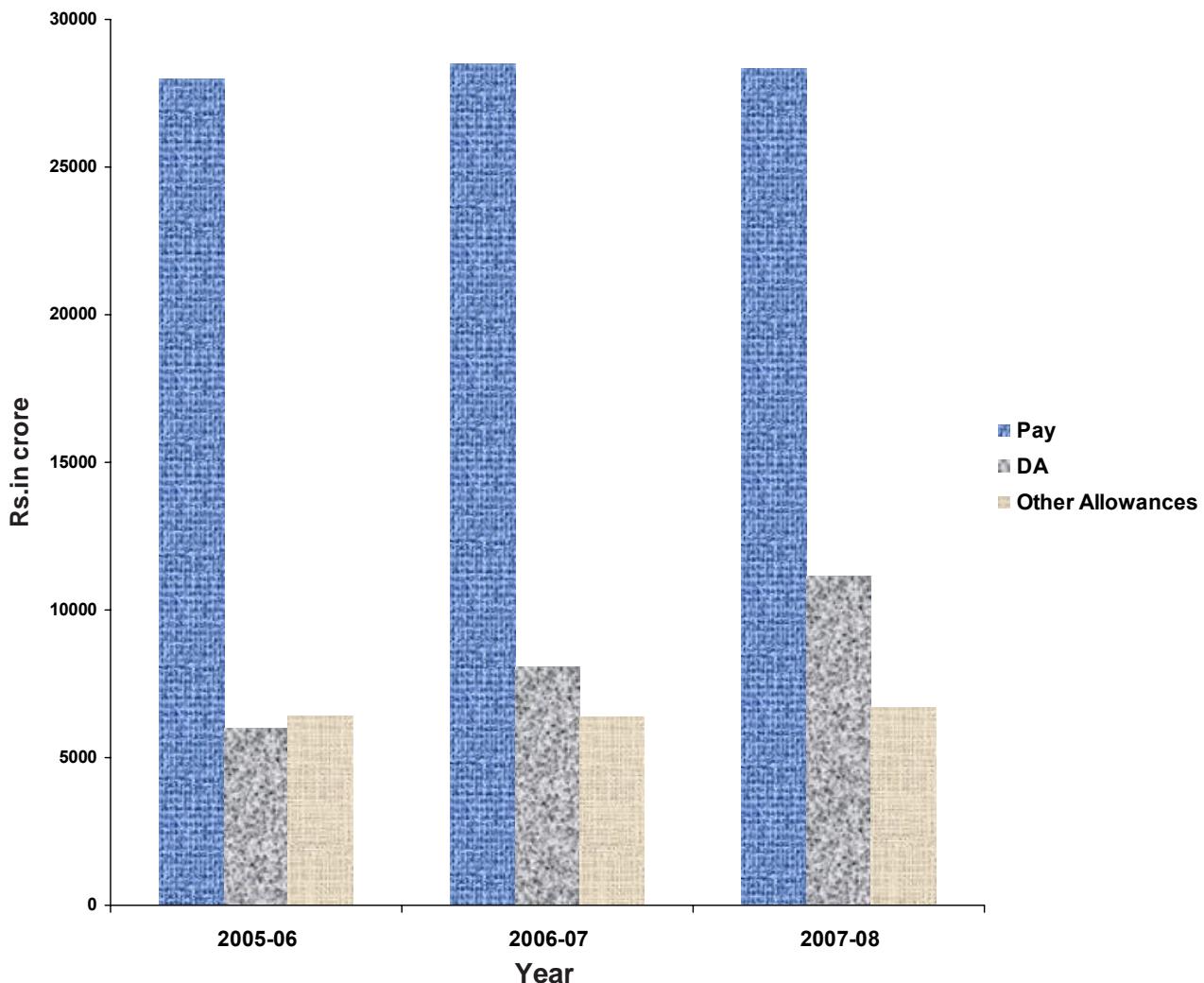
- Note:
- (i) This does not include the expenditure incurred on Productivity Linked Bonus/Ad hoc Bonus, Honorarium and Encashment of Earned Leave.
 - (ii) This does not include the expenditure incurred on employees of UTs but includes the expenditure on the employees of Missions/Embassies.
 - (iii) Other 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



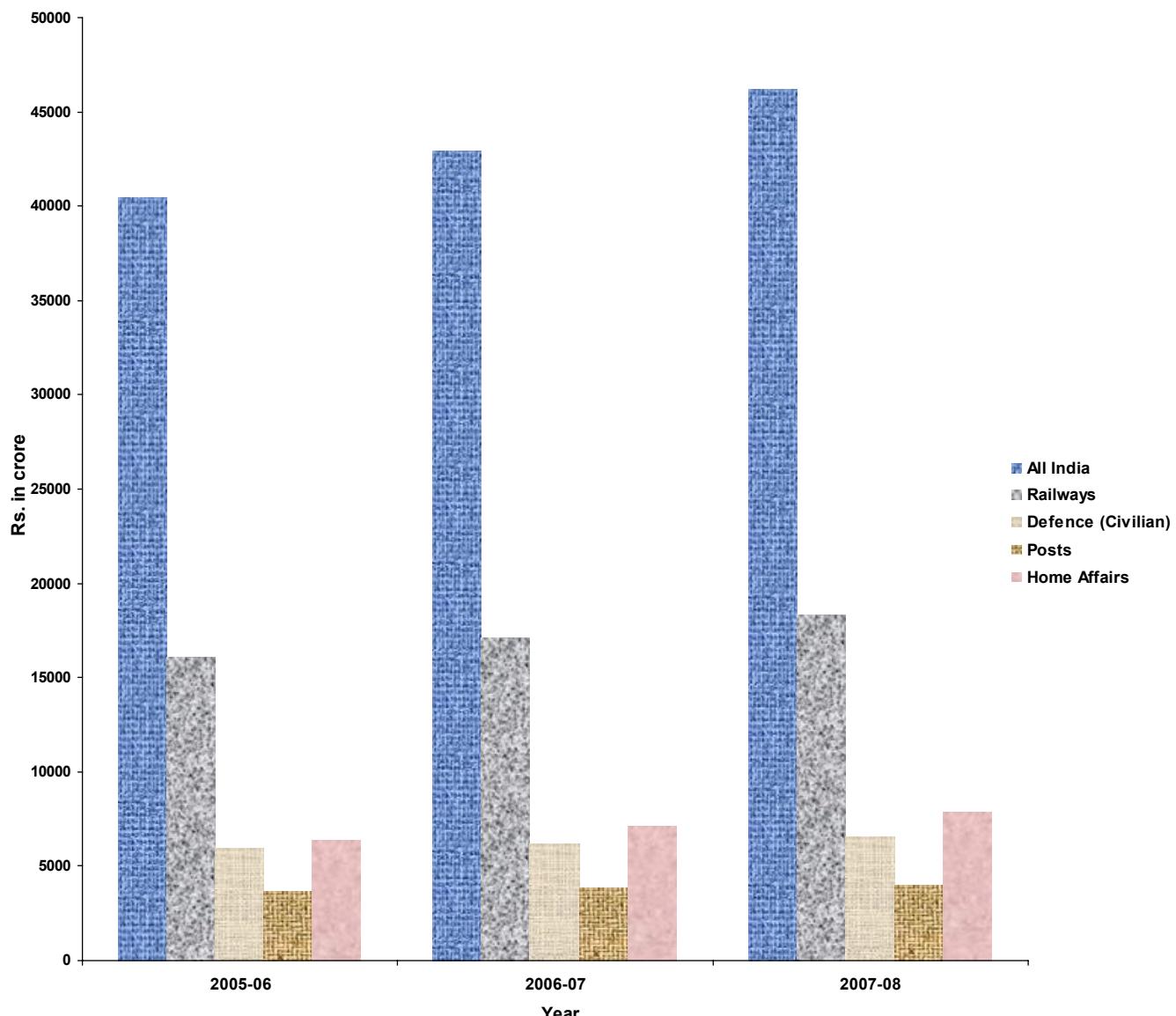
- Note : (i) This does not include the expenditure incurred on Productivity Linked Bonus/Ad hoc Bonus, Honorarium and Encashment of Earned Leave.
- (ii) Other Allowances includes HRA, CCA, OTA, TA, Special Pay and Deput. (Duty) Allowance, CEA, Reimbursement of Tuition Fee, Reimbursement of Medical Charges,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

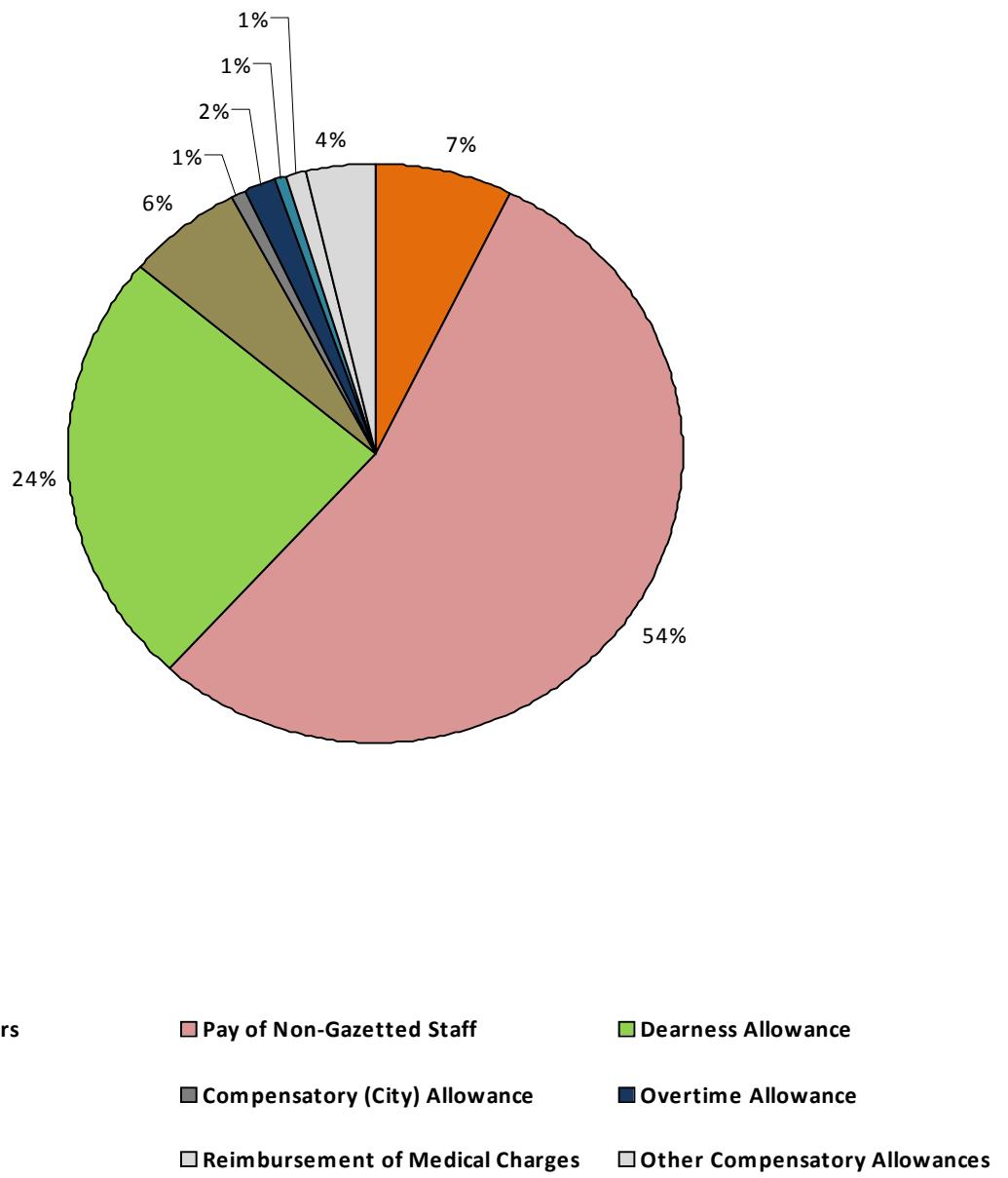
**COMPONENT-WISE BREAK UP OF EXPENDITURE ON PAY AND
ALLOWANCES OF THE CENTRAL GOVERNMENT CIVILIAN
EMPLOYEES DURING THE LAST THREE YEARS**

(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

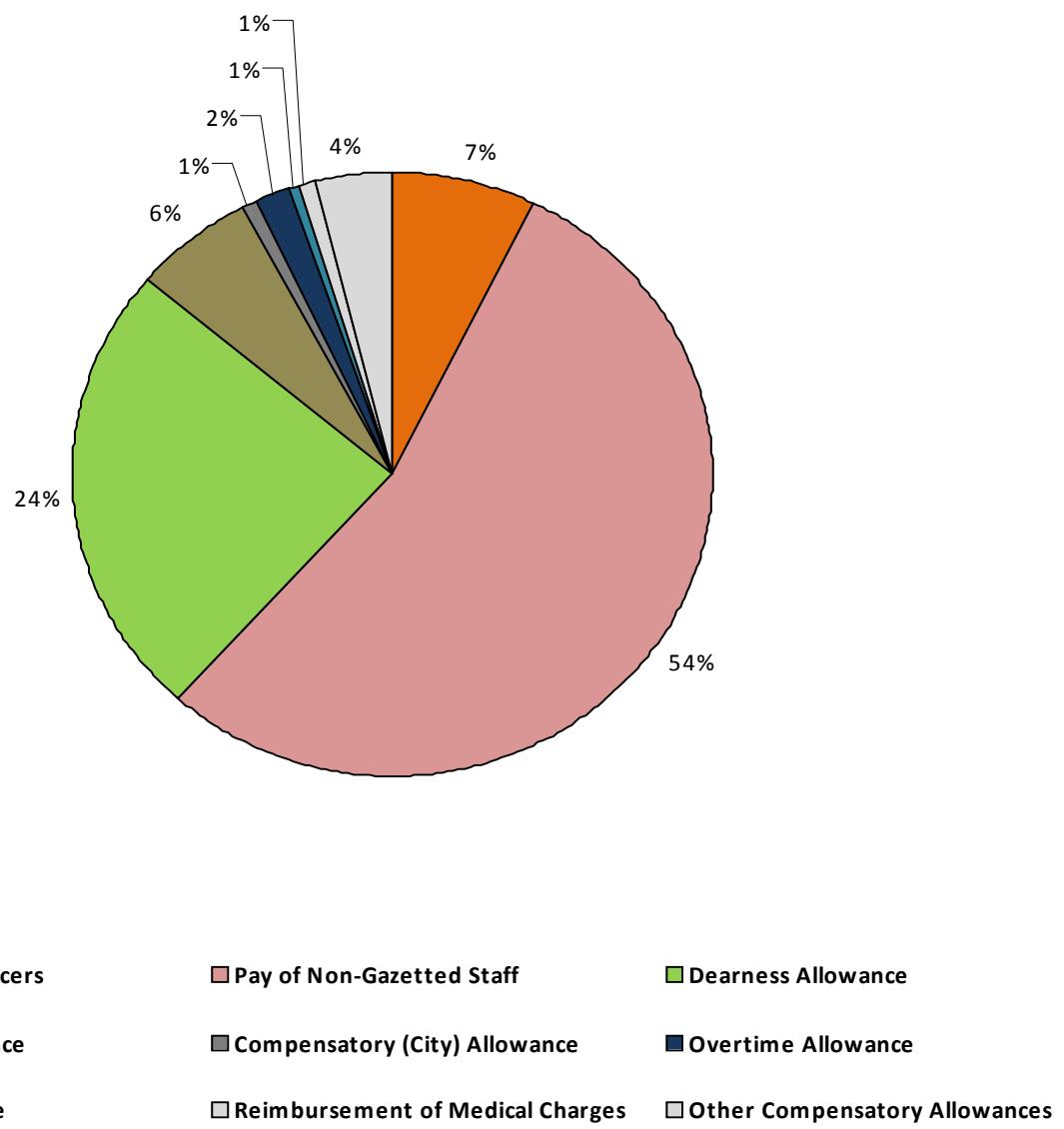


**COMPONENT-WISE BREAK UP OF EXPENDITURE ON PAY AND ALLOWANCES
OF THE CENTRAL GOVERNMENT CIVILIAN EMPLOYEES INCLUDING EMPLOYEES
OF UNION TERRITORIES DURING THE LAST THREE YEARS**

		(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

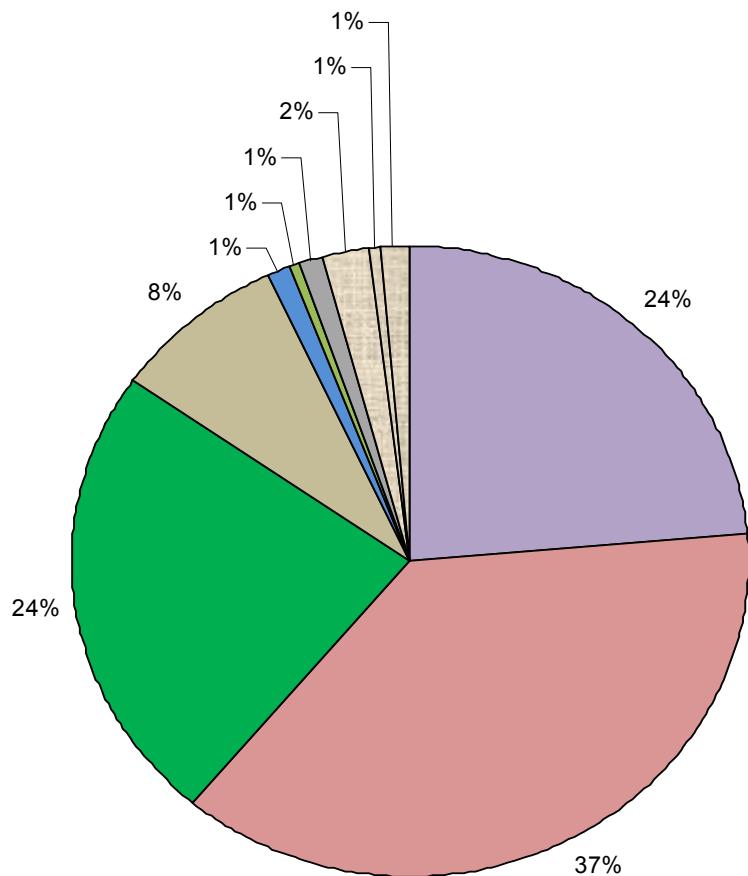


**COMPONENT-WISE BREAK UP OF EXPENDITURE ON PAY AND ALLOWANCES
OF THE EMPLOYEES OF OTHER DEPARTMENTS EXCLUDING EMPLOYEES
OF UTs, MINISTRIES/DEPARTMENTS OF RAILWAYS, DEFENCE, POSTS,
HOME AFFAIRS AND MISSIONS**

(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)

SI. 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)

SI. 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)

SI. 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)

SI. 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**

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)

Class of City	Expenditure on Compensatory (City) Allowance		
	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**

Sl. No.	Ministry/Department	(Rs. in Crore)											
		Pay	DA	HRA	CCA	OTA	TPT	Others	Total	Travel Allow.	Bonus	Honora- rium	Encashment of E.I.
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.
1	Agricultural Research & Education	0.71	0.29	0.10	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	
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	
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	
5	AYUSH	3.23	1.23	0.45	0.05	0.01	0.03	0.21	5.21	0.52	0.04	0.00	
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	
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	
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	
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	
10	Coal	4.15	1.60	0.63	0.10	0.03	0.10	0.20	6.81	0.85	0.07	0.06	
11	Commerce	87.11	34.21	15.34	2.39	1.40	1.79	5.02	147.26	17.83	1.14	0.41	
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	
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	
14	Culture	89.72	34.14	11.20	2.44	0.95	2.18	4.22	144.85	6.63	1.62	0.04	
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	
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	0.07	
17	Disinvestment	0.89	0.34	0.12	0.02	0.01	0.02	0.01	1.41	0.06	0.03	0.03	
18	Drinking Water Supply	0.73	0.28	0.11	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	
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	
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	
22	Expenditure	10.38	4.06	1.75	0.27	0.16	0.25	0.71	17.58	1.22	0.16	0.07	
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	
24	Fertilizers	3.68	1.43	0.57	0.09	0.09	0.11	0.08	6.08	0.64	0.05	0.08	
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	
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	
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	

Sl. No.	Ministry/Department	Pay	DA	HRA	CCA	OTA	TPT	Others	Total	Travel Allow.	Bonus	Honora- rium	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 No.	DA	HRA	CCA	OTA	TPT	Others	Total	Travel Allow.	Bonus	Honora- rium	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 Presidents 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

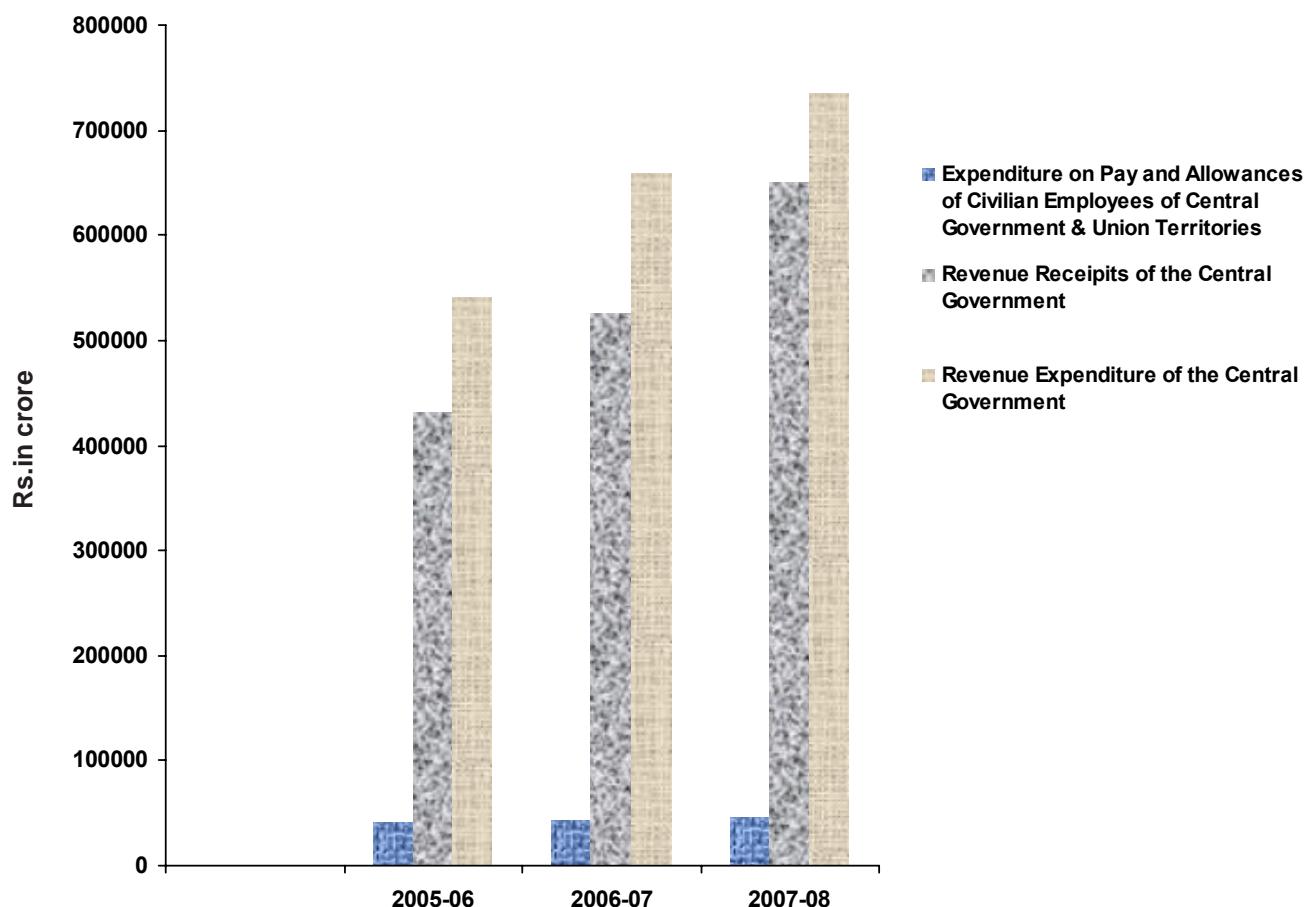
**EXPENDITURE ON PAY AND ALLOWANCES OF CENTRAL GOVERNMENT CIVILIAN
EMPLOYEES INCLUDING EMPLOYEES OF THE UNION TERRITORIES AS
PERCENTAGE OF REVENUE RECEIPTS AND REVENUE EXPENDITURE**

(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	266668	2921	796	1284	11229	10438	266668
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
1	2	3	4	5	6	7	8	9	10	11	12	13	14
58	School Education and Literacy	79	67	116	57	108	427	67	67	79	51	94	358
59	Science & Technology	592	554	440	6039	4551	12176	383	489	357	4214	3331	8774
60	Shipping	296	140	406	1410	823	3075	205	125	375	1074	645	2424
61	Social Justice & Empowerment	120	112	135	250	143	760	93	98	120	208	131	650
62	Space	8255	534	3036	4498	1063	17386	7726	445	2531	3069	601	14372
63	Statistics & Programme Implementation	464	1528	735	3143	779	6649	284	1199	654	2360	644	5141
64	Steel	49	66	62	156	81	414	45	58	55	104	72	334
65	Telecommunication**	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
67	Tourism	61	86	47	278	118	590	57	77	47	268	115	564
68	Tribal Affairs	58	39	57	83	49	286	35	24	41	53	36	189
69	Union Public Service Commission	186	229	494	607	563	2079	181	225	395	539	392	1732
70	Urban Development@ @	2509	1513	2261	17010	5225	28518	2217	1273	1784	13444	4172	22890
71	Vice President's Secretariat	6	5	-	29	19	59	5	5	-	25	17	52
72	Water Resources	1620	1232	1069	5969	3431	13321	1371	1069	969	4856	2874	11139
73	Women & Child Development	78	71	79	297	178	703	63	61	58	246	161	589
74	Youth Affairs and Sports	42	75	60	219	83	479	38	63	47	167	77	392
Total		93360	81701	73906	2346621	966600	3562188	79469	74177	60833	2091793	810560	3116832

* Includes some non-gazetted posts also.

** Sanctioned strength/in position are provisional.

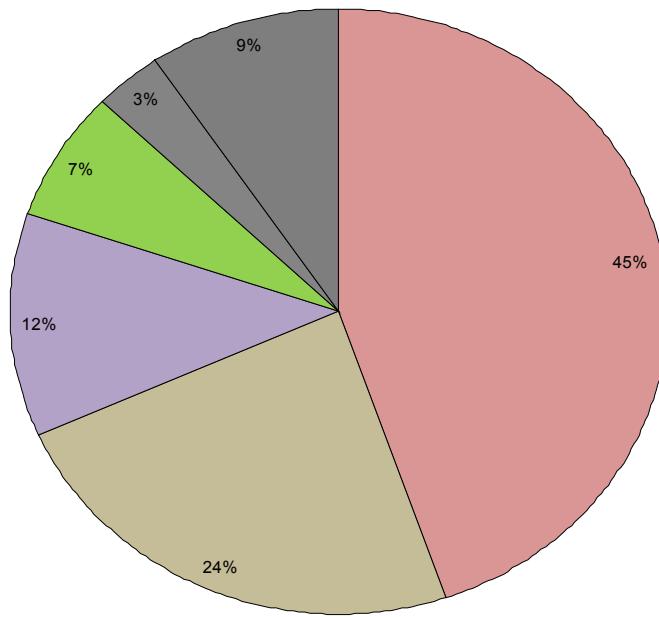
Excluding Gramene Dak Sewak.

@ @ 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**



■ Railways ■ Home Affairs ■ Defence(Civilian) ■ Posts ■ Revenue ■ Others

* Includes some Non-Gazetted posts also.

Excluding Grameen Dak Sewak.

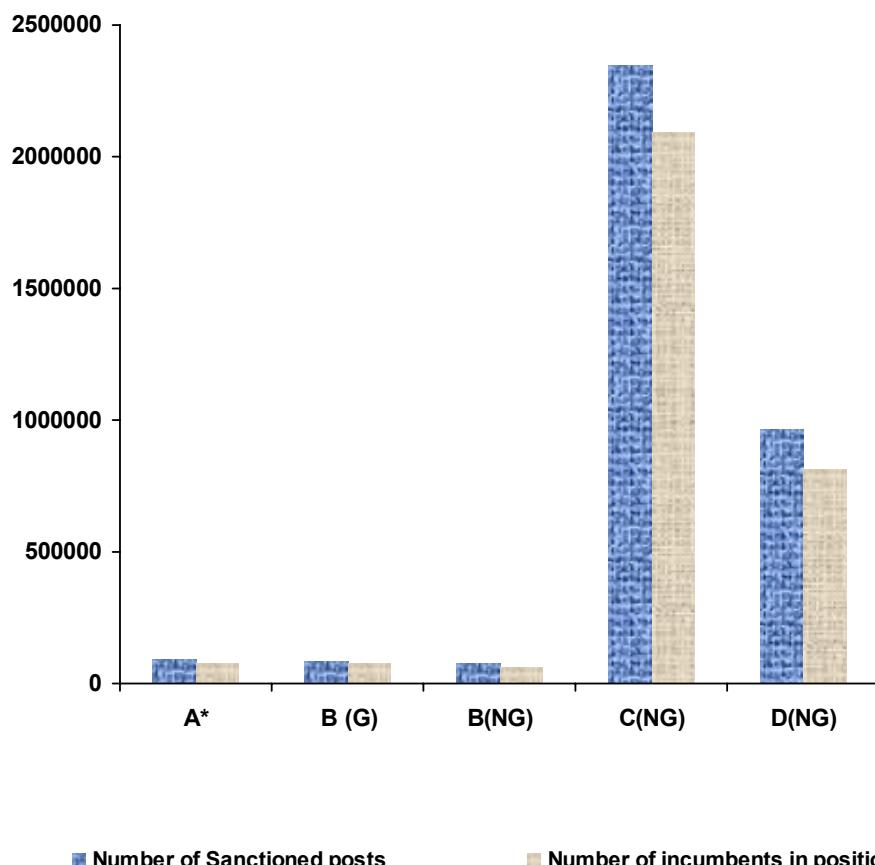
N.B (i) Figures in parentheses are the percentages to total.

(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				
		A	B	C	D	Total
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 Max. 3200	3800 4768	3953 4960	4106 5152	4475 5616	4743 5952	5164 6480	5623 7056	
2	Postman/Police Constable	Min. 3050 Max. 4590	4545 6839	4728 7115	4911 7390	5353 8055	5673 8537	6176 9295	6725 10121	
3	Lower Division Clerk	Min. 3050 Max. 4590	4545 6839	4728 7115	4911 7390	5353 8055	5673 8537	6176 9295	6725 10121	
4	Upper Division Clerk	Min. 4000 Max. 6000	5960 8940	6200 9300	6440 9660	7020 10530	7440 11160	8100 12150	8820 13230	
5	Jr. Res. Asstt./Stat. Asstt.	Min. 5000 Max. 8000	7450 11920	7750 12400	8050 12880	8775 14040	9300 14880	10125 16200	11025 17640	
6	Asstt.	Min. 5500 Max. 9000	8195 13410	8525 13950	8855 14490	9653 15795	10230 16740	11138 18225	12128 19845	
7	Asstt. Accounts Officer/ Res. Asstt.	Min. 6500 Max. 10500	9685 15645	10075 16275	10465 16905	11408 18428	12090 19530	13163 21263	14333 23153	
8	Section Officer	Min. 6500 Max. 10500	9685 15645	10075 16275	10465 16905	11408 18428	12090 19530	13163 21263	14333 23153	
9	Asstt. Dir./Res. Officer	Min. 8000 Max. 13500	11920 20115	12400 20925	12880 21735	14040 23693	14880 25110	16200 27338	17640 29768	
10	US/Sr.Res.Officer	Min. 10000 Max. 15200	14900 22648	15500 23560	16100 24472	17550 26676	18600 28272	20250 30780	22050 33516	
11	Dy. Secretary/Jt. Director	Min. 12000 Max. 16500	17880 24585	18600 25575	19320 26565	21060 28958	22320 30690	24300 33413	26460 36383	
12	Director	Min. 14300 Max. 18300	21307 27267	22165 28365	23023 29463	25097 32117	26598 34038	28958 37058	31532 40352	
13	Joint Secretary	Min. 18400 Max. 22400	27416 33376	28520 34720	29624 36064	32292 39312	34224 41664	37260 45360	40572 49392	
14	Additional Secretary	Min. 22400 Max. 24500	33376 36505	34720 37975	36064 39445	39312 42998	41664 45570	45360 49613	49392 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	Max.	30765	11013	41778	8.05	1.7.2003
		Attender, Sweeper etc.	Min.	3850	1340	5190		
2	Arunachal Pradesh	Secretary	Max	33600	5712	39312	8.78	1.1.96
		Peon	Min.	3825	650	4475		
3	Assam	Commissioner & Spl.						
		Secy. (PWD/Irrigation)	Max.	25500	8925	34425	6.94	1.1.96
		Peon (Class IV Services)	Min.	3675	1286	4961		
4	Bihar	Eng. in Chief	Max	33600	15792	49392	8.78	1.1.96
		Peon	Min	3825	1798	5623		
5	Delhi	Chief Justice,						
		Delhi High Court	Max.	90000	10800	100800	15.79	1.1.2006
		Peon Group D	Min.	5700	684	6384		
6	Goa	Principal Chief Engineer	Max.	77000	9240	86240	13.41	1.1.2006
		Peon	Min.	5740	689	6429		
7	Gujarat	Principal Chief						
		Ind. Advisor	Max.	39000	18330	57330	10.20	1.1.96
		Peon, Watchman etc.	Min.	3825	1798	5623		
8	Haryana	Dir.Gen.of						
		Health Services	Max.	58600	7032	65632	9.11	1.1.2006
		Peon	Min.	6430	772	7202		
9	Himachal Pradesh	Director Health Services	Max.	38500	18095	56595	9.80	1.1.96
		Peon etc.	Min.	3930	1847	5777		
10	Jammu & Kashmir	DG State Forest						
		Protection Force	Max.	36750	8820	45570	9.61	1.1.96
		Peon	Min.	3825	918	4743		
11	Jharkhand	Director in Chief/						
		Eng. Cum Chief/						
		Special Secretary	Max	33600	11760	45360	8.78	1.1.96
		Peon	Min.	3825	1339	5164		
12	Karnataka	Secretary to Govt.						
		PWD/Irrigation	Max.	39900	9077	48977	8.31	1.7.2005
		Group D Posts	Min.	4800	1092	5892		
13	Kerala	Director of Health						
		Services	Max.	35070	13327	48397	7.78	1.7.2004
		Peon/Class IV	Min.	4510	1714	6224		

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