

7th Pay Commission

7th Pay Commission - Overview

The 7th Central Pay Commission was established on February 8, 2014. Every ten years, the Central Government appoints a Pay Commission to review the pay structure of Central Government employees.

The Pay Commission provides recommendations after assessing our country's economic situation and available resources. Because this is not a constitutional body, the Central Government has the authority to accept or reject the recommendations.

7th Pay Commission Latest News in 2022

The Indian central Government has declared a hike in dearness allowance (DA) for central government employees. As per the 7th Pay Commission Latest News Today 2022, the hike has increased by 3% to 34% from 31% earlier. It started on January 1, 2022.

- The hike in DA will not only be helpful for the central government employees but also benefit the central Government and family employees getting a pension from the Government.
- The 7th Pay Commission Latest News for Pensioners is that they will be receiving a hike in the form of Dearness Relief (DR).
- The news also stated that the combined impact on the exchequer on account of both DA and DR would be Rs.9,544.50 crore per annum.
- It will be profitable for about 47.68 lakh Central Government employees and 68.62 lakh pensioners, according to the 7th Pay Commission News.

Highlights of the 7th Pay Commission Central Government

- The Government established the Pay Matrix 7th Pay Commission, chaired by Justice Ashok Kumar Mathur, during the UPA government's tenure.
- On November 19, 2015, seven other members from various fields submitted a report.
- Their recommendations went into effect on January 1, 2016. This report focuses on the structure of payments, allowances, and service conditions for individuals serving in the Armed Forces.

Main Points of the 7th Pay Commission

New Pay Matrix

- The 7th Central Pay Commission has recommended dissolving existing Pay Bands and Grade Pay instead of introducing a new pay matrix.
- This recommendation has received the Central Government's approval.

Basic Pay

- The starting salary will be ₹18,000 (for newly recruited officers).
- On the other hand, a newly recruited class 1 officer will be paid ₹56,100.

- This salary structure has a compression ratio of 1:3.12, which means that an officer's salary is three times that of a low-level entrant.

Increment Rates

- The 7th Central Pay Commission has decided to maintain the increment rate at 3%.
- Therefore, employees will benefit in the long run from higher basic pay because they will receive an annual increment of 2.57 times greater than they do now.

New Structure

- The Central Government has approved the Rationalization Index and collectively offered a minimum pay at each Pay Matrix level based on responsibility, accountability, and increasing role per hierarchy.
- There were previously several levels of pay structure; a new structure absorbed all of these.

Recommendations for Advance to Build a House

- The Cabinet has approved the recommendation of the 7th Pay Commission Central Government to raise the ceiling on House Building Advance from 7.50 lakh to 25 lakh.
- However, the Cabinet has retained four interest-free advances to alleviate the burden, such as TA on transfer or tours.
- The 7th Pay Commission Central Government has approved a 3% increase in Dearness Allowance (DA).
- With the recent increase, DA will now account for 34% of the basic income.

7th Pay Commission 2020 & 2021

Due to the widespread coronavirus pandemic between these years, the government froze the hike in DA or DR from January 1, 2020, to June 30, 2021.

- The government decided to restore the DA/DR from July 1, 2021, and the hike was around 28% from 17%.
- The increase in DA from 17% to 28% absorbed extra instalments that began on January 1, 2020, July 1, 2020, and January 1, 2021, orders issued by the Department of Expenditure.
- The rate of dearness allowance from January 1, 2020, to June 30, 2021, stayed at 17%.
- In Diwali 2022, the government hiked the DA by 3% and the current rate of 28% of the basic pay and allowance.
- It made the DA/DR to 31% for central government employees and was considered a Diwali gift.

Proposals of the 7th Pay Commission 2021

The 7th Pay Commission gave many recommendations. It included maximum pay for government employees, a new pay matrix, work-related illness and injury leave (WRIL), and a constant fitment factor.

The recommended Military Service Pay (MSP) per month is as listed below:

Designation	Recommended By 7th Pay Commission
Non-Combatants (enrolled) in the Air Force	Rs. 3,600
JCO / ORs	Rs. 5,200
Nursing Officers	Rs. 10,800
Service Officers	Rs. 15,500

7th Pay Commission Pay Ranking for Central Government Employees

The 7th Pay Commission Pay Scales structure is given below for the Central Government Departments working in CRIS under Indian Railways.

Staff	7th Pay Commission Pay Scales
Supporting Staff – I	Pay Matrix Level 4 (25500-81100)
Supporting Staff – II	Pay Matrix Level 6 (35400-112400)
Supporting Staff – III	Pay Matrix Level 6 (35400-112400)
Supporting Staff – IV	Pay Matrix Level 6 (35400-112400)

7th Pay Commission HRA Table

Following the hike of Dearness Allowance to 28%, the rates of HRA also improved to 9%, 18%, and 27% based to the category of cities and towns. Given below are the previous and the revised HRA Calculation after 7th Pay Commission.

Level	Pre-Revised Rates			Revised Rates			
	Basic Pay	24%	16%	8%	27%	18%	9%
1	18000	4320	2880	1440	4860	3240	1620
2	19900	4776	3184	1592	5373	3582	1791
3	21700	5208	3472	1736	5859	3906	1953
4	25500	6120	4080	2040	6885	4590	2295

5	29200	7008	4672	2336	7884	5256	2628
6	35400	8496	5664	2832	9558	6372	3186
7	44900	10776	7184	3592	12123	8082	4041
8	47600	11424	7616	3808	12852	8568	4284
9	53100	12744	8496	4248	14337	9558	4779
10	56100	13464	8976	4488	15147	10098	5049

7th Pay Commission Matrix

The 7th Pay Commission Pay Matrix has been a simple and easily understandable table which is also predictable and transparent. The stakeholders interacted with the 7th Pay Commission to place their demands.

Below is the 7th Pay Commission Pay Matrix Table for employees of the Central Government:

1. Level 1 to Level 5 - Grade Pay 1800 to 2800

Below is the brief report about the 7th Pay Commission Salary Slab from Rs.1800 to Rs.2800.

- PB-1 (5200 to 20200)

GP	1800	1900	2000	2400	2800
Level	1	2	3	4	5
1	18000	19900	21700	25500	29200
2	18500	20500	22400	26300	30100
3	19100	21100	23100	27100	31000

4	19700	21700	23800	27900	31900
5	20300	22400	24500	28700	32900
6	20900	23100	25200	29600	33900
7	21500	23800	26000	30500	34900
8	22100	24500	26800	31400	35900
9	22800	25200	27600	32300	37000
10	23500	26000	28400	33300	38100
11	24200	26800	29300	34300	39200
12	24900	27600	30200	35300	40400
13	25600	28400	31100	36400	41600
14	26400	29300	32000	37500	42800

15	27200	30200	33000	38600	44100
16	28000	31100	34000	39800	45400
17	28800	32000	35000	41000	46800
18	29700	33000	36100	42200	48200
19	30600	34000	37200	43500	49600
20	31500	35000	38300	44800	51100
21	32400	36100	39400	46100	52600
22	33400	37200	40600	47500	54200
23	34400	38300	41800	48900	55800
24	35400	39400	43100	50400	57500
25	36500	40600	44400	51900	59200

26	37600	41800	45700	53500	61000
27	38700	43100	47100	55100	62800
28	39900	44400	48500	56800	64700
29	41100	45700	50000	58500	66600
30	42300	47100	51500	60300	68600
31	43600	48500	53000	62100	70700
32	44900	50000	54600	64000	72800
33	46200	51500	56200	65900	75000
34	47600	53000	57900	67900	77300
35	49000	54600	59600	69900	79600
36	50500	56200	61400	72000	82000

37	52000	57900	63200	74200	84500
38	53600	59600	65100	76400	87000
39	55200	61400	67100	78700	89600
40	56900	63200	69100	81100	92300

2. Level 6 to Level 9 - Grade Pay 4200 to 5400

Have a look on the 7th Pay Commission Salary from Rs.4200 to Rs.5400.

- PB-2 (9300 to 34800)

GP	4200	4600	4800	5400
Level	6	7	8	9
1	35400	44900	47600	53100
2	36500	46200	49000	54700
3	37600	47600	50500	56300
4	38700	49000	52000	58000

5	39900	50500	53600	59700
6	41100	52000	55200	61500
7	42300	53600	56900	63300
8	43600	55200	58600	65200
9	44900	56900	60400	67200
10	46200	58600	62200	69200
11	47600	60400	64100	71300
12	49000	62200	66000	73400
13	50500	64100	68000	75600
14	52000	66000	70000	77900
15	53600	68000	72100	80200

16	55200	70000	74300	82600
17	56900	72100	76500	85100
18	58600	74300	78800	87700
19	60400	76500	81200	90300
20	62200	78800	83600	93000
21	64100	81200	86100	95800
22	66000	83600	88700	98700
23	68000	86100	91400	101700
24	70000	88700	94100	104800
25	72100	91400	96900	107900
26	74300	94100	99800	111100

27	76500	96900	102800	114400
28	78800	99800	105900	117800
29	81200	102800	109100	121300
30	83600	105900	112400	124900
31	86100	109100	115800	128600
32	88700	112400	119300	132500
33	91400	115800	122900	136500
34	94100	119300	126600	140600
35	96900	122900	130400	144800
36	99800	126600	134300	149100
37	102800	130400	138300	153600

38	105900	134300	142400	158200
39	109100	138300	146700	162900
40	112400	142400	151100	151100

3. Level 10 to Level 12 - Grade Pay 5400 to 7600

Read the Pay Scale 7th Pay Commission applicable from Level 10 to Level 12, where the highest grade pay is Rs.7600.

- PB-3 (15600 to 39100)

GP	5400	6600	7600
Level	10	11	12
1	56100	67700	78800
2	57800	69700	81200
3	59500	71800	83600
4	61300	74000	86100
5	63100	76200	88700

6	65000	78500	91400
7	67000	80900	94100
8	69000	83300	96900
9	71100	85800	99800
10	73200	88400	102800
11	75400	91100	105900
12	77700	93800	109100
13	80000	96600	112400
14	82400	99500	115800
15	84900	102500	119300
16	87400	105600	122900

17	90000	108800	126600
18	92700	112100	130400
19	95500	115500	134300
20	98400	119000	138300
21	101400	122600	142400
22	104400	126300	146700
23	107500	130100	151100
24	110700	134000	155600
25	114000	138000	160300
26	117400	142100	165100
27	120900	146400	170100

28	124500	150800	175200
29	128200	155300	180500
30	132000	160000	185900
31	136000	164800	191500
32	140100	169700	197200
33	144300	174800	203100
34	148600	180000	209200
35	153100	185400	-
36	157700	191000	-
37	162400	196700	-
38	167300	202600	-

39	172300	208700	-
40	177500	-	-

4. Level 13 to Level 14 - Grade Pay 8700 to 10000

PB-4(37400 to 67000)

GP	8700	8900	10000
Level	13	13A	14
1	123100	131100	144200
2	126800	135000	148500
3	130600	139100	153000
4	134500	143300	157600
5	138500	147600	162300
6	142700	152000	167200

7	147000	156600	172200
8	151400	161300	177400
9	155900	166100	182700
10	160600	171100	188200
11	165400	176200	193800
12	170400	181500	199600
13	175500	186900	205600
14	180800	192500	211800
15	186200	198300	218200
16	191800	204200	-
17	197600	210300	

18	203500	216600	-
19	209600	-	-
20	215900	-	-

No Grade Pay - Hag Scales

Level 15 to Level 18

PB	67000-79000	75500-80000	80000	90000
Level	15	16	17	18
1	182200	205400	225000	250000
2	187700	211600	-	-
3	193300	217900	-	-
4	199100	224400	-	-
5	205100	-	-	-

6	211300	-	-	-
7	217600	-	-	-
8	224100	-	-	-

7th Pay Commission J&K

Below is the complete information about the new pay scale structure of J&K State Government employees for Level-1 to Level-5.

Grade Pay	1800	1900	2100	2300	2400	2800
	Pay Matrix Level 1	Pay Matrix Level 2	Pay Matrix Level 3A	Pay Matrix Level 3B	Pay Matrix Level 4	Pay Matrix Level 5
1	18000	19900	25300	25400	25500	29200
2	18500	20500	26100	26200	26300	30100
3	19100	21100	26900	27000	27100	31000
4	19700	21700	27700	27800	27900	31900
5	20300	22400	28500	28600	28700	32900
6	20900	23100	29400	29500	29600	33900
7	21500	23800	30300	30400	30500	34900
8	22100	24500	31200	31300	31400	35900
9	22800	25200	32100	32200	32300	37000
10	23500	26000	33100	33200	33300	38100
11	24200	26800	34100	34200	34300	39200
12	24900	27600	35100	35200	35300	40400
13	25600	28400	36200	36300	36400	41600
14	26400	29300	37300	37400	37500	42800
15	27200	30200	38400	38500	38600	44100

16	28000	31100	39600	39700	39800	45400
17	28800	32000	40800	40900	41000	56800
18	29700	33000	42000	42100	42200	48200
19	30600	34000	43300	43400	43500	49600
20	31500	35000	44600	44700	44800	51100
21	32400	36100	45900	46000	46100	52600
22	33400	37200	47300	47400	47500	54200
23	34400	38300	48700	48800	48900	55800
24	35400	39400	50200	50300	50400	57500
25	36500	40600	51700	51800	51900	59200
26	37600	41800	53300	53400	53500	61000
27	38700	43100	54900	55000	55100	62800
28	39900	44400	56500	56700	56800	64700
29	41100	45700	58200	58400	58500	66600
30	42300	47100	59900	60200	60300	68600
31	43800	48500	61700	62000	62100	70700
32	44900	50000	63600	63900	64000	72800
33	46200	51500	65500	65800	65900	75000
34	47600	53000	67500	67800	67900	77300
35	49000	54600	69500	69800	69900	79600
36	50500	55200	71600	71900	72000	82000
37	52000	57900	73700	74100	74200	84500
38	53600	59600	75900	76300	75400	87000
39	55200	61400	78200	78600	78700	89600
40	56900	63200	80500	81000	81100	92300