

GOVERNMENT OF INDIA  
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS  
(DEPARTMENT OF PERSONNEL & TRAINING)

**RAJYA SABHA**  
**UNSTARRED QUESTION NO.3165**  
(ANSWERED ON 19.03.2026)

**GUIDELINES FOR INCREMENT AFTER STEPPING UP OF PAY**

**3165. SHRI NEERAJ SHEKHAR:**

Will the **PRIME MINISTER** be pleased to state:

- (a) whether, as per the OM of DoPT dated 13.09.2022 regarding next increment after stepping up of pay, the senior officer would be entitled to next increment on completion of the required qualifying service w.e.f. the date of re-fixation of pay;
- (b) if so, the details of required qualifying period for the next increment from the date of stepping up under the 7th Central Pay Commission;
- (c) whether Hon'ble Delhi High Court in W.P. (C) 12452/2023 has rejected any qualifying period for the same; and
- (d) if so, the details of orders issued in response thereof?

**ANSWER**

**MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS AND MINISTER OF STATE IN THE PRIME MINISTER'S OFFICE  
(DR. JITENDRA SINGH)**

- (a): Department of Personnel and Training (DoP&T) has issued information document on pay fixation of Government Servant on 13.09.2022 for the facility of reference and guidance. As per para 2(ii) of DoP&T OM No. 4/3/2017-Estt.(Pay-I) dated 26.10.2018 as also contained in above said document dated 13.09.2022, the senior officer shall be entitled to the next increment after stepping up of pay on completion of the required qualifying service w.e.f. the date of re-fixation of the pay.
- (b): The date of next increment in 7<sup>th</sup> Central Pay Commission pay structure is governed under Rule 10 of Central Civil Services (Revised Pay) Rules, 2016, the extract of which has been annexed herewith.
- (c): The Judgement of the Hon'ble High Court of Delhi dated 05.10.2023 in W.P.(C) No.12452/2023 is a matter of public record and is available on the official website of Hon'ble Delhi High Court (<https://www.delhihighcourt.nic.in/web/>Case Status>).
- (d): The Judgement of the Hon'ble High Court of Delhi dated 05.10.2023 in W.P.(C) No. 12452/2023 has been implemented in respect of applicant of the case.

**Rule 10 of the Central Civil Services (Revised Pay) Rules, 2016 referred to in inputs of  
Rajya Sabha Unstarred Question No. 3165 for 19.03.2026**

**10. Date of next increment in revised pay structure:-**

"(1) There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July:

Provided that an employee shall be entitled to only one annual increment either on 1st January or 1st July depending on the date of his appointment, promotion or grant of financial upgradation.

(2) The increment in respect of an employee appointed or promoted or granted financial upgradation including upgradation under Modified Assured Career Progression Scheme (MACPS) during the period between the 2nd day of January and 1st day of July (both inclusive) shall be granted on 1st day of January and the increment in respect of an employee appointed or promoted or granted financial upgradation including upgradation under MACPS during the period between the 2nd day of July and 1st day of January (both inclusive) shall be granted on 1st day of July.

**Illustration:**

(a) In case of an employee appointed or promoted in the normal hierarchy or under MACPS during the period between the 2nd day of July, 2016 and the 1st day of January, 2017, the first increment shall accrue on the 1st day of July, 2017 and thereafter it shall accrue after one year on annual basis.

(b) In case of an employee appointed or promoted in the normal hierarchy or under MACPS during the period between 2nd day of January, 2016 and 1st day of July, 2016, who did not draw any increment on 1st day of July, 2016, the next increment shall accrue on 1st day of January, 2017 and thereafter it shall accrue after one year on annual basis:

Provided that in the case of employees whose pay in the revised pay structure has been fixed as on 1st day of January, the next increment in the Level in which the pay was so fixed as on 1st day of January, 2016 shall accrue on 1st day of July, 2016:

Provided further that the next increment after drawal of increment on 1st day of July, 2016 shall accrue on 1st day of July, 2017.

(3) Where two existing Grades in hierarchy are merged and the junior Government servant in the lower Grade happens to draw more pay in the corresponding Level in the revised pay structure than the pay of the senior Government servant, the pay of the senior government servant shall be stepped up to that of his junior from the same date and he shall draw next increment in accordance with this rule."

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