

Unit 55. Salary of an IAS Officer



Candidates opt for Civil Services not always due to the attraction of salary or perks. Though the private sector may offer better packages, the list of candidates who leave their cushy job to enter public service for a lesser salary is not small. Having said that, please don't conclude that the salary of an IAS officer is too meagre. It's not!



Salary of an IAS officer: 7th Pay Commission Recommendations

The starting salaries of all Civil Servants (Group A) are the same (Pay Level 10).

7th Pay Commission recommendations are approved by Cabinet on 29th June 2016. Now the basic pay of entry-level IAS officers is **Rs. 56100**. Allowances like Dearness Allowance (DA), House Rent Allowance (HRA) and Travel Allowance (TA) will be extra. The salary will increase as experience increases. The basic pay of Cabinet Secretary is fixed at **Rs.2,50,000**.

Total Salary = Basic Pay + DA + HRA + TA

The above-mentioned figures are basic salaries. You may also be entitled to **HRA, DA and TA.**

HRA would be 8-24% of Basic Salary. If you are getting official accommodation, HRA part won't be credited to your salary.

DA would start from 0% after 7th pay commission recommendation. This component would be linked to inflation. But remember that DA had touched 107% of Basic Salary of government officers in 2015 and in future, the DA part would be significant. DA is revised on half yearly basis (January and July every year) depending on the inflation index (CPI).

You will also be given Travel Allowance (TA) to meet various expenses related to travel.

Note: There was another component called grade pay in government officers salary before. Now, this part is removed.

Thus, it can be seen that the total salary of entry-level IAS officers would be **Rs 56100 + DA + House Rent Allowance + Transport Allowance.**

The structure goes up to Pay Level 18.

Understanding IAS officer's salary structure: Based on 7th Pay Commission Recommendations

A new Pay Matrix system is introduced by the commission, which contains as many as 18 horizontal levels to take care of fixation of pay on MACP or Promotion. The vertical range for each of these 18 levels is meant for fixation of pay by providing annual increment.

7th Pay Commission has done away with the Pay Band – Grade Pay System (the first two rows shown in orange colour) which existed before. The previous pay bands are shown for comparison purpose only. The new Pay Levels are highlighted row-wise (1-18) from left to right in the above table. Within the same column, if you go downward, the pay for the next years are mentioned.

- IAS officers are usually promoted every 4-5 years.
- The IAS officers get two extra-increment (6%) when they are Level 11, 12 and 13.
- After the level 14 salaries of all officers are same.



Pay Matrix

Pay Band	5200-20200					9300-34800				15600-39100			37400-67000			67000-79000	75500-80000	80000	90000
	1800	1900	2000	2400	2800	4200	4600	4800	5400	5400	6600	7600	8700	8900	10000				
Grade Pay	1800	1900	2000	2400	2800	4200	4600	4800	5400	5400	6600	7600	8700	8900	10000				
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	13A	14	15	16	17	18
1	18000	19900	21700	25500	29200	35400	44900	47600	53100	56100	67700	78800	118500	131100	144200	182200	205400	225000	250000
2	18500	20500	22400	26300	30100	36500	46200	49000	54700	57800	69700	81200	122100	135000	148500	187700	211600		
3	19100	21100	23100	27100	31000	37600	47600	50500	56300	59500	71800	83600	125800	139100	153000	193300	217900		
4	19700	21700	23800	27900	31900	38700	49000	52000	58000	61300	74000	86100	129600	143300	157600	199100	224400		
5	20300	22400	24500	28700	32900	39900	50500	53600	59700	63100	76200	88700	133500	147600	162300	205100			
6	20900	23100	25200	29600	33900	41100	52000	55200	61500	65000	78500	91400	137500	152000	167200	211300			
7	21500	23800	26000	30500	34900	42300	53600	56900	63300	67000	80900	94100	141600	156600	172200	217600			
8	22100	24500	26800	31400	35900	43600	55200	58600	65200	69000	83300	96900	145800	161300	177400	224100			
9	22800	25200	27600	32300	37000	44900	56900	60400	67200	71100	85800	99800	150200	166100	182700				
10	23500	26000	28400	33300	38100	46200	58600	62200	69200	73200	88400	102800	154700	171100	188200				
11	24200	26800	29300	34300	39200	47600	60400	64100	71300	75400	91100	105900	159300	176200	193800				
12	24900	27600	30200	35300	40400	49000	62200	66000	73400	77700	93800	109100	164100	181500	199600				
13	25600	28400	31100	36400	41600	50500	64100	68000	75600	80000	96600	112400	169000	186900	205600				
14	26400	29300	32000	37500	42800	52000	66000	70000	77900	82400	99500	115800	174100	192500	211800				
15	27200	30200	33000	38600	44100	53600	68000	72100	80200	84900	102500	119300	179300	198300	218200				
16	28000	31100	34000	39800	45400	55200	70000	74300	82600	87400	105600	122900	184700	204200					
17	28800	32000	35000	41000	46800	56900	72100	76500	85100	90000	108800	126600	190200	210300					
18	29700	33000	36100	42200	48200	58600	74300	78800	87700	92700	112100	130400	195900	216600					
19	30600	34000	37200	43500	49600	60400	76500	81200	90300	95500	115500	134300	201800						
20	31500	35000	38300	44800	51100	62200	78800	83600	93000	98400	119000	138300	207900						
21	32400	36100	39400	46100	52600	64100	81200	86100	95800	101400	122600	142400	214100						
22	33400	37200	40600	47500	54200	66000	83600	88700	98700	104400	126300	146700							
23	34400	38300	41800	48900	55800	68000	86100	91400	101700	107500	130100	151100							
24	35400	39400	43100	50400	57500	70000	88700	94100	104800	110700	134000	155600							
25	36500	40600	44400	51900	59200	72100	91400	96900	107900	114000	138000	160300							
26	37600	41800	45700	53500	61000	74300	94100	99800	111100	117400	142100	165100							
27	38700	43100	47100	55100	62800	76500	96900	102800	114400	120900	146400	170100							
28	39900	44400	48500	56800	64700	78800	99800	105900	117800	124500	150800	175200							
29	41100	45700	50000	58500	66600	81200	102800	109100	121300	128200	155300	180500							
30	42300	47100	51500	60300	68600	83600	105900	112400	124900	132000	160000	185900							
31	43600	48500	53000	62100	70700	86100	109100	115800	128600	136000	164800	191500							
32	44900	50000	54600	64000	72800	88700	112400	119300	132500	140100	169700	197200							
33	46200	51500	56200	65900	75000	91400	115800	122900	136500	144300	174800	203100							
34	47600	53000	57900	67900	77300	94100	119300	126600	140600	148600	180000	209200							
35	49000	54600	59600	69900	79600	96900	122900	130400	144800	153100	185400								
36	50500	56200	61400	72000	82000	99800	126600	134300	149100	157700	191000								
37	52000	57900	63200	74200	84500	102800	130400	138300	153600	162400	196700								
38	53600	59600	65100	76400	87000	105900	134300	142400	158200	167300	202600								
39	55200	61400	67100	78700	89600	109100	138300	146700	162900	172300	208700								
40	56900	63200	69100	81100	92300	112400	142400	151100	167800	177500									

7th Pay Commission Recommendations: Salary of Government Officers

Pay Level for each rank

The Pay Levels for each rank are as follows:

- Level 10: (1-4yrs) ASP/SDM/ Asst. Commissioner in IRS
- Level 11: (5-8 yrs) SP/DM/Deputy Commissioner in IRS
- Level 12: (9-12 yrs) SSP/DM (DS in GOS)/Joint Commissioner in IRS
- Level 13: (13-16 yrs) SSP/DM (Director in Government of India)/Additional Commissioner in IRS
- Level 13A: (14th yr) DIG (No parallel Scale in IAS or IRS)
- Level 14: (16-24 yrs) IG/Commissioner (IAS/IRS)/JS in GOI
- Level 15: (25-30 yrs) ADG/Additional Secretary in GOI/Principal Secretary in State/ Principal Commissioner in IRS
- Level 16: (30-33 yrs) Additional Chief Secretary /DG/Chief Commissioner in IRS
- Level 17: (34-36 yrs) Chief Secretary/DG/Secretary of GOI/ Principal Chief Commissioner in IRS
- Level 18: (37+ yrs) Cabinet Secretary to Government of India

HRA and Transport Allowance for Central Government Employees as recommended by 7th Pay Commission

HRA @ 24%, 16%, and 8% have been proposed for X, Y and Z class cities respectively. 7th Pay Commission has also recommended for enhancement of HRA while DA crosses 50% and 100%. As far as Transport Allowance is concerned, there is no increase. DA @ 125% has been merged with existing Transport Allowance.

7th Pay Commission has done away with the Pay Band – Grade Pay System which existed before.

Scales of IAS officers (Approx.)

1. Junior Scales (0-4 years)
2. Senior Scales (4-9 years)
3. ->Senior Timescale (4 years+)
4. ->Junior Administrative grade (9 years+)
5. Selection Grade (13 years+)
6. Super Times Scale(16 year+)
7. Above Super Time Scale(25 years+)

Pay Scale, Pay Band, and Grade Pay: Before 7th Pay Commission Report was accepted



IAS salary structure consists of different Pay Scales: Junior Scale, Senior Scales, Super Time Scale, Above Super Time Scales etc. Each of the pay scales further consists of different pay bands.

1. **Junior Scale:** Pay Band: Rs 15600-39100 plus Grade Pay Rs 5400
2. **Senior Time Scale:** Pay Band: Rs 15600-39100 plus Grade Pay Rs 6600
3. **Junior Administrative Grade:** Pay Band: Rs 15600-39100 plus Grade Pay Rs 7600
4. **Selection Grade:** Pay Band: Rs 37400-67000 plus Grade Pay Rs 8700
5. **Super Time Scale:** Pay Band: Rs 37400-67000 plus Grade Pay Rs 10000
6. **Above Super Time Scale**
 - Rs 37400-67000. Plus Grade Pay of Rs 12000.
 - The Apex Pay Scale of Rs 80000 (fixed). No Grade Pay.
 - Cabinet Secretary Grade of Rs 90000 (fixed). No Grade Pay.

Civil Services Should Not Be attractive Because of Salary!

Of course, the IAS/IPS/IRS post needs rewards for all the hard work you did. The government should pay you well to have a decent living, but the perks and allowances should never be the attraction for aiming for Civil Services. As the name suggests, it is a service for the nation.





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