

राष्ट्रीय आदिवासी छात्र शिक्षा समिति
(जनजातीय कार्य मंत्रालय के अंतर्गत
एक स्वायत्त संस्थान, भारत सरकार)
भू-तल, गेट नंबर-3ए, जीवन तारा बिल्डिंग,
संसद मार्ग, नई दिल्ली-110001
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National Education Society for Tribal Students
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Ministry of Tribal Affairs, Govt. of India)
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NESTS/HR/Pay fixation/36/2020-21

(Comp. No. #17880/Note #274)

Date: 18.11.2025

To

The Nodal Officer,
All State EMRS Societies.

Subject: Pay fixation guidelines for employees absorbed in the Roll of NESTS-Reg.

NESTS Hqr is in receipt of requests for pay fixation in r/o employees of EMRSs absorbed in the strength of NESTS in various Teaching and Non-Teaching cadre. It is decided that guidelines noted below may be scrupulously adhered to, depending upon the scenario to which the case belong to, for maintaining uniformity in the matter of pay fixation.

| SL No. | Scenario | Pay Fixation Guidelines |
|--------|--|--|
| 1 | Drawing More basic pay in the old post than the initial pay in the pay level attached to the absorbed post (new post). | <u>FR 22 (1) (a) (2).</u> Initial pay to be fixed in the absorbed post (new post) in NESTS <i>at the stage equal to the pay drawn in old post.</i> Next Increment will be drawn in the new post on the date on which the employee would have received an Increment in the time scale of the old post. If there is no such equal stage in the time-scale of New Post, the initial pay in the new post will be fixed at the stage next above his pay in r/o the old post and he will draw increment in the new post on completion of the period required for earning an increment in the time-scale of the new post. |
| 2 | Drawing Less basic pay in the old post than the initial (minimum) pay in the pay level attached to the absorbed post (new post). | <u>FR 22 (1) (a) (2).</u> Pay to be fixed at the minimum stage of the pay level applicable to the absorbed post (new post). Next Increment will be drawn on completion of the period required for earning increment. |

| | | |
|---|--|---|
| 3 | Drawing basic pay in the old post at an amount equal to or more than the maximum stage in the pay level attached to the absorbed post. | FR 22 (1) (a) (3) Pay to be fixed at the maximum stage of the pay level applicable to the absorbed post (new post) in NESTS. There is no increment thereafter. |
| <i>Note: The above three scenarios assume that the scale of pay in old post and new post (absorbed post) are as per 7th CPC implementation and CCS (RP) Rules 2016. If scale of pay in both the posts (old and new) are not according to 7th CPC, then guidelines under point number 4 may be followed.</i> | | |
| 4 | Where the State Govt has either not revised or revised the pay scale of their employees on or after 1.1.2016 below or beyond the base index of 261.41 as per AICPI (IW) 2001 series. | May be decided on case-to-case basis in consultation with NESTS Hqrs. |

2. This issues with the approval of the competent authority.

Sd/-
(Vipin Kumar)
Joint Commissioner

Copy to: -

- 1) All the Principals of Eklavya Model Residential Schools (EMRSs).
- 2) The DC (Fin.) / DC (Admn), NESTS Hqrs., New Delhi.