

# NUTA

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## MINISTRY OF FINANCE

DEPARTMENT OF EXPENDITURE

### RESOLUTION

New Delhi, the 29th August, 2008

**No. 1/1/2008 -I C.** - The Sixth Central Pay Commission was set up by the Government of India vide Resolution No. 5/2/2006-E.III(A) dated 5th October, 2006 as amended by Resolution No. 5/2/2006 E.III(A) dated 7th December, 2006 (to include Members of regulatory bodies (excluding RBI) set up under Acts of Parliament) and Resolution No. 5/2/2006-E.III(A) dated 8th August, 2007 (to include the officers and employees of the Supreme Court). **On the 24th March, 2008, the Commission submitted its Report** relating to structure of emoluments, allowances, conditions of service and retirement benefits of Central Government employees including those belonging to Union Territories, members of All India Services, personnel belonging to the Defence Forces, officers and employees

of the Indian Audit and Accounts Department (IA &AD) and Chairpersons/Members of Regulatory Bodies (except Reserve Bank of India). The Government have given careful consideration to the recommendations of the Commission in respect of civilian employees of the Central Government in Groups 'A', 'B', 'C' and 'D' as also those in the All India Services and Chairpersons/Members of Regulatory Bodies (except Reserve Bank of India) and have decided that the recommendations of the Commission in respect of these categories of Central Government employees, All India Services and Chairpersons/Members of Regulatory Bodies (except Reserve Bank of India) **shall be accepted as a package subject to the modifications mentioned below :**

i) The following Pay Bands recommended by the Commission will be improved and the modified Pay Bands will be as below :

Recommended by the Commission	Decision of the Government
PB-1 Rs.4860 - 20200	PB-1 Rs. 5200-20200
PB-2 Rs. 8700 - 34800	PB-2 Rs. 9300-34800
PB-4 Rs. 39200-67000	PB-4 Rs. 37400-67000

ii) A new pay scale of Rs. 75500/- (annual increment @ 3 %) - 80000 designated as HAG + will be carved out of PB-4,

iii) The following Grade Pays recommended by the Commission **will be improved and the modified Grade Pays will be as below:**

Recommended by the Commission	Decision of the Government
Grade Pay of Rs. 6100 in PB-3 for the pre-revised pay scales of Rs. 10000-15200 and Rs. 10325-10975.	Grade Pay - Rs. 6600 in PB-3
Grade Pay of Rs. 6500 in PB-3 for the pre-revised pay scale of Rs. 10650-15850.	Grade Pay - Rs. 6600 in PB-3
Grade Pay of Rs. 6600 in PB-3 for the pre-revised pay scale of Rs. 12000-16500.	Grade Pay - Rs. 7600 in PB-3
Grade Pay of Rs. 7500 in PB-3 for the pre-revised pay scale of Rs. 12750-16500.	Grade Pay - Rs. 7600 in PB-3
Grade Pay of Rs. 7600 in PB-3 for the pre-revised pay scale of Rs. 12000-18000.	Grade Pay - Rs. 7600 in PB-3
Grade Pay of Rs. 7600 in PB-3 for the pre-revised pay scale of Rs. 14300-18300.	Grade Pay - Rs. 8700 in PB-4
Grade Pay of Rs. 8300 in PB-3 for the pre-revised pay scale of Rs. 15100-18300.	Grade Pay - Rs. 8700 in PB-4
Grade Pay of Rs. 8400 in PB-3 for the pre-revised pay scale of Rs. 16400-20000 and Rs. 16400-20900.	Grade Pay - Rs. 8900 in PB-4
Grade Pay of Rs. 9000 in PB-4 for the pre-revised pay scale of Rs. 14300-22400 and Rs. 18400-22400.	Grade Pay - Rs. 10000 in PB-4
Grade Pay of Rs. 11000 in PB-4 for the pre-revised pay scale of Rs. 22400-24500.	Grade Pay - Rs. 12000 in PB-4
Grade Pay of Rs. 13000 in PB-4 for the pre-revised pay scale of Rs. 22400-26000 and Rs. 24050-26000.	A separate pay scale of Rs. 75500 (annual increment @ 3 %) - 80000 designated as HAG +

Note 1: The edge presently accorded to the Indian Ad-

ministrative Service and India Foreign Service at three grades viz., Senior Time Scale, Junior Administrative Grade and Selection Grade will continue in the form of two additional increments @3 % each which will be adjusted in the pay band.

Note : 2 Grade Pay will determine seniority of posts only within a cadre's hierarchy and not between various cadres;

iv) With regard to fixation of pay in the revised Pay Bands, the basic pay drawn as on 1.1.2006 on the existing Fifth CPC pay scales will be multiplied by a factor 1.86 and then rounded off to next multiple of 10. **This will be the pay in the revised running Pay Band. Grade Pay, as approved by the Government, corresponding to the pre-revised pay scale, will then be added to the Pay in the revised Pay Band. The total of pay in the Pay Band and grade pay will be the revised Basic Pay as on 1.1.2006.**

v) **Rate of annual increments** will be modified from 2.5 % recommended by the Commission to 3 % (three per cent) and the rate of variable increment for high achievers in PB-3 will be 4 % instead of 3.5 % recommended by the Commission;

vi) "Campus" restriction for grant of Transport Allowance will be removed. Consequently, employees living in campuses will also be eligible for **Transport Allowance**. Further, Transport Allowance for the employees at the lowest levels will be increased to Rs. 600 (from Rs. 400) in A-1/A class cities and Rs. 400 (from Rs. 300) in other towns;

vii) **Three upgradations** will be granted under Assured Career Progression (ACP) Scheme **at 10, 20 and 30 years** as per the **modified ACP Scheme** recommended by the Commission. ACP Scheme will also be applicable to Group A employees;

viii) Administrative ministries concerned will take an administrative view on the recommendation of Sixth Pay Commission relating to deputation quota for Indian Police Service officers in Central Para Military Forces (CPMFs) at the level of Deputy Inspector General (DIG) and above. The posts of Additional DIGs upgraded to the grade of DIG will, however, be continued to be manned by the cadre officers of the CPMFs;

ix) Empanelments and cadre reviews for Central Group A Services will be brought up-to-date in an year; and

x) Regarding Group 'B' cadres, the Commissions recommendations will be modified in the following manner. :-

a) After 4 years of regular service in the entry grade of Rs. 4800 in PB-2, Officers belonging to Delhi and Andaman and Nicobar Islands Civil Service and Delhi and Andaman and Nicobar Islands Police Service will be granted the non-functional grade of Rs. 5400 in PB-3 and not in PB-2;

b) After 4 years of regular service in the Section Officer / Private Secretary / equivalent grade of Rs. 4800 grade pay in PB-2, officers of Central Secretariat Service, Central Secretariat Stenographers Service and other similarly placed HQ services will also be granted the non-functional grade of Rs. 5400 in PB-3 and not in PB-2;

c) In the IA & AD and all organized accounts cadres, posts of Section Officers and Assistant Audit / Accounts Officers will be merged and placed in PB-2 with grade pay of Rs. 4800 as recommended by the Commission. In modification of Sixth CPC's recommendations, Audit /

Accounts Officers (AOs) will be placed in PB-2 with grade pay of Rs. 5400 and Senior AOs will be placed in PB-3 with grade pay of Rs. 5400;

d) Group B officers of Ministry of Railways in the pre-revised scale of Rs. 8000-13500 will be granted Grade Pay of Rs. 5400 in PB-3 instead of PB-2.

e) Group B officers of Departments of Posts, Revenue, etc. will be granted Grade Pay of Rs. 5400 in PB-2 on non-functional basis after 4 years of regular service in the grade pay of Rs. 4800 in PB-2.

2. The Commission's recommendations and Government decision thereon with regard to revised scales of pay and dearness allowance for civilian employees of the Central Government and personnel of All India Services as detailed in the Part-A of the Annex-I **will be made effective from 1st day of January, 2006.**

3. The revised allowances, **other than dearness allowance, will be effective from 1st day September, 2008.**

4. The Commission's recommendation regarding payment of arrears has been modified to the extent that the **arrears will be paid in cash in two instalments** - first instalment of 40 % during the current financial year (2008-09) and the remaining 60 % in the next financial year (2009-10).

5. The Government has agreed to refer the recommendations of the Commission in regard to pay scales of Master Craftsmen in the Ministry of Railways to a Fast Track Committee to be constituted by the Government. In the meantime, normal replacement scales will apply in the case of Master Craftsmen.

6. **The Government has approved setting up of Anomalies Committees** to examine individual, post-specific and cadre-specific anomalies. **The Anomalies Committees should endeavour to complete their work in one year.**

7. Department specific recommendations which are not included in this Resolution shall be processed by the concerned Department / Ministry and approvals of the Government obtained in consultation with the Ministry of Finance and /or Department of Personnel and Training.

8. The Commission's recommendations regarding higher pay package of Rs. 2.5 lakh and Rs. 3 lakh p.m. (without house and car) for Chairpersons and full-time Members of five specified Regulatory Bodies, viz., Telecom Regulatory Authority of India, Insurance Regulatory and Development Authority, Central Electricity Regulatory Commission, Securities and Exchange Board of India and Competition Commission of India have been accepted by the Government. However, the existing incumbents in the specified Regulatory Bodies will be offered an option to retain their present pay and allowances together with car and house or to choose the higher pay package without house and car. For Chairpersons and Members of all other Regulatory Bodies, the normal replacement scales will apply.

9. The Government has granted "in principle" approval to a scheme of allowances for CPMF officers of the rank of Commandant and below, and other ranks in the battalions deployed in difficult areas / counter - insurgency areas and in high altitude areas, keeping in view the allowances granted to Defence Forces personnel in such, or similar, areas and the Detachment and other allowances granted to

the CPMF personnel at present, to be worked out in consultation with Department of Expenditure.

10. The Government has decided that the practice of provision of Suraksha Sahayaks to officers in CPMFs will be discontinued with effect from a date to be fixed. Meanwhile, absolutely necessary posts may be created on the basis of functional justification alone. The decision regarding Suraksha Sahayaks will also apply to similarly placed categories in other Departments.

11. The Government has accepted the suggestion from the Departments of Space and Atomic Energy and Defence Research and Development Organisation (DRDO) for granting variable increments to really deserving Scientists at the time of promotions. Details will be worked out in consultation with Ministry of Finance. The Government has also decided to continue the existing system of grant of Rs. 2000 Special Pay to Scientists G on promotion and doubling of the amount to Rs. 4000 p.m. in Departments of Space and Atomic Energy and DRDO and the continuation of the existing practice of grant of two additional increments to Scientists from Level C to F in these departments.

12. The Dynamic ACP Scheme for Doctors will be extended upto the Senior Administrative Grade (grade pay of Rs. 10000 in PB-4) for Medical Doctors having 20 years of regular service, or seven years of regular service in the non-functional selection grade of Rs. 8700 grade pay in PB-4. Also, all the Medical Doctors, whether belonging to Organized Services, or holding isolated posts, will be covered by the DACP Scheme.

13. **The decision of the Government** on the recommendations of the Commission relating to other matters in respect of Civilian employees of the Central Government **belonging to Groups 'A', 'B', 'C' and 'D' are indicated in Column 3 of Part-B of the statement annexed to this Resolution.** In regard to the All India Service, appropriate action will be taken by Department of Personnel and Training to give effect to the decisions on these matters as may be applicable to them.

14. **The recommendations made by the Commission which have not been accepted are placed at Annex - II.**

15. The Government have decided that certain recommendations made by the Commission **will be examined separately and decisions thereon will be notified later. A list of such recommendations is placed at Annex-III.**

16. The decision taken on the other recommendations of general nature made by the Commission which are not included in the Annexures will be notified separately.

17. The Government of India wish to place on record their appreciation of the work done by the Commission.

## ORDER

**Ordered that the Resolution be published in the Gazette of India Extraordinary.**

Ordered that a copy of the Resolution be communicated to the Ministries / Departments of the Government of India, State Governments, Administrations of Union Territories and all other concerned.

SUSHAMA NATH, Secy.

## PART - A

Statement showing the **recommendations of the Sixth Central Pay Commission** on Pay and Dearness Allowance relating to Civilian employees in Group A, B, C and D and personnel of All India Services and Government's decisions thereon.

(References to chapters and paragraphs in the Statement are to the Pay Commission's Report)

## 1. PAY

## (I) REVISED SCALES OF PAY

i) A statement showing the recommendations of Sixth Pay Commission on the Pay Structure of Civilian employees in Groups A, B, C and D and personnel of All India Services **and Government's decisions thereon.**

Present Scale			Revised Pay Scales recommended by the Sixth Central Pay Commission			Revised Pay Structure		
Sl. No.	Pay Scale	Pay Scale	Pay Band	Corresponding Pay Bands	Grade Pay	Pay Band	Corresponding Pay Bands	Grade Pay
1	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300	-1S	4440-7440	1300
2	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400	-1S	4440-7440	1400
3	S-2A	2610-60-2910-65-3300 -70-4000	-1S	4440-7440	1600	-1S	4440-7440	1600
4	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650	-1S	4440-7440	1650
5	S-4	2750-70-3800-75-4400	PB-1	4860-20200	1800	PB-1	5200-20200	1800
6	S-5	3050-75-3950-80-4590	PB-1	4860-20200	1900	PB-1	5200-20200	1900
7	S-6	3200-85-4900	PB-1	4860-20200	2000	PB-1	5200-20200	2000
8	S-7	4000-100-6000	PB-1	4860-20200	2400	PB-1	5200-20200	2400
9	S-8	4500-125-7000	PB-1	4860-20200	2800	PB-1	5200-20200	2800
10	S-9	5000-150-8000	PB-2	8700-34800	4200	PB-2	9300-34800	4200
11	S-10	5500-175-9000	PB-2	8700-34800	4200	PB-2	9300-34800	4200
12	S-11	6500-200-6900	PB-2	8700-34800	4200	PB-2	9300-34800	4200
13	S-12	6500-200-10500	PB-2	8700-34800	4200	PB-2	9300-34800	4200
14	S-13	7450-225-11500	PB-2	8700-34800	4600	PB-2	9300-34800	4600
15	S-14	7500-250-12000	PB-2	8700-34800	4800	PB-2	9300-34800	4800
16	S-15	8000-275-13500	PB-2	8700-34800	5400	PB-2	9300-34800	5400
17	New Scale (Group A Entry)	8000-275-13500	PB-3	15600-39100	5400	PB-3	15600-39100	5400
18	S-16	9000	PB-3	15600-39100	5400	PB-3	15600-39100	5400
19	S-17	9000-275-9550	PB-3	15600-39100	5400	PB-3	15600-39100	5400
20	S-18	10325-325-10975	PB-3	15600-39100	6100	PB-3	15600-39100	6600
21	S-19	10000-325-15200	PB-3	15600-39100	6100	PB-3	15600-39100	6600
22	S-20	10650-325-15850	PB-3	15600-39100	6500	PB-3	15600-39100	6600
23	S-21	12000-375-16500	PB-3	15600-39100	6600	PB-3	15600-39100	7600
24	S-22	12750-375-16500	PB-3	15600-39100	7500	PB-3	15600-39100	7600
25	S-23	12000-375-18000	PB-3	15600-39100	7600	PB-3	15600-39100	7600
26	S-24	14300-400-18300	PB-3	15600-39100	7600	PB-4	37400-67000	8700
27	S-25	15100-400-18300	PB-3	15600-39100	8300	PB-4	37400-67000	8700
28	S-26	16400-450-20000	PB-3	15600-39100	8400	PB-4	37400-67000	8900
29	S-27	16400-450-20900	PB-3	15600-39100	8400	PB-4	37400-67000	8900
30	S-28	14300-450-22400	PB-4	39200-67000	9000	PB-4	37400-67000	10000
31	S-29	18400-500-22400	PB-4	39200-67000	9000	PB-4	37400-67000	10000
32	S-30	22400-525-24500	PB-4	39200-67000	11000	PB-4	37400-67000	12000
33	S-31	22400-600-26000	PB-4	39200-67000	13000	HAG + Scale	Rs. 75500- (Annual increment@ 3 %)-80000	Nil
34	S-32	24050-650-26000	PB-4	39200-67000	13000	HAG + Scale	Rs. 75500- (Annual increment@ 3 %)-80000	Nil
35	S-33	26000 (Fixed)	Appex Scale	80000 (Fixed)	Nil	Apex. Scale	80000 (Fixed)	Nil
36	S-34	30000 (Fixed)	Cab. Sec.	90000 (Fixed)	Nil	Cab. Sec.	90000 (Fixed)	Nil

**(II) PAY SCALES OF ALL INDIA SERVICES**

**(R) : Recommendations of the Sixth Pay Commission**  
**(D) : Decision of the Government**

**i) Indian Administrative Service \***

**(R)** : Grade Pay Rs. 5400 in PB-3 (Rs. 15600-39100) for the pre-revised pay scale of Rs. 8000-13500. **(D)** : Accepted

**(R)** : Grade Pay Rs. 6500 in PB-3 for the pre-revised pay scale of Rs. 10650-15850. **(D)** : Grade Pay modified to Rs. 6600. Two additional increments to be granted at the time of promotion to this grade.

**(R)** : Grade Pay Rs. 7500 in PB-3 for the pre-revised pay scale of Rs. 12750-16500. **(D)** : Grade Pay modified to Rs. 7600. Two additional increments to be granted at the time of promotion to this grade.

**(R)** : Grade Pay Rs. 8300 in PB-3 for the pre-revised pay scale of Rs. 15100-18300. **(D)** : Grade Pay modified to Rs. 8700 and placed in PB-4. PB-4 modified to Rs. 37400-67000. Two additional increments to be granted at the time of promotion to this grade.

**(R)** : Grade Pay Rs. 9000 in PB-4 for the pre-revised pay scale of Rs. 18400-22400. **(D)** : Grade Pay modified to Rs. 10000. Government to restore the eligibility for promotion to Super Time Scale of the IAS to 16 years, which was reduced to 14 years in January 2008.

**(R)** : Grade Pay Rs. 11000 in PB-4 for the pre-revised pay scale of Rs. 22400-24500. **(D)** : Grade Pay modified to Rs. 12000.

**(R)** : Appex Scale of Rs. 80000 (Fixed) **(D)** : Accepted

Relevant orders shall be issued by the cadre controlling authority.

\* The pay structure for the IAS will also be applicable to the Indian Foreign Service.

**ii) Indian Police Service**

**(R) : Recommendations of the Sixth Pay Commission**  
**(D) : Decision of the Government**

**(R)** : Grade Pay Rs. 5400 in PB-3 (Rs. 15600-39100) for the pre-revised pay scale of Rs. 8000- 13500. **(D)** : Accepted.

**(R)** : Grade Pay Rs. 6100 in PB-3 for the pre-revised pay scale of Rs. 10000-15200. **(D)** : Grade Pay modified to Rs. 6600.

**(R)** : Grade Pay Rs. 6600 in PB-3 for the pre-revised pay scale of Rs. 12000-16500. **(D)** : Grade Pay modified to Rs. 7600.

**(R)** : Grade Pay Rs. 7600 in PB-3 for the pre-revised pay scale of Rs. 14300-18300. **(D)** : Grade Pay modified to Rs. 8700 and placed in PB-4. PB-4 modified to Rs. 37400-67000.

**(R)** : Grade Pay Rs. 8400 in PB-3 for the pre-revised pay scale of Rs. 16400-20000. **(D)** : Grade Pay modified to Rs. 8900 and placed in PB-4.

**(R)** : Grade Pay Rs. 9000 in PB-4 for the pre-revised pay scale of Rs. 18400-22400. **(D)** : Grade Pay modified to Rs. 10000.

**(R)** : Grade Pay Rs. 11000 in PB-4 for the pre-revised pay scales of Rs. 22400-24500. **(D)** : Grade Pay modified to Rs. 12000. Eligibility for promotion to Super Time

Scale of the IPS continue to be 18 years.

**(R)** : Grade Pay Rs. 13000 in PB-4 for the pre-revised pay scale of Rs. 24050-26000. **(D)** : A new pay scale of Rs. 75500- (annual increment @ 3 %) - 80000 designated as HAG + carved out of PB-4.

**(R)** : Appex Scale of Rs. 80000 (Fixed) **(D)** : Indian Police Service Pay Rules will be appropriately modified to provide in each State cadre one post of Director General of Police as head of the police force in the apex scale of Rs. 80000.

**(R)** : Posts of Directors General Sashastra Seema Bal and Indo-Tibetan Border Police may be upgraded to the apex scale. **(D)** : Accepted.

Relevant orders shall be issued by the cadre controlling authority.

**iii) Indian Forest Service**

**(R)** : Grade Pay Rs. 5400 in PB-3 (Rs. 15600-39100) for the pre-revised pay scale of Rs. 8000-13500. **(D)** : Accepted

**(R)** : Grade Pay Rs. 6100 in PB-3 for the pre-revised pay scale of Rs. 10000-15200. **(D)** : Grade Pay modified to Rs. 6600.

**(R)** : Grade Pay Rs. 6600 in PB-3 for the pre-revised pay scale of Rs. 12000-16500. **(D)** : Grade Pay modified to Rs. 7600.

**(R)** : Grade Pay Rs. 7600 in PB-3 for the pre-revised pay scale of Rs. 14300-18300. **(D)** : Grade Pay modified to Rs. 8700 and placed in PB-4. PB-4 modified to Rs. 37400-67000.

**(R)** : Grade Pay Rs. 8400 in PB-3 for the pre-revised pay scale of Rs. 16400-20000. **(D)** : Grade Pay modified to Rs. 8900 and placed in PB-4

**(R)** : Grade Pay Rs. 9000 in PB-4 for the pre-revised pay scale of Rs. 18400-22400. **(D)** : Grade Pay modified to Rs. 10000.

**(R)** : Grade Pay Rs. 11000 in PB-4 for the pre-revised pay scale of Rs. 22400-24500. **(D)** : Grade Pay modified to Rs. 12000

**(R)** : Grade Pay Rs. 13000 in PB-4 for the pre-revised pay scale of Rs. 24050-26000. **(D)** : A new pay scale of Rs. 75500 - (annual increment @ 3 %) - 80000 designated as HAG + carved out of PB-4.

**(R)** : Apex Scale of Rs. 80000 (Fixed) **(D)** : Indian Forest Service Pay Rules will be appropriately modified to provide in each State cadre one post of Principal Chief Conservator of Forests as head of the forest service in the apex scale of Rs. 80000.

Relevant orders shall be issued by the cadre controlling authority.

**(III) PAY SCALES OF CENTRAL SERVICES GROUP 'A'**

**(R) : Recommendations of the Sixth Pay Commission**  
**(D) : Decision of the Government**

**i) Central Service Group 'A'**

**(R)** : Grade Pay Rs. 5400 in PB-3 (Rs. 15600-39100) for the pre-revised pay scale of Rs. 8000-13500. **(D)** : Accepted

**(R)** : Grade Pay Rs. 6100 in PB-3 for the pre-revised pay scale of Rs. 10000-15200. **(D)** : Grade Pay modified to Rs. 6600.

**(R)** : Grade Pay Rs. 6600 in PB-3 for the pre-revised

pay scale of Rs. 12000-16500. **(D)** : Grade Pay modified to Rs. 7600.

**(R)** : Grade Pay Rs. 7600 in PB-3 for the pre-revised pay scale of Rs. 14300-18300. **(D)** : Grade Pay modified to Rs. 8700 and placed in PB-4. PB-4 modified to Rs. 37400-67000.

**(R)** : Grade Pay Rs. 9000 in PB-4 for the pre-revised pay scale of Rs. 18400-22400. **(D)** : Grade Pay modified to Rs. 10000.

**(R)** : Grade Pay Rs. 11000 in PB-4 for the pre-revised pay scale of Rs. 22400-24500. **(D)** : Grade Pay modified to Rs. 12000.

**(R)** : Grade Pay Rs. 13000 in PB-4 for the pre-revised pay scale of Rs. 22400-26000 and Rs. 24050-26000. **(D)** : A new pay scale of Rs. 75500 - (annual increment @ 3 %) - 80000 designated as HAG + carved out of PB-4.

**(R)** : Apex Scale of Rs. 80000 (Fixed) **(D)** : Accepted.

**(R)** : Whenever any IAS officer of a particular batch is posted in the Centre to a particular grade carrying a specific grade pay in pay bands PB-3 or PB-4, grant of higher pay scale on non-functional basis to the officers belonging to batches of organised Group A services that are senior by two years or more should be given by the Government. **(D)** : Accepted. This will also be applicable to the Indian Police Service and the Indian Forest Service in their respective State cadres for which the relevant cadre controlling authorities will issue the orders.

**(R)** : Eligibility criteria prescribed for promotion to Senior Administrative Grade in various organized Group A services should be uniform. **(D)** : Accepted

#### **(IV) PAY AND ALLOWANCES OF CHAIRPERSONS AND FULL-TIME MEMBERS OF REGULATORY BODIES.**

##### **Sr. No. (R) : Recommendations of the Sixth Pay Commission (D) : Decision of the Government**

**(i) (R)** : Normal replacement pay bands and grade pay recommended to be granted in general to the existing Members of regulatory bodies. Rates of allowances presently admissible to be revised on par with those recommended for corresponding categories of Government employees (Para No. 8.1.7) **(D)** : Accepted

**(ii) (R)** : The pay and allowances of Chairman and full-time Members of five specified Regulatory Bodies, viz., Telecom Regulatory Authority of India, Insurance Regulatory and Development Authority Central Electricity Regulatory Commission, Securities and Exchange Board of India and the Competition Commission of India to be de-linked from Government salaries and those appointed as Members through the revised process should be paid a consolidated salary of Rs. 1,50,000 p.m., while the Chairperson may be paid Rs. 2,00,000 p.m. in case a car and house are provided. In case no car and house is given, the Chairperson should be paid a consolidated salary of Rs. 3,00,000 p.m. and Members Rs. 2,50,000 (Para No. 8.1.7) **(D)** : The Commission's recommendations regarding higher pay package of Rs. 2.5 lakh and Rs. 3 lakh p.m. (without house and car) for Chairpersons and full-time Members of the five specified Regulatory Bodies accepted. However, the existing incumbents in these Regulatory Bodies will be offered an option to retain their present pay and allowances together with car and house or to choose the higher pay package without house and car.

#### **(V) FORMULA FOR FIXATION OF PAY IN THE REVISED PAY STRUCTURE OF PAY BANDS AND GRADE PAYS**

**(i) (R)** : The pay of employees may be fixed in the

proposed scales of pay in the manner laid down in Para 2.2.21(i) to (v) of the Report. **(D)** : Accepted with the following modifications :

a) Fixation of pay in the revised Pay Bands will be done by multiplying the basic pay drawn as on 1/1/2006 on the **existing Fifth CPC pay scales by a factor of 1.86 and then rounded off to next multiple of 10 and not by a factor of 1.74 as recommended by the Commission.**

b) In the case of Medical Doctors, Dearness Allowance on the Non Practising Allowance will be taken into account while fixing their pay in the revised Pay Bands.

**(ii) (R)** : a) Though - 1S pay scale is not a regular pay scale, initially all Group D employees shall be placed in the -1S pay scale with appropriate grade pay. This pay scale has been devised mainly for the purpose of initial fixation of pay of the Group D employees who had already been recruited on a regular basis as on the date of implementation of this recommendation by the Government. **(D)** : Accepted

**(R)** : b) Thereafter, such of those Group D employees as already possess the revised minimum qualifications prescribed for entry into the Group C pay band along with a grade pay of Rs. 1800 would be placed in that grade (i.e. pay band of Rs. 4860-20200 along with a grade pay of Rs. 1800) with effect from 1.1.2006. **(D)** : Accepted with the modification that PB-1 will be Rs. 5200-20200.

**(R)** : c) Such of those existing Group D employees who do not possess the minimum qualifications prescribed would need to be retrained and a training package would need to be evolved separately for each of the individual Ministry / Department / Organisation keeping in view their specific needs. After re-training with emphasis on multi-skilling, the Group D staff will be placed in the Pay Band PB-1 of Rs. 4860-20200 with the grade pay of Rs. 1800. Once placed in the PB-1 Pay Band, this category of Group D staff will regain their seniority vis-a-vis the other category of Group D staff that already possessed the minimum prescribed qualifications and were, therefore, placed in the PB-1 Pay Band immediately. **(D)** : Accepted with the modification that PB-1 will be Rs. 5200-20200.

**(R)** : f) Inter-se seniority of all the employees in erstwhile Group D will be fully maintained with Group D employee in a higher Fifth CPC pay scale being placed higher vis-a-vis an employee in a lower pay scale. Within the same pre-revised pay scale, the seniority will be fixed on the basis of date on which the person came to be placed in that pay scale. **(D)** : Accepted

**(R)** : g) Arrears shall be payable with effect from 1.1.2006 in both the cases : to those Group D employees who possess the prescribed qualifications and those Group D employees who do not possess the prescribed qualifications. Retraining of the latter should preferably be completed within a short period, say 6 months, so that fixation in pay band PB-I and payment arrears of salary is not unduly delayed. **(D)** : Accepted

#### **(VI) DATE OF EFFECT**

**(R)** : The revised structure of pay bands and grade pay to be implemented from 1/1/2006. (Para 6.5.2) **(D)** : Accepted

#### **(VII) ANNUAL INCREMENTS**

**(i) (R)** Rate of Annual Increment : All the running pay bands will have annual increments in form of two and half percent of the total of pay in the pay band and the corresponding grade pay. (Para 2.2.11) **(D)** : Modified to 3 % from 2.5 % recommended by the Commission.

**(ii) (R)** : For Group A Pay Band PB-3, annual increments in the band will vary depending upon the performance. Not less than eighty percent of the employees in the grade will be allowed normal increment at the rate of 2.5 % with the remaining 20 % high performers during the

year being allowed increment at the higher rate of 3.5 % (Para 2.2.12) **(D)** : The rate of variable increment for high achievers in PB-3 increased to 4 % from 3.5 % recommended by the Commission.

**(iii) (R)** : Date of Annual Increments : The date of annual increments, in all cases, to be 1st July. Employees completing six months and above in the scale as on July 1 to be eligible. (Para 2.2.11) **(D)** : Accepted

#### **(VIII) PAYMENT OF ARREARS**

**(i) (R)** : The Government may pay the arrears in two equal instalments in different years. (Para 10.1.15) **(D)** : Accepted with the modification that the arrears will be paid in cash in two instalments - first instalment of 40 % during the current financial year (2008-09) and the remaining 60 % in the next financial year (2009-10).

#### **2. COMPENSATION FOR PRICE RISE (DEARNESS ALLOWANCE)**

**(i) (R)** : The Government should keep revising the base year in the existing fixed base index method as frequency as feasible. (Para 4.1.10) **(D)** : Accepted

**(ii) (R)** : National Statistical Commission to be asked to explore the possibility of a specific survey covering Government employees exclusively, so as to construct a consumption basket representative of Government employees and formulate a separate index. Meanwhile, the Government may continue to use the AICPI (IW) for estimating the DA, subject to the modifications proposed in the subsequent paras. (Para 4.1.13) **(D)** : Accepted

**(iii) (R)** : AICPI (IW) with base 2001 may, henceforth, be used for the purpose of calculating DA till it gets revised. The reference base for calculation of Dearness Allowance with effect from 1.1.2006 will be the 12 monthly average index of 536 as per AICPI (IW), 1982 series. This, when converted to 2001 series, using the linking factor of 4.63, works out to 116. (Para 4.1.14) **(D)** : Accepted. The base using the 2001 series works out to be 115.76

**Note** : The instalment of Dearness Allowance sanctioned from 1.1.2006 onwards will be adjusted against the DA payable under revised formula / arrears on account of revision of pay scales.

**(iv) (R)** : Government to take expeditious steps to rectify distortions in the construction of the current AICPI (IW) series. The National Statistical Commission may also take these factors into consideration while evolving a separate index for Government employees (Para 4.1.14) **(D)** : Accepted

**(v) (R)** : Merger of dearness allowance with basic pay at any stage not recommended. (Para 4.1.18) **(D)** : Accepted

**(vi) (R)** : DA may continue to be sanctioned twice a year as on 1st January and 1st July payable with the salary of March and September respectively for administrative convenience with inflation neutralization being maintained at 100 % at all levels. (Para 4.1.19) **(D)** : Accepted

#### **ANNEX - II**

##### **Recommendations of Sixth CPC that have not been accepted by the Government**

1. Liberal 'severance package' for those employees who want to leave service without pension with more than 15, but less than 20 years of service.
2. Recommendation relating to Holiday Policy that there should only be three closed holidays for Government employees.
3. Flexi-hours for women employees and flexi-weeks for employees with disabilities.

#### **3. NON-PRACTISING ALLOWANCE**

**(i) (R)** : Doctors should continue to be paid NPA at the existing rate of 25 % of the aggregate of the band pay and grade pay subject to the condition that the Basic Pay + NPA does not exceed Rs. 85,000. The facility of NPA cannot be extended to any other category. NPA should be restricted only to the medical Doctors occupying posts for which minimum qualifications of a medical degree is prescribed. (Para 4.2.53) **(D)** : Accepted

#### **4. ASSURED CAREER PROGRESSION SCHEME**

**1. (R)** : The Commission has recommended that the existing scheme of Assured Career Progression may be continued with two financial upgradations being allowed as at present with the following modifications: **(D)** : Accepted with the modification that there will be three upgradations under the ACP Scheme after 10, 20 and 30 years of service.

**1. (i) (R)** : The scheme will also be available to all posts belonging to Group - A whether isolated or not. Organised Group A services will, however, not be covered under the scheme. **(D)** : Accepted

**1. (ii) (R)** : Benefit of pay fixation available at the time of normal promotion shall be allowed at the time of financial upgradations under the scheme. Thus, an increase of 2.5 % of pay and grade pay shall be available as financial upgradation under the scheme. **(D)** : Accepted with the modification that the rate increment will be 3 %.

**1. (iii) (R)** : The grade pay shall change at the time of financial upgradation under this scheme. The grade pay given at the time of financial upgradation under ACPS will be the immediate next higher grade pay in the hierarchy of revised pay bands and grade pay being recommended. Thus, grade pay at the time of financial upgradation under ACPS can, in certain cases where regular promotion is not between two successive grades, be different than what is available at the time of regular promotion. In such cases, the higher grade pay attached to the next promotion post in the hierarchy of the concerned cadre / organization will be given only at the time of regular promotion. **(D)** : Accepted.

**1. (iv) (R)** : Financial upgradation under the scheme will be available whenever a person has spent 12 years continuously in the same grade. However, not more than two financial upgradation shall be given in the entire career as was provided in the extant scheme.

The scheme with aforesaid modifications shall be called modified ACPS and will ensure suitable progression uniformly to all the employees in Central Government (Para 6.1.15) **(D)** : Modified to the extent that the financial upgradation will be available whenever a person has spent 10 years continuously in the same grade. Further, three upgradations after 10, 20 and 30 years of service will be allowed.

#### **5. PERFORMANCE RELATED INCENTIVE SCHEME**

**(i) (R)** : The Commission has recommended introduction of a new performance based pecuniary benefit, over and above the regular salary, for the Government employees. The benefit will be called Performance Related Incentive Scheme (PRIS) and will be payable taking into account the performance of the employee during the period under consideration. It is based on the principle of differential reward for differential performance. (Para No. 2.5.8) **(D)** : Accepted. Detailed guidelines will be issued by the nodal Ministry.

Department of Science and Technology will work out a PRIS scheme for scientists.

**PART - B**

Statement showing the recommendations of the Sixth Central Pay Commission on other Allowances relating to Civilian employees in Group A, B, C and D and Government's decision thereon.

(References to Chapters and Paragraphs in the Statement are to the Pay Commission's Report)

**1. City Compensatory Allowance**

(R) : City Compensatory Allowance may be abolished. (Para 4.2.8) (D) : Accepted.

**2. Other Compensatory Allowances**

(i) (R) : Rates of Special Compensatory (Hill Area / Remote Locality), Tribal Area Allowance, Project Allowance and Bad Climate Allowance may be revised as under :

*Special Compensatory (Hill Area) Allowance / Bad Climate Allowance / Tribal Area Allowance*

Category	Bad climate / Tribal Area allowance	Special Compensatory (Hill Area) Allowance
For posts in the grade pay of Rs. 5400 and above	Rs. 400 p.m	Rs. 600 pm.
For other posts	Rs. 240 p.m.	Rs. 480 p.m.

(Para No. 4.2.24.1)

(D) Accepted

(ii) (R) : *Special Compensatory (Remote Locality) Allowance*

Category	Part A (Rs. p.m.)	Part B (Rs. p.m.)	Part C (Rs. p.m.)	Part D (Rs. p.m.)
For posts in the grade pay of Rs. 5400 and above	2600	2100	1500	400
For posts in the grade pay of less than Rs. 5400	2000	1600	1200	320

(Para No. 4.2.24.2)

(D) Accepted

(iii) (R) : *Project Allowance*

Category	Project allowance
For posts in the grade pay of Rs. 5400 and above	Rs. 1500 P.m.
For posts in the grade pay of less than Rs. 5400	Rs. 1000 p.m.

(Para No. 4.2.24.3)

(D) Accepted

(iv) (R) : The rates of all the above allowances shall automatically increase by 25 % whenever the Dearness

Allowance payable on the revised pay bands goes up by 50 %. (Para No. 4.2.24.4) (D) : Accepted

(v) (R) : Special Compensatory Allowance for Gandhinagar and Special Compensatory (Border Area) Allowance may be abolished. (Para No. 4.2.24.5) (D) : Accepted

(vi) (R) : Special (Duty) Allowance for postings to North East Regions should be paid to all Central Government employees at the existing rates on their posting on transfer to any North East Region irrespective of whether the transfer is from outside the North East Region or from another area of that region. The condition that the employees have all India transfer liability should also be dispensed with. No increase in the rate of this allowance is being recommended as the allowance is paid as a percentage of the pay. The Commission has recommended that the Special (Duty) Allowance as well as other concession allowed to the Government employees in North East region should also be extended to the Government employees posted in Ladakh. (Para No. 4.2.25) (D) : Accepted

(vi) (R) : No change is recommended in respect of Island Special (Duty) allowance. This allowance may, henceforth, also be paid to all Central Government employees on their posting on transfer to any place in these Islands without insisting on an all India transfer liability. (Para No. 4.2.26) (D) : Accepted

(v) (R) : Hard Area Allowance to the employees posted in the Nicobar group of Islands may be paid separately along with Island Special (Duty) Allowance. Further, this allowance may also be extended to the Lakshadweep group of islands. (Para No. 4.2.26) (D) : Accepted. Will be extended to similarly classified Islands in Lakshadweep.

**3. Transport Allowance**

(R) : The Commission has recommended the following rates for Transport Allowance.

Employees drawing grade pay of (Rs.)	Rate of Transport Allowance per month	
	A-1 / A class City (Rs.)	Other Places (Rs.)
5400 & above and posts in the apex scale and Cabinet Secy. equivalent	Rs. 3200 + DA thereon	Rs. 1600 + DA thereon
4200 to 4800*	Rs. 1600 + DA thereon	Rs. 800 + DA thereon
Below 4200	Rs. 400 + DA thereon	Rs. 300 + DA thereon

\* and Group B, C and D employees / personnel below officer rank drawing pre-revised basic pay of Rs. 4000 and above. (Para No. 4.2.43)

The existing condition which prohibits grant of Transport Allowance to the employees who have been provided with official accommodation within one Kilometer of the office should be removed. Other conditions regulating the grant of this allowance shall remain unchanged. Physically



disabled employees to continue drawing this allowance at double the normal rates. However, Transport Allowance in the case of physically disabled employees shall, in no case, be less than Rs. 1000 per month plus the applicable rate of dearness allowance. Employees in pay band PB-4 who are entitled to the use of official car for travel between residence and office may be given the option to draw transport allowance at a higher rate of Rs. 7000 p.m. plus dearness allowance provided they give up the use of official car for travel between residence and office. (Para No. 4.2.44) **(D)** : Accepted with the modification that “Campus” restriction for grant of Transport Allowance will be removed. Consequently, employees living in campuses will also be eligible for Transport Allowance. Also, Transport Allowance for the employees at the lowest levels will be increases to Rs. 600 (from Rs. 400) in A-1 /A Class cities and Rs. 400 (from Rs. 300) in other towns.

Further, employees in PB-1 with Rs. 7440 (corresponding to Rs. 4000 basic in pre-revised pay scales) and above as pay in the pay band will be eligible for grant of Transport Allowance at the rate of Rs. 1600 / Rs. 800.

**4. House Rent Allowance**

**(i) (R)** : The Commission has recommended merger of C Class Cities (having population of 50,000 to 5 lakh) with ‘Unclassified Towns’ (having population of less than 50,000). **(D)** : Accepted

**(ii) (R)** : The Commission has recommended that the existing population criterion for classifying towns and cities for purposes of HRA may be retained. However, population in the urban agglomeration should be taken into account for classifying a city for purposes of HRA. **(D)** : Accepted

**(iii) (R)** : The Commission has recommended retention fo the existing rate of HRA in A-1 cities to be paid at the rate of 30 % of the total of revised pay in the running pay band and grade pay thereon. **(D)** : Accepted

**(iv) (R)** : The Commission has recommended that the erstwhile A, B-1 and B-2 categories may be merged and C and Unclassified categories may also be merged. The following rates of House Rent Allowance are accordingly recommended :

Revised classification of Cities and Towns on Population	Revised Classification of Cities / Towns	Rates of HRA as a a percentage of Pay in the Pay in the pay band + Grade Pay + MSP* + NPA*
50 Lakshs & above	X (Earlier Classified as A-1)	30
50-5 Lakhs	Y (Earlier classified as A, B-1 & B-2)	20
Below 5 Lakhs	Z (Earlier Classified as C and Unclassified)	10
*where applicable		

(Para No. 4.2.59)

**(D)** : Accepted

**5. Children Education Allowance**

**(R)** : Children Education Allowance and Reimbursement

of Tuition Fee may be merged and it will henceforth be reimbursement upto the maximum of Rs. 1000 per child per month subject to a maximum of 2 children. Hostel subsidy may be reimbursed upto the maximum limit of Rs. 3000 per month per child. The limits would be automatically raised by 25 % every time the Dearness Allowance on the revised pay bands goes up by 50 %. (Para No. 4.2.64) **(D)** : Accepted

**6. Risk Allowance**

**(i) (R)** : The Commission, accordingly, recommends withdrawal of Risk Allowance. All categories of jobs that involve inherent element of risk with deleterious effect on health over a period of time should instead be provided with free medical and life insurance of Rs. 5 laksh for employees in PB-1 pay band; Rs. 7 lakhs for employees in PB-2 pay band; Rs. 10 lakhs for employees in PB-3 pay band / higher pay bands / scales. To offset the effect of inflation, amount of the insurance should automatically be increased by 50 % every time the DA payable on the revised pay goes up by 50. The entire expenditure on paying premium for this insurance will be borne by the Government. The amount insured will be paid in case of any serious injury/ death sustained in the course of employment and will be over and above the other benefits available to all categories of Government employees. These employees should also be provided with additional health benefits with mandatory health check-ups every quarter and enhanced leave, wherever the same is necessary for proper recuperation. Further, the Government should ensure that latest technology and greatest level of care is observed in these jobs so that the element of risk involved therein is minimized. (Para No. 4.2.68) **(D)** : Introduction of Risk Insurance Scheme w.e.f. 1.4.2009 after consultation with Staff Side and continuation of Risk Allowance till March 31,2009.

**(ii) (R) : Hospital Patient Care Allowance/ Patient Care Allowance.** The Commission has separately recommended extension of adequate insurance cover to all such categories of employees who face an element of risk in discharge of their official functions. This insurance cover should be extended to all the categories that are presently in receipt of HPCA / PCA. Simultaneously, HPCA / PCA should be withdrawn as no rationale would exist for these allowances once the element of risk is covered by grant of an appropriate insurance cover. The loss incurred by the employees on this account would be more than compensated in respect of existing Group D employees who will be upgraded to Group C. This loss, for Group C employees, should be compensated in form of Performance Related Incentive Scheme (Para No. 3.6.18) **(D)** : Introduction of Risk Insurance Scheme w.e.f. 1.4.2009 after consultation with Staff Side and continuation of HPCA / PCA till March 31, 2009.

**7. Uniform Related Allowances**

**(i) (R)** : Following rates of Uniform Allowance are recommended by the Commission for personnel and officers in CPMFs /CPOs / RPF / IPS :

Grand	Rate
Initial grant	Rs. 14000
Renewal grant	Rs. 3000 (Payable after every three years)

(Para No. 4.2.73 and 74)

**(D)** : Accepted

**(ii) (R)** : Following rates of uniform allowance are

recommended for Coast Guard officers :

Grant	Amount
Initial grant	Rs. 16000
Renewal grant	Rs. 5000 (Payable after every three years)

(Para No. 4.2.75)

**(D) : Accepted**

**(iii) (R) :** Existing rates of Kit Maintenance Allowance to be doubled for all categories of employees presently in receipt of this allowance. Uniform Allowance for nurses should also be increased to Rs. 500 per month. (Para No. 4.2.76) **(D) : Accepted**

**(iv) (R) :** The rates of Uniform Allowance and Kit Maintenance Allowance for all the above categories shall be increased by 25 % every time the Dearnes Allowance on revised pay bands goes up by 50 % (Para No. 4.2.77) **(D) : Accepted**

### 8. Miscellaneous Allowance

**(R) :** The Commission recommends doubling of the extant rates of Cycle Allowance, Washing Allowance, Cash Handling Allowance, Special Allowance, Night Duty Allowance and Split Duty Allowance. Similarly, rates of allowances specific to different Ministries / Departments / Organisations not covered in this Report will also be doubled. The rates of these allowances will be increased by 25 % every time the Dearness Allowance payable on revised pay scales goes up by 50 %. Simultaneously, Machine Allowance should henceforth be withdrawn. (Para No. 4.2.81) **(D) : Accepted**

### 9. Caretaking Allowance

**(R) :** The amount of caretaking allowance may henceforth be paid at the rate of 10 % of the aggregate of

### ANNEX - III

#### Recommendations of Sixth CPC which will be examined separately

##### Gist of Recommendations

1. Recommendation related to Bonus and Over Time Allowance.
2. Recommendation related to General Provident Fund for Central Government employees and Central Government Employees Group Insurance Scheme.
3. Recommendation related to lateral shift of Defence personnel to Central Para Military Forces.
4. Introduction of Health Insurance Scheme for Central Government employees and pensioners.
5. Upgradation of the posts of Additional Deputy Comptroller and Auditor General of India, Members, CBEC and Members, CBDT to the Apex Scale of Rs. 80,000 (Fixed).
6. Merger of all accounts services.
7. Corporatization of Indian Railways.
8. Abolition of Indian Telecom Service and Telecom Commission.
9. Outsourcing the process of commutation of pension to a PSU Bank / Institution.
10. Upgradation of the post of Director, Indira Gandhi National Forest Academy in Ministry of Environment and Forests to the higher pre-revised grade of Rs. 26000 (fixed).

pay in the pay band and grade pay thereon. (Para No. 3.8.8) **(D) : Accepted**

### 10. Training Allowance and Sumptuary Allowance in Training Academies and Staff Colleges

**(i) (R) :** The training allowance may be raised to 30 % of basic pay for deputationist trainers drawn from Government, universities and academic institutions working as faculty members in the National / Central Training Academies and Institutes for Group A officers. This allowance may continue to be drawn for the period the trainer is on study or tour related to training activities. Separate deputation allowance will not be payable to these trainers. It may continue at the existing rate for other training establishments (Para No. 6.4.6) **(D) : Accepted**

**(ii) (R) :** The Sumptuary allowance may be raised to Rs. 3500 per month for the Director or Head of these National / Central Training Establishments for Group A Officers and also be extended to Course Directors and Counselors at the rate of Rs. 2500 and Rs. 2000 per month respectively. (Para No. 6.4.6) **(D) : Accepted**

### 11. Leave Travel Concession (LTC)

**(i) (R) :** Central Government employees should be allowed to travel to their home town along with their families on three occasions in a block of four years and to any place in India on the fourth occasion. This facility shall be available to the Government officers only for the first two blocks of four years applicable after joining the Government for the first time. The blocs of 4 years shall apply with reference to the initial date of joining the Government even though the employee changes the job within Government subsequently. The existing blocks will remain the same but the entitlement of the new recruit will be different in the first eight years of service. All other provisions concerning frequency of travel under LTC are to be retained. (Para No. 4.3.5) **(D) : Accepted**

**(ii) (R) :** Travel entitlements, whether for the purpose of official tour / transfer or LTC, should be same but no daily allowance will be payable for travel on LTC. Further, the facility shall be admissible only in respect of journeys performed in vehicles operated by the Government or any Corporation in the public sector run by the Central or State Government or a local body. (Para No. 4.3.6) **(D) : Accepted**

**(iii) (R) :** Parents and / or step parents (stepmother and stepfather) who are wholly dependent on the Government employees shall be included in the definition of family for the purpose of LTC irrespective of whether they are residing with the Government employee or not. The definition of dependency is being linked to the minimum family pension for all purposes. Accordingly, all parents and/or step parents whose total income from all sources is less than the minimum family pension prescribed in Central Government and dearness relief thereon would be included in the definition of family for this purpose. The extant conditions in respect of other relations included in the family including married / divorced/ abandoned / separated / widowed daughters shall continue without any change. (Para No. 4.3.7) **(D) : Accepted**

**(iv) (R) :** While encashment of Earned Leave upto 10 days along with LTC to the extent of total of 60 days may be continued, the leave encashed at the time of availing LTC should not be deducted from the maximum amount of Earned Leave encashable at the time of retirement. Consequently, the employees would be eligible to encash 300 days of Earned Leave at the time of their retirement, even though they may have encashed Earned Leave of upto 60 days during their career while availing LTC, whether to their home town or to any place in India. Insofar as Railways is concerned, the employees shall be allowed to avail of this encashment at the time of availing of passes for a maximum of 60 days in the entire career subject to

**MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS**  
**(Department of Pension and pensioners' Welfare)**

**RESOLUTION**

**New Delhi, The 29th August, 2008**

No. 38/37/08-P&PW (A) - The terms of reference of the Sixth Central Pay Commission as contained in the Ministry of Finance (Department of Expenditure) Resolution No. 5/2/2008-E.III(A) dated 5.10.2006, as amended from time to time, inter-alia included "to examine the principles which should govern the structure of pension, death-cum-retirement gratuity, family pension and other terminal or recurring benefits having financial implications to the present and former Central Government employees appointed before January 1, 2004". The Commission submitted its Report to the Government on the 24th March, 2008. **Government have considered the recommendations of the Commission on pensionary benefits to Central Government Civil employees, including employees of the Union Territories and Members of the All India Services, contained in Chapters 4,5 and 6 of the Report of the Commission and have decided that the recommendations shall be broadly accepted subject to certain modifications.**

**2. The revised pension structure will be effective from 1st January, 2006. 40% of the arrears of pension will be paid in cash in the year 2008-09 and remaining 60% in the year 2009-10.**

3. Detailed recommendations of the Commission and the decisions taken thereon by the Government are listed in the statement annexed to this Resolution. The recommendations made by the Commission, which are not included in the Annexure are being examined by the Government and decisions thereon will be taken as early as possible.

4. Government of India wish to express their deep appreciation of the work done by the Commission in dealing with the various complicated issues involved and presenting a valuable Report.

Rajni Razdan,  
Secy. (Pension & Pensioners' Welfare and AR & PG.)

**ANNEXURE**

Statement showing the recommendations of the Sixth Central Pay Commission relating to principles which should govern the structure of pension and other terminal benefits - contained in Chapter 4,5 and 6 of the Report and decisions of Government thereon.

**(R) : Recommendation (D) : Decision of Government**

1. (R) Older pensioners require a better deal because their needs, especially those relating to health, increase with age. Accordingly, the Commission recommends that quantum of pension available to the old pensioners should be increased as follows:-

On attaining age of		
Additional quantum of pension		
80 years	-	20% of basic pension
85 years	-	30% of basic pension
90 years	-	40% of basic pension
95 years	-	50% of basic pension
100 years	-	100% of basic pension
		(5.1.32)

**(D) Accepted**

2. (R) Linkage of full pension with 33 years of qualifying service should be dispensed with. Once an employee renders the minimum pensionable service of

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the condition that successive encashment cannot be made before a minimum period of two years has elapsed (Para No. 4.3.8) **(D) : Accepted**

**12. Ration Money Allowance for CPMF personnel**

**(R) :** Payment of Ration Money Allowance to the CPMF personnel on par with that available to the defence forces. Ration money allowance should continue to be paid to only those categories of CPMFs personnel which are presently in receipt of this allowance. (Para No. 7.19.37)  
**(D) : Accepted**

**13. Family Accommodation Allowance for CPMF personnel**

**(R)** Introduction of a new Family Accommodation Allowance to be paid at the lowest rate of HRA for all the CPMFs personnel who are not eligible for either rent free accommodation / HRA or CILQ. The rates of this allowance will increase by 25 % each time the price index increases by 50 %. (Para No. 7.19.42) **(D) : Accepted**

20 years, pension should be paid at 50% of the average emoluments received during the past 10 months or the pay last drawn, whichever is more beneficial to the retiring employee. This will not work as a disincentive to the employees putting in longer years of service because their pay will increase along with the tenure that will have a direct bearing on the pension payable to them. With this, qualifying service will cease to have any relevance as full pension will be payable once minimum pensionable service is put in without any reference to qualifying service. Simultaneously, the extant benefit of adding years of qualifying service for purposes of computing pension/related benefits should be withdrawn as it would no longer be relevant. (5.1.33)

**(D) Accepted**

3. (R) The recommendation regrading payment of full pension on completion of 20 years of qualifying service will take effect only prospectively for all Government employees other than PBORs in Defence Forces from the date it is accepted by the Government (6.5.3)

**(D) Accepted**

4. (R) All future cases of commutation of pension should be considered as per the revised commutation table annexed to the Report which may be revised periodically by the Government keeping in view the interest rates and the mortality table. (5.1.35)

**(D) Accepted**

5. (R) The revised commutation table will only be used for all future commutations and will not be applied for the past commutations in respect of post 31.12.2005 pensioners who have already commuted their pension, the revised commutation table shall be used only to compute the amount of pension that has become additionally commutable on account of retrospective implementation of the revised pay scales, in case such an option is exercised by the retiree. For all future pensioners, the commutation of pension shall be computed and paid as per the revised commutation table (6.5.3)

**(D) Accepted**

6. (R) The maximum pecuniary limit of Rs.3.5 lakh on payment of gratuity should be raised to Rs.10 lakh. (5.1.37)

**(D) Accepted**

7. (R) In case of Government employees dying in harness, family pension may be paid at enhanced rates for a period of 10 years. (5.1.42)

**(D) Accepted**

8. (R) The dependency criteria for all purposes should be the minimum family pension along with dearness relief thereon. This should also be followed in cases relating to payment of family pension as well. (5.1.42)

**(D) Accepted**

9. (R) In accordance with recommendations for paying higher quantum of pension to very old pensioners, quantum of family pension payable to similarly old family pensioners would also need to be increased. The Commission, accordingly, recommends that quantum of pension available to the family pensioners should also be increased on par with that recommended for pensioners as under:-

On attaining age of	Additional quantum of family pension
80 years	- 20% of basic family pension
85 years	- 30% of basic family pension
90 years	- 40% of basic family pension
95 years	- 50% of basic family pension
100 years	- 100% of basic family pension

(5.1.43)

**(D) Accepted**

10. (R) In the case of disability pension, for 100% disability where the individual is completely dependent on somebody else for day to day functions no Constant Attendant Allowance is available under the CCS (Extraordinary) pension Rules, 1939. Such constant Attendant Allowance is available in the Defence Forces. A similar allowance needs to be extended in respect of civilian retirees as well because their requirement would be similar. Accordingly, a constant attendant allowance should be introduced, on the lines existing in Defence Forces under the CCS (Extraordinary) pension Rules, 1939 as well. (5.1.42)

**(D) Accepted**

11. (R) The rates of exgratia also need to be revised upwards so as to provide sufficient financial assistance to the families of the deceased employees who die in performance of their bonafide official duties. The Commission, accordingly, recommends that the rates of exgratia may be doubled and raised to Rs.10 lakhs in cases of death occurring due to accidents in the course of performance of duty whether attributable to acts of violence by terrorists, anti-social elements etc. or otherwise and to Rs.15 lakhs in cases of death occurring due to enemy action in international war or border skirmishes or action against militants, terrorists, extremists in the border posts or on account of natural disasters, extreme weather conditions while on duty in the specified high

altitude, inaccessible border posts, etc. (5.1.45)

**(D) Accepted**

12. (R) All past pensioners should be allowed fitment benefit equal to 40% of the pension excluding the effect of merger of 50% dearness allowance/ dearness relief as pension (in respect of pensioners retiring on or after 1/4/2004) and dearness pension (for other pensioners) respectively. The increase will be allowed by subsuming the effect of conversion of 50% of dearness relief/ dearness allowance as dearness pension/dearness pay. Consequently, dearness relief at the rate of 74% on pension (excluding the effect of merger) has been taken for the purposes of computing revised pension as on 1/1/2006. This is consistent with the fitment benefit being allowed in case of the existing employees. The fixation of pension will be subject to the provision that the revised pension, in no case, shall be lower than fifty percent of the sum of the minimum of the pay in the pay band and the grade pay thereon corresponding to the preremised pay scale from which the pensioner had retired. (5.1.47)

**(D) Accepted with the modification** that fixation of pension shall be based on a multiplication factor of 1.86, i.e. basic pension + Dearness pension (wherever applicable) + dearness relief of 24 % as on 1.1.2006, instead of 1.74

13. (R) For purposes of nomination for eligibility to get family pension etc., the term 'Family' is divided into two categories with the relations mentioned in first category having precedence over relations mentioned in the second category. The first category includes sons and unmarried daughters. However, widowed daughters have been placed in the second category. This is discriminatory towards the widowed daughters especially as sons, whether married/unmarried/widowers/divorced have been placed in the first category. The Commission, accordingly, recommends that for purposes of eligibility for Family Pension and other related benefits, the widowed daughters should also be placed in the first category. (5.1.53)

**(D) Accepted**

14. (R) The childless widow of a deceased Government employee should continue to be paid family pension even after her remarriage subject to the condition that the family pension shall cease once her independent income from all sources becomes equal to or higher than the minimum prescribed family pension in the Central Government . (5.1.55)

**(D) Accepted**

15. (R) All Central Government employees seeking voluntary retirement on completion of qualifying service equal to or more than 15 years but less than 20 years should be paid one time, lump-sum, retirement benefit equal to 80 months' salary last drawn or average salary, whichever is more beneficial to the retiring employee inclusive of benefits like service gratuity and death-cum-retirement gratuity that shall stand subsumed. (6.2.10)

**(D) Not Accepted**

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