

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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1. Hon. Prime Minister of India, South Block, New Delhi
2. Hon. Minister of Finance, Govt. of India, North Block, New Delhi

Respected Sir,

Subject: Suggestions on Terms of Reference & Composition of 7th Pay Commission.

We heartily welcome the decision of the Government to set-up the Seventh Central Pay Commission. We shall highly appreciate if the following suggestions are considered by the Government in this regard – in order to do greater justice to the employees by determining the Pay Scales/ Grade Pay etc. through JOB EVALUATION – as in all advanced countries:

1. SUGGESTIONS ON THE COMPOSITION OF THE 7th PAY COMMISSION:

- i) Commission should be headed by a Retired or serving Judge of the Supreme Court;
- ii) One of the Members of the Commission should be a Technocrat (Engineer);
- iii) Commission should have one Member each from Defence & Railways and an expert on Job Evaluation;
- iv) It should be assisted by a Consultative Body of Ex-Defence and Railway Personnel to project the special conditions prevailing there in – being the largest employers.

2. SUGGESTIONS ON THE TERMS OF REFERENCE OF THE 7th PAY COMMISSION:

- i) To consider and determine Pay structure, Allowances, facilities, avenues of promotion, service conditions, periodicity & Date of effect of Wage revision of Central Government employees - considering the situation prevailing in the Central Public Sector Undertakings and Private/Corporate Sectors in the country.
- ii) To Modernize and harmonize the functioning of the Central Government Organisations to excel in their performance and to be in command over the country's overall economy and growth.
- iii) To make the Government a model employer, through appropriate Pay Package for its employees through job evaluation - duly considering all related Factors - including the relative Job requirements/Difficulties, Qualifications, Training, Working Conditions, Duties, Responsibilities and Accountabilities etc. of various categories, to enhance the efficiency, productivity and economy of the organizations of the Government.
- iv) To make recommendations on productivity linked incentive scheme based on the performance of each Branch/ Department of various organizations - with suitable bench marks, productivity index and other related parameters.
- v) To recommend a comprehensive formula to link Allowances with pay and inflation.
- vi) To recommend a realistic formula to compensate for the inflation and price rise.
- vii) To consider the necessity and recommend quantum of Interim Relief till the time the recommendations of the Commission are made and accepted by the Government.
- viii) To consider the anomalies created after the implementation of Sixth Central Pay Commission Report.
- ix) To consider the unimplemented recommendations of 5th & 6th Pay Commissions.
- x) To formulate the structure of pension, death-cum-retirement gratuity, family pension and other terminal or recurring benefits to the present and former Central Government employees appointed before and after January 1, 2004.

Yours faithfully,

(Harchandan Singh),
General Secretary, IRTSA