

Summary of main recommendations

<i>Date of implementation</i>	11.1 Implementation of the revised pay scales to be done retrospectively from January 1, 2006. Recommendations relating to allowances to be implemented prospectively.
<i>Running Pay Bands</i>	11.2 Introduction of running pay bands for all posts in the Government presently existing in scales below that of Rs.26,000 (fixed). Four distinct running pay bands being recommended - one running band each for all categories of employees in groups 'B' and 'C' (posts in the scale of Rs.5000-8000 have, as a result of delayering and elongation of certain scales, been placed in Group 'B') with 2 running pay bands for Group A posts. All posts presently in Group D, after retraining and multiskilling of the present incumbents, to be upgraded and placed in the lowest grade of pay band PB-1. The posts of Secretary to Government of India/equivalent and Cabinet Secretary/equivalent to be kept in distinct pay scales. A separate running pay band, designated as -1S scale, is not to be counted for any purpose as no future recruitment is to be made in this grade and all the present Group D employees not possessing the prescribed qualifications are to be retrained and thereafter upgraded and placed in the Group 'C' running pay band once they are suitably retrained.
<i>Minimum and maximum salary</i>	11.3 Minimum salary at the entry level of PB-1 pay band to be Rs.6660 (Rs.4860 as pay in the pay band plus Rs.1800 as grade pay). Maximum salary at the level of Secretary/equivalent to be Rs.80000. The minimum: maximum ratio 1:12.
<i>Grade Pay and Promotions in Running Pay Bands</i>	11.4 All the employees belonging to Groups 'A', 'B', 'C' & 'D' to be placed in distinct running pay bands. Every post, barring that of Secretary/equivalent and Cabinet Secretary/equivalent to have a distinct grade pay attached to it. Grade pay (being a fixed amount attached to each post in the hierarchy) to determine the status of a post with (apart from the two apex scales of Secretary/equivalent and Cabinet Secretary/equivalent that do not carry any grade pay) a senior post being given higher grade

pay. The total number of grades reduced to 20 spread across four distinct running pay bands; one Apex Scale and another grade for the post of Cabinet Secretary/equivalent as against 35 standard pay scales existing earlier. At the time of promotion from one post to another in the same running pay band, the grade pay attached to posts in different levels within the same running pay band to change. Additionally, increase in form of one increment to be given at the time of promotion. A person stagnating at the maximum of any pay band for more than one year continuously to be placed in the immediate next higher pay band without any change in the grade pay.

<i>Annual increment</i>	11.5 Annual increments to be paid in form of two and half percent of the total of pay in the Pay Band and the corresponding grade pay. The date of annual increments, in all cases, to be first of July. Employees completing six months and above in the scale as on July 1 to be eligible.
<i>Variable increments</i>	11.6 Another form of differential increments for Group A Pay Band PB-3, where annual increments in the band will vary depending upon the performance. Eighty percent or more employees in the grade to be allowed normal increment at the rate of 2.5% with the high performers (not exceeding 20 percent) during the year being allowed increment at the higher rate of 3.5%. Government advised to extend the scheme of variable increments in running pay bands PB 1 and PB 2.
<i>Pay scales of defence forces</i>	11.7 Introduction of running pay bands on par with those recommended for civilians in respect of the Defence Forces. 11.8 DG (AFMS) placed in the Apex grade of Rs. 80,000(fixed). Only two trade groups to be retained for Personnel Below Officer Ranks with the earlier trade groups Y and Z being merged. The personnel in trade group X to have a separate X Group Pay.
<i>Military Service Pay</i>	11.9 Military Service Pay for all personnel of Defence Forces till the level of Brigadier/equivalent. The Military Service Pay to count for all purposes excluding increments.
<i>Holistic nature of recommendations</i>	11.10 All the recommendations to be treated as an organic whole as partial implementation will bring in several anomalies and inconsistencies.
<i>Selection for higher posts in future</i>	11.11 Certain posts in Senior Administrative Grade (SAG) and Higher Administrative Grade (HAG) requiring technical or specialized expertise and not encadred in any of the services to be opened up for being filled by suitable officers within the

Government as well as by outsiders on contract. Shift from career based to post based selection in the higher echelons of Government in order to get the best domain based expertise.

Creation of posts in SAG & HAG

11.12 Creation of additional posts in Senior Administrative Grade/equivalent/ higher grades in future to be strictly on functional considerations with such posts invariably being created outside the cadre to be filled by method of open selection.

Performance Related Incentive Scheme (PRIS)

11.13 Introduction of PRIS in the Government under which employees to be eligible for pecuniary remuneration over and above the pay. PRIS to replace ad-hoc bonus scheme immediately and eventually replace PLB. PRIS to be budget neutral.

Special incentive for scientists, etc.

11.14 System put in place for giving market driven compensation package to young scientists and posts requiring special expertise and professional skills.

Ministerial posts in Field Offices and Secretariat

11.15 Parity established between Field and Secretariat Offices. The Secretariat and Stenographers cadres to stand merged in future.

11.16 Introduction of a new grade (designated as Principal Staff Officer) in the scale of Rs.14300-18300 (revised pay band PB-3 along with grade pay of Rs.7600) for CSSS / all other analogous Stenographers cadres.

11.17 All future recruitment to CSS/CSSS/analogous Secretariat and Stenographers cadres in non participating Ministries/Organizations in the scale of Rs.6500-10500 to be made as Executive Assistants with minimum qualifications of Graduation and one year Diploma in Computers. Executive Assistants to discharge the functions presently being carried out by Assistants as well as the Personal Assistants. The cadres of CSS/CSSS and analogous cadres in other non-participating Ministries/Organizations to be merged. Present incumbents of CSS/CSSS and analogous cadres in other non-participating Ministries/Organizations to continue as distinct cadres till the time the Administrative Ministry concerned evolves a procedure for their job enlargement/enrichment, retraining and re-deployment.

All India Services and organized Group 'A' Services.

11.18 Existing edge for IAS in the three grades viz. Senior Time Scale, Junior Administrative Grade and Non-Functional Selection Grade to be retained. Grades of DIG and Conservator to be retained in IPS and Indian Forest Service respectively. Posts of Director General in the five Central Para Military Forces i.e. BSF,

CRPF, ITBP, CISF & SSB to be at par and placed in the scale of Rs.26,000 (fixed) corresponding to the revised pay scale of Rs.80,000 (fixed). The post of Director, Indira Gandhi National Forest Academy to be upgraded to the scale of Rs.26,000 (fixed) corresponding to the revised pay scale of Rs.80,000 (fixed).

11.19 Existing parity between IAS & Indian Foreign Service to be maintained. Modified batch-wise parity proposed between respective batches of IAS and other organised Group A services for empanelment and/or posting at Centre with the gap being restricted to two years.

11.20 Twenty per cent of additional posts in SAG/HAG in all organised Group A services to be operated on non-functional basis provided matching number of posts are decadred for open selection.

11.21 Some recommendations relating to individual Services like IA&AS, IC&CES, IDAS, IPoS and IRS.

Central Staffing Scheme

11.22 Opening up of Central Staffing Scheme. All posts under this scheme as well as SAG/HAG posts not already encadred in any service to be filled by transparent, web-based procedure. Changes recommended in eligibility norms so as to enable officers with domain expertise to apply, irrespective of their service.

Dearness allowance

11.23 Base year of the Consumer Price Index (CPI) to be revised as frequently as feasible. Formulation of a separate index for Government employees suggested. National Statistical Commission to carry out this exercise.

Recommendations relating to Allowances

11.24 Existing rates of most of the allowances to be doubled both in case of Defence Forces as well as civilian employees.

11.25 Existing rates of HRA to be retained for A-1 cities with A, B-1 & B-2 cities being given this allowance at the rate of 20% and C/Unclassified cities being given the allowance at the rate of 10%.

11.26 CCA to be subsumed in Transport Allowance and the rates of this allowance to be increased by 4 times.

11.27 Travel entitlements to be paid on actuals.

11.28 Rates of Education allowance reimbursement to be raised from existing Rs.50 to Rs.1000 per child per month, subject to the maximum of two children. Hostel subsidy to be raised from existing Rs.300 p.m. to Rs.3000 p.m.

11.29 Risk allowance to be replaced by risk insurance.

11.30 All the fixed allowances made inflation proof with provisions of automatic revision whenever dearness allowance payable on revised pay bands goes up by 50%. Transport Allowance to be increased every year on the basis of the increase in the dearness allowance.

11.31 Encashment of Earned Leave in case of Defence Forces personnel delinked from the number of years of service. All Defence Forces personnel to be eligible for leave encashment of upto 300 days at the time of retirement/discharge.

Medical facilities

11.32 A new medical insurance scheme recommended for Government employees. The scheme to be optional for existing Central Government employees and pensioners. New Government employees and pensioners to be compulsorily covered by the scheme.

Pension

11.33 Fitment formula recommended for serving employees to be extended in case of existing pensioners/family pensioners.

11.34 Rates of Constant Attendant Allowance to be increased by five times to Rs.3000 p.m.

11.35 Pension to be paid at 50% of the average emoluments/last pay drawn (whichever is more beneficial) without linking it to 33 years of qualifying service for grant of full pension.

11.36 A liberal severance package for employees leaving service between 15 to 20 years of service.

11.37 Higher rates of pension for retirees and family pensioners on attaining the age of 80, 85, 90, 95 and 100 years.

11.38 Revision of the commutation table suggested for commutation of pension.

11.39 Framing of an appropriate insurance scheme suggested for meeting the OPD needs of pensioners in non-CGHS areas.

Advances

11.40 A new mechanism for grant of advances under which an employee will take the advance from an approved bank and the Government will give an interest subsidy equal to two percentage points on the rate of interest being charged by the bank to the employee. Existing limits of various advances increased and provisions made for their automatic revision periodically.

<i>Public holidays</i>	11.41 Continuation of five day week. Government offices to remain closed only on the three national holidays. All other gazetted holidays to be abolished and compensated by increasing the number of restricted holidays from two to eight days in a year.
<i>Women employees</i>	11.42 Benefits like staggered working hours, special leave for child care, enhanced maternity leave of 180 days, better accommodation facilities in the form of working women's hostels, etc. specifically for women employees.
<i>Persons with disabilities</i>	11.43 Government employees with disabilities recommended various benefits like enhanced number of casual leave, special aids and appliances for facilitating office work, higher interest subsidy for automobile loans, liberal flexi hours, higher rate of transport allowance, better prosthetic aids and proper grievance redressal machinery. Extra allowance for disabled women employees to take care of young child till the time the child attains the age of two years.
<i>Lateral entry of Defence Forces personnel</i>	11.44 Lateral movement of all Defence Forces personnel (both Personnel Below Officer Ranks & Short Service Commission Officers) at appropriate levels in CPOs/CPMFs as well as in the various posts of defence civilians in Ministry of Defence.
<i>Rationalization of the existing processes</i>	11.45 Steps leading to improvement in the existing delivery mechanisms by more delegation, layering and an emphasis to achieve quantifiable and concrete end results. 11.46 Greater emphasis on field offices/organisation at the cutting edge of delivery. Parity between posts in field offices and the secretariat. 11.47 Enhanced pay scales for Nurses, Teachers and Constabulary with whom the common citizen has most frequent interaction. Postmen have also been upgraded. 11.48 Layering of administrative offices to cut down hierarchical levels. 11.49 Emphasis on training academies and training processes within the Government.
<i>Regulatory Bodies</i>	11.50 Normal replacement pay bands, grade pay and allowances for the existing Members of regulatory bodies. A revised method of selection with a higher pay package to those

recruited through the revised process of selection in selected organisations.

*Employees and
Court Officers of
the Supreme Court*

11.51 No relativity established between employees and court officers of the Supreme Court vis-à-vis those working in the Central Government.

*Financial
implications*

11.52 The recommendations contained in the Report to cost Rs.12561 crore in the year 2008-09. Savings of Rs.4586 crore likely to accrue on account of various measures suggested in the Report. The net financial implications of the recommendations contained in the Report estimated to be Rs.7975 crore for the year 2008-09. An additional, one-time burden of Rs.18060 crore on payment of arrears.