

MAJOR ATTRACTIONS

- ❑ **Introduction of Master scale.**
- ❑ **Pay scales reduced to 24.**
- ❑ **59% DA merged.**
- ❑ **6% fitment benefit proposed, subject to a minimum of Rs.350/-.**
- ❑ **Weightage of one increment in the revised scale for every four increments, subject to a maximum of four increments.**
- ❑ **Eligible for 5% DA in the revised scale**
- ❑ **Residency period for time bound higher grade reduced**
- ❑ **Surrender of Earned Leave limit enhanced to 30 days per year.**
- ❑ **One rank one pension recommended**
- ❑ **Commutation of pension limit raised to 40%.**
- ❑ **Maximum amount of Gratuity raised to Rs.3.3 lakhs.**
- ❑ **Enhancement in the wages of part-time contingent employees.**
- ❑ **Total financial commitment – Rs.994 crores**
- ❑ **Social Accountability to be improved**

MAIN RECOMMENDATIONS MADE BY THE PAY REVISION COMMISSION.

1. The pay revision may be given effect to from 01/7/2004 with arrear payments from 01/4/2005. The arrears from 01/7/2004 to 31/3/2005 may be notional..
2. There is adequate justification for revision of pay scales but such revision should be accompanied by restructuring and rationalisation of posts in such a way that the aggregate wage bill does not put a brake to the development activities and pace of economic growth in the State.
3. The existing 27 scales of pay may be reduced to 24 and corresponding scales be given for the latter.
4. The minimum of the revised scale may be Rs. 4300/- and the maximum Rs.33,750/-. The 24 new scales may be sub scales of a master scale which would be as follows.

Master scale.

4300-100-4400-110-4510-120-4990-130-5510-140-5930-150-6680-160-7480-170

7990-200-9590-240-10790-280-11910-340-13610-380-16650-450-20700-500

23200-550-25400-600-26600-650-33750.

The scales of pay are:

1 4300-100-4400-110-4510-120-4990-130-5510-140-5930

2 4400-110-4510-120-4990-130-5510-140-5930-150-6680

- 3 4510-120-4990-130-5510-140-5930-150-6680-160-7480
- 4 4990-130-5510-140-5930-150-6680-160-7480-170-7990
- 5 5510-140-5930-150-6680-160-7480-170-7990-200-8590
- 6 5930-150-6680-160-7480-170-7990-200-9590
- 7 6680-160-7480-170-7990-200-9590-240-10790
- 8 7480-170-7990-200-9590-240-10790-280-11910
- 9 7990-200-9590-240-10790-280-11910-340-12930
- 10 8390-200-9590-240-10790-280-11910-340-13270
- 11 8790-200-9590-240-10790-280-11910-340-13610
- 12 9190-200-9590-240-10790-280-11910-340-13610-380-15510
- 13 9590-240-10790-280-11910-340-13610-380-16650
- 14 10790-280-11910-340-13610-380-16650-450-18000
- 15 11070-280-11910-340-13610-380-16650-450-18450
- 16 11910-340-13610-380-16650-450-19350
- 17 12250-340-13610-380-16650-450-19800
- 18 12930-340-13610-380-16650-450-20250
- 19 13610-380-16650-450-20700
- 20 16650-450-20700-500-23200
- 21 20700-500-23200-550-25400-600-26600
- 22 23200-550-25400-600-26600-650-31150
- 23 25400-600-26600-650-33100
- 24 26600-650-33750

5. The facilities for opting to the revised scale are proposed to be made more rigid emphasizing on the finality of option once exercised.

Option is to be allowed only for the revised scales and not for the scales of earlier pay revisions.

6. The salary of an employee is to be fixed in the revised scale by merging 59% of DA to the basic pay to which 6% of basic pay will be added as fitment benefit subject to a minimum of R. 350/-. If this amount is not a stage in the revised scale, it will be fixed at the next stage and if it is less than the minimum of the revised scale, it will be stepped up to the minimum of the revised scale. Weightage of one increment in the revised scale for every four years of service eligible for increment, subject to a maximum of four increments will also be given. Employees are entitled to 5% DA on the revised pay.
7. The scheme of time bound higher grade is to be rationalized by reducing the period of residency from 10,18 and 23 to 8, 16 and 23 but with the stipulation that the second higher grade will be availed only after completing a total of 16 years of service.
8. Improvements in ratio promotions have been suggested in several cases.
9. Application of Rule 28-A KSR Part I is proposed to be tightened to the effect that the benefits under this rule would be available only when there is a change of duties and responsibilities on promotion.
10. It is suggested that for all common categories where there is a rank list published by the Public Service Commission, promotions should be

inter departmental, based on vacancies arising in the different departments.

11. The existing rates for part-time contingent employees is proposed to be revised upwards as follows:-

Existing rate.	Proposed rate.
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Rs. 1750/- pm + DA.	Rs. 3000/- pm + DA.
Rs. 1500/- pm + DA	Rs. 2500/- pm + DA.
Rs 1250/- pm + DA	Rs. 2100/- pm + DA.

12. Allowances of various kinds are to be rationalized with special allowances extended to a few more categories taking note of the special nature of work discharged by them. Risk allowance and medical benefits are to be continued until a comprehensive Insurance linked scheme is formulated. House Rent Allowance will continue to be on a consolidated basis. The amount has been stepped up.

13. The concept of one rank one pension is to be introduced. Revised pension will be calculated by adding 59% of existing Dearness Relief to the basic pension and 6% of basic pension in the nature of fitment and if this total is less than 50% of the minimum of the revised scale of pay of the equated category, it will be stepped up to this amount and if it is more than 50% of the minimum of the revised scale, it will be stepped up to the next stage. For those who have not had the qualifying service of 30 years, proportionate reduction will be made.

Family pension will continue to be 30% of the last pay drawn by the pensioner. Future retirees will draw 50% of the Average Emoluments drawn at the time of retirement and the existing qualifying periods will be continued. They will be allowed to commute 40% of their pension and the maximum gratuity is to be enhanced to Rs.3.3 lakhs. The Government should have the option to extend the age of retirement to 58 to those who pass scrutiny and are found worthy of continuance.

14. The total financial implication on an annual basis, if the recommendations of the Pay Revision Commission are accepted, is calculated to be Rs 994 crores. .
15. The Commission are of the view that a public servant has a certain measure of social accountability and that he has to make a conscious effort to improve his image in the eyes of the public. Among other recommendations, the need to give weightage to merit as against mere seniority particularly for promotions to higher levels, has to be ensured by changing the reporting format of the ACR which has to be objective and contain the qualitative and quantitative aspects of an employees work output.
16. In order to avoid frequent pay revisions, it should be possible to equate all State posts to comparable Central posts so that a scale to scale equivalence can be established. For this purpose an Equalization Committee may be set up and future pay revisions effected only when there are Central pay revisions. Scale to scale

revisions can then be made, without constituting separate State Pay Revision Commissions.