



सत्यमेव जयते

**Report of the  
7th Assam Pay  
and  
Productivity Pay  
Commission**

**November, 2016**

Report  
of the  
7th Assam Pay  
and  
Productivity Pay  
Commission

Submitted on  
November 18, 2016

## INDEX

	<b>Acknowledgements</b>	<b>1</b>
<b>Chapter 1</b>	<b>Foreword.</b>	<b>2</b>
	<b>Annexures - 1.1 to 1.5</b>	<b>5</b>
<b>Chapter 2</b>	<b>Financial Resources of the State.</b>	<b>21</b>
	<b>Tables - 2.1 to 2.9</b>	<b>25</b>
	<b>Annexure - 2.1</b>	<b>33</b>
<b>Chapter 3</b>	<b>Composition of the State Employees</b>	<b>34</b>
<b>Chapter 4</b>	<b>Principles of Pay Determination</b>	<b>38</b>
	<b>Annexure - 4.1</b>	<b>43</b>
<b>Chapter 5</b>	<b>Determination of Minimum Pay</b>	<b>46</b>
<b>Chapter 6</b>	<b>Revised Pay Structure</b>	<b>51</b>
	<b>Annexures - 6.1 to 6.8</b>	<b>60</b>
<b>Chapter 7</b>	<b>Recommendations for Specific Services</b>	<b>103</b>
	<b>Annexure - 7.1</b>	<b>109</b>
<b>Chapter 8</b>	<b>Pay Structure of Autonomous Bodies</b>	<b>112</b>
	<b>Annexures - 8.1 to 8.2</b>	<b>115</b>
<b>Chapter 9</b>	<b>Modified Assured Career Progression Scheme</b>	<b>118</b>
	<b>Annexures - 9.1 to 9.2</b>	<b>120</b>
<b>Chapter10</b>	<b>Allowances</b>	<b>123</b>
<b>Chapter 11</b>	<b>Non Practicing Allowance</b>	<b>132</b>
<b>Chapter 12</b>	<b>Other Benefits</b>	<b>134</b>
<b>Chapter 13</b>	<b>Pension and Related Benefits</b>	<b>137</b>
<b>Chapter14</b>	<b>Issues Relating to Different Departments**</b>	<b>140</b>
<b>Chapter 15</b>	<b>Recommendations Common To More Than One Department</b>	<b>169</b>
	<b>Annexures - 15.1 to 15.4</b>	<b>176</b>
<b>Chapter 16</b>	<b>Productivity Pay</b>	<b>191</b>
<b>Chapter 17</b>	<b>Financial Implications</b>	<b>196</b>
	<b>Annexure - 17.1</b>	<b>200</b>
<b>Chapter 18</b>	<b>Administrative Reforms</b>	<b>201</b>
<b>Chapter 19</b>	<b>Executive Summary</b>	<b>203</b>

\*\* Departments include--Agriculture Department, Animal Husbandry & Vety. Department, Char Area Department, Cooperation Department, Cultural Affairs Department, Elementary Education Department, Excise Department, Finance Department, Fishery Department, Food & Civil Supplies Department, Forest & Environment Department, General Administration Department, Handloom & Textile Department, Health & FW Department, Higher Education Department, Hill Area Department, Home Department, Industries & Commerce Department, Information & PR Department, Irrigation Department, Judicial Department, Labour & Employment Department, Mines & Minerals Department, Panchayat & Rural Development Department, Pension & Public Grievance Department, Planning & Development Department, Printing & Stationary Department, Public Health Engineering Department, Public Works Department, Revenue & DM Department, Science & Technology Department, Secondary Education Department, Secretariat Administration Department ,Social Welfare Department, Soil Conservation Department, Sports & Youth Welfare Department, Transport Department, Urban Development Department, Water Resource Department and WPT&BC Department

## ACKNOWLEDGEMENTS

7<sup>th</sup> Assam Pay & Productivity Pay Commission, constituted in June, 2015, has been able to conclude its task and submit its report to the Government on this 18<sup>th</sup> day of November, 2016. In achieving this task valuable assistance and support has been received from several quarters who deserve appreciation.

Various service associations, organizations and individuals were the main stakeholders who responded to the request of the Commission and submitted their valuable suggestions on various issues as sought by it. They appeared before the Commission and tendered oral and documentary evidence and submitted other clarifications which helped the Commission in understanding the issues in right perspective. The Commission is thankful to all of them for the pain taken by them in this exercise.

The other major stakeholder groups were the departments of the Government represented by the senior officers. The Commission acknowledges the quick response from all the departments without which the Commission would not have come to the conclusion in time.

Apart from these major stakeholders there were many other Government departments whose support has been availed by the Commission for successful completion of its task. Director of Economics & Statistics and their officers extended their full cooperation and provided necessary statistical data as and when required by the Commission, even at very short notice. Director of Information & Public Relations, Director of Finance (E.A) Department and their team of officers have also extended valuable cooperation to the Commission.

Dr. Deepak Goswami and his colleagues in NIC Guwahati have been extremely cooperative in helping the Commission from time to time. It was with their support that the Commission could set up a website with necessary information for the benefit of the stakeholders.

The Commission has received very valuable assistance from all the members of its team consisting of Sri R.K.Bujarbarua , Consultant, Sri Sukumar Deka, OSD, Sri S. Majumdar, Consultant, Sri N.Chutia, Consultant, Sri P. Sinha, SO (Stenography), Sri B. Talukdar, Stenographer, Smt. Kalpana Kalita, Stenographer and all Office Staff attached to Chairman in conducting its business on day-to-day basis during the past several months. All of them deserve special thanks for the hard work they have put in.

Commission also records its appreciation for all Honble members of the Commission & others who have contributed in one way or the other in accomplishing the task of the Commission successfully. It records its gratitude for all of them who devoted their time in completing its task.

## FOREWARD



## Chapter-1

**1.1** Assam is a complex State from the governance point of view. It has immense diversity of culture, caste, religion, custom and language which not only gives it uniqueness but also creates a situation of competing aspirations of the people belonging to different groups. This situation puts a heavy responsibility on the Government in the matter of administration and development which requires a strong administrative machinery to respond to such problem in a fair and effective manner.

**1.2** The Constitution of India empowers the State Government to make rules and orders to regulate the service conditions of the state employees. The State Government has an obligation to ensure that this power is used to put in place an efficient and dedicated bureaucracy that provides good leadership and governance. This aspect has assumed greater importance in the present times when the awareness about the Government's performance has become widespread among the people who are carefully watching it as far as their interests are concerned. The people are more demanding now in the matter of improvement of services. This highlights the need for a competent work force and the Government has to take the responsibility to improve the efficiency of this work force by different means at its command. One of the measures adopted by Governments in this direction is to constitute Administrative Reform Commission which suggest ways and means to improve the efficiency of the administration. Another measure is to set up Pay Commission for improving the pay structure of the employees so as to attract best talent to the public service. In the present times the global economy has changed and has impacted the living condition of the salaried class. The economic value of the salaries paid to them earlier has been diminishing very fast. Therefore, to keep the salaries viable, it becomes necessary to examine the pay structure of the employees from time to time.

**1.3** In this background the State Government set up the 7<sup>th</sup> Pay and Productivity Pay Commission in June, 2015 with an objective to increase the productivity of Government employees and to improve the outputs, outcomes and overall quality of services. Raising the skills of the employees and introducing new technology in public service delivery has been considered necessary for improving the productivity of Government service. The terms of reference of the Commission has been fixed as follows:-

1. To determine principles governing the structure of emoluments and pay structure of the State Govt. employees excluding All India Services, services under UGC/AICTE and the judicial services covered by the Shetty Commission set up by the Hon'ble Supreme Court.
2. To examine and recommend changes in the structure of emoluments and conditions of services of different classes of State Government employees, taking into account the need of additional resources for investment against expanding requirement of employment, the requirements of development planning and the financial position of the State.
3. To take into account the recommendations made by the 7<sup>th</sup> Central Pay Commission.
4. To recommend reorganization of services to rationalize work load and efficiency.



5. Suggest changes in existing amenities and facilities to State employees and principles to be followed in granting relief to the pensioners.
6. To examine such other concerned and incidental questions as may be referred to the Commission by the Government.

**1.4** A copy of the Notification No.FPC.1/2015/25 of 2.6.2015 constituting this Commission is enclosed as **Annexure-1.1**. The term of the Commission was extended by a period of two months with effect from 1st September 2016 vide notification no FPC.1/2015/77 dated 30<sup>th</sup> September 2016 and a copy of this notification is at **Annexure-1.1-A**

**1.5** The Commission was empowered to devise its own procedure and to call for such information and take such evidence as may be considered necessary. First full meeting of the Pay Commission was held on 3<sup>rd</sup> July, 2015 which was followed by two other full meetings held on 25<sup>th</sup> August, 2015 and 28<sup>th</sup> December, 2015. In accordance with the decisions of these meetings, the Commission set up a website and hosted a questionnaire seeking views of the various employees' associations, individuals and other interested persons. A copy of this questionnaire is enclosed as **Annexure -1.2**. Out of the replies to the questionnaire received from various associations and individuals, 45 were randomly selected for study. The important points as revealed from this study are presented in **Annexure 4.1** of this report.

**1.6** Associations were requested to submit memoranda relating to their demands on the issue of salary and other benefits and amenities. Commission received 196 memoranda from various associations and 49 from individuals. A list of these associations and individuals is enclosed as **Annexure-1.3**.

**1.7** From 19<sup>th</sup> January, 2016 onwards, discussions were held with the representatives of the associations and individuals who submitted the memorandums. During these discussions the Chairman and the Hon'ble members Mr. K. Laskar and Prof. D.K.Barua were present. Secretary, Finance was also present in most of the meetings. During these meetings view point of the associations and individuals were ascertained in detail for the benefit of the Commission. These discussions continued till 18<sup>th</sup> March, 2016.

**1.8** Subsequent to these meetings the Commission identified the issues on which the views of the departments were considered necessary. Such identified issues were referred to the concerned departments along with the memoranda received by the Commission, with a request for their comments. A statement showing the number of memoranda related to different departments and sent to them for comments is enclosed at **Annexure-1.4**. The views and comments of the departments were further discussed in the meetings held with the departments between 25<sup>th</sup> April, 2016 and 19<sup>th</sup> May, 2016 involving 37 sittings. The list of officers who represented various departments in these meetings, is at **Annexure-1.5**.

**1.9** Having obtained the views of various stake holders in the manner mentioned above, the Commission framed its response to the various issues raised by the stakeholders. Most of the demands of the employees, the Commission felt ,were well presented and fair. The Commission has given its best consideration to these demands while making recommendations in this report. In spite of its best intention and desire to accept the demands in entirety, the Commission could not do so for obvious reasons. The Commission, however, is of the view that the Government service, even today, provides a status to the Government servants in the society which cannot be monetized in terms of money. The focus of the Commission has been to ensure that the right kind of talent should be encouraged to join the Government service. The emoluments etc. recommended by the Commission, it is felt, would be adequate for a decent living and would provide adequate compensation for the merit of the

Government servants. The Commission has also taken note of the need of those posts where no promotion is available and has therefore recommended amendments in the Assured Career Progression Scheme (ACPS). These recommendations are expected to remedy the grievances made out by various associations and individuals during the discussions.

**1.10** The Commission carefully examined the issue of adopting the new system of pay matrix as used by the 7<sup>th</sup> CPC. After careful deliberations it has been felt that it is desirable to continue with the grade pay system introduced by the Sixth Pay Commission with necessary modifications as are called for to redress the grievances of the employees.

**1.11** The recommendations regarding allowances and other facilities have been dealt with in appropriate chapters of the report. The problems of the pensioners as revealed through their representations have also been very carefully studied by the Commission and recommendations have been made to make the things easy for the pensioners, particularly in the matter of medical treatment.

**1.12** The Commission has deliberated on the issue of productivity pay and felt that at present the State is not prepared for considering the productivity pay. We are yet to frame the guidelines for the performance measurement and put the result framework document (RFD) methodology on a firm footing. RFD appears to be the first and essential step towards judging the performance and considering the productivity pay. The Commission is of the view that a lot of home work has to be done for providing new skills to the Government servants, particularly the younger generations, so that there is an environment conducive to improvement in the performance for which they can be rewarded.

**1.13** Commission has observed the changes that have been introduced at the national level after the abolition of the Planning Commission. It is of the view that long term decisions in financial matters based on the current circumstances may lead to difficult situations at later stage. Finance Commission award is made after every five years which can give a reasonably assured financial projection for the next five years. Incidentally the recommendations of this Commission are being made at a time when the award of XIV-FC is under execution since 1<sup>st</sup> April, 2015 and as such it will be apt if the Commission takes a short term, viz. five years, view of the matter. It is therefore worth considering if the validity of the Pay Commission's recommendations can be made coterminous with the term of the Finance Commission. It will remove the difficulties in fixing pay and emoluments with so many unknown variables of the future beyond five years. Subsequently after five years the recommendations can be reviewed and appropriate decision can be taken after factoring-in the changing realities in the macroeconomic scenario and the award of the next Finance Commission.

**1.14** The Commission is of the view that the present recommendations are sufficient to encourage the employees for rendering best possible service to the State and make the governance good and effective without facing economic hardship.

**Annexure-1.1**

**GOVERNMENT OF ASSAM  
FINANCE (PAY RESEARCH UNIT) DEPARTMENT  
Dispur ::::: Guwahati-6.**

**ORDERS BY THE GOVERNOR**

**RESOLUTION**

Dated Dispur, the 2<sup>nd</sup> June, 2015.

**No.FPC.1/2015/25** : The Government of Assam have been considering for some time to review the structure of emoluments of Government employees which has been in vogue since the last revision made with effect from 1<sup>st</sup> January, 2006 on the recommendation of the Assam Pay Commission, 2008.

2. The Government has also been contemplating to increase the productivity of government employees as a part of improving outputs, outcomes and overall quality of services relating to public expenditures. The Government is of the opinion that productivity per employee can be raised through the application of technology in public service delivery and in public assets created and by raising the skills of employees through training and capacity building. The use of appropriate technology and associated skill development require incentives for employees to raise their individual productivities. Thus, there is a need to identify right mix of technology and skills for different categories of employees and to design suitable financial incentive linked to measurable performance.

3. Accordingly, it has been decided to constitute 7<sup>th</sup> Assam Pay & Productivity Pay Commission, comprising of the following :-

- |   |   |                  |
|---|---|------------------|
| 1. Shri P.P. Varma, IAS (Retd.)   | - | Chairman         |
| 2. Chief Secretary of Assam   | - | Member           |
| 3. Secretary to the Govt. of Assam<br>Personnel Department                                  | - | Member           |
| 4. Shri Kameswar Laskar,<br>Retd. Secretary to the Govt. of Assam<br>Legislative Department | - | Member           |
| 5. Professor Dilip Baruah, Retd. Principal -<br>Cotton College and Head of Deptt. Economics | - | Member           |
| 6. Shri Simanta Thakuria, Secretary<br>To the Govt. of Assam, Finance Department            | - | Member Secretary |

4. The terms of Reference of the Commission will be as follows :-

- i. To examine the principles that should govern structure of emoluments and conditions of service of the State Government employees, excluding the All India Services,



posts drawing UGC/ AICTE pay scales of Degree Colleges / Engineering Colleges / Medical Colleges/ Nursing College/ Ayurvedic College/ Pharmacy Institute/Polytechnics. The Judicial Service officers drawing pay scales as per recommendation of the Shetty Commission will also be excluded.

- ii. To examine and recommend changes in the structure of emoluments and conditions of service of different classes of State Government employees which are desirable and feasible taking into account the historical background, the economic conditions in the country and the State, the implication and requirements of development planning, additional resources for investment against expanding requirement of employment in the State, financial position of the State, recommendations to be made by the 7<sup>th</sup> Central Pay Commission in respect of the Central Governments, relevant provisions of the Assam Fiscal Responsibility and Budget Management Act.,2005 and all other relevant factors.
  - iii. To suggest re-organization of the existing services with a view to improve rationalisation of workload and efficiency.
  - iv. To examine existing amenities and facilities etc., given to State Government employees, such as Age superannuation, Death-cum-Retirement benefits, Special Pay, Compensatory Allowance, Medical Benefits, Travelling Allowance, Daily Allowance etc. and to make such recommendations as are considered desirable and feasible.
  - v. To examine and suggest the principles to be followed in granting relief to the State Government Pensioners linked with changes in Consumer Price Index.
  - vi. To work out the framework for an emoluments structure linked with the need to attract the most suitable talent to Government service, promote efficiency, accountability and responsibility in the work culture and foster excellence in the public governance system to respond to the complex challenges of modern administration and the rapid political, social, economic and technological changes, with due regard to expectations of stakeholders, and to recommend appropriate technology and skill development through training and capacity building for different categories of employees through a competency based framework,
  - vii. To suggest schemes of incentive, keeping in view, inter-alia, its bearing upon performance and productivity and make recommendations of the general principles, financial parameters and conditions for an appropriate incentive scheme to reward the excellence in productivity, performance and integrity.
  - viii. To examine such other concerned and incidental questions as may be referred to the Commission by the Government.
5. The Commission will devise its own procedure. It may call for such information and take such evidence as may be considered necessary. All Departments and offices under the State Government will furnish such information and documents and also other assistance as may be required by the Commission. The Government trusts that Service Associations and other concerned will extend to the Commission their fullest co-operation and assistance.
6. The Commission will submit its report as soon as practicable but preferably within 15 months from the date of its constitution.
7. The Commission will have its headquarter in Guwahati, Assam.

### **ORDER**

Ordered that the Resolution be published in the Assam Gazette.

Ordered also that a copy of Resolution be forwarded to all the Departments of Government, all Heads of Department, Deputy Commissioner and Sub-Divisional Officer etc.

Sd/-

Secretary to the Govt. of Assam,  
Finance (PRU) Department.

Memo No.FPC.1/2015/25 -A,

Dated Dispur, the 2<sup>nd</sup> June,2015

Copy to :-

1. The Additional Chief Secretary to Hon'ble Chief Minister, Assam for information.
2. The Staff Officer to Chief Secretary, Assam for information.
3. All Additional Chief Secretary/Principal Secretary/Commissioner & Secretary/Secretary to the Government of Assam.
4. All Heads of Department.
5. All Deputy Commissioners / Sub-Divisional Officers (Civil) .
6. The Director, Printing and Stationery, Assam Government Press, Bamunimaidam, Guwahati-21. He is requested to publish the Resolution in an Extra Ordinary issue of the Assam Gazette.
7. The Director, Information & Public Relations for wide publicity.

By Order etc. ,

Under Secretary to the Govt. of Assam,  
Finance (Pay Research Unit) Deptt.

**Annexure-1.1-A**

**GOVERNMENT OF ASSAM  
FINANCE (PAY RESEARCH UNIT) DEPARTMENT  
Assam Secretariat, Block -'F' 2<sup>nd</sup> Floor  
Dispur ::::::::::: Guwahati-6.**

**ORDERS BY THE GOVERNOR**

**NOTIFICATION**

Dated Dispur, the 30<sup>th</sup> September, 2016

**No.FPC.1/2015/77** :- In cancellation of this Deptt.'s earlier Notification No FPC.1/2015/pt./6, dtd. 31-08-2016 the Governor of Assam is pleased to extend the term of the 7<sup>th</sup> Assam Pay & Productivity Pay Commission, 2015 constituted vide Government Resolution No. FPC.1/2015/25, dtd. 02-06-2015 for a period of 2( Two) months with effect from 1<sup>st</sup> September, 2016.

By order and  
On behalf of Governor of Assam,  
**Sd/- Illegible,**  
**(UDAYAN HAZARIKA, IAS)**  
Addl. Secretary to the Government of Assam  
Finance (Pay Research Unit) Department

Memo No.FPC.1/2015/77-A,  
2016

Dated Dispur, the 30<sup>st</sup> September,

**Copy to :-**

- 1) P.S. to the Chairman, 7<sup>th</sup> Assam Pay & Productivity Pay Commission, Dispur, for kind information of Hon'ble Chairman.
- 2) P.S. to the Hon'ble Chief Minister, Assam, Dispur, for kind appraisal of Hon'ble Chief Minister of Assam.
- 3) The Staff Officer to the Chief Secretary, Assam, Dispur, for kind appraisal of Chief Secretary, Assam
- 4) All Addl. Chief Secretary/Principal Secretary/Commissioner & Secretary/Secretary to the Govt. of Assam.
- 5) P.S. to the member Secretary, 7<sup>th</sup> Assam Pay & Productivity Pay Commission, Dispur, for kind appraisal of Member Secretary, 7<sup>th</sup> A.P.P.C.
- 6) All Members, 7<sup>th</sup> Assam Pay & Productivity Pay Commission, Dispur, for kind information.
- 7) All Heads of Department.

- 8) All Deputy Commissioner of Districts/All Sub-Divisional Officers (Civil).
- 9) e-Governance (Unit) Finance (Estt.-B) Department, for uploading the Notification in Government Portal.
- 10) The Director, Directorate of Printing & Stationeries Assam, Bamunimaidam, Guwahati-21, with a request to publish the Notification in the next issue of Assam Gazette.
- 11) The Director, Directorate of Information & Public Relations, Assam, Dispur, Last Gate, for wide Publicity.
- 12) Guard file/relevant file.

By order etc.,  
Sd/- Illegible,  
Under Secretary to the Government of Assam

Finance(Pay Research Unit) Department.

## **7th APPPC Questionnaire**

### **GENERAL**

Government of Assam constituted the 7<sup>th</sup> Assam Pay and Productivity Pay commission vide order no.FPC.1/2015/25 dated 2<sup>nd</sup> June 2015 to review the structure of emoluments of government employees which has been in vogue since the last revision made with effect from 1.1.2006 On the recommendation of the Assam Pay commission-2008 Government contemplates to increase the productivity of its employees as a part of improving outputs, outcomes and overall quality of services ,by means of new technologies in public service delivery and raising skills of the employees. Incentives linked to measureable performance are called for increasing the productivity of employees .

Over the last few years the economy of the state has been under strain and need for speeding up the development works has been felt all over. For providing better services to the people of the state at fastest possible pace an efficient administrative machinery manned by competent personnel with high productivity is required. The cost of this machinery has to be high but it can be suitably pegged by trimming its size and reducing avoidable expenditures on its maintenance. A workable arrangement ,therefore ,has to be found to ensure a highly-motivated workforce for executing the state policy and programmes in a manner conducive to faster economic growth in the state leading to rise in per capita income of its people.

With this mandate, the commission decided to obtain the views of all stake holders with a view to make suitable recommendations to the government within the prescribed time. Suggestions and views on the following issues will help the commission in arriving at appropriate conclusions . In addition to the issues listed below , suggestion on any other relevant matter will also be considered by the commission.

#### **1.Salaries**

1.1 The considerations on which the minimum salary in case of the lowest functionary and the maximum salary in case of a highest level officer may be determined and what should be the reasonable ratio between the two.

1.2 What should be the considerations for determining salary for various levels of functionaries falling between the highest level and the lowest level functionaries?

1.3 Do you think that there should be provision for extra financial incentive/pay for employees working in difficult areas and if yes how should we define such areas ?

#### **2. Comparisons**

2.1 Should there be any comparison/parity between pay scales and perquisites between central and the state Government functionaries? If so, why? If not, why not?

2.2 The recommendations of the Pay Commission are likely to lead to demands for pay revision from the employees of Local Self Governments e.g. municipal bodies, panchayati raj institutions & autonomous institutions. Should this aspect be considered in devising a reasonably moderate remuneration package for State Govt. employees ?If not , how to discourage their demand for upward revision that may be beyond the capacity of their employers?

### 3. Pay Scales

3.1 The 6th Pay Commission introduced the system of Pay Bands and [Grade](#) Pay as against the system of specific pay scales attached to various posts. What has been the impact of running pay bands system during last 5 years?

3.2 Did the pay bands-grade pay system help in arresting exodus and attract talent towards the Government?

3.3 Is the pay band-grade pay system working to the satisfaction of the employees and the government? If not, what are your alternative suggestions

3.4 Is there any anomaly in this system and is there any need to bring about any change in it? Do you think that earlier system of post-specific pay scale needs to be reintroduced?

3.5 Successive Pay Commissions have reduced the number of pay scales by merging one or two pay scales together. Is there a case for the number of pay scales/ pay band to be reduced further and if so in what manner?

3.6 Should there be a provision for special pay scale for isolated posts which have no regular promotion channel?

3.7 Should the provision of special pay be continued or withdrawn? Give reasons.

3.8 Do you want any change in the procedure followed for pay fixation? if yes please suggest.

### 4. Increment

4.1 Whether the present system of annual [increment](#) on 1st July of every year uniformly in case of all [employees](#) has served its purpose or not? Whether any changes are required?

4.2 What should be the [reasonable](#) quantum of annual increment?

4.3 Should the present system for grant of increments be continued as such or it should be modified and linked to more objective assessment of efficiency and productivity of the employees?

### 5. Allowances

5.1 Whether the existing allowances of various type to the government servants need to be retained or there is a need to rationalize them in such a manner as to ensure that salary structure takes care not only of the job profile but the situational factors as well, so that the number of allowances could be reduced to a realistic level?

5.2 whether the non-practicing allowance be withdrawn and in its place more effective system of reward and punishment be introduced to promote discipline and efficiency?

5.3 Is the present rule to determine DA for the employees is satisfactory or it needs any modification. Please suggest modification if any?

5.4 Should the DA be determined once in a year to neutralize the impact of price rise during the previous year?

5.5 Should the DA for travelling on duty be withdrawn and taken care of by suitable adjustment in the pay itself?

### 6. Attracting Talent

6.1 Does the present [salary package](#) attract suitable talent in the All [the state Services](#)? What are your observations and suggestions in this regard?

6.2 To what extent should this package be structured to attract special [talent that may be required for any post in any department](#)?

6.3 To introduce efficiency and better productivity in different levels do you think lateral entry, in limited manner, be allowed and for this purpose employees from lower level be selected on the basis of an objective assessment of their skills and productivity?



## **7. Productivity and Incentives**

7.1 In what way can the functioning of the government be improved to make it more efficient, accountable and productive? Please give specific suggestions with respect to:

- a) Rationalization of staff strength and more productive deployment of available staff;
- b) Rationalization of processes and reduction of paper work; and

c) Economy in expenditure.

d) Introduction of technology in offices for better delivery.

7.2 What should be transparent and objective parameters to assess high achievements and productivity of an employee for grant of reward / incentive?

7.3 Should there be a provision of variable increment at a higher rate than the normal rate of increment for such rewards/incentive?

7.4 Should there be a provision to encourage employees to upgrade their skills to meet the needs of their department/service and to promote them in advance depending upon their success at the departmental examination specifically designed to test their capability/suitability?

7.5 Should the employees who are promoted as per the provision referred at 7.4 be allowed to take advantage of ACPS scheme also?

7.6 What other incentives would you suggest to recognize and reward good performance and higher productivity ?

## **8. Security Forces (Police / Forest protection etc)**

8.1 What should be the considerations for fixing salary in case of Security personnel and in what manner does the parity with civil services need to be evolved, keeping in view their respective job profiles?

8.2 In what manner should the concessions and facilities, both in cash and kind, be taken into account for determining salary structure in case of Security personnel.

8.3 There are different types of allowances for Personnel Below [Officer](#) Rank and for Officers. Does a case exist for rationalization/ reducing of the current variety of allowances?

8.4 As a measure of special recognition, is there a case to review the present benefits provided to the families of security personnel who become disabled or die in action?

8.5 As a measure of special recognition, is there a case to review the present benefits provided to disabled personnel, commensurate to the nature of their disability?

## **9. Pension**

9.1 The retirement benefits of all State Government employees appointed on or after 1.1.2005 are covered by the New Pension Scheme (NPS). What has been the experience of the NPS in the last decade?

9.2 As far as pre-1.1.2005 appointees are concerned, what should be the principles that govern the structure of pension and other retirement benefits?

9.3 Should the benefit of family pension be extended to the disabled member of the employee's family who is fully dependent on the employee?

9.4 Should the temporary employees be given the benefit of pension under NPS and if yes to what extent and with what minimum length of service?

## **10. Training/ building competence**

10.1 How would you like the competence of employees to be improved?

10.2 Is the present level of training at various stages of a person's career considered adequate? Are there gaps that need to be filled, and if so, where?

(a) Should the employees be encouraged to acquire, in his career span, a professional qualification that is required to handle the responsibilities of higher post in his service/department and that for this

purpose, the nature of the study, time intervals and the Institution(s) shall be stipulated by the department of the concerned employee?

(b) What indicators can be used to determine training and capacity building needs for personnel in your organization?

(c) Please suggest any other ways through which capacity building can be further strengthened?

## **11. Outsourcing**

11.1 What has been the experience of outsourcing at various levels of Government and is there a case for expanding it in scope ?

11.2 How best can the jobs, that can be outsourced, be identified ?

11.3 what jobs in your service/department can be outsourced in your opinion?

## **12. Miscellaneous**

12.1 Should not all kind of advances , except travelling allowance advance , granted to the employees be withdrawn?

12.2 should not the LTC be withdrawn and taken care of by suitable adjustment in salary itself?

12.3 Should the provision for leave encashment be modified to allow withdrawal in more than one occasions subject to i) the ceiling of 300 days in entire service period, ii) availability of unutilized leave and iii) at a minimum interval of 5 years—What is your opinion?

12.4 Should the grant of HBA and Car Advance be discontinued and employees encouraged to avail loans from Banks.

12.5 Do all the categories of functionaries in various departments have service rules? If so, do such rules address issues mentioned under clauses 10.2(b) & 10.2(c)?

**List of Associations who submitted memorandums**

1. All Assam Homoeopathic Medical College Teachers' Association , Guwahati,
2. Regional Dental College Teachers' Association. Guwahati.
3. Assam Dental Service Association.
4. All Assam ANM & LHS Service Association. Dispur, Guwahati-6.
5. The Trained Nurses Association of India (Assam State Branch).
6. All Assam Medical College & Hospital Employees' Association. Guwahati.
7. All Assam Ayurvedic Pharmacist Service Association. Jalukbari, Guwahati.
8. All Assam Malaria Employees Association. Dist- Hailakandi.
9. Guwahati Medical College Hospital Karmi Sangha. Guwahati.
10. All Assam Leprosy Employees' Association. Narengi, Pathar Quari, Guwahati.
11. All Assam Graduate Nurse's Association.
12. All Assam ESI Scheme Dispensaries Employees Association. Guwahati, Assam.
13. Rajyik Inland Water Transport Karmachari Santha.
14. ESI Doctors' Association, Assam ,Panjabari, Guwahati.
15. Srimanta Sankardeva Health Science University Karmachari Parisad. Bhangagarh, Guwahati.
16. All Assam Family Welfare Employees' Association, Hengrabari, Guwahati.
17. Assam Medical Service Association (AMSA), AMSA House, Panbazar.
18. All Assam Post Graduate School- Teachers' Association. Ulubari , Guwahati-07
19. All Assam M.M. (Post- Graduate) Teachers' Association. Kahilipara : Guwahati.
20. All Assam Govt. Basic Teachers Association. Chandmari
21. All Assam Higher Secondary Teacher & Employees' Association. Rangia
22. All Assam Provincialised High School Sanskrit teachers Association.
23. All Assam Adult Education Officers & Employees Association.
24. All Assam Middle Graduate Asstt. Teacher Kalyan Samitte. Zoo Road, Guwahati.
25. Higher Secondary Post- Graduate B.Ed Teacher's Association. Assam.
26. Principal , Hindi Teacher's Training College. North Guwahati.
27. All Assam Secondary Graduate Teacher's Association, kahilipara, Guwahati.
28. All Assam State Primary Teachers' Asso., Sikshak Bhawan, R.G. Baruah Road, Guwahati.
29. All Assam Elementary Teachers Education Association. Post- Dolgaon, Dist: Darrang.
30. All Assam M.V. School Teachers' Association.
31. All Assam Planning & Statistical Employees Association.
32. All Assam Vocational Teachers Association.
33. All Assam Upper Primary Head Master Association. Hailakandi, Assam.
34. Five Districts Fixed Pay Asstt. Graduate Teachers' Association. Nagaon ( Assam).
35. All Assam Prathamik Teachers' Parishad Nagaon, Assam.
36. All Assam Elementary Education Planning & Statistic Service Association. Nagaon
37. All Assam Government Higher Secondary Subject Teachers' Association.
38. Assam State Higher Secondary( Govt. & Prov.) Demonstrators Association.
39. All Assam Joint Secondary School Association. Siksa Bhawan, Tarun Nagar, Guwahati.
40. All Assam M.E. Teachers' Association. Japorigog, Guwahati.
41. Assam High School Teachers' Association. Tarun nagar: Guwahati.
42. All Assam Govt. School Service Association. Dhunaguri H.S. School. Lakhimpur.
43. All Assam Madhyamik Siksha & Karmachari Santha.
44. Assam Excise Service Officer's Association, Panbazar, Guwahati.
45. Assam Rajyik Provincialised Vidyalay Abakhar Prapta Sikshak Aru Karmachari Sangha.
46. Sodou Asom Resam Shramik Sangha. Khanapara , Guwahati.

47. Govt. College Of arts & crafts, Assam ,Basistha Guwahati.
48. Association of the Office of the Animal Husbandry & Dairying, Khanapara, Ghy.
49. Sadou Asom Jarikarak Santha.
50. Sadou Asom Samabay Jarikarak Santha. Khanapara, Guwahati.
51. Jorhat Zila Uchha, Ucharar Rajyikikaran Madhyamik Vidyalay Sikshak & karmachari Pensioner Santha.
52. The Govt. Pensioner, Assam Association, Chandamari, Guwahati.
53. Assam Provincialised retired teachers' & Employees' Association.
54. Sadou Asom Karmachari Parishad. Dispur, Guwahati.
55. Assam Secretariat Stenographers' Association. Assam Sachivalaya Dispur Guwahati.
56. Assam Secretariat & Heads Of Departments Govt. Grade-IV Employees Association, Guwahati.
57. All Assam Grade IV Govt. Employee Sanmilan. Guwahati.
58. Sadou Assam Sarkari Garichalak Aru Sahaik Santha.Dispur, Guwahati.
59. Assam State Employees Federation Guwahati.
60. All Assam Laboratory Technician Association.
61. Assam Secretariat Computer Operators' Association.Dispur, Guwahati.
62. All Assam Heads Of The Deptt Ministerial Officers' Association Head Quarters: Guwahati.
63. Assam Rajyik karmachari Parishad. Dispur, Guwahati.
64. Assam State Employees' Federation. Karimganj District Karimganj.
65. Assam Ayurvedic Doctors' Service Association. Guwahati.
66. Computer Wing Finance ( Budget) Department.
67. Assam Secretariat Grade- IV Govt. Employees Association. Dispur, Guwahati.
68. Assam Accounts Service Association. Assam (Audit-I Branch) Chandmari, Guwahati.
69. All Assam Treasury Employees' Bokajan.
70. Assam Finance Service Association. Dispur, Guwahati.
71. All Assam Local Fund Audit Service Association, Guwahati.
72. Assam Accounts Service (Senior Cadre) Officers Association.Guwahati.
73. All Assam Sr. & Junior Inspector/Auditor (Coop) Directorate of Handloom and Textiles, Guwahati.
74. The Association Of Inspectors of Taxes : Assam. Kar Bhawan, Dispur, Guwahati-6.
75. All Assam Handloom and Textile Officer's Association. Ambari, Guwahati, Kamrup.
76. All Assam Weights and Measures Inspecting Officers' Association, Guwahati- 781003.
77. All Assam Mandal Kanangu Sanmilani. Guwahati-3, Assam.
78. The All Assam Sericultural Officers' Association.Khanapara, Guwahati-22.
79. All Assam Supervisors' Association.Beltola Bazar, Guwahati-28.
80. Sadou Asom Mahila Karmachari Santha. Guwahati.
81. The Confederation of Employees of the State Forest Association, Assam(CESFAA).
82. All Assam Govt. Electricity and Water Supply Association. ICDP, Guwahati-22.
83. All Assam Rural Development Employee's Association. Guwahati.
84. Assam Forest Rangers' Association, Guwahati.
85. Assam Forest Service ( Class- I) Association.
86. The All Assam Co-operative Officers' Association. Guwahati-22.
87. Sadou Asom Zila Prasashan Karmachari Santha. Guwahati, Kamrup.
88. TET Qualified Graduate U.P. Teachers' Welfare Association. Gauripur, Dist.- Dhubri, Assam.
89. Assam Jr. College Teachers'-Employees' Association. Dakshin Nalbari College, Agnisala Satra.
90. All Assam College Employees' Association. Jotia, Kahilipara Road.
91. All Assam Diet Officers' Association, DIET, Goalpara, Dudhnoi-783124.
92. All Assam M.P.W.(M) Association. Beltola, Guwahati-28.
93. All Assam Non Gazetted Medical Association. Kamrup ( Rural), Guwahati.
94. Assam Fisheries Service Association(AFSA). Srinagar, Dispur, Guwahati-6, Assam.
95. Governor's Secretariat, Assam. Raj Bhawan : Guwahati-781001.
96. Assam Industries & Commerce Extension Officer's Association. Guwahati- 781021.
97. All Assam Govt. Dairy Workers Association, Khanapara, Guwahati- 781022.

98. All Assam Gaon Panchayat Secretary Association. Guwahati (Assam)
99. Monika Gogoi Artist/ Projection Jorhat Medical College.
100. Assam State Sports & Physical Education Instructors Association. Dist. Sports Office, Nalbari.
101. All Assam DIET Librarians' Association, Mirza.
102. All Assam Veterinary Field Assistants' Association. Khanapara, Guwahati-22.
103. Assam Diploma Engineers' Service Association, ADESA Bhavan, Wireless Guwahati.
104. Sadou Assam Sarkari Garichalak Aru Sahaiak Santha, Head Office: Dispur, Guwahati-6.
105. Deputy Secy. To The Govt. of Assam, Revenue (Reforms) & D.M. Dept. Dispur, Guwahati-6.
106. The Federation Of Engineering Service Associations of Assam (FEDESSA).
107. Public Librarians' Forum Of Assam, District Library, Guwahati.
108. Assam Animal Husbandry and Veterinary Service Association. Chenikuthi, Guwahati-03.
109. All Assam Health Educators' Association, Jail Road Silchar.
110. All Assam Ophthalmic Assistant Association, Guwahati-3.
111. All Assam Govt. Physiotherapist Service Association, Guwahati-37.
112. All Assam Nursing Teachers' Forum, G.M.C & Hospital Complex.
113. All Assam Malaria Employees Association, Assam, Jorhat.
114. Assam Food Safety Officers' Cadre Association, Uzan Bazar, Guwahati-01.
115. All India Federation of Dip. Engineers & Forum of Retd. Dip. Engineers "India", Dispur,
116. All Assam Field Investigators Officers' Association, Karbianglong, Diphu.
117. Assam Geology & Mining Service Association, Kahilipara, Dakhingaon Guwahati-19.
118. All Assam Transport Enforcement Officer's Association.
119. All Assam Ministerial Officers' Association, Dhansiri, Sarupathar.
120. Ujjaleswar Goswami And Seven (7) Others.
121. P.H.E.D. Employee's & Labour Social Welfare Association, Hengrabari, Guwahati-36.
122. RNTCP Employees Association, Hengrabari, Guwahati-36.
123. Association Of Inspectors' Of Drugs, Guwahati.
124. All Assam Nurses Service Association. GMC & Hospital Complex, Guwahati-32.
125. Post Graduate Ayurvedic Doctors' Association, Assam. Devkota Nagar, Guwahati-11.
126. Assam Ayurveda Service Doctors' Forum. Guwahati-14.
127. All Assam Soil Conservation Employees Association. Guwahati-5.
128. All Assam Registering Officers' Association. Rupnagar, Guwahati-32, Assam.
129. All Assam Police Association. Ulubari, Guwahati- 781007.
130. All Assam Physiotherapy Association (AAPA). Silpukhuri, Guwahati-3.
131. All Assam Nurses' Association. Usha Nagar, Road No- 2, Guwahati- 36.
132. All Assam X-RAY Services Association. Dispur, Guwahati- 06.
133. Assam Fisheries Service Association (AFSA). Srinagar Dispur, Guwahati-6, Assam.
134. .Assam Govt. B.ED. College Teachers' Forum. Baladmari, Goalpara.
135. All Assam Public Health (Medical) Employees Association, Assam.
136. All Assam District Malaria Officer's Service Association, Guwahati-781001.
137. Directorate of Information & Public Relations, Assam, Dispur, Guwahati- 6.
138. Directorate Of Forensic Science, Assam.
139. Assam Panchayat & Rural Development Fisheries Graduate Officers Association, Guwahati.
140. All Assam Diploma Engineer Teachers' Council. Chandmari, Guwahati-3.
141. All Assam Panchayat and Women & Childern Extension Officers' Association, Guwahati
142. All Assam Food, Civil Supplies & Consumer Affairs Employees' Association. Guwahati
143. Assam Police Radio Organization.
144. State Govt. Disabled Employee's Parishad, Guwahati, Assam.
145. Assam Jail Warders Association. Lakhara, Dist- Kamrup(M)
146. Assam Forest Employees' Association. Uzan Bazar, Guwahati-1.
147. Assam Economics & Statistical Service Association. Beltola, Guwahati-28.
148. All Assam Fishery Officials' Technical Association, Digholi Pukhori, Guwahati-781001.
149. All Assam Middle School Science Teachers' Association, Mangaldoi. Dist: Darrang.
150. Association of Engineering Officers Of the Inspectorate of Factories, Bhangaghar, Guwahati.
151. All Assam Subordinate Engineer's Grade-I Service Association, Guwahati-3.

152. All Assam Inland Water Transport Shramik Sangha, Fancy Bazar, Guwahati-781001.
153. Assam Information & Public Relations Officers' Association. Dispur, Guwahati-06.
154. Assam Government Press Industrial Employees Association. Bamunimaidam, Guwahati-21.
155. All Assam Motor Vehicle Inspectors Association. Betkuchi, Guwahati, Assam.
156. Assam Survey Employees Association, Dakhingaon, Guwahati-34.
157. Technical Non- Gazetted Employee's Association Guwahati.
158. Assam Jail Officers' Association.
159. Agricultural Statistical Service Officers' Association. Khanapara, Guwahati-22.
160. All Assam Retired Officers, Teachers & Employees Committee, Jawaharnagar, Khanapara.
161. All Assam Govt. Pensioner's & Family Pensioner's Association. Guwahati.
162. Association Of Officer-In-Charge Rabindra Bhawan, Guwahati-01.
163. All Assam I.T.I. Instructional Staff Association, Rojabari, Jorhat-14.
164. All Assam Taxation Ministerial Officers' Association Taxation Department..
165. All Assam Section Assistant & Subordinate Engineer's Service Association, Nagaon.
166. Assam Accounts Service Association. Central Executive Committee, Guwahati.
167. Assam Town Planning Engineers' Service Association. Dispur.
168. Govt. Ayurvedic College Teachers' Association. Jalukbari, Guwahati-781014
169. Office of the Director State Council of Educational Research and Training, Guwahati – 781019.
170. Assam Planning and Development Department, Dispur.
171. All Assam Judicial Employees' Association, Guwahati, Assam.
172. All Assam Subordinate Agriculture Officers' Association.
173. Asom Abkari Karmachari Sangha. Guwahati.
174. All Assam Janasanyog Employees' Association. DIPR, Guwahati-6.
175. Sadou Asom Madhyamik Vidyalay Karjalay Sahayak Sangtha. Jagiroad, Morigaon,
176. Assam Agricultural Service Officers' Association. Ulubari, Guwahati
177. All Assam Social Welfare Officer Association.
178. Karbi Employees' Association (KEA).Karbi Anglong.
179. All Assam Pharmacists' Service Association (AAPSA)Sawkuchi, Guwahati-781040.
180. Assam Survey Employees Association. Dakhingaon, Guwahati-34.
181. Technical Non-Gazetted Employee's Association, Guwahati.
182. All Assam Social Welfare Statistical Employee Association. Kamrup(M), Assam.
183. Assam Govt. Transport officer Association. Jawharnagar Khanapara.
184. All Assam B.D.O.s Association, Guwahati, Assam.
185. All Assam Unit Leaders Association (Bharat Scouts & Guides) Panbazar, Ghy-1.
186. All Assam Taxation Ministerial Officers' Association Taxation Department
187. Association of the Statistical Assistants, O/o the D.E. & C.T. Rehabari.
188. College of Sericulture Students Welfare Association, Titabor, Jorhat-13.
189. Senior Citizen Welfare Society, Odalbakra, Guwahati-34.
190. Sadou Asom Jarikaarak Sangtha, Head Office:- Panbazar, Guwahati-1.
191. All Assam Technical Teachers Association, Assam Textile Institute, Ambari, Guwahati
192. State Council of Educational Research and Training (SCERT) Officers Association.
193. Assam Khadi Board Workers Union, Guwahati-3.
194. Fire & Emergency Service.
195. Forum of Secretary to Medical Colleges & Hospitals, RD C & M.Sc/B.Sc Nursing College.
196. Assam Civil Service Officers' Association Dispur

**List of Individuals / Group of Individuals who submitted memorandums**

1. Sri Kiran Bhuyan Library Asstt. Gauhati Medical College Library.
2. Sri Aijibht Hazarika & Others, Jorhat M.C. & Hospital.
3. Sri Himangshu Dutta & Prashanta Bora, Deptt. of Micro Biology Jorhat Medical College.



4. Sri Prakash Borthakur, Nagaon & Others.
5. Sri Aijt Ch. Baruah Production Officer Madrasa Education.
6. Sri Luit Konwar Rudra Barua State College Of Music. Shilpagram Panjabari, Guwahati-37.
7. Sri Bijit Das & Bijoy Sarkar Bharali, Golaghat, Primary TET Qualified Teachers Association.
8. Sri Sanjib Kr. Phookan, Asstt. Academic Officer, Madrasa Education, Kahilipara.
9. Dr. Mouchumi Bordoloi & others.
10. Sri Dilip Sutradhar & Others, Hailakandi.
11. Sri Monika Gogoi Artist/ Projection Jorhat Medical College
12. Sri Ujjaleswar Goswami And Seven (7) Others.
13. Shri Sankar Shri Paramananda Thakuria, Dist. Jail Barpeta /Dilip Kr. Doley Jorhat
14. Shri Jayanta Dutta & 4 Others, Pharmacist/ Compounder, Panikhaity, Guwahati.
15. Shri Utpal Kr. Gogoi, Firdos Zaman & 4 others, Lalmati Guwahati-29.
16. Shri Utpal Bhatta & 4 others, Dispur, Guwahati-6.
17. Shri Prasanta Kr. Saikia, & 2 others, Morigaon.
18. Shri Rudra Saikia & 2 others ,Golaghat
19. Mrs. Pallavi Sarma, & 5 others Department of D.L.R. Assam.
20. Shri Pankaj Kr. Saikia, Sr. Photographer, & 2 others, Panbazar, Guwahati-1.
21. Shri Sisir Pathak & others, L K R B State College of Music, Panjabari, Guwahati-37.
22. Shri Amrit Jyoti Barua & Others, Ph. No. 9854090735.
23. Shri Subir Dutta & Others, SDIPRO, attached to C.M. PR Cell.
24. Shri Kabir Ahmed Choudhury & Others, Steno D.C. Office Hailakandi.
25. Smti. Chitra Borthakur, Directorate of Science & Technology, Dispur, Guwahati-6.
26. Shri Ganga Prasad Hazarika, Language Officer P& D Department, Dispur, Ghy-6.
27. Smti. Jutilekha Khound, Librarian, Planning & Development Department.
28. Shri Tapan Kr. Gogoi, Maintenance Engineer, D I P R, Dispur, Guwahati-6.
29. Smti. Manika Gogoi, Artist/Projectionist, Jorhat Medical College, Jorhat.
30. Shri Sankar Hazarika East Hatigaon Chariali Hillside, Guwahati-21.
31. Mrs. Ruma Kakati, Assam Engineering College, Jalukbari, Guwahati-13.
32. Dr. Mahindra Kaur, Prof. Govt. Banikanta College of Teachers Education, Guwahati,
33. Smti. Rashabati Singha, Craft Instructress, Dist. Jail Barpeta.
34. Shri Pankaj Kr. Sarma, Data Entry Operator, GAD(B) Assam Secretariat, Dispur
35. Shri B.P. Borthakur, Office of the Chief Inspector of Factories Assam, Bhangagarh, Ghy-5.
36. Shri Jagat Ch. Baishya, IO, O/o the Handloom Research & Designing Centre, Guwahati-1.
37. Smti. Raj Bora, Special Information & Public Relations, Dispur, Ghy-6.
38. Shri Ashish Deb Purkayastha, AFS, FAO, o/o the DGCD & CGHG, Assam, Beltola
39. Sri Prafulla Kr. Duarak, L.K.R.B. Path, Nabin Nagar, Guwahati-24.
40. Sri Hemanta Narayan Das, Librarian, SCERT, Kahilipara Guwahati-19.
41. Shri Pradip Kr. Choudhury, Librarian, Dept. of Historical & Antiquarian Studies, Guwahati.
42. Shri Paban Bhattacharjee, Jr. Instructor, Assam Engineering College.
43. Md. Abdul Mazid, Secretary Barpeta District Char Areas Employees Union,
44. Shri Himamoni Handique, Research Officer, O/o the Sericulture Division, Basistha, Guwahati.
45. Shri Suresh Deka Asstt. Planning Officer & Others, Office of the DEEO, Nalbari.
46. Shri Hemprava Devi, Asstt. Hindi Teacher, R.K. Choudhury High School, Kamrup.
47. Smit. Tarulata Das, UDA, Office of the Registrar of Co Operative Societies, Guwahati.
48. Shri Ranjit Boruah, Ship Modeling Instructor, 48 Assam Naval Unit NCC Panjabari, Guwahati
49. Smti. Utpala Borah Kalita. Research Librarian, Dist. Library, Guwahati.

## Annexure 1.4

**Memoranda Referred to Departments for comments**

Sl.No	Department	No. of Memo
1	Health & Family Welfare	48
2	Fishery	2
3	Science & Technology	2
4	Irrigation Department	1
5	Works Department (WR,PHE,IRG, PWD)	4
6	Information & Public Relation	7
7	Panchayat & Rural Development	5
8	Food & Civil Supply	2
9	Agriculture	3
10	Co- Operation	3
11	Pension & Public Grievances	8
12	Forest & Environment	5
13	Home	10
14	General Administration	14
15	Secretariat Administration	4
16	Hill Areas	1
17	Printing & Stationery	1
18	Sports and Youth Welfare	2
19	Labour and Employment	7
20	Social Welfare	4
21	Industry & Commerce	1
22	Town & Country Planning(UDD)	1
23	Judicial	2
24	Planning &Development	6
25	Soil Conservation	1
26	Revenue & Disaster Management	5
27	Public Health Engineering	2
28	Animal Husbandry & Veterinary	5
29	Cultural Affairs	5
30	Char Area Development	2
31	Handloom , Textile & Sericulture	8
32	Finance (Est-B	9
33	Finance (Taxation)	2
34	Excise	2
35	Transport	5
36	Mines and Minerals	1
37	Higher Education	6
38	Secondary Education	25
39	Elementary Education	22
	<b>Total</b>	<b>243</b>

**Annexure-1.5****Officers who represented various departments before the Commission.**

<b>Sl. No.</b>	<b>Department</b>	<b>Designation</b>
1	Science & Technology Department	Additional Secretary
2	Hill Areas Department.	Joint Secretary
3	Urban Development Department	Commissioner & Secretary
4	Soil Conservation Department	Addl. Secretary
5	Food & Civil Supply	Secretary
6	Printing & Stationery	Secretary
7	Sports & Youth Welfare	Commissioner
8	Controller of Legal Metrology	S. N. Baishya
9	Industries & Commerce	Dy. Secretary
10	Char Areas Development Department	Secretary
11	Mines & Minerals	Commissioner & Secretary
12	Fisheries Department	Commissioner & Secretary
13	I.&P.R. Department	Secretary
14	P&RD Department	Addl. Secretary
15	Agriculture Department	Commissioner & Secretary
16	Co-operative Department	Commissioner & Secretary
17	Forest Department	PCCF Secretary
18	Social Welfare Department	Secretary
19	Judicial Department	Secretary
20	P & D Department	Deputy Secretary
21	Excise Department	Commissioner & Secretary
22	Higher Education	Secretary
23	Transport Department	Addl. Secretary
24	PHED	Secretary
25	PWD	Commissioner & Secretary
26	Water Resource	Dy. Secretary
27	Irrigation	Dy. Secretary
28	P & PG Department	Commissioner & Secretary
29	S.A. Department	Secretary
30	Labour & Employment	Addl. Secretary
31	A.H. & Veterinary	Dy. Secretary
32	Culture Affairs	Commissioner
33	Handloom & Textile	Commissioner
34	Revenue	Commissioner & Secretary
35	Finance (TAX) Department	Commissioner & Secretary
36	Finance Excise	
37	G.A. Department	Secretary
38	Home Department	Commissioner & Secretary
39	Education Elementary	Commissioner & Secretary
40	Education Secondary	Secretary
41	Health & Family Welfare	Secretary

## FINANCIAL RESOURCE OF THE STATE

## Chapter-2

### 1. Review of Past Performance

1.1 In our federal structure, there are three ways in which the constituent states can mobilise resources. These are :-

- (i) Mobilization of their own resources
- (ii) Finance Commission's awards and
- (iii) Plan resources received from Central Government..

1.2 In respect of internal resource mobilization, the trend of revenue collection in Assam over the last twenty five years has not been satisfactory. The period covering the years 1990-91 to 2015-16 can be broken up into three sub-periods i.e., (a) the period covering 1990-91 to 2005-06, (b) the period covering 2006-07 to 2014-15 and (c) the last fiscal year 2015-16.

1.3 The mounting debt burden of the state and the dependence on overdraft marked the first period (1990-91 to 2005-06) as reflected in Table-2.1. As against the then Planning Commission's upper limit of 25% of the debt-GSDP ratio, Assam's ratio exceeded the limit and reached 30.54% in 2001-02. The dependence on overdraft and the burden of interest paid thereof painted a dismal picture of state finances during this period (Table 2.2). This table also shows that since 2006-07 the number of days on which overdraft was taken became nil. This was the highlight of the second period. During this period the revenue deficit also turned into revenue surplus as shown in Table 2.3.

1.4 True it is that this revenue surplus did bring to the state an incentive grant of Rs.300 crore from the 13th Finance Commission which, however, subsequently resulted in a meager amount of revenue deficit grant from the 14th Finance Commission (2015-20), the grant being Rs.3379 crore for the entire period.

1.5 It is to be noted that right from 2001-02 down to 2014-15, salary and pension expenditure constituted a major revenue expenditure item exceeding the cap of 35 per cent of revenue expenditure stipulated by the 13th Finance Commission as can be seen from Table 2.4.

**1.6 The high level of revenue expenditure in the form of salary and pension outgo has crippled capital expenditure in the state with its adverse impact on the capacity of the state to create new capital assets. Limited capital assets will arrest the growth rate of GSDP in future. The overwhelming percentage share of revenue expenditure and the unimpressive percentage share of capital expenditure to total expenditure as shown in Table 2.5, do not augur well for the state economy.**

1.7 In the two years 2010-11 and 2011-12 the dip in the capital expenditure was due to the rise in revenue expenditure consequent upon the implementation of the revised pay scale and pension of the state employees on the basis of the recommendations of the Assam Pay Commission 2008.

**1.8** The third sub-period i.e. fiscal 2015-16 witnessed the serious fiscal lapse with the pendency in regular submission of utilization certificates which according to the Accountant General's Report totaled up to a whopping Rs.11834.24 crore.

## **2. New Scenario**

**2.1** Block Grants received in the form of Normal Central Assistance (NCA), Special Plan Assistance (SPA) and untied SCA have been discontinued.

**2.2** The Planning and Development Department, Government of Assam, reports that the Government of India has delinked central support against the following nine centrally sponsored schemes:-

1. National land Records Modernization Programme.
2. Integrated Watershed Management Programme (IWMP)
3. Rajiv Gandhi Khel Abhiyan (RGKA)
4. Rastriya Krishi Vikash Yojna (RKVY)
5. National Food Security Mission. (NFSM)
6. Mission on Integrated Development of Horticulture (MIDH)
7. National Mission for Sustainable Agriculture (NMSA)
8. National Mission on Agriculture Extension & Technology (NMAET)
9. National Mission on Oilseeds & Palm Oil (NMOOP)

**2.3** The letter issued to all the Secretaries to Government of India (D.O. No. 32/PSO/FS/2015 dated October 28, 2015) by the Ministry of Finance, Department of Expenditure, Government of India, stated that the funding pattern of the following seven schemes will remain unchanged:-

1. Mahatma Gandhi National Rural Employment Guarantee Scheme
2. National Social Assistance Programme
3. Umbrella Programme for Development of Scheduled Castes.
4. Umbrella Programme for Development of Scheduled Tribes.
5. Umbrella Programme for Development of Differently Abled Persons.
6. Umbrella Programme for Development of Minorities.
  - a. Multi-sectoral Development Programme for Minorities 80:20
  - b. Education Scheme for Madarasas/Minorities
7. Umbrella Programme for Development of Backward Classes and other vulnerable groups.

**2.4** The funding of seventeen core schemes listed at **Annexure 2.1** will be shared on 90:10 basis between the centre and the N.E. states. All other schemes will be optional for the State Governments and the fund sharing pattern will be 80: 20 between the Centre and the North Eastern States.

## **3. Challenges Ahead**

**3.1** After the elections held in April, 2016 public expectations have risen high. **The Government will have to go all out to mobilise sufficient resources** to meet the committed liabilities of the government first and then to **finance the developmental schemes**.

**3.2** In Assam where the value of the human development index is lower than the national average, the developmental schemes will be basically related to social sector spending i.e., expenditure on education, health, employment and rural development. It is a matter of concern that in the National Human Development Report, 2011 Assam's position in terms of the value of the HDI is fifteenth out of 20 major states in the country. While the value of the human development index in

Assam is 0.444, the national average is 0.467. Kerala is at the top with a HDI value of 0.790. **The need for substantial investment in Assam's social sector can, therefore, hardly be over emphasised.**

**3.3** The total committed liabilities of the Government in the first year of its office works out to be 10,018.9 crore as below-

a) Chief Minister Special Packages/ announcement:	Rs. 1358.29 crore
b) Schemes initiated from SPA, etc:	Rs. 1541.34 crore
c) Regular DA for employees w.e.f. 1.01.2016:	Rs. 900.00 crore
d) Implication of Pay Revision in 2016-17:	Rs. 4800.00 crore
e) Past dues of State Share of CSS to be released:	Rs. 380.00 crore
f) Outstanding Liabilities of PWD till 31.05.2016:	Rs. 1039.30 crore
<b>TOTAL :</b>	<b>Rs. 10,018.93 crore</b>

( Source : A White Paper on Assam State Finances, Government of Assam )

**3.4** The harsh reality is that during the period 2013-14 to 2015-16 the State's own collection of tax and non-tax revenue (Table 2.6) has been disheartening one. During the period 1996-97 and 2015-16, growth of states own resources (Table 2.7) makes a grim reading. The unimpressive growth of state's own resources has naturally increased the dependence of the state on central funding as shown in Table 2.8. One of the sources of state's own non-tax revenue on which the state will have to depend to a considerable extent is royalty from oil. The Government of Assam is receiving oil royalty on the basis of the post-subsidised price of oil and with the declining oil prices, the revenue collection (Table 2.9) of the state is also falling. Possibility of earning oil royalty at a higher rate seems to be only redeeming feature of the plan for additional internal resource mobilisation in the state.

**3.5** The Government of India has approved more leeway in fiscal deficit target for the states but this approval is conditional. The state seeking such flexibility has to meet three conditions as recommended by the 14th Finance Commission. Most of the states, including Assam, are not in a position to meet these conditions. The additional borrowing limits of the states over and above the fiscal deficit target of 3 per cent of GSDP fixed by the 14th Finance Commission will be permitted only when **(i)** the state has been enjoying revenue surplus for the last two years **(ii)** the debt- GDP ratio in the state is less than or equal to 25 per cent in the preceding year for the state to enjoy an extra borrowing limit of 0.25 over and above the fiscal deficit limit of 3 per cent and **(iii)** the interest payments are less than or equal to 10 percent of the revenue receipts in the previous year for the state to be eligible for an extra borrowing limit of 0.25 per cent of the GSDP.

**3.6** If it becomes difficult to satisfy the above three conditions, the additional borrowing limit over and above the fiscal deficit of 3 percent of GSDP will not be available to the state. Against this unpropitious backdrop of the dismal fiscal scenario, the Government of Assam will be left with two alternatives- either to cut capital expenditure and meet the increasing revenue expenditure or tap all possible sources to mobilise internal resources to the maximum. **However, pruning of capital expenditure will further lower the quality of expenditure and thereby adversely affect the productive capacity of the State economy.**

**3.7** The government may also have to handle the fiscal demand emanating from UDAY (Ujwal Discom Assurance Yojana). The market debt of the state will rise when the state may be required to take over the power distribution company's debt related to UDAY bonds and the interest



thereof. The volume of such debts which may have to be taken over by the State Government is not known as yet.

**3.8** The Goods and Services Tax (GST) may add another dimension to the problem. As and when it is introduced the centre will pay compensation to the states for the possible revenue loss they will incur due to the imposition of GST. But as matters stand now, such compensation will be dependent upon the extent of improvement in revenue collection in the state in the year preceding the imposition of the GST.

#### **4. Conclusion.**

**4.1** While making its recommendations the Seventh Pay and Productivity Pay Commission ( 7<sup>th</sup> APPPC) has carefully considered all the relevant aspects of the current financial scenario in the state, which will determine the extent to which the needs and aspirations of the employees can be reasonably met.

---

**Table:2.1**  
**Debt Stock of Assam**

**(Rs in crores)**

Year	Market Loan	Institutional Loan	W&M Advance From RBI	Loan from the centre	GPF	Total debt stock	Debt Stock as % of GSDP	GSDP at Current (1999-00) Prices
1	2	3	4	5	6	7	8	9
1990-91	227.51	42.05	218.34	3635.18	186.36	4309.44	33.96	12688
1991-92	265.21	40.09	248.74	3788.75	221.69	4564.48	31.92	14301
1992-93	386.86	46.02	---	3735.36	257.22	4425.46	27.83	15903
1993-94	498.60	42.13	17.28	3357.75	291.41	4207.17	23.16	18169
1994-95	660.11	50.34	20.82	3550.22	331.66	4613.15	21.93	21034
1995-96	822.69	54.97	208.39	3863.80	379.26	5329.11	22.77	23403
1996-97	1001.58	35.94	240.59	3997.84	435.57	5711.52	22.44	25450
1997-98	1201.99	24.50	197.58	4151.62	508.18	6083.87	22.22	27386
1998-99	1557.92	88.74	84.58	4291.93	681.82	6704.99	21.62	31008
1999-00	1920.01	151.64	553.53	4802.85	1013.30	8441.33	24.23	34833
2000-01	2281.18	311.73	676.59	5328.79	1468.73	10067.02	27.35	36814
2001-02	2792.20	436.79	1203.33	5529.26	1738.65	11700.22	30.54	38313

(Source: CAG's Finance Accounts, Government of Assam)

**Table:2.2**  
**Overdraft Interest**

(Rs. In crore)

Year	No of days on which overdraft was taken	Amount obtained during the year	Year ending overdraft	Interest paid on overdraft
1998-1999	66	3053.80	Nil	13.97
1999-2000	113	3651.65	425.58	11.55
2000-2001	293	4187.61	500.87	18.10
2001-2002	312	5749.87	1026.62	17.70
2002-2003	315	4533.27	208.92	32.68
2003-2004	237	4343.54	69.61	23.10
2004-2005	129	1782.80	Nil	3.69
2005-2006	30	228.07	Nil	0.63
2006-2007	Nil	Nil	Nil	Nil
2007-2008	Nil	Nil	Nil	Nil
2008-2009	Nil	Nil	Nil	Nil
2009-2010	Nil	Nil	Nil	Nil
2010-2011	Nil	Nil	Nil	Nil
2011-2012	Nil	Nil	Nil	Nil
2012-2013	Nil	Nil	Nil	Nil
2013-2014	Nil	Nil	Nil	Nil
2014-2015	Nil	Nil	Nil	Nil

**Table:2.3****Fiscal Performance****(Rs. in crore)**

Year	Revenue deficit	Fiscal deficit	Primary deficit	Non-plan Revenue deficit	Fiscal deficit as % of GSDP	GSDP at current price
2004-05	291.87	2057.46	653.92	1383.19	3.85	53398
2005-06	(-)1509.08	(-) 355.71	(-)1865.83	(-)289.17	(-) 0.60	59385
2006-07	(-)2210.42	(-) 711.37	(-)2227.05	(-)156.25	(-) 1.10	64692
2007-08	(-)2580.76	(-) 790.09	(-)2302.33	(-)621.18	(-) 1.11	71076
2008-09	(-)3833.71	(-)1406.79	(-)3000.12	(-)1500.27	(-) 1.73	81074
2009-10	1347.71	4043.46	2210.89	2390.93	4.21	95975
2010-11	(-) 53.12	1990.56	78.44	680.09	1.77	112688
2011-12	(-) 926.85	1646.05	(-) 428.44	(-) 709.82	1.31	125903
2012-13	(-)1554.06	1516.48	(-) 598.43	(-) 105.32	1.10	138401
2013-14	(-) 222.90	3782.29	1583.85	1006.84	2.37	159460

(-ve sign indicates surplus)

(Source: Finance Accounts &amp; Directorate of Economics &amp; Statistics, Assam)

**Table:2.4****Share of Salary and Pension in the Revenue Expenditure**

Year	Share of Plan Salary and Non-Plan Salary in total Revenue Expenditure	Share of Non-Plan Salary in total Non-Plan Revenue Expenditure	% Share of Pension in total Revenue Expenditure	% Share of Pension in total Non-Plan Revenue Expenditure
2001-02	49.23%	49.84%	10.68%	13.54%
2002-03	48.02%	47.54%	10.91%	13.42%
2003-04	45.78%	48.04%	10.75%	12.94%
2004-05	40.99%	46.64%	10.39%	12.94%
2005-06	40.22%	46.18%	9.60%	12.03%
2006-07	40.89%	45.78%	10.28%	12.03%
2007-08	411.13%	47.47%	10.52%	12.56%
2008-09	41.00%	50.16%	10.09%	12.91%
2009-10	38.16%	45.74%	8.33%	10.37%
2010-11	45.50%	56.05%	10.39%	13.32%
2011-12	43.91%	54.78%	11.82%	15.65%
2012-13	45.54%	55.00%	12.97%	16.69%
2013-14	48.81%	59.46%	13.33%	17.08%
2014-15	44.99%	56.26%	13.40%	17.64%

(Source: CAG's Finance Accounts, Government of Assam)

**Table:2.5****Ratio of Revenue and Capital Expenditure to Total Expenditure****(Rs. in crore)**

Year	Revenue Expenditure	Non-Debt Capital Expenditure	Total Expenditure	% Share of Revenue Expenditure	% Share of Capital Expenditure	Capital Expenditure as % of GSDP	GSDP at current prices
2001-02	6846.24	595.36	7441.60	92.00%	8.00%	1.55%	38313
2002-03	7112.49	636.54	7749.04	91.79%	8.21%	1.47%	43407
2003-04	8449.79	749.58	9199.38	91.85%	8.15%	1.58%	47304
2004-05	10229.14	3154.72	13383.86	76.43%	23.57%	5.91%	53398
2005-06	10536.31	1190.94	11727.25	89.84%	10.16%	2.01%	59385
2006-07	11456.53	1533.60	12990.13	88.19%	11.81%	2.37%	64692
2007-08	12744.16	1831.00	14575.16	87.44%	12.56%	2.58%	71076
2008-09	14243.33	2461.75	16705.08	85.26%	14.74%	3.04%	81074
2009-10	21232.20	2728.58	23960.78	88.61%	11.39%	2.84%	95975
2010-11	22951.82	2071.77	25023.59	91.72%	8.28%	1.84%	112688
2011-12	26528.55	2594.28	29122.84	91.09%	8.91%	2.06%	125903
2012-13	29136.92	3077.93	32214.84	90.45%	9.55%	2.22%	138401
2013-14	31989.89	4011.27	36001.16	88.86%	11.14%	2.52%	159460

**(Source: AG, Assam & Directorate of Economics & Statistics, Assam)**

**Table: 2.6.****Trend of actual receipt of State's Own Revenue****(Rs in Crore)**

Item	2013-14*		2014-15*		2015-16*	
	Budget Estimate	Actual Receipt	Budget Estimate	Actual Receipt	Budget Estimate	Actual Receipt(LE)
State's Own Tax Revenue of which	8983.77	8994.92	11345.43	9449.81	12892.39	10077.26
Land Revenue	140.34	155.65	201.64	142.32	224.14	229.47
State Excise Duties	609.05	610.26	763.72	664.99	878.77	807.87
Sales Tax	6835.05	6848.01	8367.50	7351.25	9810.55	7524.19
Taxes on Motor Vehicles	365.38	351.11	441.31	364.53	505.59	420.95
Taxes on Goods & Passengers	482.11	413.89	504.27	396.94	595.99	583.74
States Own Non-Tax Revenue of which	3400.33	2705.03	4298.25	2412.89	4325.84	2188.09
Interest Receipt	544.90	418.61	628.63	313.99	515.76	8.86
Dividends and profits	15.62	12.05	14.39	16.23	14.84	70.06
Petroleum	2285.09	1791.31	3200.02	1421.15	3200.06	1672.03
Forestry & Wildlife	195.17	100.92	136.22	115.99	124.34	61.20
State's Own Revenue	12384.10	11699.95	12643.68	11862.70	17218.23	12265.35

(Source Finance Accounts of AG and as per CTMIS)

**Table: 2.7****Growth trend of State's Own Resource****(Rs in Crore)**

Year	State's own Revenues			% increase over previous year
	Tax Revenue	Non –tax Revenue	Total	
1996-97	766.9	322.13	1089.03	
1997-98	881.94	381.21	1263.15	15.99
1998-99	982.56	451.98	1434.54	13.57
1999-00	1224.76	444.92	1669.68	16.39
2000-01	1409.69	526.77	1936.46	15.98
2001-02	1556.98	533.2	2090.18	7.94
2002-03	1934.52	692.97	2627.49	25.71
2003-04	2070.32	945.8	3016.12	14.79
2004-05	2713.32	1070.03	3783.35	25.44
2005-06	3232.21	1459.28	4691.49	24.00
2006-07	3483.32	1859.27	5342.59	13.88
2007-08	3359.5	2134.59	5494.09	2.84
2008-09	4150.21	2271.9	6422.11	16.89
2009-10	4986.72	2752.94	7739.66	20.52
2010-11	5929.85	2373.33	8303.18	7.28
2011-12	7638.24	2866.76	10505.00	26.52
2012-13	8250.21	2473.59	10723.80	2.08
2013-14	8994.92	2705.03	11699.95	9.10
2014-15	9449.81	2412.89	11862.70	1.39
2015-16	10077.26	2188.09	12265.35	3.39

**(Source \* Finance Accounts of AG and CTMIS)**



**Table: 2.8****State's Own Revenue – Central transfers****(Rs in Crore)**

<b>year</b>	<b>State's own revenue</b>	<b>Transfer from the center</b>	<b>Grand total Receipt</b>	<b>Ratio of state's Own revenue to total revenue</b>	<b>Ratio of central transfer to total revenue</b>
1996-97	1089.03	2766.78	3855.81	28.24 %	71.76%
1997-98	1263.15	3062.51	4325.66	29.20 %	70.80%
1998-99	1434.54	3072.00	4506.54	31.83%	68.17%
1999-00	1669.68	3171.26	4840.94	34.49%	65.51%
2000-01	1936.46	3701.18	5637.64	34.35%	65.65%
2001-02	2090.18	3874.68	5964.86	35.04%	64.96%
2002-03	2627.49	4165.86	6793.35	38.68%	61.32%
2003-04	3016.12	4748.98	7765.10	38.84%	61.16%
2004-05	3783.35	6153.92	9937.27	38.07%	61.93%
2005-06	4691.49	7353.90	12045.39	38.95%	61.05%
2006-07	5342.59	8324.36	13666.95	39.09%	60.91%
2007-08	5494.09	9830.84	15324.93	35.85%.	64.15%
2008-09	6422.11	11654.93	18077.04	35.53%	64.47%
2009-10	7739.66	12144.83	19884.49	38.92%	61.08%
2011-11	8303.18	14701.76	23004.94	36.09%	63.91%
2011-12	10505.00	16950.40	27455.40	38.26%	61.74%
2012-13	10723.80	19967.18	30690.98	34.94	65.06%
2013-14	11699.96	20512.83	32212.79	36.32%	63.68%
2014-15	11862.70	26318.79	38181.49	31.07%	68.93%
2015-16 (LE)	12265.35	29609.63	41874.98	29.29%	70.71%

**( Source: Upto 2014-15, Finance Accounts of AG and 2015-16 (LE) is as per MoF, PFMS and CTMIS)**

**Table: 2.9**  
**Revenue Collection 2015-16**

(Rs in crore)												
SI No	ITEMS	APR	MAY	JUNE	JUL Y	AUG	SEPT	OCT	NOV	DEC	JAN	FEB
1	<b>CRUDE OIL</b>	272.93	134.25	138.62	132.48	91.51	105.63	79.49	126.87	102.67	87.93	89.60
	<b>NATURAL GAS</b>	20.33	16.34	18.97	19.08	19.57	20.86	18.06	18.92	18.78	19.65	18.68
2	<b>COAL</b>	9.84	2.36	2.13	0.88	1.29	2.72	2.43	0.57	2.02	2.76	2.81
4	<b>LIMESTONE</b>	Nil	0.93	0.22	0.11	0.1	0.03	0.11	0.24	0.28	0.37	0.25
5	<b>TOTAL</b>	303.10	153.88	159.94	152.55	112.47	129.237	100.09	146.59	123.75	110.71	111.34

(Source: Director of Geology & Mining, Assam)

### Annexure-2.1

#### Schemes, for which funding will be shared between the Center and the states (90:10) for Assam

1. Krishi Unnati Yojna
2. Rashtriya Krishi Vikas Yojna
3. Pradhan Mantri Krishi Sinchai Yojna
4. Rashtriya Pashudhan Vikas Yojna
5. Swachh Bharat Abhiyan(Rural and Urban)
6. National Rural drinking water programme
7. National Health Mission (including AYUSH, Medical Education and RSBY/RSSY)
8. National Education Mission
9. Integrated Child Development Scheme
10. Integrated Child Protection Scheme
11. Mid-Day Meal Programme.
12. Housing for All (Rural and Urban)
13. National Livelihood Mission (Rural & Urban)
14. Forestry and Wildlife ( Including Green India Mission, Project Tiger and Integrated Development of Wildlife Habitats)
15. Urban Rejuvenation (AMRUT) and Smart City Mission
16. Modernisation of Police Forces
17. Infrastructure Facilities for Judiciary.

## COMPOSITION OF STATE EMPLOYEES



Chapter-3

### 1. General Analysis

**1.1** The 7<sup>th</sup> APPPC has been mandated by its terms of reference to examine and recommend changes in the structure of emoluments and condition of service of different classes of State Government employees which are desirable and are conducive to attract talent for the Government service and foster excellence in public governance. It also included suggestions to reorganize existing services with a view to improve rationalization of workload and efficiency. These matters are directly linked to the issue of better wages and which in turn is dependent on the size of the administrative machinery and the resources of the State.

**1.2** 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> CPC undertook an analysis of the composition of the Central Government employees in order to find out the need of reducing the manpower and to decide the proportion of employees in different levels of administration. 7<sup>th</sup> APPPC also attempted to examine the relevant data of employees for determining-

- (i) Whether the size of the Government apparatus is bloated in comparison to the size of other states where delivery system is satisfactory and if there is a need for downsizing;
- (ii) Whether the size of the Government apparatus in different districts of the state are proportionate and not lopsided and if there is a need for any changes;
- (iii) Whether any particular group of employees needs special attention for training and improvement in the skills;
- (iv) Whether the proportion of Government servants in the higher levels and lower level is satisfactory or needs any alteration;
- (v) Age profile of Government pensioners.

**1.3** Search for relevant data resulted into some useful information which was not up to date. This is reproduced in Table-3.1 and Table 3.2. Data for pensioners could be collected from the Association of Pensioners only and is shown in Table-3.3. All these tables are shown on the following pages :-

Table 3.1

## Employee in the Public Sector (as on 31st March, 2012)

( 000 number)

State (1)	Central Govt				State Govt				Total Govt Employee (5+9)	Population of the State	Employee per lakh population
	2009 (2)	2010 (3)	2011 (4)	2012 (5)	2009 (6)	2010 (7)	2011 (8)	2012 (9)			
Assam	68	67	67	67	309	312	315	316	383	31205576	1.23
Andhra Pradesh	193	207	199	185	456	503	394	396	581	84580777	0.69
Gujarat	86	80	79	75	172	174	170	170	245	60439692	0.41
Karnataka	95	97	96	96	571	571	574	574	670	61095297	1.10
Kerala	63	61	61	60	266	267	269	268	328	33406061	0.98
Maharashtra	357	306	339	326	515	531	543	530	856	112374333	0.76
Tamil Nadu	223	217	216	214	584	574	549	548	762	72147030	1.06
Uttar Pradesh	329	324	319	320	673	691	692	695	1015	199812341	0.51
West Bengal	308	272	167	273	272	277	279	280	553	91276115	0.61
Tripura	7	2	7	7	117	117	113	116	123	3673917	3.35
Manipur	4	4	4	4	61	61	61	61	65	2855794	2.28
Meghalaya	4	5	5	5	27	28	32	40	45	2966889	1.52

(Source: Directorate General of Employment &amp; Training, Ministry of Labour &amp; Employment, Govt. of India)

**Table 3.2****District Wise distribution of Assam Government Employee ( as on 31 st March, 2009)**

District	Total Assam Govt Employee	Total Population of District	Population : Govt. employee ratio
Kamrup(M+R)	60982	277762	0.2200
Nagaon	27025	2826006	0.0095
Sivasagar	21864	1150253	0.0190
Cachar	19482	1736319	0.0112
Barpeta	19174	1693190	0.0113
Dibrugarh	18723	1327748	0.0141
Jorhat	18347	1091295	0.0168
Sonitpur	17073	1925975	0.0088
Lakhimpur	15992	1040644	0.0153
Nalbari	15058	769919	0.0195
Dhuburi	14179	1948632	0.0072
Golaghat	13968	1058674	0.0131
Karbi Anglong	13059	965280	0.0135
Goalpara	12723	1008959	0.0126
Karimganj	12172	2127002	0.0100
Kokrajhar	12154	886999	0.0137
Tinsukia	11480	1316948	0.0087
Darrang	9895	908090	0.0108
Morigaon	9773	957853	0.0083
Bongaigaon	9352	732639	0.0127
Dhemaji	9204	688077	0.0133
Hailakandi	8699	659260	0.0131
Baksa	8000	953773	0.0083
Udalguri	6169	832769	0.0074
Dima Hasao	5947	213529	0.0278
Chirang	4271	481818	0.0088
<b>Grand Total</b>	<b>392965</b>	<b>31169272</b>	<b>0.0126</b>

Source: 1) Report on employees of Assam Government and other establishments, 2009 & 2) Census 2011, Assam

**Table 3.3****Age of Pensioners as on December, 2013**

Age group	Male	Female	Total
75 - 80 yrs.	1422	6684	8106
80- 85 yrs.	3206	2558	5764
85 - 90 yrs.	1744	1014	2758
90 - 100 yrs.	906	354	1260
Above 100 yrs	14	4	18
			<b>17906</b>

(Source ; Government Pensioners Association, Assam)

**1.4** The information collected reveals that the number of employees, including both State and Central Governments, working in Assam against one lakh population is higher than in States like Andhra Pradesh, Maharashtra, West Bengal and Gujarat. But so is the case of Tripura, Manipur and Meghalaya. This highlights the dependence of people on Government employment as private sector is virtually non-existent in North East.

**1.5** On the other hand number of Central Government employees in Assam in 2012 were much less compared to Andhra Pradesh, Maharashtra, Tamilnadu and West Bengal. This shows the lesser job opportunities under Central Government in Assam which may also be linked to slow development pace in the State.

**1.6** Within the State, the distribution of State Government employees is also varying and perhaps needs correction to bring development in all areas at same level.

**1.7** Pensioners data is sketchy and would have been more useful if break up of the numbers in each grade pay- group was available.

## **2. Suggestion**

**2.1** With the above available information it is not prudent to come to any conclusion in respect of issues mentioned at para 1.2 above. The Commission suggests that a strong data base of employees be developed by the Government which may help the authorities/Commissions entrusted with the job of handling their terms of reference relating to employees in future. Some of the items for this data base are –

- Number of Employees drawing pay in each GP category.
- Number of Employees and their Age Profile.
- Number of Pensioners and their Age Profile.
- Number of employees of each HOD and their distribution in districts.
- Number of employees of each HOD drawing pay in each GP category.
- Number and designation of post in single post cadres.
- New post created and their designation.
- Post abolished with their designation.
- Number of differently abled employees.

## PRINCIPLES OF PAY DETERMINATION

## Chapter-4

### 1. General issues and views of the Commission:

- 1.1** As the Seventh Central Pay Commission has so aptly put it “The real challenge before the Commission is to provide a pay structure which is competitive yet affordable, attractive yet acceptable, forward-looking yet adaptable, simple yet rational and one which matches with the current socio-economic and political conditions as well as the changing perception of the overall administrative machinery and the public governance system”. This Commission cannot agree more with this observation made by the Seventh C P C.
- 1.2** Indeed, it will be a futile exercise to look for a single principle of pay determination of the government employees which will be all inclusive and error-free. Various principles have been enunciated from time to time and all these principles are contextual. A principle found to be appropriate in a given context may be entirely out of tune in a different context.
- 1.3** The much-vaunted principle of equal pay for equal work runs into difficulty, both theoretical and practical, when it comes to the problem of identification of ‘equal’ work in various government departments as also ‘similar’ jobs in the private sector. The problem becomes serious when the job chart of the employees is not well defined and there is lack of proper and regular supervision of the duties and responsibilities of the employees in various departments. While there are employees who work with a missionary zeal even going beyond office hours, if necessary, there are those whose productivity leaves much to be desired. The system of rewards and punishment is almost non-existent. What vitiates the situation is the lack of organizational mission and organizational culture in many of the government departments.
- 1.4** Another much-discussed principle of pay determination is the principle of market value. The objective is to provide sufficient incentive to the talented persons so as to wean them away from the private jobs in the market and to retain them with provision for sufficient avenues for career progression in their service-tenure. To quote the Royal Commission on Public Services in India, 1912-15 (Islington Commission) “The only safe criterion is that Government should pay so much and so much only to their employees as is necessary to obtain recruits of the right stamp, and to maintain them in such degree of comfort and dignity as will shield them from temptation and keep them efficient for the term of their services”.
- 1.5** The problem with this principle is that in more senses than one the objective, nature, accountability and service content of government jobs are vastly different from those in the private establishments/corporate houses. Private jobs are profit-linked; public services are welfare-oriented. Private jobs lack security; public jobs are secured. Studies have shown that salaries at lower levels are higher in government services than in private ones but salaries at higher levels in government services are considerably below those in the private sector. However,

the service content of the government jobs at the higher echelons of governance is much better than that in the private sector. Service content is not about salary only; it is also about perks, privileges and amenities and authority attached to the job which is much less in the comparable positions in the private sector.

**1.6** Yet another principle of pay determination of the government employees is the principle of model employer. The government should be the role model to private establishments in terms of salaries offered to the employees, the employee-employer relationship, service conditions and welfare provisions. However, such a role, desirable as it is, presumes the absence of gross anomalies in the pay structure of the public personnel and exploitative practices in terms of low salaries and unsatisfactory working conditions. For the government to play the role of a model employer, the most important requirement is a high level of efficiency, accountability and responsibility which in turn, ensure a high level of work culture and productivity in public services. The 7<sup>th</sup> APPPC strongly feels that to attract better talents to public service, a fair and transparent process of selection of public personnel has to be in place.

**1.7** Thus, it is apparent that a unique and universally acceptable principle of pay determination has not yet evolved. The 7<sup>th</sup> APPPC, therefore, has considered the relevant issues and concerns, particularly those discussed hereinafter, in arriving at a fair and judicious decision regarding payment of salaries and emoluments to the government employees.

## **2. Views of the Employees:**

**2.1** With a view to determine the principles for making various recommendations relating to pay and allowances, 7<sup>th</sup> APPPC sought views of various employee associations on twelve major issues incorporated in a questionnaire which is enclosed as **Annexure-1.2** in the report. A number of associations have submitted their views on these issues which have been studied by the Commission. Commission selected forty five of these replies to the questionnaire for detail study which has revealed the general view of the employees on important issues. The response of the employees on these selected issues is enclosed as **Annexure 4.1** in this report.

**2.2** The responses relevant to the issues concerning pay determination are as below-

*Issue1. The considerations on which the minimum salary in case of the lowest functionary and the maximum salary in case of a highest level officer may be determined and what should be the reasonable ratio between the two.*

Response- Twenty eight Associations responded to this issue and seventeen did not offer any comment. The range of ratio suggested was 1:3, to 1:10 and highest number of response (10) were in favour of 1:8 ratio. The next highest number (4 each) was in favour of 1:9 and 1:10.

*Issue-2 What should be the considerations for determining salary for various levels of functionaries falling between the highest level and the lowest level functionaries?*

Response- Most of the employees suggested that entry qualification, duties and responsibilities for any post should be the criteria for determining the salary of various level of posts.

*Issue-3 Is the pay band-grade pay system working to the satisfaction of the employees and the Government? If not, what are your alternative suggestions?*



Response- The views of the employees on the issue are divided equally. Out of the thirty three responses received, sixteen suggest that the system is working satisfactorily while other sixteen are not satisfied with this system. However only few of them have indicated their preference for the pay matrix system proposed by the 7<sup>th</sup> CPC.

Issue-4 *Is there any anomaly in this system and is there any need to bring about any change in it ? Do you think that earlier system of post-specific pay scale needs to be reintroduced?*

Response – The views of the employees on this issue are different and no clear preference is reflected.

Issue-5- *Do you want any change in the procedure followed for pay fixation? if yes, please suggest.*

Response – out of the thirty four responses received, seventeen preferred a change and most of them preferred the recommendations of the 7<sup>th</sup> CPC.

Issue-6 *What should be the reasonable quantum of annual increment?*

Response – Forty responses were received suggesting the quantum of increment ranging between 2% to 8%, maximum number (14) suggesting 5% and the next highest number (9) suggesting 3% followed by eight responses in favour of 6%.

### **3. Gazetted Status and the pay:**

**3.1** There is an impression among some of the employees that Gazetted status is a factor in deciding the pay and allowances. This impression has arisen out of the condition of pay imposed earlier by the Government for grant of Gazetted status.

**3.2** The Government Notification No.FPC.49/82/93 of 27<sup>th</sup> June, 1983 contained the decisions taken by the Government on the recommendation of the Pay Commission-1979. Appendix-III of Para 3 of this notification lays down the guidelines for conferring Gazetted status on Government servants. One compulsory guideline is that the posts should carry the scale of pay of Rs.670-1500/- per month or above which corresponds to the GP of Rs.4300 in PB-3 of ROP 2010.

**3.3** Government discontinued the practice of conferment of Gazetted status in the year 2010 (ref ROP 2010). This Commission, however, observes that some of the laws, like Motor Vehicle Act, require certain officers to be Gazetted and therefore in accordance with such requirement of law some officers have to be conferred Gazetted status.

**3.4** 7<sup>th</sup> APPPC has examined the issue of Gazetted status carefully and felt that for the purpose of any specific law, some officer can be granted Gazetted status but it may not be necessary to give them any particular pay scale for this reason. **For determination of pay ,the criteria should be entry qualification, mode of recruitment, nature of work and the level of responsibility.** The Commission has used these criteria for determination of pay for various category of employees and have not considered the Gazetted status for the purpose.

### **4. Combined Competitive Examination and pay:**

**4.1** Parity in pay have been claimed on the ground that some services are included in Combined Competitive examination of Assam Public Service Commission.

**4.2** Assam Public Service Combined Competitive Examination Rule, 1989 provide for a Combined Competitive Examination (CCE) for recruitment to the services and posts mentioned in schedule-I of the rules. These posts are

(1)	(2)	(3)
1. Assam Civil Service (Class-I) (Jr. Grade)	- Rs.4390-11425	PB-4 GP 5400
2. Assam Police Service (Jr. Grade)	- Rs.4300-11025	PB-3 GP 5100
3. Labour Officer	- Rs.4300-11025	PB-3 GP 5100
4. Superintendent of Taxes	- Rs.4300-11025	PB-3 GP 5100
5. Superintendent of Jail	- Rs.4390-11425	PB-4 GP 5400
6. Superintendent of Excise	- Rs.4300-11025	PB-3 GP 5100
7. Assistant Registrar of Cooperative Societies	- Rs.4300-11025	PB-3 GP 5100
8. District Transport Officer	- Rs.4300-11025	PB-3 GP 5100
9. Inspector of Labour	- Rs.3760-9400	PB-3 GP 4300
10. Inspector of Taxes	- Rs.3760-9400	PB-3 GP 4300
11. Inspector of Excise	- Rs.3760-9400	PB-3 GP 4300
12. Inspector of Supply	- Rs.3760-9400	PB-3 GP 4300
13. Senior Inspector/Auditor of Cooperative Society	- Rs.3760-9400	PB-3 GP 4300
14. Assistant Employment Officer	- Rs.3760-9400	PB-3 GP 4300

**4.2** Column-2 above shows the pre-APC-2008 pay scales of these posts and column-3 shows the Pay Band and the Grade Pay corresponding to each of these posts. It will appear from the above that 3 different pay scales were available for the 14 services of the schedule.

**4.3** Assam Pay Commission-2008 recommended that the post of APS (jr.grade), DTO and Superintendent of Taxes be put in the P.B.4 with GP of Rs 5400.

**4.4** The Committee constituted to examine the report of the Assam Pay Commission, 2008, subsequently recommended as below-

*“It is seen that some selective posts like Superintendent of Taxes, District Transport Officer, APS-Junior Gr.etc. are placed in PB 4 while some posts are left out. The Committee suggests that all such left out posts which are filled up along with ACS, APS etc. through Civil Services Examination conducted by APSC and which are hitherto placed in pay scale of 4300-11025 may also be placed in PB 4 with Grade Pay of Rs.5400. Accordingly, the Committee suggests that posts of Labour Officer, Superintendent of Excise and Assistant Registrar of Cooperative Societies may also be placed in Pay Band 4 with Grade Pay of Rs.5400.”*

**4.5** Thus all the 6 posts carrying the pay scale of 4300-11025 before 2008 and mentioned in the Schedule-I of the Assam Public Service Combined Competitive Examination Rule, were placed in PB 4 with GP of Rs 5400. Some other Associations also claimed that their service/posts carried the pay scale of Rs.4300-11025 like that of DTO and others and they were directly recruited through APSC and as such their pay should also be revised with a GP of Rs.5400 in PB-4 which is yet to be accepted.

**4.6** The issue of status of various services flowing from a common recruitment examination is relevant here. This issue was considered by the Hon’ble Supreme Court of India in Mohan Kumar Singhania & others –Vs- Union of India & others. The judgment delivered in this case on

13<sup>th</sup> September, 1991 held that the selection for IAS, IFS, IPS, Group A Services and Group D services are made by a combined competitive examination and Viva Voce test. There cannot be any dispute that each service is a distinct and separate cadre, having its separate field of operation, with different status, prospects, pay scales, the nature of duties, the responsibilities to the post and condition of service etc. Therefore, once a candidate is selected and appointed to a particular cadre he cannot be allowed to say that he is at par with the others on the ground that all of them appeared and were selected by a combined competitive examination and viva voce test and that the qualifications prescribed are comparable.

**4.7** It is, therefore, not tenable that all the services included in the CCE scheme of APSC should have equal pay and status. The fact is that the combined examination is held for the convenience of the candidates as well as of the APSC and it is not meant for equalizing the pay scales of different groups of posts covered by the CCE. The fact that the 6 posts in the pay scale of 3760-9400 of the schedule were not granted the higher GP of 5400 supports this view.

**7<sup>th</sup> APPPC is of the view that ACS-1 (Jr. Gr.) should have a distinctive pay scale to have the status of premier service. Further the benefit of the recommendation of the Committee, referred at para 4.4 above be given to other similarly placed employees even though their selection is done by APSC through an examination other than CCE.**

---

### Analysis of replies to Questionnaire on selected issues.

**Issue1.** *The considerations on which the minimum salary in case of the lowest functionary and the maximum salary in case of a highest level officer may be determined and what should be the reasonable ratio between the two.*

Response- Twenty eight Associations responded to this issue and seventeen did not offer any comment. The range of ratio suggested was 1:3, to 1:10 and highest number of response (10) were in favour of 1:8 ratio. The next highest number (4 each) was in favour of 1:9 and 1:10.

**Issue-2** *What should be the considerations for determining salary for various levels of functionaries falling between the highest level and the lowest level functionaries?*

Response- Most of the employees suggested that entry qualification, duties and responsibilities for any post should be the criteria for determining the salary of various level of posts.

**Issue-3** *Do you think that there should be provision for extra financial incentive/pay for employees working in difficult areas and if yes how should we define such areas ?*

Response- Thirty seven employee association recommended extra financial incentive for the employees working in difficult areas. While five associations did not respond.

**Issue-4** *Is the pay band-grade pay system working to the satisfaction of the employees and the Government? If not, what are your alternative suggestions?*

Response- The views of the employees on the issue are divided equally. Out of the thirty three responses received, sixteen suggest that the system is working satisfactorily while other sixteen are not satisfied with this system. However only few of them have indicated their preference for the pay matrix system proposed by the 7<sup>th</sup> CPC.

**Issue-5** *Is there any anomaly in this system and is there any need to bring about any change in it ? Do you think that earlier system of post-specific pay scale needs to be reintroduced?*

Response – The views of the employees on this issue are different and there is no clear preference is reflected.

**Issue-6** *Should there be a provision for special pay scale for isolated posts which have no regular promotion channel?*

Response – Twenty out of thirty three responses received from the employees associations were in favour of special pay for isolated posts having no promotion avenue. Some have suggested time scale promotions for such posts.

**Issue-7** *Do you want any change in the procedure followed for pay fixation? if yes please suggest.*

Response – out of the thirty four responses received, seventeen preferred a change and most of them preferred to the recommendations of the 7<sup>th</sup> CPC.

**Issue-8** *Whether the present system of annual increment on 1st July of every year uniformly in case of all employees has served its purpose or not? Whether any changes are required?*

Response – Out of the forty responses received, thirty two were in favour of the present system of granting increment on 1<sup>st</sup> July every year.

**Issue-9** *What should be the reasonable quantum of annual increment?*

Response – Forty responses were received suggesting the quantum of increment ranging between 2% to 8%, maximum number (14) suggesting 5% and the next highest number (9) suggesting 3% followed by eight responses in favour of 6%.

**Issue-10** *Whether the existing allowances of various type to the government servants need to be retained or there is a need to rationalize them in such a manner as to ensure that salary structure takes care not only of the job profile but the situational factors as well, so that the number of allowances could be reduced to a realistic level?*

Response – Twenty six of the forty responses received were in favour of retention of all the allowances being paid at present. Some of the responses (6) suggested introduction of new allowances viz -

1. Child Education Allowance.
2. Conveyance Allowance
3. Holiday Compensatory Allowance
4. Hospital patient care
5. ESI allowance
6. Nursing Allowance
7. Over time Allowance
8. Study Allowance.
9. Non Practicing Allowance for employees other than doctors.
10. Motivation cum Risk allowance for Special Branch police personnel.

**Issue-11** - *Should there be a provision to encourage employees to upgrade their skills to meet the needs of their department/service and to promote them in advance depending upon their success at the departmental examination specifically designed to test their capability/suitability?*

Response – Twenty six out of the forty two responses received were in favour of up-gradation of skills to meet the needs of the departments, while ten responses were without any comment.

**Issue-12** *Should the benefit of family pension be extended to the disabled member of the employee's family who is fully dependent on the employee?*

Response- Thirty six out of forty two responses received were in favour of extending the benefit of family pension to the disabled member of the family of the Government servant, who are totally dependent on the employee.

**Issue-13** - *Should the temporary employees be given the benefit of pension under NPS and if yes to what extent and with what minimum length of service?*

Response – Thirty out of forty one responses received were in favour of temporary employees being given the benefit of NPS.

**Issue-14** *Should the employees be encouraged to acquire, in his career span, a professional qualification that is required to handle the responsibilities of higher post in his service/department and that for this purpose, the nature of the study, time intervals and the Institution(s) shall be stipulated by the department of the concerned employee?*

Response- Thirty eight out of forty one responses supported the idea of departments encouraging the employees to acquire higher qualifications to prepare themselves for higher responsibilities likely to be handled after promotions in future.

**Issue 15** *What has been the experience of outsourcing at various levels of Government and is there a case for expanding it in scope ?*

Response – Forty three responses were received of which twenty were without comments. Remaining responses included twelve against the outsourcing while eleven were in favour of outsourcing services in selected areas.

**Issue-16** *should not the LTC be withdrawn and taken care of by suitable adjustment in salary itself?*

Response – Of the forty five responses received, thirty five were in favour of the continuance of LTC. There were suggestions for increase of frequency of ranging from two times in service life to every year.

**Issue -17** *Should the provision for leave encashment be modified to allow withdrawal in more than one occasions subject to i) the ceiling of 300 days in entire service period ,ii) availability of unutilized leave and iii) at a minimum interval of 5 years—What is your opinion?*

Response –Out of the thirty six responses received, thirty were in favour of continuation of leave encashment. Many of them suggesting increase in the number of leave days from the existing 300 to a maximum of 600.

## DETERMINATION OF MINIMUM PAY

### Chapter-5

- 1.1 Determination of minimum pay is the stepping stone to the whole exercise of determination of pay structure of the employees. The time honoured and widely accepted theory of wage determination is the subsistence theory which states that the wages or salaries paid to the employee should be such that it enables the employee to, obtain in a dignified way, the basic minimum necessities of life for himself/herself and the family.
- 1.2 However, the concept of basic minimum necessities of life will change from time to time. What is considered to be a luxury today may well be regarded as a necessity tomorrow. With higher growth of the economy and the changing life style of the employees, the nature and content of subsistence wages will undergo significant changes. That apart, the price factor introduces another dimension to the issue with wages /salaries remaining constant. As the price level rises, the real wages of the worker declines as with the same quantum of wages/salaries, the employee will fail to obtain from the market the same basket of commodities as before. The money income of the employee is to be set against the inflation factor to arrive at the real increase in income.
- 1.3 Seventh Central Pay Commission has recommended Rs.18,000 per month on the basis of **Dr.Aykroyd formula** as minimum pay implying a multiplying factor of 2.57 (i.e. recommended minimum pay is 2.57 times the previously set minimum pay ) and resulting in the real increase of 14.3% over the previously set minimum pay. Their calculation is reproduced on the next page in Table 5.1--

**Table 5.1**

Sl.No	Item	Per day PCU	Unit	Per month 3 PCU	Unit	Price/Unit (Rs.)	Expenses (Rs)
1	Rice/Wheat	475	Gm	42.75	kg	25.93	1108.30
2	Dal(Toor/Urads/Moong)	80	Gm	7.20	kg	97.84	704.44
3	Raw vegetable	100	Gm	9.00	kg	58.48	526.28
4	Green Vegetable	125	Gm	11.25	kg	38.12	428.85
5	Other vegetable	75	Gm	6.75	kg	32.80	221.42
6	Fruits	120	Gm	10.80	kg	64.16	692.93
7	Milk	200	MI	18.00	liter	37.74	679.26
8	Sugar/Jaggery	56	Gm	5.04	kg	37.40	188.48
9	Edible	40	Gm	3.60	kg	114.02	410.46
10	Fish			2.50	kg	268.38	670.95
11	Meat			5.00	kg	400.90	2004.51
12	Egg			90.00	no	4.27	383.98
13	Detergent etc			Rs/per month		291.31	291.31
14	Clothing			5.50	meter	164.88	906.83
15	Total (1-14)						9217.99
16	Fuel, Electricity, Water charges						2304.50
17	Total-(15) divided by 0.8						11522.49
18	Marriage, Recreation, Festivals, etc.						2033.38
19	Total;-(17) divided by 0.85						13555.87
20	Provide for skill by adding 25% to (19)						3388.97
21	Sum (19+20)						16944.84
22	Housing @						524.07
23	Total –Divide no.21 by 0.97						17468.91
24	Step up of 3% on No.23 as DA is projected at 125% on 01.01.2016						524.07
25	Final minimum Pay as on 01.01.2016 (23+24)						17992.98
26	Rounding off						18000



**1.4** The role of the inflation factor in the determination of minimum pay needs to be examined in the light of the two inflation indices used in our economy viz. the Wholesale Price Index (WPI) and Consumer Price Index (CPI). WPI assigns higher weights to non-food manufactured goods and the CPI carries more weight on food articles. Therefore, it stands to reason that it is the CPI which is more relevant to the determination of the minimum pay of the employee. **However, there is dearth of basic comparable data of CPI in Assam vis-à-vis the national data.** Of course, the fact remains that Assam is a consuming State as **many of the essentials of daily life** like fish, egg, cereals, potatoes, onions etc. **are imported by the State in huge quantities at high transport cost resulting in the rise in the prices** of the commodities which is borne by the consumer.

**1.5** The Commission decided to follow the Dr.Aykroyd formula based calculation as in Table 5.1 to work out the minimum pay of State Government employees with some modification as listed below :-

(a) As a first step for modification the locally available nutrition data and all other relevant local factors have been considered. Rates of item number 1-9 in Table 5.1 above are replaced by the rates furnished to the Commission by the Assam Agriculture Marketing Board on 30 June, 2016.

(b) Item number 20 of the Table 5.1 refers to an amount related to the skill factor based on the reasoning that there is no unskilled staff in the Government (of India) after the merger of Group-D staff with Group-C staff. In case of Assam no such decision for merger has been taken and recruitment in PB-1 is not discontinued. As such, this Commission is of the view that this factor is not relevant and need not be considered by it. However since the Government policy is to raise the academic qualifications for entry into different group of services, the Commission has considered a lump sum amount of Rs.800 for the purpose of skill factor.

(c) Item number 24 refers to a step up on the ground that the cost estimated by the CPC was on 1<sup>st</sup> July, 2015 when the DA was 119% and due to subsequent change in the DA to 125% the estimates needed a step up. This reasoning is also not applicable in our case and no such step-up is needed.

(d) However the Commission, in view of the general price differential observed in Assam vis-a-vis other parts of the country, has considered to include a step-up of 10% of the total of item number 15.

**1.6** With the above-said modifications the calculations have been made and the reconstructed Table 5.2 is as on the next page -

**Table-5.2**

Sl.No	Item	Per day PCU	Unit	Per month 3 PCU	Unit	Price/Unit (Rs.)	Expenses (Rs)
1	Rice/Wheat	475	Gm	42.75	kg	20.65	882.79
2	Dal(Toor/Urad/Moong)	80	Gm	7.20	kg	109.33	787.18
3	Raw vegetable	100	Gm	9.00	kg	16.00	144.00
4	Green Vegetable	125	Gm	11.25	kg	13.2	148.50
5	Other vegetable	75	Gm	6.75	kg	22.00	148.50
6	Fruits	120	Gm	10.80	kg	105.00	1134.00
7	Milk	200	MI	18.00	liter	46.00	828.00
8	Sugar/Jaggery	56	Gm	5.04	kg	38.5	198.04
9	Edible Oil	40	Gm	3.60	kg	73.33	263.98
10	Fish			2.50	kg	268.38	670.95
11	Meat			5.00	kg	400.90	2004.51
12	Egg			90.00	no	4.27	384.3
13	Detergent etc			Rs/per month		291.31	291.31
14	Clothing			5.50	meter	164.88	906.83
15	Total (1-14)						8788.89
16	Fuel, Electricity, Water charges						2197.22
17	Total-(15) divided by 0.8						10986.11
18	Marriage, Recreation, Festivals, etc.						2746.53
19	Total;- (17) divided by 0.80						13732.64
20	Provide for skill (lump sum)						800.00
21	Sum (19+20)						14532.64
22	Housing @						449.46
23	Total –Divided no.21 by 0.97						14982.10
24	Step up to compensate for higher prices in Assam(10% of 15)						878.89
25	Final minimum Pay as on 01.01.2016 (23+24)						15860.99
26	Rounding off						<b>15900</b>

**1.7 Commission therefore recommends Rs.15900/- as the minimum pay which is inclusive of the pay in PB of Rs.12000 and GP of Rs.3900.** With the minimum pay as calculated above and the minimum pay set previously being Rs.6060, the multiplying factor becomes 2.62 and the real increase comes out to be 16.61%.

**1.8** Further as discussed at para-2 of Chapter 4, the majority view of the associations regarding maximum : minimum pay was in favour of a ratio of 8:1. The ratio of maximum: minimum pay in the past has been as follows:-

Pay Commission/ Pay Committee	Minimum pay recommended	Maximum pay recommended	Ratio maximum: minimum
1964	Rs.80	Rs.1800	22.5 : 1
1973	Rs.180	Rs.2100	11.7 : 1
1981	Rs.370	Rs.2800	7.6 : 1
1990	Rs.900	Rs.6300	7.0 : 1
1998	Rs.2450	Rs.17000	6.9 : 1
2008	Rs.6060	Rs.55000	9.1 : 1

With the minimum pay fixed at Rs.15,900 and the maximum pay fixed at as Rs 1,30,000/- the ratio between Maximum and Minimum pay becomes 8.18:1

## REVISED PAY STRUCTURE

## Chapter-6

## 1. General

## 1.1 The terms of reference of this Commission include the following:-

(i) To examine and recommend changes in the structure of emoluments and conditions of service of different classes of State Government employees which are desirable and feasible taking into account the historical background, **the economic conditions in the country and the State, the implication and requirements of development planning, additional resources for investment** against expanding requirement of employment in the State, financial position of the State, recommendations to be made by the 7<sup>th</sup> Central Pay Commission in respect of the Central Government employees, relevant provisions of the Assam Fiscal Responsibility and Budget Management Act, 2005 and all other relevant factors.

(ii) To work out the frame work for an emolument structure linked with the need to attract the most suitable talent to the Government service, promote efficiency, accountability and responsibility in the work culture and foster excellence in the public governance system to respond to the complex challenges of modern administration and the rapid political, social, economic and technological changes, with due regard to expectations of stakeholders and to recommend appropriate technology and skill development through training and capacity building for different category of employees through a competency based framework.

**1.2 Trend and the present status :** The trend of the minimum and maximum salaries and changes in the number of pay scales and grade pay recommended by earlier Pay Commissions is shown in the Table 6.1 below

Table-6.1

Pay Commission Pay Committee	Minimum pay recommended	Maximum pay recommended	Ratio max: min	No of Pay Scales/GP
1964	Rs.80	Rs.1800	22.5 : 1	34
1973	Rs.180	Rs.2100	11.7 : 1	32
1981	Rs.370	Rs.2800	7.6 : 1	33
1990	Rs.900	Rs.6300	7.0 : 1	30
1998	Rs.2450	Rs.17000	6.9 : 1	30
2008	Rs.6060	Rs.55000	9.1 : 1	30

**1.3 The concept of pay band (PB) and grade pay (GP)** was introduced by the APC 2008 in consonance with the recommendations of the 6<sup>th</sup> CPC and the grade pay was treated as a level differentiator as well as a fitment factor. It also introduced the calculation of annual increment on percentage basis in contrast to the earlier practice. At the time of the constitution of APC-2008 the number of pay scales were 30 which were converted into corresponding 30 grade pay and 5 distinct pay bands and one stand alone fixed scale. The pay structure, as a result was as shown in Table 6.2 below-

**Table-6.2**

<b>Pay Band-1 – Rs.4560 – Rs.15000</b>										
Grade Pay	Rs.1500			Rs.1600			Rs.1800			
<b>Pay Band 2 – Rs.5200 – Rs.20200</b>										
Grade Pay	Rs.2000	Rs.2100	Rs.2200	Rs.2400	Rs.2500	Rs.2700	Rs.2900	Rs.3000	Rs.3100	Rs.3300
<b>Pay Band 3 – Rs.8000 – Rs.35000</b>										
Grade Pay	Rs.4200		Rs.4300	Rs.4500	Rs.4600	Rs.4700	Rs.4900	Rs.5100		
<b>Pay Band 4 – Rs.12000 – Rs.40000</b>										
Grade Pay	Rs.5400	Rs.5900	Rs.6100	Rs.6300	Rs.6400	Rs.6600	Rs.7200	Rs.7400	Rs.7600	
<b>Pay Band 5 – Rs.26000 – Rs.45000</b>										
Grade pay	Rs.8700									
<b>Fixed Pay Rs.55000</b>										

**1.4 The Entry Pay for Direct Recruits** was introduced for the first time by the 6th CPC. There was no such concept prior thereto. The reason why this concept was recommended by the 6th CPC was because the Commission had recommended its pay structure with Pay Bands and Grade Pays. This was a significant modification upon the earlier structure where each post used to be assigned with a specific pay scale and thereby had a distinctive entry pay. The concept of Pay Band as introduced by the 6th CPC amalgamates within it a number of pre-revised scales of pay and, hence, a number of posts including higher and lower posts in the same hierarchy, were placed in the same Pay Band making it necessary to provide for entry pay for direct recruits. The pay matrix devised by 7<sup>th</sup> CPC is based on the entry pay.

**Assam Pay Commission 2008 did not provide entry pay** for any of the grade pays. However for all practical purposes the minimum pay of a pay band added to a GP in that PB was considered as the entry pay for all the posts covered under that grade pay.

## **2. Present Status and employees grievances:**

**2.1** The commission considered the views of the Associations and individuals expressed during the discussions like wide pay disparity between the high income and low income bracket, negligible differences in grade pay, lack of promotional avenues etc. Major issues which have been brought to the notice of the Commission in respect of the pay structure are:-

- a. Grade pay:* The grade pay was in the nature of a fitment benefit and was computed at 40 percent of the maximum of pre-revised pay scale. The issue raised by various groups of employees is that the methodology that was adopted in arriving at the grade pay values resulted in the difference in grade pay between adjacent levels which was not only miniscule

but also not uniform. The quantum of difference between successive grade pays varied within the pay bands too. A number of stakeholders represented that the benefit accruing from progression either through ACP or from regular promotion was miniscule. Consequently, there have been demands for rationalisation of the grade pay structure.

- b. Entry Pay:** Entry to any pay band could either be through an upward movement from a lower pay band or through direct entry. The new formulation of APC-2008 was such that it led to situations where direct recruits in different posts in a PB were distinguished only by the GP component of two posts and for reason stated above the total pay (Basic in PB+GP) had a miniscule difference. For example direct recruits at GP level Rs.2100 and Rs.2700 in PB-2 will get a pay difference of Rs.600 only while the level of GP-2700 is 5 step above the level of GP 2100. The entry pay in corresponding pre-revised pay scale of these two cases was Rs.720/- (Rs.3370 – Rs.2650).
- c. ACP:** Several stakeholders underscored, the inadequacy of the benefit accruing from the present ACP formulation and highlighted the procedural complexities. As per the existing dispensation, upward movement in this scheme is through the grade pay hierarchy and the financial benefit as a result of this progression is equivalent to the difference in grade pay between the existing and next level. It has been stated by employees that this amount is very meager. Demands have therefore been made to rationalize the progression of grade pay, increase the frequency of administering ACP and make the progression follow the promotional instead of the grade pay hierarchy.
- d. Isolated Post:** A number of posts exist which have no promotional avenues and the incumbents of such posts face stagnation. Demand, therefore was made to provide a solution for this problem.

### 3. Analysis

**a. Grade Pay** - The APC-2008 followed the pay band and grade pay system introduced by the 6<sup>th</sup> CPC. In this system the grade pay was considered to be equivalent to 40% of the maximum of the pre-revised pay scales. However the grade pay fixed by the Commission varied substantially from the calculation based on 40% formula. The range of variation was 31% to 51% as shown in the **Annexure-6.1**. Subsequently the Government modified the grade pay on the recommendations of the anomaly Committee as a result of which the variation was slightly reduced and ranged between 37% to 51%. This change is also shown in this **Annexure-6.1**. However the problem of insignificant difference between two adjacent grade pay continued. **This Commission, therefore, has fixed the new grade pay in such a manner that there is substantial difference between two adjacent grade pay** as shown in **Annexure 6.2**.

**b. Number of Grade Pay** - While deciding the revised grade pay the Commission also took note of the demand put forward by Sodou Asom Karmachari Parishad and others in their memorandum to reduce the number of grade pay to twenty from the present thirty. The Commission considered it necessary to reduce the numbers of GPs in order to provide adequate gap between two adjacent grade pay levels. After detail deliberations **it was decided to merge some of the grade pays** recommended by APC-2008 viz. Rs.1500 and Rs.1600, Rs.2000 and Rs.2100, Rs.2400 and Rs.2500, Rs.2900 and Rs.3000, Rs.4200 and Rs.4300 and Rs.4900 and Rs.5100 and thus reducing the number of grade pays to 24 from the present 30.

**c. Pay Bands** – **Five number of pay bands as suggested by the APC- 2008 are retained** and their span suitably modified. The comparative position of span of pay scales of 1998, pay bands of 2006 and the proposed pay band is as shown on the next page:-

ROP/Pay Comm	Pay Band 1	Pay Band 2	Pay Band 3	Pay Band 4	Pay Band 5
ROP 1998*	22- 28 Yrs	24 - 32 Yrs	21- 32 Yrs	14 - 22 Yrs	14 Yrs
ROP 2010	32 Yrs	34-38 Yrs	37-39 Yrs	30-35 Yrs	14 Yrs
7 <sup>th</sup> APPPC	31-32 Yrs	31-35 Yrs	36-38 Yrs	33-35 Yrs	17 Yrs

(\* Pay Commission 1998 recommended 30 pay scales which were grouped in 5 pay bands by the Pay Commission 2008. The range of span of the pay scales grouped in each pay band is shown.)

**d. Span of Pay Band and Stagnation issue** --Commission took note of the problems that arise when an employee reaches the highest level of the pay band and faces stagnation. In this context the Commission observed that the Assam Pay Commission 1994 recommended extension of the span of various pay scales and observed as follows:-

*“In the existing scales, the length of the scale varies from 13 years to 33 years. While recommending the revised pay scales for the State Government employees the last Pay Commission, observed that the length of the pay scales had to be increased on the consideration that a person drawing pay at the maximum stage in the existing scale might earn generally at least 3 (three) increments after fixing of his pay in the revised pay scale. It has been brought to our notice that in case of some categories of employees, there is pay stagnation owing to limited prospects for promotion. We have taken all these factors into our consideration. The length of the pay scales proposed by us varies from 16 years to 37 years.”*

ROP 2010 lays down the following procedure to deal with the issue of stagnation:-

- i) *When a State Government of employee reaches the maximum pay in a Pay Band, the employee will spend two years from the date of last increment at that stage without further movement.*
- ii) *At the end of two years, the employee will be eligible to move into the next higher Pay Band as a measure of financial up-gradation.*
- iii) *Such an employee will continue to draw the Grade Pay which was drawn in the lower Pay Band and will not be entitled to any higher Grade Pay.*
- iv) *Such an employee will not be eligible to any additional increment on being placed in the higher pay band. There will be no change in the designation or function of the employee by such a change in Pay Band.*

This procedure seems to be reasonable and simplified to a large extent except for the provision of stoppage of increment for two years. This provision seems to be against the principle of natural justice. Reaching the maximum of a Pay Band is not an issue meriting stoppage of any increment. In the earlier system of pay scales the efficiency bar at different stages was allowed to be crossed after a performance review. It is therefore felt that reaching the maximum of the PB should be treated as an efficiency bar and no further increment be allowed unless the Competent Authority under FR 25 sanctions specifically the drawl of such increment. All the provisions of FR 25 and notes thereunder be applicable in this case. However his GP will not change while moving in to the higher PB.

**e. Entry Pay** – The concept of entry pay for direct recruitment was introduced by the Sixth CPC. Prior to this there were individual pay scales which prescribed the minimum pay for a direct recruit. Obviously there has to be a nexus between the entry level of the previous pay scales and the new

entry pay. The exact relationship between the earlier pay scale and the new entry pay was established in the manner prescribed by the Sixth CPC which is reproduced at **Annexure-6.3**.

There are three possible options available at present to determine the entry pay corresponding to each grade pay. The **pay (PB+GP) of the first GP of a PB in the revised pay scale** can be linked --

1. **Either** to the starting pay of the first of the 1998-pay scales bunched in a PB and a multiplying factor is found. This is used for converting the starting pay of all other pay scales bunched in this pay band to a corresponding entry pay for all other revised GPs in that PB. This working is shown in **Annexure-6.4**.

2. **Or** to the sum total of the pay (PB+GP) relating to the first GP of a PB of pre-revised scale and the DA(125%). This calculation is shown in **Annexure-6.5**.

3. **Or** to the pre-revised pay **(PB+GP) of the first GP of a PB**. This working is reflected in **Annexure-6.6**.

**This pay Commission has decided to use the Entry pay calculated as per the third option.**

**f. Pay Matrix** - Commission has taken note of the view of a section of stakeholders who are not satisfied with the grade pay and pay band system and suggested adoption of a pay matrix as has been done by the 7<sup>th</sup> CPC. For this purpose, after due deliberation the Commission decided to use the entry pay determined in the manner shown in **Annexure-6.6**. The pay matrix prepared on this model is at **Annexure-6.7**. In this pay matrix levels are assigned in place of the earlier GP. Row 2 and 3 of this table show the pre-revised GP and the corresponding number in row 5 shows the level. These levels will be pay determiner in the matrix system. The horizontal range of the matrix has different level corresponding to the functional role in the service. The vertical range for each level denotes pay progression within that level. The progression is calculated on the basis of 3% increment per year within each level. The starting point of this matrix is the minimum pay of Rs.15900/- recommended by the Commission. On recruitment an employee joins at a particular level and progresses within the level as per the vertical range. On promotion or a non-functional financial upgrade, the employee progresses one level ahead on the horizontal range.

The Commission however **considers it prudent to give preference to the revised pay band and grade pay system** for a simple but strong reason that this system has been in vogue for the last ten years and all stakeholders have become familiar with it. Its deficiencies have, in the meantime, been identified and necessary corrections have been made in the proposed scheme by this Commission.

**g. ACPS & Scheme for Isolated Posts** – Considering the views expressed by various stake holders the Commission has modified the scheme for ACPS and suggested its application for Isolated Posts.

#### **4. Revised Pay Structure**

**4.1** Keeping in view the analysis of State Finance in Chapter-2 and analysis of PB-GP related issues discussed in Para 3 above **the new pay structure is recommended as follows:-**

a. Pay Band and Grade Pay shall be as shown in Table 6.3 on the next page :-



**Table-6.3**

<b>.Pay Band-1 – Rs.12000 – Rs.37500</b>									
Grade Pay	Rs.3900				Rs.4400				
<b>Pay Band 2 – Rs.14000 – Rs.49000</b>									
Grade Pay	Rs.5000	Rs.5600	Rs.6200	Rs.6800	Rs.7400	Rs.8000	Rs.8700		
<b>Pay Band 3 – Rs.22000 – Rs.87000</b>									
Grade Pay	Rs.9100	Rs.9700		Rs.10300		Rs.10900		Rs.11500	
<b>Pay Band 4 – Rs.30000 – Rs.110000</b>									
Grade Pay	Rs.12700	Rs.13300	Rs.13900	Rs.14500	Rs.15100	Rs.15700	Rs.16300	Rs.16900	Rs.17500
<b>Pay Band 5 – Rs.65000 – Rs.112000</b>									
Grade Pay	Rs.18500								
<b>Fixed Pay</b>					<b>Rs.130000</b>				

b. Increment @ 3% shall be paid annually as before with a stipulation that maximum stage of a PB shall be treated as EB stage and when the pay of an employee reaches the maximum of the pay band he will be required to cross the EB in accordance with provisions of FR 25. When the employee is allowed to cross the EB and he moves into the next higher PB, his GP will not be changed.

c. Date of annual increment will be allowed on 1<sup>st</sup> July of every year and employees having completed three months of service or more in the grade as on 1<sup>st</sup> July **only** shall be eligible for the increment.

d. Entry pay for an employee recruited directly to any grade shall be equal to the sum total of the minimum of the PB and the GP to which he is so appointed. However in case of a promotion to that grade the pay in PB shall be fixed appropriately for the promoted employee.

e. The minimum pay in above scheme has been fixed at Rs.15,900.

f. The ratio of maximum to minimum pay in the above scheme is 8.18:1.

g. Correspondence between existing PB/GP and the revised PB and GP is as shown in the Table 6.4 on the next page:-

**Table 6.4**

Sl.No	Existing PB	Existing GP	Revised GP	Revised PB
1	4560-15000	1500 1600 1800	3900 3900 4400	12000-37500
2	5200-20200	2000 2100 2200 2400 2500 2700 2900 3000 3100 3300	5000 5000 5600 6200 6200 6800 7400 7400 8000 8700	14000-49000
3	8000-35000	4200 4300 4500 4600 4700 4900 5100	9100 9100 9700 10300 10900 11500 11500	22000-87000
4	12000-40000	5400 5900 6100 6300 6400 6600 7200 7400 7600	12700 13300 13900 14500 15100 15700 16300 16900 17500	30000-110000
5	26000-45000	8700	18500	65000-112000
6	Fixed 55,000	-		Fixed 130000

## 5. Fixation

**5.1 Date of effect of these recommendations will be 1<sup>st</sup> April 2017 .** Fixation will be done as on that date using the fixation tables in the new PB & GP system as shown in Annexure-6.8 containing 31 tables corresponding to each of the pre-revised GP. Stages shown in these tables are worked out taking the minimum of the pay band as starting point. If in earlier fixation, pay in PB was fixed at any other stage, his present pay (PB+GP) will not be found in these tables.

**5.2** To use these tables following procedure will be followed:

### Case-1:

- (i) Depending upon the pre-revised GP locate the relevant table. For example if the pre-revised GP is Rs.3000/- Table No.6.8.11 would be the relevant table.

- (ii) Locate the present pay (Pay in PB + GP) in column 'B' of the said table. If the amount of present pay (PB+GP) is found in the table select it, and
- (iii) If the amount of the present pay (PB+GP) fall in between two stages select the higher one of the two.
- (iv) From this selected stage move horizontally into column 'C'. The amount shown there will be the total revised pay (pay in PB+GP) and the corresponding amount in column 'D' will be the pay in PB for this case.
- (v) The GP in this case would be as mentioned in the row above the column 'C' and 'D'.

**Following examples will clarify the above procedure:-**

**Example-1:**

An employee drawing pre-revised pay in ..... GP of Rs.4700/-  
Pay in PB Rs.11920/-  
Basic Pay Rs.16620/-

The case relates to Table 6.8.18 relevant to GP Rs.4700/- mentioned in the row above the column B.

The amount of Rs.16620/- is reflected at Sl.10. **As such the stage of Rs.16620/- is selected.** Corresponding figure in Column 'C' is Rs.42970/- which would be his revised basic pay.

The figure of Rs.32070/- in Column 'D' is the pay in revised PB-3 and the revised GP would be Rs.10900/-.

**Example-2:**

Another employee drawing pre-revised pay GP of Rs.3000/-  
Pay in PB Rs.8050/-  
Basic Pay Rs.11050/-

The case relates to Table 6.8.11 relevant to GP Rs.3000/- mentioned in the row above the column 'B'.

The amount of Rs.11050/- falls between the stage of Rs.10750/- (at Sl.10) and Rs.11080/- (at Sl.11). **As such the higher stage of Rs.11080/- is selected.**

Corresponding figure in Column 'C' is Rs.28830/- which would be his revised basic pay.

The figure of Rs.21430/- in Column 'D' is the pay in revised PB-2 and the revised GP would be Rs.7400/-.

**Case-2:**

- (i) An employee has reached the maximum of the pay in the pre-revised PB and as per the earlier pay fixation rule he is in the period of two years when one increment is to be held up.. The revised recommendation do not contemplate any holding of increment. Accordingly the said employee will get a fixation as described in the following paras :
  - a. If he has not yet completed one year after reaching the highest of the pay in pre-revised PB, then on 1<sup>st</sup> April, 2017 his pay will be fixed at certain stage shown in Column-C. He will thereafter get the next stage of pay in revised PB without any hold up. If the next stage is not

reflected in Column C of the Table the same should be calculated by multiplying the amount of the previous stage by 1.03 and rounding off the amount to the next ten rupees.

**b.** However if the next stage calculated in the manner described in (a) above crosses the highest of the revised pay in PB, **the increment so calculated shall be given only after following the procedure for crossing the EB** as per the recommendation made by the Commission.

**c.** If the employee is allowed increment after crossing the EB he will continue to earn increments in the same manner as described in (b) above. **For this purpose the relevant pay band will be deemed to have been extended and the next stage of pay shall be worked out by multiplying the amount of the previous stage by 1.03 and then rounding it off to next ten rupees**

**Case-3:**

- (i) In case of a promotion of an employee the provisions of FR 22 will be applied.
  - (ii) If an employee, promoted before 1.4.2017, draws revised basic pay (PB+GP) which is less than the basic pay of a junior promoted to the same cadre subsequently after 1.4.2017, pay of the senior employee shall be stepped up to make his /her basic pay (PB+GP) equal to his junior.
  - (iii) If the senior employee was getting lesser pay than his junior at the time of his (seniors) promotion, then the above stepping up of pay will not apply.
-

## Annexure-6.1

## Grade Pay Variations

Max of Pre-revised pay Scale	Gr. Pay as recommended by 6th APC	Ratio of Col-2:Col-1	Gr Pay as accepted by GOA	Ratio of Col-4: Col-1
1	2	3	4	5
3670	1300	0.35	1500	0.41
4120	1400	0.34	1600	0.39
4390	1600	0.36	1800	0.41
4840	1800	0.37	2000	0.41
5200	1900	0.37	2100	0.40
5725	2000	0.37	2200	0.42
6075	2100	0.36	2400	0.41
6600	2200	0.33	2500	0.38
7100	2300	0.32	2700	0.38
7350	2400	0.33	2900	0.39
8100	2500	<b>0.31</b>	3000	<b>0.37</b>
8425	2600	0.31	3100	0.37
8750	2800	0.32	3300	0.38
9075	4200	0.46	4200	0.46
9400	4300	0.46	4300	0.46
9725	4500	0.46	4500	0.46
10050	4600	0.46	4600	0.46
10375	4700	0.45	4700	0.45
10700	4900	0.46	4900	0.46
11025	5100	0.46	5100	0.46
11425	5400	0.47	5400	0.47
11825	5900	0.50	5900	0.50
12625	6100	0.48	6100	0.48
13025	6300	0.48	6300	0.48
13825	6400	0.46	6400	0.46
14225	6600	0.46	6600	0.46
15100	7200	0.48	7200	0.48
15575	7400	0.48	7400	0.48
16050	7600	0.47	7600	0.47
17000	8700	<b>0.51</b>	8700	<b>0.51</b>

## Annexure 6.2

## Calculation of Revised Grade Pay

Sl. No.	Maximum of 1998 Pay Scale/ GP in ROP 2010	40% of the Max. of Pay Scale of 98 ROP (A)	(A) x 2.48	Proposed Grade Pay
1	3670 / 1500	1468	3640.64	3900
2	4120 / 1600	1648	4087.04	
3	4390 / 1800	1756	4354.88	4400
4	4840 / 2000	1936	4801.28	5000
5	5200 / 2100	2080	5158.4	
6	5725 / 2200	2290	5679.2	5600
7	6075 / 2400	2430	6026.4	6200
8	6600 / 2500	2640	6547.2	
9	7100 / 2700	2840	7043.2	6800
10	7350 / 2900	2940	7291.2	7400
11	8100 / 3000	3240	8035.2	
12	8425 / 3100	3370	8357.6	8000
13	8750 / 3300	3500	8680	8700
14	9075 / 4200	3630	9002.4	9100
15	9400 / 4300	3760	9324.8	
16	9725 / 4500	3890	9647.2	9700
17	10050 / 4600	4020	9969.6	10300
18	10375 / 4700	4150	10292	10900
19	10700 / 4900	4280	10614.4	11500
20	11025 / 5100	4410	10936.8	
21	11425 / 5400	4570	11333.6	12700
22	11825 / 5900	4730	11730.4	13300
23	12625 / 6100	5050	12524	13900
24	13025 / 6300	5210	12920.8	14500
25	13825 / 6400	5530	13714.4	15100
26	14225 / 6600	5690	14111.2	15700
27	15100 / 7200	6040	14979.2	16300
28	15575 / 7400	6230	15450.4	16900
29	16050 / 7600	6420	15921.6	17500
30	17000 / 8700	6800	16864	18500
31	- / Fixed	55000	136400	130000

**Note: Multiplying factor of 2.48 is used to arrive at tentative grade pay which has been further rationalized and shown as proposed grade pay**

**Annexure-6.3**

**Extracts from Chapter 2.2 of the report of Sixth CPC**

2.2.22 Fixation of pay in the revised pay bands of existing employees as well as future recruits shall be done in the following manner:-

(i) ....

(ii) ....

(iii) .....

(iv) In case of new recruits, fixation in the running pay band of the group (viz. 'A', 'B', 'C') to which the post belongs will be done in the following manner:-

- a. Initially the fixed qualifying service prescribed in DOPT's OM dated 25/5/1998 (as may be amended by the Government in future) for movement from the first grade in the running band to the grade in which recruitment is being made will be computed.
- b. Thereafter, one increment for every year of fixed qualifying service prescribed in the aforesaid OM of DOPT shall be provided on the sum total of the minimum of the running pay band and the lowest grade pay in that pay band.
- c. The pay band on joining shall be the stage so computed in the corresponding running pay band. Additionally, grade pay corresponding to the grade in that running pay band shall be payable.
- d. To exemplify the fitment of new recruits in any grade in the revised pay bands, a case of direct recruitment in the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.2000 that corresponds to the pre-revised pay scale of Rs.3200-4900 has been taken up.- DOPT's OM dated 25/5/1998 prescribes minimum six years of service for promotion from the pre revised scale of Rs.2750-4400 (being the first grade in the running pay band) to the scale of Rs.3200-4900 (3 years from scale of Rs.2750-4400 to Rs.3050-4590 and thereafter 3 years from the scale of Rs.3050-4590 to Rs.3200-4900).-
- e. Hence, 6 increments at the rate of 2.5% for each increment – adding up to 15% - will need to be given. The minimum pay in the revised pay band for a person recruited to a post carrying grade pay of Rs.2000 will therefore be Rs.5859 i.e. the minimum of the pay (Rs.4860) attached to pay band PB-1 and 15% (being six increments at the rate of 2.5% each) of sum total of the minimum of the running pay band and the lowest grade pay in that pay band.- Grade pay of Rs.2000 will additionally be payable. Consequently, the consolidated pay in the pay band and grade pay, at the time of recruitment of an employee directly recruited in the pay band PB-1 with grade pay of Rs.2000, will be Rs.7859.

## Annexure- 6.4

Calculation of Entry Pay (Model-1)				
Sl No	Min. of 1998 Pay scales	Multiplying factor	New Pay Bands (2016)	Entry Pay
1	2450	6.385	PB-1 : 12000- 36500	15900
2	2490			
3	2530			
4	2610	7.17	PB-2 : 14000 - 49000	19000
5	2650			
6	2890			
7	3010			
8	3130			
9	3370			
10	3850			
11	3490			
12	3940			
13	4030*			
14	4300	7.233	PB-3 : 22000-87000	31100
15	3760			
16	4480*			
17	4960			
18	5200*			
19	5375			
20	5375*			
21	5550*	7.694	PB-4 : 30000-110000	42700
22	5725			
23	6600			
24	8100			
25	8750			
26	9075			
27	9725			
28	10050			
29	10375			
30	11025	7.574	PB-5 : 65000 - 112000	83500
31	No Pay Scale	Fixed	<b>130000</b>	



## Annexure 6.5

## Calculation of Entry Pay (Model-2)

SI No	Min. of Prev. Pay Band	Previous GP	(2+3) x(2.25)	Multiplying Factor	Proposed Entry Pay
1	2	3	4	5	6
1	4560	1500	13635	1.180	16350
2	4560	1600	13860		
3	4560	1800	14310	1.18	16890
4	5200	2000	16200	1.157	19000
5	5200	2100	16425		
6	5200	2200	16650	1.157	19260
7	5200	2400	17100	1.157	20050
8	5200	2500	17325		
9	5200	2700	17775	1.157	20570
10	5200	2900	18225	1.157	21350
11	5200	3000	18450		
12	5200	3100	18675	1.157	21610
13	5200	3300	19125	1.157	22130
14	8000	4200	27450	1.124	31100
15	8000	4300	27675		
16	8000	4500	28125	1.124	31610
17	8000	4600	28350	1.124	31870
18	8000	4700	28575	1.124	32120
19	8000	4900	29025	1.124	33130
20	8000	5100	29475		
21	12000	5400	39150	1.091	42700
22	12000	5900	40275	1.091	43940
23	12000	6100	40725	1.091	44430
24	12000	6300	41175	1.091	44920
25	12000	6400	41400	1.091	45170
26	12000	6600	41850	1.091	45660
27	12000	7200	43200	1.091	47130
28	12000	7400	43650	1.091	47620
29	12000	7600	44100	1.091	48110
30	26000	8700	78075	1.069	83500
31	<b>Fixed</b>	55000	123750	1.050	130000

## Annexure 6.6

## Calculation of Entry Pay (Model-3)

Sl No	Min. of Prev. Pay Band	Previous GP	Minimum Pay (2+3)	Multipling Index	Proposed Entry Pay
1	2	3	4	5	6
1	4560	1500	6060	2.581	15900
2	4560	1600	6160		
3	4560	1800	6360	2.581	16420
4	5200	2000	7200	2.603	19000
5	5200	2100	7300		
6	5200	2200	7400	2.603	19260
7	5200	2400	7600	2.603	20040
8	5200	2500	7700		
9	5200	2700	7900	2.603	20560
10	5200	2900	8100	2.603	21350
11	5200	3000	8200		
12	5200	3100	8300	2.603	21610
13	5200	3300	8500	2.603	22130
14	8000	4200	12200	2.528	31100
15	8000	4300	12300		
16	8000	4500	12500	2.528	31600
17	8000	4600	12600	2.528	31850
18	8000	4700	12700	2.528	32110
19	8000	4900	12900	2.528	33120
20	8000	5100	13100		
21	12000	5400	17400	2.454	42700
22	12000	5900	17900	2.454	43930
23	12000	6100	18100	2.454	44420
24	12000	6300	18300	2.454	44910
25	12000	6400	18400	2.454	45150
26	12000	6600	18600	2.454	45640
27	12000	7200	19200	2.454	47120
28	12000	7400	19400	2.454	47610
29	12000	7600	19600	2.454	48100
30	26000	8700	34700	2.406	83500
31	<b>Fixed</b>	55000		2.364	130000

**Annexure 6.7**

**Pay Matrix for Level 1-25**

**Page 1-2 Contain Stages for Level 1-9**

**Page 3-4 Contain Stages for level 10-23**

**Page 5 Contains stages for level 24-25**

**( Total 5 Pages )**

**(Note:- Row 7 in these tables show Revised entry level Pay for each Level)**

**Pay Matrix ( Level 1-9)**

<b>Pre Revised Pay Band</b>	<b>4560-15000</b>		<b>5200-20200</b>						
<b>Pre Revised Grade Pay</b>	1600	1800	<b>2100</b>	<b>2200</b>	<b>2500</b>	<b>2700</b>	<b>3000</b>	<b>3100</b>	<b>3300</b>
<b>Merged GP</b>	<b>1500</b>		<b>2000</b>		<b>2400</b>		<b>2900</b>		
<b>Entry Pay</b>	6160	6360	7300	7400	7700	7900	8200	8300	<b>8500</b>
<b>Level</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Index</b>	2.581	2.581	2.603	2.603	2.603	2.603	2.603	2.603	2.603
<b>1</b>	<b>15900</b>	<b>16420</b>	<b>19000</b>	<b>19260</b>	<b>20040</b>	<b>20560</b>	<b>21350</b>	<b>21610</b>	<b>22130</b>
2	16377	16913	19570	19838	20641	21177	21991	22258	22794
3	16868	17420	20157	20433	21260	21812	22650	22926	23478
4	17374	17943	20762	21046	21898	22466	23330	23614	24182
5	17896	18481	21385	21677	22555	23140	24030	24322	24908
6	18432	19035	22026	22328	23232	23835	24751	25052	25655
7	18985	19606	22687	22997	23929	24550	25493	25803	26424
8	19555	20195	23368	23687	24647	25286	26258	26578	27217
9	20142	20800	24069	24398	25386	26045	27046	27375	28034
10	20746	21424	24791	25130	26148	26826	27857	28196	28875
11	21368	22067	25534	25884	26932	27631	28693	29042	29741
12	22009	22729	26300	26660	27740	28460	29553	29913	30633
13	22670	23411	27089	27460	28572	29314	30440	30811	31552
14	23350	24113	27902	28284	29429	30193	31353	31735	32499
15	24050	24837	28739	29132	30312	31099	32294	32687	33474
16	24772	25582	29601	30006	31222	32032	33263	33668	34478
17	25515	26349	30489	30907	32158	32993	34260	34678	35512

**Pay Matrix ( Level 1-9) contd.**

<b>Level</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
18	26280	27140	31404	31834	33123	33983	35288	35718	36578
19	27069	27954	32346	32789	34117	35002	36347	36790	37675
20	27881	28793	33317	33773	35140	36052	37437	37893	38805
21	28717	29656	34316	34786	36194	37134	38560	39030	39969
22	29579	30546	35346	35829	37280	38248	39717	40201	41168
23	30466	31462	36406	36904	38399	39395	40909	41407	42403
24	31380	32406	37498	38011	39551	40577	42136	42649	43675
25	32321	33378	38623	39152	40737	41794	43400	43929	44986
26	33291	34380	39782	40326	41959	43048	44702	45247	46335
27	34290	35411	40975	41536	43218	44340	46043	46604	47725
28	35318	36474	42204	42782	44515	45670	47425	48002	49157
29	36378	37568	43471	44065	45850	47040	48847	49442	50632
30	37469	38695	44775	45387	47226	48451	50313	50925	52151
31	38593	39856	46118	46749	48642	49905	51822	52453	53715
32	39751	41051	47502	48152	50102	51402	53377	54027	55327
33	40944	42283	48927	49596	51605	52944	54978	55648	56987
34	42172	43551	50394	51084	53153	54532	56627	57317	58696
35	43437	44858	51906	52616	54747	56168	58326	59036	60457
36	44740	46204	53463	54195	56390	57853	60076	60808	62271
37	46083	47590	55067	55821	58081	59589	61878	62632	64139
38	47465	49017	56719	57495	59824	61376	63735	64511	66063
39	48889	50488	58421	59220	61619	63218	65647	66446	68045
40	50356	52003	60174	60997	63467	65114	67616	68439	70086

**Pay Matrix ( Level 10-23)**

Pre Revised Pay Band	8000-35000					12000-40000								
Pre Revised Grade Pay	4300	4500	4600	4700	5100	5400	5900	6100	6300	6400	6600	7200	7400	7600
Merged GP	4200				4900									
Entry Pay	12300	12500	12600	12700	13100	17400	17900	18100	18300	18400	18600	19200	19400	19600
Level	10	11	12	13	14	15	16	17	18	19	20	21	22	23
Index	2.528	2.528	2.528	2.528	2.528	2.454	2.454	2.454	2.454	2.454	2.454	2.454	2.454	2.454
1	31100	31600	31850	32110	33120	42700	43930	44420	44910	45150	45640	47120	47610	48100
2	32033	32548	32806	33073	34114	43981	45248	45753	46257	46505	47009	48534	49038	49543
3	32994	33524	33790	34065	35137	45300	46605	47125	47645	47900	48419	49990	50509	51029
4	33984	34530	34803	35087	36191	46659	48003	48539	49074	49337	49872	51489	52025	52560
5	35003	35566	35847	36140	37277	48059	49444	49995	50547	50817	51368	53034	53585	54137
6	36053	36633	36923	37224	38395	49501	50927	51495	52063	52341	52909	54625	55193	55761
7	37135	37732	38031	38341	39547	50986	52455	53040	53625	53911	54497	56264	56849	57434
8	38249	38864	39171	39491	40733	52516	54028	54631	55234	55529	56131	57952	58554	59157
9	39397	40030	40347	40676	41955	54091	55649	56270	56891	57195	57815	59690	60311	60932
10	40578	41231	41557	41896	43214	55714	57319	57958	58597	58911	59550	61481	62120	62760
11	41796	42468	42804	43153	44511	57385	59038	59697	60355	60678	61336	63325	63984	64642
12	43050	43742	44088	44448	45846	59107	60809	61488	62166	62498	63176	65225	65903	66582
13	44341	45054	45410	45781	47221	60880	62634	63332	64031	64373	65072	67182	67880	68579
14	45671	46406	46773	47155	48638	62706	64513	65232	65952	66304	67024	69197	69917	70636
15	47042	47798	48176	48569	50097	64588	66448	67189	67930	68293	69035	71273	72014	72756
16	48453	49232	49621	50026	51600	66525	68442	69205	69968	70342	71106	73411	74175	74938

**Pay Matrix ( Level 10-23) Contd.**

<b>Level</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>
17	49906	50709	51110	51527	53148	68521	70495	71281	72067	72452	73239	75614	76400	77186
18	51404	52230	52643	53073	54742	70577	72610	73419	74229	74626	75436	77882	78692	79502
19	52946	53797	54222	54665	56385	72694	74788	75622	76456	76865	77699	80219	81053	81887
20	54534	55411	55849	56305	58076	74875	77032	77891	78750	79171	80030	82625	83484	84344
21	56170	57073	57525	57994	59818	77121	79342	80227	81112	81546	82431	85104	85989	86874
22	57855	58785	59250	59734	61613	79435	81723	82634	83546	83992	84904	87657	88569	89480
23	59591	60549	61028	61526	63461	81818	84174	85113	86052	86512	87451	90287	91226	92165
24	61379	62365	62859	63372	65365	84272	86700	87667	88634	89107	90074	92995	93962	94930
25	63220	64236	64744	65273	67326	86800	89301	90297	91293	91781	92777	95785	96781	97777
26	65116	66163	66687	67231	69346	89404	91980	93006	94032	94534	95560	98659	99685	100711
27	67070	68148	68687	69248	71426	92086	94739	95796	96853	97370	98427	101619	102675	103732
28	69082	70193	70748	71326	73569	94849	97581	98670	99758	100291	101380	104667	105756	106844
29	71155	72299	72870	73465	75776	97695	100509	101630	102751	103300	104421	107807	108928	110049
30	73289	74467	75057	75669	78049	100625	103524	104679	105833	106399	107554	111041	112196	113351
31	75488	76701	77308	77939	80391	103644	106630	107819	109008	109591	110780	114373	115562	116751
32	77752	79003	79628	80278	82803	106753	109829	111054	112279	112879	114104	117804	119029	120254
33	80085	81373	82016	82686	85287	109956	113123	114385	115647	116265	117527	121338	122600	123861
34	82488	83814	84477	85166	87845	113255	116517	117817	119116	119753	121053	124978	126278	127577
35	84962	86328	87011	87721	90481	116652	120013	121351	122690	123346	124684	128727	130066	131405
36	87511	88918	89622	90353	93195	120152	123613	124992	126371	127046	128425	132589	133968	135347
37	90136	91586	92310	93064	95991	123756	127321	128742	130162	130857	132277	136567	137987	139407
38	92841	94333	95079	95856	98871	127469	131141	132604	134067	134783	136246	140664	142127	143589

**Pay Matrix (level 24-25)**

<b>Pre Revised Pay Band</b>	<b>26000-45000</b>	<b>Fixed 55000</b>
<b>Pre Revised Grade Pay</b>	<b>8700</b>	
<b>Entry Pay</b>	<b>34700</b>	<b>55000</b>
<b>Level</b>	<b>24</b>	<b>25</b>
<b>Index</b>	<b>2.406</b>	<b>2.364</b>
1	83500	130000
2	86005	130000
3	88585	130000
4	91243	130000
5	93980	130000
6	96799	
7	99703	
8	102694	
9	105775	
10	108949	
11	112217	
12	115584	
13	119051	
14	122623	
15	126301	
16	130090	



**Annexure 6.8**

**Fitment Tables 6.8.1 to 6.8.31**

**(In all these tables fractions less than one are ignored and figure of one and more is rounded to next ten.)**

**Table No- 6.8.1**

Stage of Pay after 3% Increment	ROP 2010 PB 4560-15000	Revised P.B. 12000-37500	
	Grade Pay 1500	Grade Pay 3900	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	6060	15900	12000
2	6250	16380	12480
3	6440	16880	12980
4	6640	17390	13490
5	6840	17920	14020
6	7050	18460	14560
7	7270	19020	15120
8	7490	19590	15690
9	7720	20180	16280
10	7960	20790	16890
11	8200	21420	17520
12	8450	22070	18170
13	8710	22740	18840
14	8980	23430	19530
15	9250	24140	20240
16	9530	24870	20970
17	9820	25620	21720
18	10120	26390	22490
19	10430	27190	23290
20	10750	28010	24110
21	11080	28850	24950
22	11420	29720	25820
23	11770	30620	26720
24	12130	31540	27640
25	12500	32490	28590
26	12880	33470	29570
27	13270	34480	30580
28	13670	35520	31620
29	14080	36590	32690
30	14510	37690	33790
31	14950	38820	34920
32	15400	39990	36090
33	15870	41190	37290
34	16350		

Table No- 6.8.2

Stage of Pay after 3% Increment	ROP 2010 PB 4560-15000	Revised P.B 12000-37500	
	Grade Pay 1600	Grade Pay 3900	
		Total Pay	Of which PB Pay
A	B	C	D
1	6160	15900	12000
2	6350	16380	12480
3	6540	16880	12980
4	6740	17390	13490
5	6950	17920	14020
6	7160	18460	14560
7	7380	19020	15120
8	7610	19590	15690
9	7840	20180	16280
10	8080	20790	16890
11	8330	21420	17520
12	8580	22070	18170
13	8840	22740	18840
14	9110	23430	19530
15	9390	24140	20240
16	9680	24870	20970
17	9970	25620	21720
18	10270	26390	22490
19	10580	27190	23290
20	10900	28010	24110
21	11230	28850	24950
22	11570	29720	25820
23	11920	30620	26720
24	12280	31540	27640
25	12650	32490	28590
26	13030	33470	29570
27	13420	34480	30580
28	13830	35520	31620
29	14250	36590	32690
30	14680	37690	33790
31	15120	38820	34920
32	15580	39990	36090
33	16050	41190	37290
34	16540		

**Table No- 6.8.3**

Stage of Pay after 3% Increment	ROP 2010 PB 4560-15000	Revised P.B. 12000-37500	
	Grade Pay 1800	Grade Pay 4400	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	6360	16400	12000
2	6550	16900	12500
3	6750	17410	13010
4	6960	17940	13540
5	7170	18480	14080
6	7390	19040	14640
7	7620	19620	15220
8	7850	20210	15810
9	8090	20820	16420
10	8340	21450	17050
11	8590	22100	17700
12	8850	22770	18370
13	9120	23460	19060
14	9400	24170	19770
15	9690	24900	20500
16	9980	25650	21250
17	10280	26420	22020
18	10590	27220	22820
19	10910	28040	23640
20	11240	28890	24490
21	11580	29760	25360
22	11930	30660	26260
23	12290	31580	27180
24	12660	32530	28130
25	13040	33510	29110
26	13440	34520	30120
27	13850	35560	31160
28	14270	36630	32230
29	14700	37730	33330
30	15150	38870	34470
31	15610	40040	35640
32	16080	41250	36850
33	16570		

**Table No- 6.8.4**

Stage of Pay after 3% Increment	ROP 2010 PB 5200-20200	Revised P.B. 14000-49000	
	Grade Pay 2000	Grade Pay 5000	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	7200	19000	14000
2	7420	19570	14570
3	7650	20160	15160
4	7880	20770	15770
5	8120	21400	16400
6	8370	22050	17050
7	8630	22720	17720
8	8890	23410	18410
9	9160	24120	19120
10	9440	24850	19850
11	9730	25600	20600
12	10030	26370	21370
13	10330	27170	22170
14	10640	27990	22990
15	10960	28830	23830
16	11290	29700	24700
17	11630	30600	25600
18	11980	31520	26520
19	12340	32470	27470
20	12710	33450	28450
21	13100	34460	29460
22	13500	35500	30500
23	13910	36570	31570
24	14330	37670	32670
25	14760	38800	33800
26	15210	39970	34970
27	15670	41170	36170
28	16140	42410	37410
29	16630	43690	38690
30	17130	45000	40000
31	17650	46350	41350
32	18180	47740	42740
33	18730	49180	44180
34	19300	50660	45660
35	19880	52180	47180
36	20480	53750	48750
37	21100		
38	21740		

Table No- 6.8.5

Stage of Pay after 3% Increment	ROP 2010 PB 5200-20200	Revised P.B. 14000-49000	
	Grade Pay 2100	Grade Pay 5000	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	7300	19000	14000
2	7520	19570	14570
3	7750	20160	15160
4	7990	20770	15770
5	8230	21400	16400
6	8480	22050	17050
7	8740	22720	17720
8	9010	23410	18410
9	9280	24120	19120
10	9560	24850	19850
11	9850	25600	20600
12	10150	26370	21370
13	10460	27170	22170
14	10780	27990	22990
15	11110	28830	23830
16	11450	29700	24700
17	11800	30600	25600
18	12160	31520	26520
19	12530	32470	27470
20	12910	33450	28450
21	13300	34460	29460
22	13700	35500	30500
23	14120	36570	31570
24	14550	37670	32670
25	14990	38800	33800
26	15440	39970	34970
27	15910	41170	36170
28	16390	42410	37410
29	16890	43690	38690
30	17400	45000	40000
31	17930	46350	41350
32	18470	47740	42740
33	19030	49180	44180
34	19600	50660	45660
35	20190	52180	47180
36	20800	53750	48750
37	21430		
38	22080		

Table No- 6.8.6

Stage of Pay after 3% Increment	ROP 2010 PB 5200-20200	Revised P.B. 14000-49000	
	Grade Pay 2200	Grade Pay 5600	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	7400	19600	14000
2	7630	20190	14590
3	7860	20800	15200
4	8100	21430	15830
5	8350	22080	16480
6	8600	22750	17150
7	8860	23440	17840
8	9130	24150	18550
9	9410	24880	19280
10	9700	25630	20030
11	10000	26400	20800
12	10300	27200	21600
13	10610	28020	22420
14	10930	28860	23260
15	11260	29730	24130
16	11600	30630	25030
17	11950	31550	25950
18	12310	32500	26900
19	12680	33480	27880
20	13060	34490	28890
21	13460	35530	29930
22	13870	36600	31000
23	14290	37700	32100
24	14720	38840	33240
25	15170	40010	34410
26	15630	41210	35610
27	16100	42450	36850
28	16590	43730	38130
29	17090	45050	39450
30	17610	46410	40810
31	18140	47810	42210
32	18690	49250	43650
33	19250	50730	45130
34	19830	52260	46660
35	20430	53830	48230
36	21050		
37	21690		
38	22340		

Table No- 6.8.7

Stage of Pay after 3% Increment*	ROP 2010 PB 5200-20200	Revised P.B. 14000-49000	
	Grade Pay 2400	Grade Pay 6200	
		Total Pay	Of which PB Pay
A	B	C	D
1	7600	20200	14000
2	7830	20810	14610
3	8070	21440	15240
4	8320	22090	15890
5	8570	22760	16560
6	8830	23450	17250
7	9100	24160	17960
8	9380	24890	18690
9	9670	25640	19440
10	9960	26410	20210
11	10260	27210	21010
12	10570	28030	21830
13	10890	28870	22670
14	11220	29740	23540
15	11560	30640	24440
16	11910	31560	25360
17	12270	32510	26310
18	12640	33490	27290
19	13020	34500	28300
20	13410	35540	29340
21	13820	36610	30410
22	14240	37710	31510
23	14670	38850	32650
24	15110	40020	33820
25	15570	41220	35020
26	16040	42460	36260
27	16530	43740	37540
28	17030	45060	38860
29	17540	46420	40220
30	18070	47820	41620
31	18620	49260	43060
32	19180	50740	44540
33	19760	52270	46070
34	20360	53840	47640
35	20970		
36	21600		
37	22250		



**Table No- 6.8.8**

Stage of Pay after 3% Increment	ROP 2010 PB 5200-20200	Revised P.B. 14000-49000	
	Grade Pay 2500	Grade Pay 6200	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	7700	20200	14000
2	7940	20810	14610
3	8180	21440	15240
4	8430	22090	15890
5	8690	22760	16560
6	8950	23450	17250
7	9220	24160	17960
8	9500	24890	18690
9	9790	25640	19440
10	10090	26410	20210
11	10400	27210	21010
12	10720	28030	21830
13	11050	28870	22670
14	11390	29740	23540
15	11740	30640	24440
16	12100	31560	25360
17	12470	32510	26310
18	12850	33490	27290
19	13240	34500	28300
20	13640	35540	29340
21	14050	36610	30410
22	14480	37710	31510
23	14920	38850	32650
24	15370	40020	33820
25	15840	41220	35020
26	16320	42460	36260
27	16810	43740	37540
28	17320	45060	38860
29	17840	46420	40220
30	18380	47820	41620
31	18940	49260	43060
32	19510	50740	44540
33	20100	52270	46070
34	20710	53840	47640
35	21340		
36	21980		
37	22640		

Table No- 6.8.9

Stage of Pay after 3% Increment	ROP 2010 PB 5200-20200	Revised P.B. 14000-49000	
	Grade Pay 2700	Grade Pay 6800	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	7900	20800	14000
2	8140	21430	14630
3	8390	22080	15280
4	8650	22750	15950
5	8910	23440	16640
6	9180	24150	17350
7	9460	24880	18080
8	9750	25630	18830
9	10050	26400	19600
10	10360	27200	20400
11	10670	28020	21220
12	10990	28860	22060
13	11320	29730	22930
14	11660	30630	23830
15	12010	31550	24750
16	12370	32500	25700
17	12750	33480	26680
18	13140	34490	27690
19	13540	35530	28730
20	13950	36600	29800
21	14370	37700	30900
22	14810	38840	32040
23	15260	40010	33210
24	15720	41210	34410
25	16200	42450	35650
26	16690	43730	36930
27	17190	45050	38250
28	17710	46410	39610
29	18250	47810	41010
30	18800	49250	42450
31	19370	50730	43930
32	19960	52260	45460
33	20560	53830	47030
34	21180	55450	48650
35	21820		
36	22480		

Table No- 6.8.10

Stage of Pay after 3% Increment	ROP 2010 PB 5200-20200	Revised P.B. 14000-49000	
	Grade Pay 2900	Grade Pay 7400	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	8100	21400	14000
2	8350	22050	14650
3	8600	22720	15320
4	8860	23410	16010
5	9130	24120	16720
6	9410	24850	17450
7	9700	25600	18200
8	10000	26370	18970
9	10300	27170	19770
10	10610	27990	20590
11	10930	28830	21430
12	11260	29700	22300
13	11600	30600	23200
14	11950	31520	24120
15	12310	32470	25070
16	12680	33450	26050
17	13060	34460	27060
18	13460	35500	28100
19	13870	36570	29170
20	14290	37670	30270
21	14720	38800	31400
22	15170	39970	32570
23	15630	41170	33770
24	16100	42410	35010
25	16590	43690	36290
26	17090	45000	37600
27	17610	46350	38950
28	18140	47740	40340
29	18690	49180	41780
30	19250	50660	43260
31	19830	52180	44780
32	20430	53750	46350
33	21050	55370	47970
34	21690	57040	49640
35	22340		
36	23010		

**Table No- 6.8.11**

Stage of Pay after 3% Increment	ROP 2010 PB 5200-20200	Revised P.B. 14000-49000	
	Grade Pay 3000	Grade Pay 7400	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	8200	21400	14000
2	8450	22050	14650
3	8710	22720	15320
4	8980	23410	16010
5	9250	24120	16720
6	9530	24850	17450
7	9820	25600	18200
8	10120	26370	18970
9	10430	27170	19770
10	10750	27990	20590
11	11080	28830	21430
12	11420	29700	22300
13	11770	30600	23200
14	12130	31520	24120
15	12500	32470	25070
16	12880	33450	26050
17	13270	34460	27060
18	13670	35500	28100
19	14080	36570	29170
20	14510	37670	30270
21	14950	38800	31400
22	15400	39970	32570
23	15870	41170	33770
24	16350	42410	35010
25	16840	43690	36290
26	17350	45000	37600
27	17870	46350	38950
28	18410	47740	40340
29	18970	49180	41780
30	19540	50660	43260
31	20130	52180	44780
32	20740	53750	46350
33	21370	55370	47970
34	22020		
35	22680		

Table No- 6.8.12

Stage of Pay after 3% Increment	ROP 2010 PB 5200-20200	Revised P.B. 14000-49000	
	Grade Pay 3100	Grade Pay 8000	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	8300	22000	14000
2	8550	22660	14660
3	8810	23340	15340
4	9080	24040	16040
5	9360	24770	16770
6	9640	25520	17520
7	9930	26290	18290
8	10230	27080	19080
9	10540	27900	19900
10	10860	28740	20740
11	11190	29610	21610
12	11530	30500	22500
13	11880	31420	23420
14	12240	32370	24370
15	12610	33350	25350
16	12990	34350	26350
17	13380	35380	27380
18	13790	36450	28450
19	14210	37550	29550
20	14640	38680	30680
21	15080	39840	31840
22	15540	41040	33040
23	16010	42280	34280
24	16490	43550	35550
25	16990	44860	36860
26	17500	46210	38210
27	18030	47600	39600
28	18570	49030	41030
29	19130	50500	42500
30	19710	52020	44020
31	20310	53580	45580
32	20920	55190	47190
33	21550	56850	48850
34	22200		
35	22870		

Table No- 6.8.13

Stage of Pay after 3% Increment	ROP 2010 PB 5200-20200	Revised P.B. 14000-49000	
	Grade Pay 3300	Grade Pay 8700	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	8500	22700	14000
2	8760	23390	14690
3	9030	24100	15400
4	9300	24830	16130
5	9580	25580	16880
6	9870	26350	17650
7	10170	27140	18440
8	10480	27960	19260
9	10800	28800	20100
10	11130	29670	20970
11	11470	30560	21860
12	11820	31480	22780
13	12180	32430	23730
14	12550	33410	24710
15	12930	34420	25720
16	13320	35460	26760
17	13720	36530	27830
18	14140	37630	28930
19	14570	38760	30060
20	15010	39930	31230
21	15460	41130	32430
22	15930	42370	33670
23	16410	43650	34950
24	16910	44960	36260
25	17420	46310	37610
26	17950	47700	39000
27	18490	49140	40440
28	19050	50620	41920
29	19630	52140	43440
30	20220	53710	45010
31	20830	55330	46630
32	21460	56990	48290
33	22110		
34	22780		
35	23470		

Table No- 6.8.14

Stage of Pay after 3% Increment	ROP 2010 PB 8000-35000	Revised P.B. 22000 – 87000	
	Grade Pay 4200	Grade Pay 9100	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	12200	31100	22000
2	12570	32040	22940
3	12950	33010	23910
4	13340	34000	24900
5	13740	35020	25920
6	14160	36070	26970
7	14590	37160	28060
8	15030	38280	29180
9	15480	39430	30330
10	15950	40620	31520
11	16430	41840	32740
12	16930	43100	34000
13	17440	44400	35300
14	17970	45740	36640
15	18510	47120	38020
16	19070	48540	39440
17	19650	50000	40900
18	20240	51500	42400
19	20850	53050	43950
20	21480	54650	44550
21	22130	56290	47190
22	22800	57980	48880
23	23490	59720	50620
24	24200	61520	52420
25	24930	63370	54270
26	25680	65280	56180
27	26450	67240	58140
28	27250	69260	60160
29	28070	71340	62240
30	28920	73480	64380
31	29790	75690	66590
32	30690	77960	68860
33	31610	80300	71200
34	32560	82710	73610
35	33540	85200	76100
36	34550	87760	78660
37	35590	90400	81300
38	36660	93120	84020
39	37760	95920	86820
40	38900		

**Table No- 6.8.15**

Stage of Pay after 3% Increment	ROP 2010 PB 8000-35000	Revised P.B. 22000 – 87000	
	Grade Pay 4300	Grade Pay 9100	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	12300	31100	22000
2	12670	32040	22940
3	13050	33010	23910
4	13450	34000	24900
5	13860	35020	25920
6	14280	36070	26970
7	14710	37160	28060
8	15160	38280	29180
9	15620	39430	30330
10	16090	40620	31520
11	16580	41840	32740
12	17080	43100	34000
13	17600	44400	35300
14	18130	45740	36640
15	18680	47120	38020
16	19240	48540	39440
17	19820	50000	40900
18	20420	51500	42400
19	21040	53050	43950
20	21680	54650	45550
21	22330	56290	47190
22	23000	57980	48880
23	23690	59720	50620
24	24400	61520	52420
25	25140	63370	54270
26	25900	65280	56180
27	26680	67240	58140
28	27480	69260	60160
29	28310	71340	62240
30	29160	73480	64380
31	30040	75690	66590
32	30950	77960	68860
33	31880	80300	71200
34	32840	82710	73610
35	33830	85200	76100
36	34850	87760	78660
37	35900	90400	81300
38	36980	93120	84020
39	38090	95920	86820
40	39240		



Table No- 6.8.16

Stage of Pay after 3% Increment	ROP 2010 PB 8000-35000	Revised P.B. 22000 – 87000	
	Grade Pay 4500	Grade Pay 9700	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	12500	31700	22000
2	12880	32660	22960
3	13270	33640	23940
4	13670	34650	24950
5	14080	35690	25990
6	14510	36760	27060
7	14950	37870	28170
8	15400	39010	29310
9	15870	40180	30480
10	16350	41390	31690
11	16840	42640	32940
12	17350	43920	34220
13	17870	45240	35540
14	18410	46600	36900
15	18970	48000	38300
16	19540	49440	39740
17	20130	50930	41230
18	20740	52460	42760
19	21370	54040	44340
20	22020	55670	45970
21	22680	57340	47640
22	23360	59060	49360
23	24060	60840	51140
24	24790	62670	52970
25	25540	64550	54850
26	26310	66490	56790
27	27100	68490	58790
28	27920	70550	60850
29	28760	72670	62970
30	29630	74850	65150
31	30520	77100	67400
32	31440	79420	69720
33	32390	81810	72110
34	33370	84270	74570
35	34380	86800	77100
36	35420	89410	79710
37	36490	92100	82400
38	37590	94870	85170
39	38720		

Table No- 6.8.17

Stage of Pay after 3% Increment	ROP 2010 PB 8000-35000	Revised P.B. 22000 – 87000	
	Grade Pay 4600	Grade Pay 10300	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	12600	32300	22000
2	12980	33270	22970
3	13370	34270	23970
4	13780	35300	25000
5	14200	36360	26060
6	14630	37450	27150
7	15070	38580	28280
8	15530	39740	29440
9	16000	40940	30640
10	16480	42170	31870
11	16980	43440	33140
12	17490	44750	34450
13	18020	46100	35800
14	18560	47490	37190
15	19120	48920	38620
16	19700	50390	40090
17	20300	51910	41610
18	20910	53470	43170
19	21540	55080	44780
20	22190	56740	46440
21	22860	58450	48150
22	23550	60210	49910
23	24260	62020	51720
24	24990	63880	53580
25	25740	65800	55500
26	26520	67780	57480
27	27320	69820	59520
28	28140	71920	61620
29	28990	74080	63780
30	29860	76310	66010
31	30760	78600	68300
32	31690	80960	70660
33	32640	83390	73090
34	33620	85900	75600
35	34630	88480	78180
36	35670	91140	80840
37	36740	93880	83580
38	37850	96700	86400
39	38990		

**Table No- 6.8.18**

Stage of Pay after 3% Increment	ROP 2010 PB 8000-35000	Revised P.B. 22000 – 87000	
	Grade Pay 4700	Grade Pay 10900	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	12700	32900	22000
2	13090	33890	22990
3	13490	34910	24010
4	13900	35960	25060
5	14320	37040	26140
6	14750	38160	27260
7	15200	39310	28410
8	15660	40490	29590
9	16130	41710	30810
10	16620	42970	32070
11	17120	44260	33360
12	17640	45590	34690
13	18170	46960	36060
14	18720	48370	37470
15	19290	49830	38930
16	19870	51330	40430
17	20470	52870	41970
18	21090	54460	43560
19	21730	56100	45200
20	22390	57790	46890
21	23070	59530	48630
22	23770	61320	50420
23	24490	63160	52260
24	25230	65060	54160
25	25990	67020	56120
26	26770	69030	58130
27	27580	71100	60200
28	28410	73240	62340
29	29270	75440	64540
30	30150	77710	66810
31	31060	80050	69150
32	32000	82460	71560
33	32960	84940	74040
34	33950	87490	76590
35	34970	90120	79220
36	36020	92830	81930
37	37100	95620	84720
38	38220		
39	39370		

**Table No- 6.8.19**

Stage of Pay after 3% Increment	ROP 2010 PB 8000-35000	Revised P.B. 22000 – 87000	
	Grade Pay 4900	Grade Pay 11500	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	12900	33500	22000
2	13290	34510	23010
3	13690	35550	24050
4	14100	36620	25120
5	14530	37720	26220
6	14970	38860	27360
7	15420	40030	28530
8	15890	41230	29730
9	16370	42470	30970
10	16870	43750	32250
11	17380	45070	33570
12	17910	46430	34930
13	18450	47830	36330
14	19010	49270	37770
15	19580	50750	39250
16	20170	52280	40780
17	20780	53850	42350
18	21410	55470	43970
19	22060	57140	45640
20	22730	58860	47360
21	23420	60630	49130
22	24130	62450	50950
23	24860	64330	52830
24	25610	66260	54760
25	26380	68250	56750
26	27180	70300	58800
27	28000	72410	60910
28	28840	74590	63090
29	29710	76830	65330
30	30610	79140	67640
31	31530	81520	70020
32	32480	83970	72470
33	33460	86490	74990
34	34470	89090	77590
35	35510	91770	80270
36	36580	94530	83030
37	37680	97370	85870
38	38810		

**Table No- 6.8.20**

Stage of Pay after 3% Increment	ROP 2010 PB 8000-35000	Revised P.B. 22000 – 87000	
	Grade Pay 5100	Grade Pay 11500	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	13100	33500	22000
2	13500	34510	23010
3	13910	35550	24050
4	14330	36620	25120
5	14760	37720	26220
6	15210	38860	27360
7	15670	40030	28530
8	16140	41230	29730
9	16630	42470	30970
10	17130	43750	32250
11	17650	45070	33570
12	18180	46430	34930
13	18730	47830	36330
14	19300	49270	37770
15	19880	50750	39250
16	20480	52280	40780
17	21100	53850	42350
18	21740	55470	43970
19	22400	57140	45640
20	23080	58860	47360
21	23780	60630	49130
22	24500	62450	50950
23	25240	64330	52830
24	26000	66260	54760
25	26780	68250	56750
26	27590	70300	58800
27	28420	72410	60910
28	29280	74590	63090
29	30160	76830	65330
30	31070	79140	67640
31	32010	81520	70020
32	32970	83970	72470
33	33960	86490	74990
34	34980	89090	77590
35	36030	91770	80270
36	37110	94530	83030
37	38230	97370	85870
38	39380		

**Table No- 6.8.21**

Stage of Pay after 3% Increment	ROP 2010 PB 12000-40000	Revised P.B. 30000 – 110000	
	Grade Pay 5400	Grade Pay 12700	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	17400	42700	30000
2	17930	43990	31290
3	18470	45310	32610
4	19030	46670	33970
5	19600	48070	35370
6	20190	49520	36820
7	20800	51010	38310
8	21430	52540	39840
9	22080	54120	41420
10	22750	55750	43050
11	23440	57430	44730
12	24150	59160	46460
13	24880	60940	48240
14	25630	62770	50070
15	26400	64660	51960
16	27200	66600	53900
17	28020	68600	55900
18	28860	70660	57960
19	29730	72780	60080
20	30630	74970	62270
21	31550	77220	64520
22	32500	79540	66840
23	33480	81930	69230
24	34490	84390	71690
25	35530	86930	74230
26	36600	89540	76840
27	37700	92230	79530
28	38840	95000	82300
29	40010	97850	85150
30	41210	100790	88090
31	42450	103820	91120
32	43730	106940	94240
33	45050	110150	97450
34		113460	100760
35		116870	104170
36		120380	107680

**Table No- 6.8.22**

Stage of Pay after 3% Increment	ROP 2010 PB 12000-40000	Revised P.B. 30000 – 110000	
	Grade Pay 5900	Grade Pay 13300	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	17900	43300	30000
2	18440	44600	31300
3	19000	45940	32640
4	19570	47320	34020
5	20160	48740	35440
6	20770	50210	36910
7	21400	51720	38420
8	22050	53280	39980
9	22720	54880	41580
10	23410	56530	43230
11	24120	58230	44930
12	24850	59980	46680
13	25600	61780	48480
14	26370	63640	50340
15	27170	65550	52250
16	27990	67520	54220
17	28830	69550	56250
18	29700	71640	58340
19	30600	73790	60490
20	31520	76010	62710
21	32470	78290	64990
22	33450	80640	67340
23	34460	83060	69760
24	35500	85560	72260
25	36570	88130	74830
26	37670	90780	77480
27	38800	93510	80210
28	39970	96320	83020
29	41170	99210	85910
30	42410	102190	88890
31	43690	105260	91960
32	45000	108420	95120
33		111680	98380
34		115030	101730
35		118480	105180
36		122040	108740

Table No- 6.8.23

Stage of Pay after 3% Increment	ROP 2010 PB 12000-40000	Revised P.B. 30000 – 110000	
	Grade Pay 6100	Grade Pay 13900	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	18100	43900	30000
2	18650	45220	31320
3	19210	46580	32680
4	19790	47980	34080
5	20390	49420	35520
6	21010	50910	37010
7	21640	52440	38540
8	22290	54020	40120
9	22960	55640	41740
10	23650	57310	43410
11	24360	59030	45130
12	25090	60800	46900
13	25850	62630	48730
14	26630	64510	50610
15	27430	66450	52550
16	28260	68450	54550
17	29110	70510	56610
18	29990	72630	58730
19	30890	74810	60910
20	31820	77060	63160
21	32780	79380	65480
22	33770	81770	67870
23	34790	84230	70330
24	35840	86760	72860
25	36920	89370	75470
26	38030	92060	78160
27	39170	94830	80930
28	40350	97680	83780
29	41560	100610	86710
30	42810	103630	89730
31	44100	106740	92840
32	45430	109950	96050
33		113250	99350
34		116650	102750
35		120150	106250
36		123760	109860



Table No- 6.8.24

Stage of Pay after 3% Increment	ROP 2010 PB 12000-40000	Revised P.B. 30000 – 110000	
	Grade Pay 6300	Grade Pay 14500	
		Total Pay	Of which PB Pay
A	B	C	D
1	18300	44500	30000
2	18850	45840	31340
3	19420	47220	32720
4	20010	48640	34140
5	20610	50100	35600
6	21230	51610	37110
7	21870	53160	38660
8	22530	54760	40260
9	23210	56410	41910
10	23910	58110	43610
11	24630	59860	45360
12	25370	61660	47160
13	26140	63510	49010
14	26930	65420	50920
15	27740	67390	52890
16	28580	69420	54920
17	29440	71510	57010
18	30330	73660	59160
19	31240	75870	61370
20	32180	78150	63650
21	33150	80500	66000
22	34150	82920	68420
23	35180	85410	70910
24	36240	87980	73480
25	37330	90620	76120
26	38450	93340	78840
27	39610	96140	81640
28	40800	99030	84530
29	42030	102000	87500
30	43290	105060	90560
31	44590	108220	93720
32	45930	111470	96970
33		114820	100320
34		118270	103770
35		121820	107320

**Table No- 6.8.25**

Stage of Pay after 3% Increment	ROP 2010 PB 12000-40000	Revised P.B. 30000 – 110000	
	Grade Pay 6400	Grade Pay 15100	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	18400	45100	30000
2	18960	46460	31360
3	19530	47860	32760
4	20120	49300	34200
5	20730	50780	35680
6	21360	52310	37210
7	22000	53880	38780
8	22660	55500	40400
9	23340	57170	42070
10	24040	58890	43790
11	24770	60660	45560
12	25520	62480	47380
13	26290	64360	49260
14	27080	66290	51190
15	27900	68280	53180
16	28740	70330	55230
17	29610	72440	57340
18	30500	74620	59520
19	31420	76860	61760
20	32370	79170	64070
21	33350	81550	66450
22	34350	84000	68900
23	35380	86520	71420
24	36450	89120	74020
25	37550	91800	76700
26	38680	94560	79460
27	39840	97400	82300
28	41040	100330	85230
29	42280	103340	88240
30	43550	106440	91340
31	44860	109640	94540
32	46210	112930	97830
33		116320	101220
34		119810	104710
35		123410	108310

**Table No- 6.8.26**

Stage of Pay after 3% Increment	ROP 2010 PB 12000-40000	Revised P.B. 30000 – 110000	
	Grade Pay 6600	Grade Pay 15700	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	18600	45700	30000
2	19160	47080	31380
3	19740	48500	32800
4	20340	49960	34260
5	20950	51460	35760
6	21580	53010	37310
7	22230	54600	38900
8	22900	56240	40540
9	23590	57930	42230
10	24300	59670	43970
11	25030	61460	45760
12	25780	63310	47610
13	26560	65210	49510
14	27360	67170	51470
15	28180	69190	53490
16	29030	71270	55570
17	29900	73410	57710
18	30800	75620	59920
19	31730	77890	62190
20	32690	80230	64530
21	33670	82640	66940
22	34680	85120	69420
23	35720	87680	71980
24	36800	90310	74610
25	37910	93020	77320
26	39050	95810	80110
27	40230	98690	82990
28	41440	101650	85950
29	42690	104700	89000
30	43970	107850	92150
31	45290	111090	95390
32		114430	98730
33		117870	102170
34		121410	105710
35		125060	109360

**Table No- 6.8.27**

Stage of Pay after 3% Increment	ROP 2010 PB 12000-40000	Revised P.B. 30000 – 110000	
	Grade Pay 7200	Grade Pay 16300	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	19200	46300	30000
2	19780	47690	31390
3	20380	49120	32820
4	21000	50600	34300
5	21630	52120	35820
6	22280	53690	37390
7	22950	55300	39000
8	23640	56960	40660
9	24350	58670	42370
10	25080	60430	44130
11	25840	62250	45950
12	26620	64120	47820
13	27420	66050	49750
14	28250	68040	51740
15	29100	70090	53790
16	29980	72200	55900
17	30880	74370	58070
18	31810	76610	60310
19	32770	78910	62610
20	33760	81280	64980
21	34780	83720	67420
22	35830	86240	69940
23	36910	88830	72530
24	38020	91500	75200
25	39160	94250	77950
26	40340	97080	80780
27	41550	100000	83700
28	42800	103000	86700
29	44090	106090	89790
30	45420	109280	92980
31	46790	112560	96260
32		115940	99640
33		119420	103120
34		123010	106710

Table No- 6.8.28

Stage of Pay after 3% Increment	ROP 2010 PB 12000-40000	Revised P.B. 30000 – 110000	
	Grade Pay 7400	Grade Pay 16900	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	19400	46900	30000
2	19990	48310	31410
3	20590	49760	32860
4	21210	51260	34360
5	21850	52800	35900
6	22510	54390	37490
7	23190	56030	39130
8	23890	57710	40810
9	24610	59450	42550
10	25350	61240	44340
11	26110	63080	46180
12	26900	64980	48080
13	27710	66930	50030
14	28550	68940	52040
15	29410	71010	54110
16	30300	73140	56240
17	31210	75340	58440
18	32150	77600	60700
19	33120	79930	63030
20	34120	82330	65430
21	35150	84800	67900
22	36210	87350	70450
23	37300	89970	73070
24	38420	92670	75770
25	39580	95450	78550
26	40770	98320	81420
27	42000	101270	84370
28	43260	104310	87410
29	44560	107440	90540
30	45900	110670	93770
31	47280	113990	97090
32		117410	100510
33		120940	104040
34		124570	107670

**Table No- 6.8.29**

Stage of Pay after 3% Increment	ROP 2010 PB 12000-40000	Revised P.B. 30000 – 110000	
	Grade Pay 7600	Grade Pay 17500	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	19600	47500	30000
2	20190	48930	31430
3	20800	50400	32900
4	21430	51920	34420
5	22080	53480	35980
6	22750	55090	37590
7	23440	56750	39250
8	24150	58460	40960
9	24880	60220	42720
10	25630	62030	44530
11	26400	63890	46390
12	27200	65810	48310
13	28020	67790	50290
14	28860	69830	52330
15	29730	71930	54430
16	30630	74090	56590
17	31550	76320	58820
18	32500	78610	61110
19	33480	80970	63470
20	34490	83400	65900
21	35530	85910	68410
22	36600	88490	70990
23	37700	91150	73650
24	38840	93890	76390
25	40010	96710	79210
26	41210	99620	82120
27	42450	102610	85110
28	43730	105690	88190
29	45050	108860	91360
30	46410	112130	94630
31		115500	98000
32		118970	101470
33		122540	105040
34		126220	108720

**Table No- 6.8.30**

Stage of Pay after 3% Increment	ROP 2010 PB 26000-45000	Revised P.B. 65000-112000	
	Grade Pay 8700	Grade Pay 18500	
		Total Pay	Of which PB Pay
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	34700	83500	65000
2	35750	86010	67510
3	36830	88590	70090
4	37940	91250	72750
5	39080	93990	75490
6	40260	96810	78310
7	41470	99720	81220
8	42720	102720	84220
9	44010	105810	87310
10	45330	108990	90490
11	46690	112260	93760
12	48090	115630	97130
13	49540	119100	100600
14	51030	122680	104180
15	52560	126360	107860
16		130150	111650

**Table No- 6.8.31**

Stage of Pay after 3% Increment*	ROP 2010 Fixed Pay 55000	Revised Fixed Pay 133000	
		Total Pay	Of which PB Pay
		<b>A</b>	<b>B</b>
1	55000	133000	133000

## RECOMMENDATIONS FOR SPECIFIC SERVICES

### Chapter-7

1. Taking note of the recommendations made by the Assam Pay Commission-2008 regarding improvement in Assam Civil Service in para 7.15 to 7.32 of its report, this Commission has given a serious consideration to the issue of reorganization of a selected services which it considers vital for economic growth and has decided to make specific recommendations for such services. These services include the Assam Civil Service, Assam Police service, State Health Service and Education Services which are discussed hereunder.

### Assam Civil Service:

- 1.1 Assam Pay Commission-2008 dealt with the subject of improving the Assam Civil Service in detail. Its report mentioned that *“the Assam Civil Service is the premier Civil Service and it contributed significantly to establish an effective administration in the State. ACS officers occupy the posts at the cutting edge level and also play crucial role in policy formulation and implementation. But over a period of time the stature, dignity and leading role of the service has been diluted. It is felt that it is important to address the situation in a forward looking manner and ensure that the State and the people get the benefit of the premier generalist service which is a sine qua non for growth and development of the State and suggested a new Civil Service viz. Assam Administrative Service.”* They furnished a concept note which is enclosed as **Annexure-7.1.**

- 1.2 Further the APC-2008 recommended the following:-

*“In view of the nature of service and premier status of ACS, the pay in the running pay band PB 4 for ACS Junior Grade at the entry level will start from Rs.12500 with the Grade Pay of Rs.5400. Similarly, the revised pay in the running Pay band PB 4 for ACS Junior Grade shall be fixed at Rs.12500 instead of Rs.12000 in the fitment table-21. The Ad hoc fitment benefit as per 2.1.8 (iv) shall be given thereafter to remove the bunching if any.”*

- 1.3 Assam Civil Service (ACS) Officers’ Association in their memorandum submitted to the Commission stated several reasons for the need and the claim for premiere status for the service and suggested various measures to improve the recruitment process and quality of the service through training at various stages. On the other hand, during the discussion, some other associations informed the Commission about their grievance against the grant of additional benefit of Rs.500 to the ACS officers by the Sixth Pay Commission and demanded parity in status with the ACS.

- 1.4 The Commission therefore decided to examine this issue in detail. It felt that the role of ACS officers in State administration is akin to the IAS at the national level and as such it was decided



to examine the background of such issues in respect of All India Services. It was observed that the Indian Administrative Service have traditionally enjoyed an edge vis-à-vis other All India Services and Central Services right from the time of First CPC. On the other hand, the demand from various other services for removal of this conventional edge in pay and promotion has been made since the time of Second CPC but the edge has continued. The argument for continuing this edge has been that the role of IAS is still very important in the overall scheme of Governance and their multifunctional and integrating role in the administrative framework is of essence. The Third CPC felt that there is a case for the generalist service taking on the role of innovator and improviser in spheres where the specialist services have yet to be constituted and therefore the edge must continue. The Fourth and the Fifth CPC maintained this edge and suggested that the officers of Central Services are confined to a single department unlike the IAS officers who can be posted to various departments. The Sixth CPC felt that the role of IAS is very important in the overall scheme of governance and therefore the edge must be maintained. It, accordingly recommended slightly higher grade pay for the IAS at three levels.

**1.5** It is observed that the matter regarding the quality between various services flowing from a common recruitment examination was considered by the Hon'ble Supreme Court of India in Mohan Kumar Singhanian & others –Vs- Union of India & others. The judgment delivered in the case on 13<sup>th</sup> September, 1991 held that the selection for IAS, IFS, IPS, Group A Services and Group D services are made by a combined competitive examination and Viva Voce test. There cannot be any dispute that each service is a distinct and separate cadre, having its separate field of operation, with different status, prospects, pay scales, the nature of duties, the responsibilities to the post and condition of service etc. Therefore, once a candidate is selected and appointed to a particular cadre he cannot be allowed to say that he is at par with the others on the ground that all of them appeared and were selected by a combined competitive examination and viva voce test and that the qualifications prescribed are comparable.

**1.6** In the light of this position, the Commission feels that the Assam Civil Service officers who play an important role in the civil administration of the State and gradually reach up to policy making positions, do have a justification in claiming the premiere status. The recommendation of the Assam Pay Commission-2008 quoted above, therefore appears to be in the right direction and needs to be followed up further.

#### **Assam Police Service:**

**1.7** With the same logic and argument as above, this Commission feels that the Assam Police Service should be given due importance in the matter of status. The stand taken by the Central Pay Commissions over last several years needs to be accepted as a principle to decide the status of civil and police services of State. The submissions made before the Commission by various associations belonging to police service have raised some very valid points in support of the demand for better pay. One of them relates to the duty hours which are absolutely unrestricted. The other one relates to the hazards in discharge of their duty which existed earlier in ordinary situations and has increased of late due to extremist activities and growing public disorder. The Commission therefore feels that a separate status should be accorded to the Assam Police Service in consonance with the policy followed by 7<sup>th</sup> CPC.

## **Assam Health Service:**

**1.8** The Commission considered the question of status for other services dealing with the development matters of the State. In the overall strategy of development health and education sectors are considered to be of vital importance. The Commission was informed about the problems of the health services in the State by various associations of medical and para-medical services. In particular, the Assam Medical Service Association (AMSA) has pointed out a very significant issue relating to non-availability of doctors for the State Health Service. According to them the new graduates are attracted more towards the medical college services as it provides higher pay and comparatively much comfortable working conditions. The PG degree holders, for obvious reasons, get less job satisfaction in the State Health service than the service in Medical Colleges. The increasing number of private hospitals and nursing homes are attracting the new graduates as they offer working opportunities in towns and cities with higher pay and no restriction on private practice. All these factors, cumulatively, have resulted into a situation leading to a disturbing dearth of doctors in the Primary Health Services forcing the patients to visit district hospitals or the Medical Colleges. This is a undesirable situation and requires attention to reduce the patient burden on Secondary and tertiary health institutions. Accordingly, the Commission considered measures to remedy this situation.

## **Services under Education sector**

**1.9** During the hearings various associations belonging to educational services have also highlighted the problems of promotions, low salary for the teachers working in institutions having classes up to XII. The Commission in this connection observed that whereas the working conditions of degree colleges and universities have improved substantially after the implementation of UGC scales, the situation in lower classes remains unsatisfactory. The Commission is of the view that unless the education at primary and secondary level is improved, the contribution of the universities and colleges in producing better educated young men and women will continue to be constrained. As a result a need is felt for improving this system but for want of sufficient information the Commission is not in a position to make any recommendation except that the department of education should examine these issues and take decision carefully but early.

## **2.1 Recommendations for ACS**

- (i) Nomenclature:** - The service may be renamed as Assam Administrative Service as recommended by Assam Pay Commission-2008.
- (ii) Recruitment:** - The recruitment to the service should be made through the Combined Competitive Examination held by APSC. Appropriate planning should be done to conduct examination every year at a fixed time to avoid oversize batches and consequent stagnation problem. The scheme of examination should include one additional paper covering the subject of history and culture of Assam, governance, constitution, polity, ethics, integrity and aptitude.
- (iii) Training:** - Appropriate programme should be designed for in-service training before the officers of a batch are promoted to the next higher level. The training should be designed keeping in mind the requirement of the future job responsibility.

- (iv) **Pay structure:** - Fixed time scales as suggested below be given to the officers up to the rank of Selection Grade notwithstanding the availability of vacancy –

Pay Band	Years of service to be completed	Grade Pay	Designation
PB-4 Rs.30000- 1,10,000 (Pre-Rev.12000 - 40000)	6 years from the date of joining	Rs.13300 (Pre-Rev.Rs.5900)	Junior Grade
	6 years in the junior grade	Rs.15100 (Pre-Rev.Rs.6400)	Senior Grade II
	6 years in senior grade-II	Rs.16900 (Pre-Rev.Rs.7400)	Senior Grade I
	7 years in senior grade-I	Rs.17500 (Pre-Rev. Rs.7600)	Selection Grade

Promotion to the Secretary level in PB-5, GP-18500 (Pre-revised 8700) and Commissioner level with fixed Pay Rs.1,30,000 (pre-revised Rs.55,000) shall be considered on vacancy basis.

- (v) **Promotion:** -The grade pay at each level up to selection grade shall be allowed on completion of the period indicated in column 2 of the pay structure and shall be denied only in case there is a DP or criminal case against the officer and in such cases of denial the final decision in the DP/criminal case shall govern the grant of higher grade pay as per the rules framed by the Government.
- (vi) **Posting & Transfer:** All officers shall be posted for a reasonably long and fixed tenure in Hill and Remote Areas and refusal to work in such areas shall be treated as a reason to hold up upward movement as suggested at (iv) above. Such postings shall be at least twice in first 18 years of service for each officer. After the completion of the fixed term, officer must be taken out compulsorily from such area and posted elsewhere.

## 2.2 Recommendations for APS

- (i) **Nomenclature, recruitment and training** may continue as at present.
- (ii) **Pay structure:** - Fixed time scales as suggested below be given to the officers up to the rank of Selection Grade notwithstanding the availability of vacancy –

Pay Band	Years of service to be completed	Grade Pay	Designation
Modified PB-4 30,000-1,10,000 (Pre-Rev.12000 – 40000)	6 years from the date of joining	Rs.12700 (Pre-Rev. Rs.5400)	Junior Grade II
	6 years in the junior grade	Rs.14500 (Pre-Rev. Rs.6300)	Junior Grade I
	6 years in senior grade-II	Rs.15700 (Pre-Rev. Rs.6600)	Senior Grade II
	7 years in senior grade-I	Rs.16300 (Pre-Rev. Rs.7200)	Senior Grade I

- (iii) **Promotion:** -The grade pay at each level up to senior grade-I shall be allowed on completion of the period indicated in column 2 of the pay structure and shall be denied only in case there is a DP or criminal case against the officer and in such cases of denial the final decision in the DP/criminal case shall govern the grant of higher grade pay as per the rules framed by the Government.
- (iv) **Posting & Transfers-** Postings in Hill and Remote Areas shall be made as suggested for ACS officers in Para 2.1

## 2.3 Recommendations for State Health Service.

- (i) **Nomenclature and recruitment** may continue as at present.
- (ii) **Training** – Training of officers in medical disciplines should be decided as per the requirement of the job before the elevation to the next rank. In addition, once an officer has completed 10 years of service and is likely to enter the senior grade-II level, option should be obtained if he wants to work in the clinical side or the administrative stream of the service. For those who opt for administrative stream, a suitable course tailored for the administrative requirement of the next six years service in senior grade-II should be organized for their training. Similarly before an officer is due to enter senior grade-I level he should be asked options once again for joining the administrative stream or the clinical stream and a suitable course for future administrative job requirement be offered to him.
- (iii) **Pay structure** – Fixed Time Scale be given to the officers of Health Service as shown below:--

Pay Band	Years of service to be completed	Grade Pay	Designation
PB-4 30,000-1,10,000 (Pre-Rev.12000 – 40000)	6 years from the date of joining	Rs. 12700 (Pre-Rev. Rs.5400)	Junior Grade II
	6 years in the junior grade	Rs.13300 (Pre-Rev. Rs.5900)	Junior Grade I
	6 years in senior grade-II	Rs.13900 (Pre-Rev. Rs.6100)	Senior Grade II
	7 years in senior grade-I	Rs.15100 (Pre-Rev.Rs.6400)	Senior Grade I

Promotion to the level of Joint Director in PB-4 with GP Rs.15,700 (Pre-revised 6600), Additional Director level in PB-4 with GP Rs.16900 (Pre-revised Rs.7400) and Director level Rs.17500 (Pre-revised Rs.7,600) shall be considered on vacancy basis.

- (iv) At the time of **initial appointment** a Doctor having only MBBS degree shall enter at Junior Grade-II level while a Doctor having PG degree shall enter at Junior Grade-I level.
- (v) **Posting & Transfer-** As suggested for ACS officers in Para 2.1, posting of officers in each grade shall be made in Hill and Remote Areas.
- (vi) **Reorganization:**

The recommendations regarding pay structure is expected to make the health service more attractive and it can be hoped that it will improve the situation of non availability of doctors to some extent. Commission further recommends to reorganize the primary health care system.

It is recommended that the entire system should be divided in three categories and the services to be provided by each category be defined and managed by officers in the following manner:-

Category 1 – It should consist of Dispensaries and institutions below it including Sub-Centres and should be manned by Rural Health Practitioners with diploma qualifications. The services to be provided by these institutions should be limited according to the competence of Diploma Holders.

Category-2 – It should consist of institutions above the dispensaries and below the FRUs and should be manned by MBBS degree holders. The services provided by these institutions should be all inclusive, limited by the available facilities and include referrals to appropriate higher institutions.

Category 3 – It should consist of institution of FRU, Sub-Divisional/District Civil Hospitals and other Specialized Hospitals below the Medical College Hospitals and should be manned by MBBS/PG holder doctors. The services provided by these institutions should be all inclusive and limited by available facilities. It should also include referrals to Medical College Hospitals.

## CONCEPT NOTE ON ASSAM ADMINISTRATIVE SERVICE

### Rationale behind creation of a new Premier Service

1. One of the attributes of a Premier Service is that it is a service which attracts the brightest youth of the State, who are highly motivated and oriented towards making contribution to society. Another attribute of a premier State Civil Service, in the Indian administrative context, is how long it takes for members of such a service to be considered for induction into the AIS. During this period, members of the State Premier Service have to be trained suitably and their service path chalked out to prepare them for discharging duties appropriate to higher echelons.
2. The proposal for the AAS is formulated in the background of the reported current thinking in Government about creation of some new services such as Revenue Service and Rural Service. This proposal for AAS fits in with this line of thinking. It is presumed that when the Revenue Service and Rural Service are formed, the future of ACS will be reviewed. The formation of these services and AAS, when decided will have to necessarily imply putting an end to the ACS as it is at present. Once that decision is firmed up, it will mean that no further recruitment to ACS should take place.
3. Stagnation has been a very big problem of the ACS. ACS officers have to stagnate at junior level posts like Circle Officers, EACs etc. for 10 to 15 years. This has understandably led to demoralisation amongst members of the recent batches of ACS as their batch mates in other services have been promoted to higher posts even though ACS was the first preference of majority of the top rankers in the combined examination conducted for recruitment to ACS and other services. AAS would ensure fast track promotions in contrast.
4. The ratio between IAS and ACS officers in the state stands at about 1:6 which is possibly one of the highest in the country. It has also led to deterioration in the prestige, service conditions and promotion prospects of the ACS. In many other states like Tamilnadu, Kerala etc. the state civil service officers get inducted into the IAS in 8 to 10 years because of the intake is small in each batch and there is regular recruitment. It is observed that in Assam it takes anything from 20 years to 25 years for an ACS officer to be considered for IAS. Smaller cadre strength of AAS would lead to induction of the qualified AAS officers into IAS within a reasonable period which hopefully may be as low as 10 to 12 years of service.
5. The AAS officers should be asked to prove themselves in challenging assignments and in posts in remote and backward districts of Assam, as the highest degree of dedication and professionalism would be expected to be the hallmark of this new premier service.
6. Presently, many batches in ACS suffer from lack of training and reorientation. All officers of AAS would be given intensive training for 1 year on the lines of IAS training as it would be easier to properly train and motivate a small group of officers. Their performance in training would also determine inter se seniority and future career prospects as happens in the case of IAS.

7. Recruitment to AAS should be entrusted to an institution which has unquestionable reputation and integrity and a rigorous selection process, as a part of which, interviews by top bureaucrats and reputed personalities in the state should be provided for, to ensure entry of the best talent.

8. Thus this new superior civil service would be a premier service in true sense of the term and would address most of the lacunae and anomalies in the current ACS. Proposed Modalities of initial composition and further recruitment

### **Proposed modalities of initial composition and further requirement**

9. The total cadre strength of newly created AAS shall be limited to around 180. This would ensure efficient cadre management. In the new set up, AAS shall replace ACS as the premier service of the state. The following ideas are put forward in respect of recruitment to AAS:

10. It is necessary that the position of the present batches of ACS officers who were considered the premier service so far be given a reasonable degree of protection. It is therefore suggested that initial recruitment to the AAS shall be from among ACS officers who are young enough to undergo effective reorientation, subject to ensuring that the brightest officers in the ACS are inducted. The following indicative process may be considered:

- (i) First batch: There may be 30 recruits in the first year from ACS through a selection process of internal departmental examination from the 1992, 1993 and 1995 batches of ACS.
- (ii) Second batch: There may be 15 recruits in the second year through selection from the 1997 and 1999 batches of ACS.
- (iii) Third batch: There may be 15 recruits in the third year through selection from the 2002 and 2004 batches of ACS.
- (iv) Fourth batch: There may be 20 recruits from all ACS officers regardless of batches, within the maximum age limit to provide an opportunity to those officers who might have missed the opportunity earlier.

11. The batches of ACS up to 1986 are not being considered as the officers are already in the zone of consideration for IAS or most of them are likely to be above the suggested upper age limit of 45 years. It has been observed that one of the problems in respect of the ACS has been that there has not been regular annual recruitment with reasonably uniform batch sizes. Recruitment to the AAS must necessarily be every year as in the case of that of the IAS, on a pre-fixed date every year and the batch size shall be 10 every year.

12. The selection procedure would have two stages namely, written examination and interview. Interview shall be conducted by eminent personalities and senior beauracrats. All ACS officers between the age of minimum 30 years and maximum 45 years can appear for the internal departmental examination for selection into AAS. Minimum 8 years of completed service in ACS would be mandatory to appear for the internal examination for AAS to ensure due weightage for experience.

13. After initial recruitment, the intake to AAS will be 10 annually and the recruitment shall be done entirely through a rigorous process. At the cost of repetition, it is emphasized that recruitment shall be by open competitive examination to be held by an institution of highest credibility to select the brightest candidates. The age limit to appear for the exam shall be minimum 21 years and maximum 29 years. The examination would be followed by interviews by experienced beauracrats

and reputed experts. Recruitment to the AAS shall be done every year without fail as in the case of Central Group A/ All India Services.

### **Service Conditions**

14. The initial recruits from ACS shall undergo 6 months reorientation training on the lines of Phase II and III of All India Services. The new direct recruits in AAS shall undergo intensive training of one year in line with the training for IAS. Their performance in training would also determine inter se seniority and future career prospects as in the case of IAS. The entry level salary for open market recruits to AAS will be comparable with that of All India Services and they would continue to have an edge in salary in recognition of its premier status. Recruits from the ACS shall be suitably placed in a pay band comparable to PB 3 of Central Government pay structure.

15. After initial training, the officers of the first 4 batches who have been recruited from ACS will be directly given higher responsibilities. The direct recruits to AAS shall serve as EACs/ Circle Officers for about two years and then would be given SDO (Sadar) or SDO posting for around 2 years and thereafter would be made ADCs. However, AAS officers who are inducted from ACS should get higher responsibilities as outlined above. Direct recruits may become DCs after 10 years of completed service. Posts may be suitably encadred for AAS.

16. It is expected that officers in the AAS shall be inducted into IAS after 10-12 years of service if not earlier. It is also expected that AAS shall become the principal feeder service for IAS. In the interim period, as there will be those ACS officers who were beyond the age of 45 and could not appear for AAS, both AAS and ACS will be feeders to the IAS. Only such officers of the ACS who could not be considered for the AAS due to higher age, will constitute the small group of ACS officers eligible for consideration for the IAS along with the AAS officers. After the consideration of these officers of ACS cadre is over, AAS will be the sole feeder service to IAS. In the interim period, induction into IAS may take place from AAS, ACS and non ACS officers with respective quota of 60%, 25% and not more than 15%. Once the consideration of those ACS officers who could not be considered for the AAS due to age factor is over, the AAS may be considered for 85% of the vacancies for induction into IAS.

17. It may be borne in mind that creation of AAS is primarily for better administration and not to be viewed only as a panacea for solving existing problems of ACS. Incidentally, recruitment of 80 officers from ACS into AAS would help in reducing the existing stagnation to considerable extent. Secondly, it would also provide a golden opportunity for best performers in ACS, apart from the brightest youth of the state to secure an avenue for fast track promotions and better career prospects. The Commission sincerely hopes that creation of AAS would bring about much needed reform in the higher echelons of administration.



## PAY STRUCTURE FOR AUTONOMOUS BODIES

## Chapter-8

1. The Commission received representations from the following organizations regarding revised pay structure:-
  - (a) All Assam Judicial Employees Association.
  - (b) Assam Science & Technology Employees Association and President, SSU of Health Science Employees Association.
  - (c) Cotton College Employees Association.
  - (d) Employees of Jyoti Chitrabon Society and Assam Khadi Board Workers Union.

2. The Commission considered these petitions and held discussions with the concerned members of the Association. The position revealed is as follows:-

**2.1 (a) All Assam Judicial Employees Association** informed the Commission that on last occasion the pay structure for the judicial employees was fixed on the basis of the recommendation of Justice Shetty Commission. The Notification dated 2<sup>nd</sup> June, 2015 for constitution of 7<sup>th</sup> Assam Pay & Productivity Pay Commission has specifically excluded the cases of judicial service officers drawing pay scales as per recommendations of the Shetty Commission from the purview of the 7<sup>th</sup> APPPC. However the case of judicial employees is not referred in this notification and it is also not clear whether another Commission would be set up for deciding the pay structure of judicial employees in Assam. In view of this position, the members of the association agreed that they would make a formal resolution requesting the 7<sup>th</sup> Assam Pay & Productivity Pay Commission to consider their case for revision of pay. They have submitted the extract of the resolution dated 15.6.2016 adopted by the All Assam Judicial Employees Association which are quoted as below-

**Resolution No.1:-** The members of the All Assam Judicial Employees Association unanimously decided that the Revision of Pay of the subordinate court staffs may be revised over the existing scale of pay of enhanced rate recommended by the Justice Shetty Commission in the 7<sup>th</sup> Assam Pay & Productivity Pay Commission.

**Resolution No.2:-** It is therefore, resolved in the meeting that we may lay our prayer before the Hon'ble Chairman, 7<sup>th</sup> Assam Pay & Productivity Pay Commission kindly to clamor for higher emoluments for staffs of the Subordinate Judiciary in Assam compared to our counterparts as per Justice Shetty Commissions recommendations.

**Resolution No.3:-** It is also resolved that the Hon'ble Chairman, 7<sup>th</sup> Assam Pay & Productivity Pay Commission may also be kind enough to consider the matter of the initial pay structure of the

ministerial staffs of the subordinate judiciary of Assam having recruited in the minimum qualification of graduation may be initiated with graduate pay scale.

**Resolution No.4** :- It is also resolved that the law graduate staffs of the subordinate judiciary of Assam may be allowed 3 (three) advance increments for bearing higher responsibility. Further, it is resolved that the employees working in the Sub-Divisions , specially UDA in the capacity of Head Assistant , may be allowed special pay for higher responsibilities bounded by them.

**Resolution No.5** :- It is also resolved that General Secretary, All Assam Judicial Employees will communicate a copy of the above resolution to the Hon'ble Chairman, 7<sup>th</sup> Assam Pay & Productivity Pay Commission for favour of kind perusal and consideration.

A copy of the letter No.AAJEA 1/2016/17 dated 15.6.2016 from the All Assam Judicial Employees Association is enclosed as **Annexure-8.1**.

(b) In view of the above said resolution, **Commission recommends that the revised pay for the members of non-judicial service shall be fixed in the same manner as is fixed for the State Government employees and for this purpose, the fixation formula recommended by the Commission and the pre-revised GP allowed by the Government, shall be taken into account. The Commission is unable to give any different consideration to this category of employees.**

**2.2 (a) SSU Health Science Employees Association** informed that the pay scales recommended by the Common Pay Committee for the Universities are not applicable to them and therefore suggested that the Commission may recommend suitable pay structure for them.

(b) **Assam Science & Technology University** sought to include the University under the Common Pay Committee. Copy of this letter dated 5<sup>th</sup> April, 2016 is enclosed as **Annexure-8.3** of this Chapter.

(c) The Commission has considered the matter relating to the employees of these two Universities. It is observed that their cases are not referred to the Commission by the Government notification. The Common Pay Committee for Gauhati University, Assam Agriculture University and Dibrugarh University was constituted by the Chancellor of these Universities vide Notification No.GSA.12/2008/10 dated 09.03.2010. **Thus this Commission has no jurisdiction to include the name of any University in the Common Pay Committee and therefore is constrained to make any recommendation except that the respective Universities should prepare their proposals for revision of pay etc. and submit the same to the Chancellor of the respective university for decision.**

**2.3 (a)** General Secretary of Cotton College Employees Association has requested the Commission to provide pay scales for the Grade-III and Grade-IV employees belonging to this association at par with the employees of Assam Sachivalaya.

(b) The Commission has examined the demand of the Cotton College employees and noted that the Cotton College has become a University and it is not clear if the members of the association are part of the University establishment or belong to the establishment of the Cotton College comprising of Higher Secondary classes. In case of the employees who are not under the University, **the Commission is of the view that the prevailing practice of**

**providing them the district level pay scales should continue and there is no justification for giving them the pay scales of Assam Sachivalaya level.**

- 2.4 (a) The Governing Body of the **Jyoti Chitrabon Society** held a meeting on 24.12.2014 and prepared a proposal for enhancement of retirement benefits. This proposal was submitted to the Government whereupon they were advised to place the matter before the 7<sup>th</sup> Assam Pay & Productivity Pay Commission. General Secretary, **Assam Khadi Board Workers Union** informed that the Government has delisted the Board from the purview of Public Enterprise and submitted that their posts and revised pay scales should be included in the ROP.
- (b) **The Commissions is the view that both these organizations are not within its purview and therefore no recommendations can be made in respect of their employees.**
-

**ALL ASSAM JUDICIAL EMPLOYEES ASSOCIATION**

Recognised by Govt. of Assam  
Central Office : Guwahati – 781001  
C/O District Judge's Office, Guwahati  
Regd. No. ABP/67/94/132 Dtd. 06/12/1994

President  
Alhoj Abdul Hoque  
Cont.No. 9435313128

General Secretary  
Ananta Prasad  
Cont. No.9859975900

---

Ref No. AAJEA 1/2016/17

Date – 15-06-2016

To

The Hon'ble Chairman,  
7<sup>th</sup> Assam Pay and Productivity Commission

Subject:- Submission of Copy of Resolution adopted on 15-06-2016 by the  
All Assam Judicial Employees Association.

Sir,

I, on behalf of the All Assam Judicial Employees Association, have the honour to submit herewith a Copy of resolution adopted on 15-06-2016 by the All Assam Judicial Employees Association for favour of kind necessary action.

Yours faithfully,

Sd/- Illegible,  
(General Secretary)  
All Assam Judicial Employees Association

**ALL ASSAM JUDICIAL EMPLOYEES ASSOCIATION**

Recognised by Govt. of Assam  
Central Office : Guwahati – 781001  
C/O District Judge's Office, Guwahati  
Regd. No. ABP/67/94/132 Dtd. 06/12/1994

President  
Alhoj Abdul Hoque  
Cont.No. 9435313128

General Secretary  
Ananta Prasad  
Cont. No.9859975900

Ref No. ....

Date

**EXTRACT COPY OF RESOLUTION DATED 15-06-2016 ADOPTED BY THE  
ALL ASSAM JUDICIAL EMPLOYEES ASSOCIATION.**

**R E S O L U T I O N**

The Extra-ordinary General meeting of the members of the All Assam Judicial Employees Association Is held on 15-06-2016 and the following resolutions has been adopted:-

**Resolution No.1** :- The members of the All Assam Judicial Employees Association unanimously decided that the Revision of Pay of the Sub-ordinate court staff's may be revised over the existing scale of pay of enhanced rate Recommended by the Justice Shetty Commission in the 7<sup>th</sup> Assam Pay and Productivity Commission.

**Resolution No.2** :- It is therefore, resolved in the meeting that we may lay our prayer before the Hon'ble Chairman, 7<sup>th</sup> Assam Pay and Productivity Commission kindly to clamor for higher emoluments for staffs of the Sub-ordinate Judiciary in Assam compare to our counterparts as per justice Shetty Commissions recommendations.

**Resolution No.3** :- It is also resolved that the Hon'ble Chairman, 7<sup>th</sup> Assam Pay and Productivity Commission may also kind enough to consider the matter of the initial pay structure of the ministerial staffs of the Sub-ordinate Judiciary of Assam having recruited in the minimum qualification of Graduation may be initiated with Graduate Pay Scale.

**Resolution No.4** :- It is also resolved that the law graduate staffs of the sub-ordinate Judiciary of Assam may be allowed 3(Three) advance increments for bearing higher responsibility. Further, it is resolved that the employee working in the Sub-Division specially U.D.A. in the capacity of Head Asstt. may be allowed Special Pay for higher responsibilities bounded by them.

**Resolution No.5** :- It is also resolved that General Secretary, All Assam Judicial Employees will communicate a copy of the above resolution to the Hon'ble Chairman, 7<sup>th</sup> Assam Pay and Productivity Commission for favour of kind perusal and consideration.

Sd/- Abdul Hoque  
Principal  
All Assam Judicial Employees Association

Copy of the Resolution forwarded to:-

1) The Hon'ble Chairman, 7<sup>th</sup> Assam Pay and Productivity Commission for favour of kind information and necessary action.

Sd/- Illegible,  
General Secretary  
All Assam Judicial Employees Association

**ASSAM SCIENCE AND TECHNOLOGY UNIVERSITY**

(A State University of Government of Assam constituted by "Assam Science and Technology University Act, 2009")  
Tetelia Road, Jalukbari, Guwahati – 781013

No. ASTU/ESTT/HRM/68/2014/Vol-II/

Dated Guwahati, the 05<sup>th</sup> April, 2016

To The Principal Secretary  
Education Department,  
Govt. of Assam  
Dispur, Guwahati-06

From Dr. P.K. Goswami  
Vice Chancellor  
Assam Science & Technology University,  
Guwahati.

Ref: i. This office letter No.ASTU/ESTT/HRM/68/2014/6660 Dated Guwahati, the 29<sup>th</sup> May, 2015  
ii. This office letter No.ASTU/ESTT/HRM/68/2014/10073 Dated Guwahati, the 23<sup>rd</sup> December, 2015

Sub: Inclusion of Assam Science and Technology University in CPC (Common Pay Committee) for the determination and fixation of pay of Grade "C & D" of Non Teaching staff of the State Universities of Assam under proposed "7<sup>th</sup> Pay Scale Commission".

Sir,

I take this opportunity to inform you that Assam Science and Technology University is a State University constituted by "Assam Science and Technology University Act, 2009", under Higher Education Department, Govt. of Assam and it is functioning from its permanent campus at Tetelia Road, Jalukbari, Guwahati-781013. I am pleased to inform you that the Govt. of Assam created and sanctioned 8(eight) and 17(seventeen) number of post under different level vide Govt. of Assam Letter No. ATE.191/2011/11 dated 29/02/2011/11 dated 29/02/2012 and ATE.191/2011/18 dated 18/08/2012 respectively. In this reference, I would like to inform you that the pay scale of "C & D" Grade employees of this University are not comparable with the pay scales recommended by the Common Pay committee 2010 for Non-Teaching Staff of State Universities of Assam (Gauhati University, Assam Agricultural University, Dibrugarh University, Krishna Kanta Handiqui State Open University, Bodoland University).

I therefore request you kindly to include the name of Assam Science and Technology University under Common Pay Committee (CPC) for the proposed 7<sup>th</sup> Pay Scale Commission and request you kindly to allow this University to implement the pay scale with retrospective effect.

Thanking you,

Sd/-  
(P.K. Goswami)

No.ASTU/ESTT/HRM/68/2014/Vol-II/99-105  
Copy to:-

Dated Guwahati, the 05<sup>th</sup> April, 2016

1. The Additional Chief Secretary, Finance Department, Dispur, Guwahati-06.
2. The Director of Technical Education, Govt. of Assam, Kahilipara, Guwahati-19.
3. Sri P.P. Verma, Chairman, Assam Secretariat, Dispur, Guwahati-06.
4. The Joint Secretary, Education (Technical), Govt. of Assam, Dispur, Guwahati-6.
5. The Registrar, Assam Science and Technology University, Guwahati.
6. The Finance and Accounts Officer, Assam Science and Technology University, Guwahati.
7. Office Files, Assam Science and Technology University, Guwahati.

Sd/- Illegible,  
(P.K. Goswami)

## MODIFIED ASSURED CAREER PROGRESSION SCHEME



Chapter-9

### 1. Modified Assured Career Progression Scheme (MACPS):

Government of Assam introduced the Assured Career Progression Scheme (ACPS) vide Notification No.FPC.109/2010/42 dated 25/5/2011. This scheme came into effect from 1<sup>st</sup> January, 2011 and was in force for the last five years before this Commission was constituted. Various employee associations have made representations before the Commission and put forth several demands for change in this scheme. Some of the associations have pointed out the difficulties in implementation of this scheme and have informed that many departments have been insisting on application for grant of ACPS. The general view of the associations was that the scheme needs major overhaul in matters of its procedures and also needs change in its content particularly in the matter of frequency of the benefit. They demanded that the frequency of financial benefit should be more than two times in the entire service span and it may be fixed at 3 or 4 benefits instead. Similar demands, it appears were made before the 7<sup>th</sup> CPC. Scheme of the Central Government provides the benefit of financial upgradation at 3 stages viz. on completion of 10 years, 20 years and 30 years of service. The 7<sup>th</sup> CPC examined the demands of Central Government employees and decided that there is no justification for increasing the frequency beyond the existing three.

**1.1** In the light of the views expressed by various associations and the decision taken by the 7<sup>th</sup> CPC, the 7<sup>th</sup> APPPC examined the ACPS notified on 25/5/2011 carefully and in depth. **It was felt that the procedures laid down in the scheme can be simplified** to a large extent and the scheme can be made easily understandable by the employees. The Commission also **felt that two major changes in this scheme need serious consideration namely – (i) increase in frequency to three times in a service span of an employee; and (ii) replacing the change of GP as the mode of benefit with grant of increment.**

**1.2** The Commission has drafted a MACPS which is recommended for replacing the earlier ACPS of 25/5/2011. This draft is enclosed at **Annexure-9.1**.

### 2. Issue of Promotion on Isolated Posts:

During the discussions with the associations the Commission was informed that a number of posts are in existence in various departments which are commonly known as isolated posts. The isolated post is one which belongs to a cadre having only one post which has no promotion prospects what so ever. The Government servants holding such posts do suffer from the problem of stagnation and from time to time their cases are referred to the Finance Department for upgradation of their posts as a mitigating measure. Apart from this, the departments find it difficult to bring better qualified persons for such posts. The Commission has considered this matter and felt that the problem of

such posts is by and large same as that of other officers who do not get promotions inspite of the provisions for such promotions in the service rules.

**2.1** The Commission therefore recommends that all posts falling in this category shall be covered by MACPS.



### Modified Assured Career Progression (MACPS)

#### (A) Introduction:

- (i) The scheme should be known as Modified Assured Career Progression Scheme (MACPS) for the regular State Government employees and will exclude the ad-hoc employees, casual employees, contractual employees, work charged employees, muster roll workers from its coverage.
- (ii) The scheme will cover the regular employees drawing GP in PB-1, PB-2, PB-3 and PB-4 excluding the last GP of the PB-4.

#### (B) Salient Features of the Scheme:

- (i) MACPS would include grant of financial upgradation three times in the entire service period viz. on completion of 10 years, 20 years and 30 years to those employees who do not get one regular promotion within the first 10 years or two regular promotions/ ACPS benefit within 20 years or three promotions /ACPS benefit within the 30 years of regular service.
- (ii) The MACPS will provide only financial upgradation and shall not entail any change in designation, place and nature work and change in the seniority of the person concerned in the gradation list.
- (iii) The financial upgradation will involve grant of one increment in the PB of the employee without changing its GP. In case any employee is drawing the highest amount of the PB, he would be granted an increment and the PB for this purpose shall be deemed to have been extended to that extent.
- (iv) The benefits under MACP should be granted on the following basis:-

Service length from date of joining	No of promotion/ACPS benefit/MACP benefit availed	Entitled benefit that can be granted
10 years	A None B One	1 increment None
20 years	A None B One C Two	2 increments 1 increment None
30 years	A None B One C Two D Three	3 increments 2 increments 1 increment None

**Note-1: Date of effect for financial benefit shall be from 1.4.2017 as clarified in para (vii) below.**

**Note-2: Service length will also include period of previous service as per rule IX, X & XI.**

- (v) There will be no reservation or roster to be followed in implementing the MACPS.
- (vi) If an employee is holding a higher post as a temporary/adhoc arrangement, the same shall not be considered as a promotion and the employee will be entitled to get the benefit of MACPS as per details in para (iv).
- (vii) The financial benefit of the scheme shall be given with effect from 1.4.2017 only, although the services rendered by the employee before 1.4.2017 and promotions/ACPS benefit availed before

1.4.2017 shall be taken into account for deciding and determining the extent of benefit under MACPS. For example an employee who has joined regular service in 1995 and his case has been considered in 2016, the service for the purpose of MACPS shall be counted from 1995 and accordingly he will be entitled for one promotion in 2006 and another in 2016. The first benefit under MACPS will in this case start from 1.4.2017 only and not from earlier.

(viii) If the post of an employee has been upgraded at any stage of the service life, the same shall be considered as a promotion for the purpose of deciding the benefit of MACPS. Similarly if an employee decides to decline a promotion for any reason what-so-ever his case will not be considered for the benefit under MACPS.

(ix) In case an employee is transferred from one department to other department in the same pay scale, the services in the previous department and promotion availed during that period shall be counted for deciding the benefit under MACPS. If an employee is transferred from one department to other department to a post with higher pay scale, this will be treated as a promotion and the employee will lose his claim of MACPS benefit.

(x) The past service rendered in public sector undertaking, under any other State public sector undertaking, autonomous bodies, state level public enterprise or any other statutory body shall not be counted for the purpose of MACPS.

(xi) If any employee is ordered by the Government for any reason what-so-ever to join at a lower post either in the same department or in any other department, he shall be entitled to the benefit of MACPS provided that such order is not issued as a consequence of a departmental proceedings resulting into the reversion.

(xii) Financial and other benefits which are linked to the pay drawn shall be permitted on the basis the pay fixed after the benefit of MACPS.

(xiii) Pay drawn in the PB and GP allowed under the MACPS shall be taken as the basis for determining the terminal benefits for retiring employees.

(xiv) Normally the benefits under MACPS shall be applicable from the 1<sup>st</sup> day of January of the year in which the Screening Committee has held the meeting and recommended the case. This would imply that any employee who has completed 10/20/30 years of service in the previous year shall get the benefit only from the 1<sup>st</sup> January of the year in which the Screening Committee meeting is held. However if there is a DP or criminal proceeding against the employee, the benefit will be granted provisionally from the same date as in normal case and subject to the condition as follows:-

(a) If there is any amount to be recovered as penalty, the recovery will be made as usual under existing rules of the Government.

(b) If stoppage of increment is ordered as penalty, the date of effect of MACPS benefit will be delayed by the number of years equal to the number of stopped increments and recovery for the excess drawn will be made as usual.

(xv) If within a year after the date of grant of financial benefit under MACPS the employee becomes eligible and is granted a promotion as per the service rules, the pay fixation for the said promotion will be on the basis of the pay drawn by the employee before receipt of the MACPS benefit. However if the said promotion is given after the expiry of one year from the date of the MACPS benefit, the fixation for such promotion shall be done on the basis of the pay drawn after the MACPS benefit;

Provided that if after the promotion the pay of the employee exceeds the pay of the senior, the MACPS benefit will be withdrawn from the date of promotion and such withdrawn MACP benefit shall not be counted for calculation of entitled benefit to be granted as per rule (iv).

(xvi) The employees who are on deputation and become due for consideration for benefit under MACPS, their cases shall be considered as follows:-

(a) If the post of deputation carries the same pay scale as that of the post held by that employee before the deputation, his case will be considered for MACPS benefit.

(b) If the pay drawn on deputation is more than the pay drawn by the employee before deputation, his case will not be considered for MACPS benefit.

(c) In any case the employee will be given an option to accept either the MACPS or the pay scale of the deputation post and such option will be final.

(d) In case the employee prefers to avail MACPS benefit and borrowing agency is not willing to pay the MACPS determined pay, the employee will be reverted to the parent department.

(xvii) For any interpretation or clarification or doubt regarding any provision of the scheme, the Finance (PRU) Department of the Government of Assam shall be consulted.

(xviii) Copies of the orders granting MACPS benefits shall invariably be sent to the Finance (PRU) Department.

### **(C) Procedure for grant of financial upgradation benefit-**

(i) Every department shall have a Screening Committee with the senior-most Secretary or any other Secretary authorized by the Senior-most Secretary as Chairman. The Head of the Department under the control of that Secretary and Financial Advisor of the department shall be the members of the Committee and the Deputy Secretary of the department shall be the Member-Secretary of the Committee.

(ii) The Committee, in the month of January every year, will consider all the cases of Government servants who have completed 10 years of service/20 years of service/30 years of service in the previous calendar year. The list of such Government servants will be prepared by the HODs in the month of December of the previous year and submitted to the Secretary for holding the meeting of the Screening Committee.

(iii) The Committee will verify the length of service as on 1<sup>st</sup> January of the year in which the meeting is held and will verify if any DP/criminal case is contemplated or under process against the Government servants under consideration. **ACRs need not be considered for deciding the MACP benefit.**

(iv) All the cases where the Government servants have completed 10/20/30 years of service and have no DP or criminal case against them, shall be short listed for MACP benefit.

(v) This list shall be submitted to the Minister in-charge of the department for approval to issue necessary orders. The department will issue orders granting the benefit of financial upgradation with effect from 1<sup>st</sup> January of that year.

## ALLOWANCES

## Chapter-10

### 1. Overview-

1.1 The terms of reference of the Commission include the following:

*“To examine existing amenities and facilities etc. given to State Government employees such as age of superannuation, death-cum-retirement benefits, special pay, compensatory allowance, medical benefits, travelling allowance, daily allowance etc. and to make such recommendations as are considered desirable and feasible”.*

1.2 The Commission was informed that following allowances are being paid to Government servants at present as per AS (ROP) Rules, 2010:-

1. Hill/Remote Area Allowance
2. Hazard Allowance
3. Fixed Travelling Allowance
4. Training Allowance
5. Special Teaching allowance
6. Technical Allowance.
7. Disability and Child Care Allowance.
8. Constant Attendance allowance.
9. Special Allowance.
10. Medical Allowance.
11. Floating Allowance (Inland Water Transport)
12. Rural Service Incentive (Health & FW Dept)
13. Kit Allowance, Messing and Dhobi Allowance (Health & FW Department)
14. Non Practicing Allowance. (Health & Family Welfare Department)
15. Ration Allowance ( Home Department)
16. Rifle Allowance ( Home Department)
17. Batta Allowance ( Home Department)
18. Compensatory Allowance ( Home Department)
19. Kit Allowance ( Home Department)
20. Kit Maintenance Allowance ( Home Department)
21. Commando Allowance ( Home Department)
22. Special Compensatory Allowance ( Home Department)
23. Kit Allowance ( Home Department)
24. Kit Maintenance Allowance ( Home Department)
25. Ration Allowance ( Home Department)
26. Kit Allowance ( Forest Department)
27. Kit Maintenance Allowance ( Forest Department)
28. Kit Allowance ( Excise Department)
29. Kit Maintenance Allowance ( Excise Department)

1.3 The representations made by various associations included the demands for the following allowances:-

1. Child Education allowance.
2. Conveyance Allowance
3. Holiday Compensatory Allowance
4. Hospital patient care
5. ESI allowance
6. Nursing Allowance
7. Over time allowance
8. Study allowance.
9. Non Practicing Allowance for employees other than doctors.
10. Motivation cum Risk allowance for Special Branch police personnel.
11. City Compensatory allowance.

1.4 The Commission examined the quantum and justification of the existing allowances and considered the demand of various new allowances. After careful examination of all issues involved, the **Commission makes the following recommendations which will take effect prospectively.**

**In these recommendations references have been made to posts in Group A, B, C, & D and Gr. I, II, III & IV and Sr. Grade. These grades and groups have been defined in para 3 of ROP 2010 with reference to the grade pay accepted by the Government. For the purpose of the recommendations of this Commission the classification in groups and grades will be effected by relating the relevant GPs to the corresponding revised GPs . :-**

## **2. General Category Allowances:**

### **2.1 Dearness Allowance:**

The Commission recommends that the dearness allowance should be paid as per the policy followed by the Government of India from time to time.

### **2.2 House Rent Allowance:**

- (a) The revised rate of HRA for the employees in service & who are presently drawing HRA shall be worked out by multiplying the pre-revised rate of HRA by a factor of 1.2. This shall be further increased every year on 1<sup>st</sup> July by 3% rounded off to the next Rs.10.
- (b) Employees joining the service after the implementation of the revised pay scale shall be paid HRA as per the Table 10.1 on the next page-

Table 10.1

## House Rent Allowance for new employees

Pay Band/ Grade Pay	House Rent in		
	Guwahati	District & Sub-Divn. HQ	Other Places in Assam
<b>PB 12000-37500</b>			
GP- 3900	1110	890	740
4400	1150	920	770
<b>PB-14000-49000</b>			
GP- 5000	1320	1060	880
5600	1340	1070	890
6200	1390	1110	930
6800	1430	1140	950
7400	1480	1180	990
8000	1500	1200	1000
8700	1530	1230	1020
<b>PB-22000-87000</b>			
GP - 9100	2220	1780	1480
9700	2250	1800	1500
10300	2270	1820	1520
10900	2290	1830	1530
11500	2360	1890	1580
<b>PB-30000-110000</b>			
GP- 12700	3140	2510	2090
13300	3230	2580	2150
13900	3260	2610	2180
14500	3300	2640	2200
15700	3320	2650	2210
15700	3350	2680	2240
16300	3460	2770	2310
16900	3500	2800	2330
17500	3530	2830	2360
<b>PB-65000-112000</b>			
GP- 18500	6250	5000	4170
<b>Fixed 130000</b>	7200	7200	6600

(c) The employees working in the establishments located outside North East shall be paid HRA at the rates applicable to the Central Government employees. Accordingly in cities of Class X,Y & Z status the rates will be 24%, 16% AND 8% of the basic (PB+GP). However NPA will not be included in pay for this purpose and there will be no revision on account of increase in the DA beyond 50%.

### 2.3 Overtime Allowance:

The demand of **overtime allowance** from various associations have been considered by the Commission. It was felt that such an allowance can be considered only in case of the employees belonging to the establishments of Assam Bhavan/Assam House in cities outside Assam except Shillong. The Commission after careful consideration of the present practice followed in Assam Bhavan, New Delhi **recommends that overtime allowance should be paid to the Protocol Officer, Drivers, Room Bearers and others in the PB-1 and PB-2 who are required to work beyond 200 hours in a month. The allowance should be paid @ Rs.20/- per hour for the extra hours of work done by each employee without any ceiling on the extra hours of work to be compensated for.**

## 2.4 City Compensatory Allowance:

In view of the demands made by the majority of the stakeholders Commission recommends CCA for the employees working in the establishments in Guwahati City, Kolkata, New Delhi and Mumbai at the following rates:-

- For employees drawing pay in PB-1 – Rs.100/- PM
- For employees drawing pay in PB-2 – Rs.150/- PM,
- For employees drawing pay in PB-3 – 200/- PM,
- For employees drawing pay in PB-4 and above – Rs.250/- PM.

## 2.5 Medical Allowance

The Commission reiterates the recommendations of the earlier Commission regarding Medical Insurance. It is understood that Health & Family Welfare Department is actively working to finalise a suitable scheme for meeting medical needs of the employees which is likely to be in place very soon. In view of this development the **Commission makes no recommendation regarding the Medical Allowance to the employees and the pensioners.**

## 2.6 Other Allowances:

The demands of various associations before the Commission relating to other allowances viz. conveyance allowance, holiday compensation allowance, hospital compensatory allowance, ESI allowance, Nursing allowance and study allowance, have been carefully examined and the Commission is of the view that in the present circumstances, there is no justification for such allowances.

## 3. Hill Area & Remote Area Allowance:

**3.1** Hill area and remote area allowance should continue as before at the rate already prescribed and in force.

**3.2** Demands were made for including more areas in the category of remote areas for the purpose of this allowance. The Commission after examining the various demands felt that there are several Char areas in the State where the employees of the Char Area Department have to visit for official works. In some cases they may be required to stay temporarily for a short period in such areas while in other cases, they have to stay permanently. In both these cases there is strong case for giving remote area allowance to employees serving in the Char Areas. **The Commission therefore recommends that the list of remote areas for the purpose of granting of remote area allowance should include in consultation with the Char Area Department such char areas of the State where communication is difficult.**

**3.3** Police personnel posted in Border Out Posts (BOPs) along Assam-Nagaland, Assam-Meghalaya and Assam-Arunachal borders be paid Remote Area Allowance. **The Commission recommends that all such BOP locations be included in the list of areas for grant of remote area allowance.**

## 4. Special Allowance:

**4.1** Special Allowance was recommended by the Anomaly Committee 2010 to certain specific posts where a need was felt for compensation for additional responsibility, special nature of duty etc. Government accepted this recommendation with modification and allowed Special Allowance to the posts which have been notified vide No.FPC.109/2010/41 of 19<sup>th</sup> February, 2011 and other

subsequent orders. **This Commission considered this matter and recommends** the continuation of Special Allowance to the notified category of posts with the following changes in the rate:-

Group	Existing rate	Recommended rate
Group A	Rs.400	Rs.500
Group B	Rs.300	Rs.400
Group C	Rs.200	Rs.300
Group D	Rs.100	Rs.150

## 5. Travel Related Allowances:

### 5.1 Daily allowances:

The Commission recommends that the daily allowances as has been notified in the Assam Services (ROP) Rules, 2010 shall be revised as follows:-

Grade	Normal D.A.	For visit to Guwahati/ Dispur/Other N.E. States	For visit outside N.E, States	Hotel Rates Outside NE States
Sr. Grade	350	520	700	1875
Grade-I	300	450	600	1560
Grade II	260	400	520	1250
Grade III	210	320	430	940
Grade IV	180	270	360	625

Other conditions as laid down in the ROP 2010 shall remain in force.

### 5.2 Fixed Travelling Allowance:

a) The Commission received a number of demands from the associations regarding fixed TA. Most of them argued that funds for TA are not regularly available and therefore touring is hampered. They argued that a fixed TA will solve the problem to some extent. **This demand was examined in depth by the Commission and it was felt that the growing clamour for fixed TA needs to be discouraged firmly. Accordingly the Commission recommends that fixed TA shall no more be allowed to any Government servant except those belonging to Group-D.** The Commission recommends that the Group-D employees should be paid cash for the journeys undertaken by them for official work from out of the permanent advance/imprest money which should be made available to every DDO. Finance Department may make suitable provisions for this purpose and issue necessary guidelines. Even in this case, expenditure has to be done very judiciously and economy has to be enforced. The provision of FRBM should also be followed.

b) As regards the tour of other officers belonging to the Group-A, B and C, Finance Department may make appropriate provisions for every department and ensure timely release of funds to that extent. All the departments should ensure that expenditure is made out of these funds on priority basis and utmost economy is enforced. Provisions of FRBM should also be strictly enforced to firmly discourage excess expenditure beyond the budgeted provisions by any department/DDO.

### 5.3 Transport Allowance

The employees working in Assam Bhavan/House outside Assam and except Assam House, Shillong, face difficulty in attending duty at odd hours because of the fact that many of them stay outside the Assam House/Bhavan premises and need transport for commuting. At present an amount of Rs.1000/-



is paid to all the employees as **transport allowance** which is demanded to be increased. **The Commission recommends that this allowance should be increased to Rs.2000/- per month and shall be paid only to those employees who are not given accommodation within the premises of Assam House/Bhavan.**

#### 5.4 Journey by Air:

The existing provisions as has been notified in the ROP 2010 shall continue to be in force subject to the condition that the minimum basic pay for entitlement to air journey on official duties shall be Rs.60000.

#### 5.5 Journey by Road and Train:

The existing provision as detailed in ROP 2010 shall continue to be in force.

#### 5.6 Journey on Transfer:

The provisions as notified in ROP 2010 shall continue to be in force except that the rate for transportation of personal effect on transfer by road shall be Rs.5/- per 1000 Kg per KM and the transfer grant shall be enhanced as follows:

Sl No.	Grade	Amount sanctioned
1	Senior Grade	2250
2	Grade I	1875
3	Grade II	1500
4	Grade III	1125
5	Grade IV	750

#### 5.7 Floating Allowance (Inland Water Transport):

Floating allowance shall be given @ 5% of the basic pay with a ceiling of Rs.700 per month to entitled category of employees as at present.

### 6. Hardship Related Allowance:

**6.1 Hazard Allowance** has been demanded by a large number of associations The Commission has very carefully examined this matter and observed that the APC-2008 suggested that a comprehensive risk insurance scheme should be introduced for all such employees who are exposed or likely to be exposed to such hazards arising out of their employment. This Commission is of the view that it would be appropriate that every department should initiate steps to provide measures to prevent and minimize such risk and provide necessary technological solutions. The Commission is of the view that it would be desirable and more appropriate to invest resource in such measures rather than distributing it as hazard allowance to the employees. The Commission is of the view that distribution of hazard allowance would not necessarily reduce the risk as an employee may not be able to utilize this allowance for prevention of the risk as an individual and therefore the very purpose of such allowance will be defeated. **It is therefore strongly recommended that all hazard allowances should be withdrawn and instead investment should be made to make the working environment safer for the employees.**

**7. Disability Related Allowances:****7.1 Disability and Children Care allowance:**

The Commission recommends that the disability allowance and the Child care allowance meant for the differently abled employees shall be paid at enhanced rate of Rs.1000/- per month. The Commission recommends that the Child care allowance shall be paid in addition to Disability Allowance to such employees. Thus an employee can get maximum of Rs.3000/- per month in case he has a second child born within a year after the birth of the first child.

**7.2 Constant Attendance Allowance:**

The Commission observed that Constant Attendance Allowance is paid by Government of India in case of 100% disablement of employee where the opinion of the competent Medical Authority indicates that such employee needs the service of an Attendant constantly for at least a period of 3 months. The prevailing rate of this allowance before 7<sup>th</sup> Central Pay Commission was Rs.4500/- per month. This is an important provision for the disabled employees and this Commission therefore recommends that this provisions of the scheme of Government of India be adopted for paying the allowance @ Rs.3000/- per month for a period as may be recommended by the competent Medical Authority. This will however be subject to the condition that the employee has actually employed a **paid attendant for this purpose.**

**7.3** The Commission recommends that the policy of interest subsidy for differently abled employees as in force may continue.

**8. Uniform Related Allowance:****8.1 Following Allowances to the Nursing Staff are recommended:**

## a. Kit Allowance

1	Kit Allowances for the 1 <sup>st</sup> year	Rs. 2000/-
2	Kit allowance for each subsequent year	Rs.1000/-

## b. Messing &amp; Dhobi allowance

1	Nursing staff under Nursing organization, Sister Tutor/Ward Sister/ Public Health Nurse up to the rank of Matron.	Rs. 600/- per month
---	---	---------------------

**8.2 Kit Allowance for Police Personnel, employees of Jails/Home Guards/Excise/ Environment & Forest Departments is recommended as follows:-**

Sl. No	Rank	Rate of Kit Allowance
1	Assam Police Service (Senior)	Rs.5600 initially and Rs.3750 after every 3 year.
2	Assam Police Service (Junior)/Superintendent Jail Gr.I & Gr.II both/equivalent rank in Home Guards & Civil Defence.	Rs.4700 initially and 2800 after every 3 year.
3	Inspector/Sub-Inspector/ Jailor /Assistant Jailor/Forest Rangers/Excise Inspectors/ equivalent rank in Home Guards & Civil Defence.	Rs.2250 initially and 1150 after every year.
4	Havildar/Head Constables/Chief Head Warder/Head Warder/Deputy Ranger/	Rs.2000 initially and Rs.1000 after every year.

	Forester/Asstt. Inspector of Excise/Head Constables Excise/ equivalent rank in Home Guards & Civil Defence.	
5	Constables/Warder/Forest Guards/Excise Constable/ equivalent rank in Home Guards & Civil Defence.	Rs.1800 initially and Rs.800 after every year.

**8.3** This Commission is of the view that the rate of Kit Maintenance Allowance should be uniform for all ranks and recommends Rs.350/- per month for all the above mentioned ranks for this purpose. However the rate of Kit maintenance allowance for the personnel of Traffic Branch who are entitled for such allowance as per ROP 2010 shall be paid @ Rs.500/- per month.

**8.4** Commission recommends a Kit maintenance allowance of Rs.400 PM for the Physical Instructors of the Sports and Youth Welfare Department.

### **9. Allowances specific to Police/Fire Service/Works Department Personnel:**

**9.1 Ration allowance** for Police personnel up to the rank of Inspectors in all establishment who are not receiving ration in kind and for Chief Head Warder/Head Warder/Warder of Jails is recommended @ Rs.1200/- per month. **The Commission recommends that these rates should be reviewed and refixed as may be required after every three years.**

**9.2 Rifle allowance** is recommended @ Rs.150/- per month to the Armed Branch Constables ,Havildars and equivalent ranks in Home Guards & Civil Defence and Forest Department.

**9.3** The Commission **recommends that the Batta allowance shall be withdrawn** and the Police personnel posted in Border Out Posts (BOPs) along Assam-Nagaland, Assam-Meghalaya and Assam-Arunachal borders be paid Remote Area Allowance. The Commission recommends that all such BOP locations be included in the list of areas for grant of remote area allowance.

**9.4 Compensatory Allowance** up to the rank of Inspectors of Police shall be paid @ 5% of the basic pay with a ceiling of Rs.1700 per month. The officers and others of equivalent rank in Home Guard & Civil Defense Organisation shall also be paid compensatory allowance at the same rate.

The Commission, however, is of the view that such compensatory allowance, which is paid for extra duty hours is not conducive for an efficient force. The force need rest at appropriate time and no amount of allowance can compensate the fatigue which they incur by continuously working beyond reasonable duty hours. As such attempts should be made to augment the force and provide off duty time for its men. **The Commission therefore recommends that this matter should be carefully examined and instead of spending money on compensatory allowance, the strength of the force should be increased.**

**9.5** The Commission recommends that in view of the specialized nature of job of the Commando Battalion, the Police personnel, including Class-IV employees, of the Commando Battalion should be paid an allowance equal to 20% of their respective basic pay during the period they serve in the Battalion. However the amount of allowance shall have a ceiling of Rs.7500/- per month.

**9.6 The Commission recommends Special Compensatory Allowance for Fire Service Personnel** as shown on the next page :-

Sl. No.	Rank of the officer	Rate of the SCA/month
1	Station Officer (Sub Inspector)	Rs. 280/-
2	Sub-Officer (Asstt. Sub-Inspector)	Rs.200/-
3.	Leading Fireman (Havildar)	Rs.160/-
4	Fireman/Driver (Constable)	Rs.80/-
5	Mechanic	Rs.200/-

**9.7** To encourage entry of efficient officers and improve their motivation in the job relating to collection of intelligence, the **Commission recommends a Special Allowance** for the officers and other ranks of Special Branch of Police as below-

Sl. No	Rank	Total strength	Amount of incentive
1	Superintendent of Police	8	Rs.2000 PM
2	Addl. Superintendent of Police	3	
3	Dy. Superintendent of Police	34	Rs.1500 PM
4	Inspector	107	
5	Sub Inspector	435	Rs.1250 PM
6	Asstt. Sub Inspector	374	
7	Head Constable	342	
8	Naik	43	
9	Constable	632	Rs.1000 PM
10	Driver Constable	320	

**9.8 Technical Allowance** to the officers other than Tracers posted in the Technical (Drawing & Design) Branch of Public Works, Water Resource, Irrigation, Public Health Engineering and Town & Country Planning Departments is recommended @ 3% of the basic pay subject to a maximum of Rs.1000/- P.M.

## **10. Education Related Allowance:**

**10.1 Children Education Allowance (CEA)** has been demanded by various associations. Government of India introduced Children Education Assistance scheme which provided for reimbursement of tuition fees, hostel subsidy for the students of class I to VII only. Sixth CPC simplified the scheme and provided CEA @Rs.1500 per month with an increase of 25% every time when the DA increases by 50%. It also provided for hostel subsidy @ Rs.4500 per month with a similar provision of increase related to increase in DA.

**10.2** This Commission examined this demand and observed that education in Government schools up to class VIII is totally free. For the students of Class IX & X, the policy relating to fees etc. is under active consideration of the Government. The Commission therefore feels that at this stage no recommendation in this matter is necessary

## NON PRACTICING ALLOWANCE



Chapter-11

1.1 The Commission received representations from different medical and non-medical groups of employees demanding NPA. All these employees are of the opinion that like doctors they are also capable of carrying out private practice after the office hours in the form of consultancy or otherwise.

1.2 A Look at the background of the issue of NPA to doctors reveals the following:-

a. Assam Service (ROP) Rules, 1964 provided NPA only to Assistant Surgeons (I) and Assistant Surgeons (II) posted in the Provincial chest Hospital, Mental Hospital, Assam Police Battalion and BSF.

b. Pay Commission 1973 observed that *the grant of NPA presupposes a right to private practice which the Commission, after a great deal of thought and attention to this matter, did not agree to concede*. The Commission maintained **that doctors are whole time Government servants** and recommended that NPA should be discontinued. They further recommended that doctors may be allowed private practice if it does not interfere with their normal duties.

c. Pay Commission 1979 recommended that the teachers of Medical Colleges be completely debarred from private practice, and maintained that private practice cannot be considered as a matter of right. However it recommended grant of NPA in lieu of private practice and suggested that the Government should enforce effective ban on private practice by Medical College teachers and ensure services of specialists to be available 24 hours a day in these colleges. It recommended strong measures to enforce these restrictions. Simultaneously, it refused to apply such stringent ban on private practice in case of the districts and other interior areas where there is a dearth of medical practitioners and recommended that in such cases private practice be allowed without detriment to normal duties.

d. Pay Commission 1988 observed that the doctors ignored the orders issued by the Government banning the private practice and carried private practice with full vigour. The Commission while recommending the NPA at a higher rate, suggested that the feasibility of introducing a scheme of OPD clinics in the Medical Colleges be considered and the revenue generated through this scheme should be divided between the doctors and the Government. The recommendation of the Commission for higher NPA was rejected by the Government and NPA at the existing rates was allowed. It was also decided by the Government that effective steps would be taken to completely stop the private practice by the doctors receiving NPA.

e. Pay Commission 1994 recommended higher rate of NPA and urged the Government to ensure proper implementation of the rules regarding ban on private practice.

f. Pay Commission 2008 did not make any recommendation but the Government issued the orders granting NPA @ 25% of the basic pay subject to the condition that the sum of the basic pay and

NPA shall not exceed Rs.85000/-. Doctors were given option to refuse the NPA and do the private practice beyond the normal duty hours.

**1.3** The demand of NPA for doctors seems to have been accepted with varying degree of reluctance in the past. However, this has prompted many other professional groups like Nures, Engineers, Veterinary Doctors, Agriculture Specialists etc to raise demand for NPA. The Commission is of the view that for such professionals, consultancy options have already emerged and more such options will emerge much faster in near future and it will be difficult to differentiate their demand from that of the doctors. The fact is that in the emerging economic scenario no one would have the monopoly of private practice as was the case earlier with the doctors and a policy has to be adopted in this matter.

**1.4 The Commission therefore recommends:-**

- 1. All government servants shall be treated as full time employee of the government and as such, be refused any right to private practice,**
  - 2. No NPA shall be considered for any new group of professionals belonging to government service,**
  - 3. In the larger interest of the society, however, such professionals in the government service be allowed private practice without detriment to their normal duty,**
  - 4. The case of NPA to doctors shall also be reviewed in the light of the emerging situation.**
-

## OTHER BENEFITS

## Chapter-12

**Commission recommends the following benefits which shall have prospective effect :-**

### **1. Leave Travel Concession:**

**1.1** The present system allows an employee to visit any place in India after completion of 10 years of service once during the entire period of service. The employees who submitted memorandums to the Commission demanded the frequency of this benefit to be increased from one time in entire service period to once every year. The Commission considered this demand and is of the view that the **present provision of the LTC are adequate and do not need any change.**

**1.2** The employees of the Assam House/Assam Bhavan, New Delhi submitted before the Commission that journey by 3-AC in Rajdhani or any other train should be allowed for the LTC journey. The Commission observes that the State Government vide order No.FM.12/2010/21 dated 16.05.2011 has allowed Grade-III and Grade-IV employees to travel by 3-AC on official tour and as such, this benefit is already available for LTC. **The Commission is of the view that no further recommendation in this regard is necessary.**

**1.3** Director General of Police pointed out that in the year 1987 the State Government decided to raise four Special Task Force Battalions and 25% of these Battalions strength was, as a policy measure, to be recruited from among the Hill Tribes of North India including ex-army personnel. Accordingly when these Battalions were raised around 900 persons were recruited from States of Himachal Pradesh, Uttar Pradesh, West Bengal and Sikkim. The facility of Home Travel Concession (HTC) was extended to these Battalion personnel also. However the scheme of HTC is restricted to visits to home town/village within the State of Assam and as such, the personnel recruited from other States are deprived of this benefit. **The Commission recommends that since these personnel were recruited as a Government policy, the relevant provisions of HTC as laid down in FM.79/83/1 of 14.12.1983 be relaxed and these personnel be allowed to avail the benefit for visiting their home town/village in their respective States.** Frequency of such visit shall be same as in case of employees having 'Home' in Assam.

### **2. Medical Facilities and Benefits:**

**2.1** Fixed Medical Allowance is presently paid @ Rs.600/- per month to all categories of employees. The representations received by the Commission demanded increase in this amount. The Commission is of the view that a Comprehensive Health Scheme covering both indoor and outdoor treatment for the benefit of the State Government employees and pensioners be introduced as recommended by the Assam Pay Commission 2008 and the fixed medical allowance be discontinued. It is learnt that the Health & family welfare Department is going to introduce an insurance scheme very soon. In view of this development Commission does not make any recommendation for Medical Allowance.

**2.2** Reimbursement procedure for hospitalization at present requires a Government servant to avail the services of notified hospitals only. The Commission is of the view that this restriction should be removed and once an essentiality certificate for hospitalization is given, the Government employee should be free to take treatment in any hospital which he finds convenient. However the reimbursement of hospitalization charges including room rent, doctors fees, charges for clinical and other medical procedures and medicines should be restricted to a prescribed ceiling for each category of employee.

**2.3** Commission is of the view that the powers to issue Essentiality certificate be delegated at the district level to the Joint Directors or Superintendents of Civil Hospitals in addition to the Superintendents of the Medical Colleges.

**2.4** These benefits will also be available to the pensioners.

### **3. Group Insurance Scheme:**

**3.1** The Commission recommends that the rate of monthly subscription for GIS as is in force shall continue and all other existing provisions in this regard will remain unchanged.

### **4. Advance Increment:**

**4.1** APC-2008 made recommendations regarding the advance increment for acquiring higher qualifications and the Administrative Reforms & Training Department was entrusted with the responsibility of examining the recommendations of the Commission and taking further steps. Various associations have demanded such advance increments and mentioned that the existing provisions for payment of advance increments were also not implemented in many cases. The Commission examined this matter and felt that the AR&T department cannot work out any proposal in this regard.

**4.2** The Commission recommends that every department shall identify the trainings and higher qualifications which should be covered under the scheme of advance increment. The departments while identifying the trainings and courses, should make it a point that all such trainings and courses would be able to improve the skills of the employees of the department and their productivity would increase by such trainings and courses. The Commission also feels that different category of employees would also be identified for different kind of trainings and courses and their numbers should be so fixed per year so as to ensure that the departmental work is not hampered. With these details the department will make suitable scheme and in consultation with the AR&T department and the Finance Department, implement the same. The Commission **also recommends that such schemes should be reviewed and modified from time to time to eliminate irrelevant and outdated courses and include new upcoming courses/trainings in this scheme.** All those officers who acquire higher qualifications/or complete such trainings shall be given advance increments, the numbers of which should also be decided by the department and put down in the scheme with the approval of Finance department.

**4.3** The Finance (Estt.B) Department has ( letter No.FEB.87/2000/Pt/431 dated 19/10/2015) referred to this Commission the matter of training in accounts and payment of advance increment etc for such training. The Commission is of the view that this training would improve the skills of the Junior and Senior Administrative Assistants working in various departments of the district and HOD and such trainings should also be rewarded with advance increments. However the number of persons sent for such trainings should be decided by the departments according to the need of the department.



**5. Leave matters:**

**5.1** The existing provision regarding leave including casual leave, earned leave, commuted leave, extra-ordinary leave, special disability leave, leave without pay and study leave shall continue as before.

**6. Holidays & Office Time:**

**6.1** The provisions regarding holidays and office time as at present are recommended to continue.

---

## PENSION AND RELATED BENEFITS

## Chapter-13

### 1. Demands

**1.1** Eight different associations have submitted memorandums highlighting their demands for the improvement in pension related benefits. These demands are briefly as follows:-

- (i) There should be parity in pensionary benefits with that of Central Govt. employees as recommended by the 7<sup>th</sup> CPC and the amount of Pension should be equal to 75% of the last pay drawn.
- (ii) The benefit of gratuity and leave encashment should be given with revised rate with effect from 1.1.2016.
- (iii) Pension should be increased at the age of 75 and thereafter for the pensioners as recommended by the APC 2008.
- (iv) For the calculation of pension NPA of the doctors, any other special pay and deputation allowance should be taken into account.
- (v) Family pension should be equal to the pension of the deceased for first 10 years and it should be reduced thereafter to 50%.
- (vi) Family pension should also be provided to the disabled children after the death of parents and Rule 147/148 of Assam Pension Rules 1969 ( APR 1969) be amended.
- (vii) Pension should also be provided to Muster Roll/Casual/Temporary workers. Present rule of deduction of 3 years period for calculating qualifying service for pension of regularized casual workers be done away with.
- (viii) Interest on the commuted pension should not be charged.
- (ix) House rent allowance/house building advance be paid to the pensioners.
- (x) Medical allowance should be increased and procedure for medical reimbursement be simplified.

### 1.2 Superannuation & Retireing Pension:

At present superannuation pension is determined as 50% of the last pay drawn and the qualifying service for full pension is 25 years. Proportionate pension is given to those employees who have completed more than 10 years but less than 25 years of service. The Commission after careful consideration of the matter **recommends that the present maximum amount of the pension i.e Rs. 27500/- pm should be revised to Rs.65000/- pm.** Other conditions as in vogue now would continue.

### 1.3 Additional Quantum of Pension:

APC 2008 recommended increase in pension at the age of 80 years and thereafter after every 5 years. The Commission is of the view that it is necessary to consider this demand in view of the growing needs of health maintenance of the pensioners and their dependents and accordingly **the Commission recommends that to make a beginning the basic pension on attainment of age of 80 years should be increased by 20%.**

### 1.4 Family Pension benefits:

(i) At present the family pension is paid to the surviving spouse or other eligible persons in the family at the rate of the pension at superannuation till the time the deceased would have attained the age of 65 years or 7 years from the date of death whichever is less. The Commission has received representations from the pensioner associations seeking enhancement in the period of enhanced family pension up to 67 years. The Commission has examined this issue in depth and **recommends that for the purpose of family pension the cases should be divided in two groups as follows:**

(a) Where the employee dies before retirement.

(b) Where the employee dies after retirement.

(ii) **The Commission recommends that** in the first case where the employee has died before retirement, the family pension equal to 50% of the last pay drawn by the deceased employee **be paid for a period of 10 years** or till the date on which the employee would have completed 67 years of age whichever is less. Thereafter the Family Pension be reduced to 30% of the last pay drawn .

(iii) In case the employee dies after retirement, the family pension equal to superannuation pension shall continue to be paid till the date on which the employee would have completed 67 years of age had he not died. Thereafter the family pension be reduced to 30% of the the last pay drawn.

(iv) **The Commission further recommends** that the family pension should be paid to the differently abled children who were dependent on the pensioner at the time of his death and if the spouse of the Pensioner is also not surviving. No prior information in such cases as required under Rule 147 & 148 of APR 1969, should be mandatory for grant of such family pension and instead medical certificate/records should be insisted upon to determine the date of occurrence of such disability.

(v) The revised amount of minimum Family Pension shall be Rs.5500/-.

### 1.5 Special Family Pension:

(i) The existing provision of the Special Family Pension are recommended to continue.

(ii) Associations have pointed out that the persons receiving Special Family Pension are not given the benefit of increments, DA increase, pay revision etc. The Commission has examined this matter **in depth and in consonance with the recommendations of the APC 2008, recommends that** the beneficiary of Special Family Pension shall get the benefit of annual increment, DA increase and pay revision. Except these three benefits no other benefits will be allowed for the purpose of Special Family Pension. **The Commission recommends that the appointing authority of the concerned employee shall be vested with powers to grant the increment, DA increase and the benefit of pay revision** as is allowed to other Government servants of his establishment.

### **1.6 Leave Encashment and Gratuity:**

Service gratuity shall be paid at the existing rate to an employee who retires before completing 10 years of qualifying service. However the present limit of DCRG is enhanced to a maximum of Rs.15.00 lakhs. Other provision regarding gratuity and leave encashment shall remain unchanged.

### **1.7 Medical Allowance:**

Medical allowance is not recommended by the commission in view of the fact that an insurance scheme is soon to be introduced. The Commission recommends that for the pensioners the procedure for reimbursement should be simplified. They should be allowed to take treatment in any hospital of their choice and convenience. However ceiling for reimbursement of claims for hospitalization and treatment should be fixed for different items of expenditure. Powers to give referral certificate be delegated to Joint Director of Health i/c of District and the Superintendents of Civil Hospitals for reimbursement of the expenses.

### **1.8 Commutation of Pension:**

Existing provisions for commutation of pension are recommended to continue.

### **1.9 Fitment Benefit of past pensioners:**

The revised basic pension of the past pensioners be fixed multiplying the existing basic pension by a factor of 2.48. The fixation 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 pre-revised pay scale from where the pensioner had retired.

### **1.10 Age of superannuation:**

The Commission recommends the continuation of the present age of superannuation.

## ISSUES RELATING TO DEPARTMENTS

### Chapter-14

1. Commission has received 245 memorandums including representations made by individuals and group of individual officers from different departments. The demands of the associations were discussed with the representatives of the associations between 18<sup>th</sup> January, 2016 to 16<sup>th</sup> March, 2016 in sixty sittings. The issues which were highlighted during these discussions were referred to the departments concerned and thereafter further discussions were held on these issues with the department concerned, during 25<sup>th</sup> April to 23<sup>rd</sup> May, 2016. After detailed discussions with the associations and the departments, the Pay Commission decided to make the, recommendations on those issues which are within the ambit of the terms and references of the Commission

**In these recommendations reference is made to existing GPs which will require change to corresponding revised GPs.**

### 1.1 Agriculture Department:

(a) The Commission recommends that the post of Agriculture Statistical Assistant (Monitoring) be redesignated as Deputy Director (Monitoring).

(b) The Commission has examined the matter of GP of Inspector of Statistics (Agri) and found that the post has a GP of Rs.4300. The GP of Inspector of Statistics in the Economics & Statistics Department is Rs.4500. In view of the difference in the nature of work the Commission does not agree to any change in GP of the Inspector of Statistics (Agri). **Further the Commission recommends** that the Department should compare the job profile/qualification etc. of Inspector of Statistics (Agri) and Agriculture Inspector (Statistics) and if there is no difference found, the post of Agriculture Inspector (Statistics) ,now having the GP of Rs.5400, be treated as terminal and downgraded later to the GP of Rs.4300.

(c) The Commission observes that the existing GP of SAS-I, SAS-II and SAS-III are Rs. 4500, Rs.2500 and Rs.2400 respectively and no further upgradation in the light of the Anomaly Committee report has been done. As such the Commission recommends that for the purpose of revision these GPs only shall be taken into account.

(d) The Commission recommends that the designations of all the 9 cadres in the SAS-III should be changed to one common designation in view of the fact that all of these employees are getting the same GP.

(e) The Commission recommends that provisions of the service rules of SAS and AAS may be amended to resolve the demands of SAS officers having B.Sc ( Agri) degree for promotion to the post of ADO.

(f) As regards the reorganization of the directorate of agriculture the Commission reiterates the recommendations of the APC- 2008 which are yet to be implemented. It is further suggested that the officers in the rank of EO working in the Rural Development Department should be a part of the EO cadre of the department and the services of these officers be placed with the P&RD Department to the extent required by them.

### 1.2 Animal Husbandry & Veterinary Department:

Five different Associations have submitted their memorandums which have been examined by the Commission. Following recommendations are made by the Commission in respect of the demands contained in these memorandums:-

(a) The employees in PB-2 shall be categorized as below and would be deemed to have the GP as shown against them for the purpose of revision-

Sl. No	Category	Grade Pay
1	Employees with HSLC/HSSLC qualification + ITI certificate	3000
2	Employees with HSSLC qualification without ITI certificate	2700
3	Employees with HSLC without ITI Certificate	2500

(b) The directorate of Dairy Development was created out of the directorate of Animal Husbandry & Vety. The APC- 2008 recommended level-I status for both these directorates. Accordingly it is recommended that the directorate of Dairy Development should have the level-I status and all the officers should be placed in the GP of level-I HoD officers. Various posts in the directorate should be suitably redesignated by the department in consultation with the all stake holders.

(c) It is observed that there are a number of officers having designation of Inspectors in the Agriculture Department and Veterinary Department. There are different GP attached to different Inspectors. Some of the posts appear to be promotional and some are otherwise. It is therefore recommended that the Agriculture/Veterinary Department may examine the nature of job and responsibilities of all these officers and determine if the different GP given to different Inspectors needs to be rationalized in the manner other than what is mentioned in the ROP 2010. If there is any need for rationalization suitable proposal may be submitted to the Finance Department.

### 1.3 Char Area Department:

Barpeta District Char Area Employees Union demanded that the employees working in the Char Areas in Barpeta District should be given remote area allowance. This matter was discussed with the Secretary, Char Area Department. The Commission is of the view that the Department should finalise the list of those char areas which have difficult communication and propose this list for inclusion in the list of remote areas notified by the Personnel Department.

### 1.4 Cooperation Department:

(a) Three memorandums have been received from different associations. Demands in these memorandums have been discussed and examined. It is observed that the post of Jarikarak in Revenue Department carries the GP of Rs.1600 across all the departments. However, the posts of Head Jarikarak in the GP of Rs.2000 are available in limited numbers and this grade is not available to the Cooperation Department staff. Commission is of the view that there is a need to give the jarikaraks an opportunity for at least one promotion in their entire career span. Accordingly **the Commission recommends that after 15 years of service the Jarikaraks in the GP of Rs.1600 should be**

**automatically given the higher GP of Rs.2000.** Nomenclature of Jarikaraks and Head Jarikrak may also be changed to Jarikarak Grade-II and Jarikarak Grade-I having GP of Rs.1600 and Rs.2000 respectively. The designation of Process Service Peon should also be changed to Jarikarak Grade-I and Jarikarak Grade-II as the case may be. Since these posts would belong to the common category staff there is no need to mention these posts in different departments including Cooperation Department in the ROP.

(b) The Commission recommends upgradation of the entry qualification of grade-III posts in the HoD to the level of graduation.

(c) It is also observed that the Registrar of Cooperative Societies is a level-I HoD and the Addl. Registrar and the Deputy Registrar are availing the GP at par with the other level-I HoD like Directorate of Agriculture. However the GP of Joint Registrar is Rs.6400 instead of Rs.6600 as is the case of Joint Director of Agriculture. **The Commission therefore recommends** the Joint Registrar of Cooperative Societies should be placed in the GP of Rs.6600.

(d) It is observed that there are 914 Junior Inspectors and 414 Senior Inspectors in the department. Further there are 80 SRCS, 54 ARCS and 23 DRCS. This structure is anomalous and is resulting into stagnation at the lower levels. It is also observed that the job of Senior Inspectors and Junior Inspectors is more or less same and they are involved in inspection of the societies including their accounts. There are about 9000 cooperative societies of which around 5000 are functional. The Commission feels that at least two inspections in a year for each society will be necessary and with this norm around 10000 to 18000 inspections are required. On an average around 12000 inspections will be adequate in the present circumstances. For these number of inspections around 500 Inspecting Officers would be enough each conducting 24 inspections in a year i.e. two inspections per month. In view of this discussion, the number of Inspecting Officers both Junior and Senior appears **to be very high and it is advisable for the department to review the strength and reduce it by abolishing the unnecessary** posts after retirement of their incumbents. The Commission is of the view that after this exercise is done the promotion prospects will improve and there will be no need to create more posts at the higher level of ARCS and DRCS. **The Commission therefore recommends that the department should review the cadre strength of inspecting officers, SRCS, ARCS and DRCS with a view to reduce the numbers at the lowest level** appropriately and ensure that every district and subdivision has a DRCS and ARCS respectively. The department should also frame norms for posting of suitable number of ARCS, DRCS and SRCS accordingly.

(e) It is observed that Senior Inspectors and Junior Inspectors are availing the GP of Rs.4300 and Rs.3000 respectively. APC- 2008 recommended that the GP of these officers should be revised to Rs.4500 and Rs.3300 respectively. The Commission reiterates these recommendations.

(f) It is also observed that the post of SRCS carries a GP of Rs.4500 at present but it is a promotion post from the Senior Inspectors. The Anomaly Committee 2010 recommended it to be raised to Rs.4700 which this Commission recommends.

(g) ARCS is a Subdivision level officer getting a GP of Rs.5400 at present. The Commission is of the view that being a subdivision level officer his pay should be at par with the similarly placed officer of any other level-I directorate like Directorate of Agriculture. Accordingly the Commission recommends a GP of 5900 which is at par with the SDAO.

### 1.5 Cultural Affairs Department:

(a) APC- 2008 recommended that the teachers of the Art & Crafts College be given pay at par with the teachers of Govt. College of Music in the following structure-

Principal - GP Rs.6300

Lecturer – GP Rs.5900.

The Anomaly Committee 2010 also observed that recommendation of the APC- 2008 regarding the GP of Lecturers and Principal be expeditiously acted upon. However finally a GP of 5400 was given to the Lecturers. The Commission **recommends that the GP of 5400 be given to the Lecturers in the Art & Crafts College and the LKRB Music College.**

(b) APC-2008 recommended a GP of Rs.4300 for the Demonstrators which is reiterated by this Commission and department should take appropriate steps if not taken already.

(c) Accompanists in LKRB Music College are getting GP of Rs.2100. In view of the recommendation of a higher GP for Demonstrators the Commission recommends that the GP of Accompanists be raised to Rs.3300 for the purpose of revision.

(d) APC- 2008 recommended that there should be no level-III directorate and this Commission also reiterates the same. It is further recommended that the Directorate of Cultural Affairs should be upgraded to the level-II status and the manpower available should be suitably skilled. Since there are no district/subdivisional level officers, it is recommended that at present the officers available at the directorate should be put in-charge of a group of districts and the district level activities be organized through such officers.

(e) The Directorate of Museum should be amalgamated with the Directorate of Cultural Affairs which has been recommended to be upgraded to the status of level-II directorate. Further the Directorate of Library Services should be upgraded to the level-II directorate. While doing this reorganization the department would suitably adjust the pay of the officers including the District Library Officer and Assistant Librarian in accordance with the pay structure of level-II directorates.

(f) Post of Assisat Librarian in Subdivision be called Subdivisional Librarian. In ROP 2010 the designation “Library Assistant” appearing at page 315 below the District Librarian is to be changed to Assistan Librarian.

(g) The designation of Library Assistant needs to be scrutinized by all those departments where such posts exist. If the incumbents have the qualification and nature of job is as required for a Subdivisional Librarian, he should be redesignated as Assistant Librarian and be paid the GP equal to that of Subdivisional Librarian. If the qualification of the incumbent is lower than the required qualification of the Sub-Divisional Librarian, he should be designated as Library Assistant and his GP should be Rs.3300.

(h) It is observed that the Finance Department has advised that the matter relating to the pensionary benefits for the employees of the Jyoti Chitroban be placed before the 7<sup>th</sup> Pay Commission. The Commission has examined the matter and recommends that the Governing Body of the Society may take appropriate decision and submit the same to the Govt. for their approval.

### 1.6 Elementary Education Department:

(a) The Commission recommends that the Normal School and Basic Training Centre should be amalgamated and the teachers/instructors be classified in two categories viz. with graduate



qualifications and with under-graduate qualifications. The teachers with graduate qualifications be paid GP of Rs.3300 and the teachers having under-graduate qualifications ( trained or untrained) be paid GP of Rs.2500. The Principals of these amalgamated institutions should be given GP of Rs.5900. It is further recommended that the Pre-Primary Teachers Training Centre, Dibrugarh and all similar other institutions be merged in one common institution.

(b) The Commission recommends that in each of the LP Schools one of the posts of trained Graduate Teachers be upgraded and redesignated as Head Master with GP of Rs.3300. However the incumbent of this post should be the senior most teachers of that school and should continue to take classes as before in addition to his responsibility as Head Master.

(c) The Commission feels that at the level of LP & ME schools there is no justification for differentiating the qualification of science graduate vis-à-vis arts graduate or any other graduate. Accordingly the Commission recommends that all the graduate teachers in LP & ME schools should have the same GP of Rs.3300. **It is further recommended that all other teachers who have undergraduate qualification should be put in the GP of Rs.2500.**

(d) In case of the matter of pay scale of Librarian under DIET, the Commission's recommendations made for the Librarians in the Cultural Affairs department shall be referred to.

(e) As far as the pay scale of Statistical Assistant in SCERT is concerned, the Commission reiterates the recommendations of the Anomaly Committee 2010 viz. GP fixed at Rs.2500 which was subsequently revised to Rs.3000. This GP will be applicable to all Statistical Assistants working in other departments also.

(f) The Commission recommends that the Faculty Members of the SCERT should be given opportunity to avail study leave for upgrading their skills in a planned manner. To meet the requirement of teaching due to grant of study leave the institute may appoint temporary teachers for the leave period.

(g) The Commission recommends that in view of the increased responsibility of the post of Sub-Inspector of Schools, it is necessary to grant a higher GP for the incumbents of these posts as compared to the teachers who form the feeder cadre for the selection. The Commission recommends that the SI should have a GP of Rs.4200 and the procedure for selection for this promotion should be made more rigorous.

(h) The Commission recommends that the Physical Instructors in the directorate of SCERT should be given pay at par with the Physical Instructors working in the directorate of Sports & Youth Welfare and accordingly the GP of the Physical Instructors in the directorate of SECRT be raised from Rs.3100 to Rs.3300.

### **1.7 Excise Department:**

(a) Two associations have submitted memorandums and the issues involved are basically relating to the restructuring of the pay scales and redesignation.

It is observed that there is a parity in the Assam Excise Service and Assam Taxation Service as far as the nomenclature and pay scales are concerned. There is a direct recruitment of Inspectors in both the services through APSC and both of them have the same GP of Rs.4300. Similarly the three posts at the highest level viz. Deputy Commissioner, Joint Commissioner and Addl. Commissioner in both the department carry the same GP. However the position of pay scales for the two levels above the

Inspector is anomalous. These levels in the Excise Department are named as Deputy Superintendent and Superintendent while in case of Taxation service the nomenclature is Superintendent and Assistant Commissioner. The GP for the second and third level in the Excise service is Rs.4600 and Rs.5400 while in Taxation Service it is Rs.5400 and Rs.5900. The Commission is of the view that the nomenclature and GP of posts in excise department at the second and third level should be similar to that of Taxation Service and accordingly recommends that the post of Deputy Superintendent of Excise be redesignated as **Superintendent of Excise with GP of Rs.5400 and the Superintendent of Excise be redesignated as Assistant Commissioner of Excise with GP of Rs.5900.**

(b) As far as the structure of enforcement staff, including Inspectors, Assistant Inspectors, Head Constables and Constable, of the Excise Department is concerned the Commission is the view that it should be restructured on the same pattern as that of the Police. This will entail creation of additional levels (like the level of ASI, SI) in between the rank of Head Constable and the Inspector. With this reorganization the GP and designation should be made at par with the officers of the Police department. Additional level posts so created be filled up by promotion and no new recruitment should be made.

(c) The Commission also feels that in view of the increased number of districts and subdivisions the department would undertake an exercise to reorganize the cadre from Inspector up to the level of Addl. Commissioner.

### 1.8 Finance Department:

(a) The Commission examined the issue relating to the difference in salary of Superintendent of Taxes and Inspector of Taxes and is of the view that status-quo as at present should be maintained.

(b) The Commission held discussions with the State Informatics Officer, NIC, Guwahati regarding organizational structure for IT manpower employed by the Commissioner of Taxes and Director of Accounts & Treasuries for various IT operations including management of CTMIS. After this discussion the **Commission recommends the following structure** for the new set up of IT Professionals including the staffing pattern and pay scales for the officers/staff:-

(i). IT Cell- The structure and the job description shall be as follows:-

Posts	Job description	Pay scale
Additional Director (IT)	Strategic planning and policy decision making	GP-7400
Joint Director (IT)	Assisting Additional Director and planning	GP-6600
Senior Systems Administrator	Implementation/Coordination and capacity building	GP-6300
Systems Administrator	System Analysis/ Design/ Database management	GP-5900
Programmer	Programming and testing	GP-5400
Assistant Programmer	Programming/testing and assisting the programmer	GP-4300

(ii) EDP Cell- The structure of the Electronic Data Processing Cell shall be as follows:-

Post	Job description	Pay scale
DEO	Data entry/Mail checking /Word processing/e-filing and file tracking etc.	GP-2400
Assistant Supervisor (EDP)	Supervising DEOs and reporting to Supervisor (EDP)	GP-2900
Supervisor (EDP)	Group Leader and reporting to the Under Secretary of the Department.	GP-3100

(c) **The Commission recommends that the three persons working as Supervisory Data Processor, Senior Data Processor and Data Processor in the Finance Department since the creation of these posts in 2010 should be given the benefit of pay enhancement on the principle of next below rule. To be precise, the present pay availed by the persons who were appointed along with the above-said 3 persons in the cadre of Typist and were placed next below these persons in the gradation list, shall be given to the above said 3 persons.**

(d) The **Commission recommends** that the GP for the Senior FA should be raised from the present Rs.6400 to the level of Rs.6600 for the purpose of revision.

(e) The Commission recommends that the post of Assistant Director of Accounts should be abolished and the GP for the Accounts Officer, Deputy Accounts Officer and Assistant Accounts Officer, Audit Officer and Asstt. Audit Officer should be revised as follows:-

<b>Incumbent</b>	<b>Present GP</b>	<b>Recommended GP</b>
Accounts Officer/Audit Officer	4600	5100
Dy. Accounts Officer	4300	4600
Asstt. Accts Officer /Asstt Audit Officer	3300	4200

Further the Commission recommends that there is a need, as observed in the report of the APC- 2008, to post the Accounts and Audit Officers in all the offices where financial transaction take place in order to ensure financial discipline. Assessment should be made by the department for the requirement of Accounts Officers for this purpose and to the extent necessary fresh recruitment should be made. However the Commission feels that those officers who will be posted in the spending departments should be given suitable training after the recruitment on the pattern of the training provided to the Finance & Accounts Officers.

(f) Regarding the case of Sri Asish Dev Purkayastha about Advance Increment, the recommendations of the Commission are discussed elsewhere in the report.

(g) Junior Accounts Assistants informed that their service rules have been amended and the entry qualification has been changed from Under Graduate to Graduate. They also informed that with the implementation of CTMIS, they are now doing the work of Data uploading in the treasury. Some of the jobs which were earlier done by banks, is also done by them. Apart from this change in the nature of job, the Govt. has raised the entry qualification also. As such their pay should be revised upwards. The commission examined this matter in depth and felt that the persons having Graduate qualification should be given higher pay scale compared to others having under under-graduate qualification. Accordingly the commission recommends that :-

The assistants with **graduate qualification** be given pay as follows :-

(i) Junior Account Assistant Pay Band-2 with Grade pay of Rs.2900

(ii) Senior Account Assistant Pay Band-2 with Grade pay of Rs.3300

The Assistants having **Under Graduate** qualification however will continue to get pay as follows:-

(i) Junior Account Assistant Pay Band-2 with Grade pay of Rs.2400

(ii) Senior Account Assistant Pay Band-2 with Grade pay of Rs.3100

The commission also took note of the fact that some of the LDAs in treasuries have very little work for them to do. The commission recommends that there should be no further recruitment of LDA in the Treasuries and instead, if need be, Junior Accounts Assistants may be recruited.

### 1.9 Fishery Department:

All Assam Fishery Officers (Tech) Association and Assam Fisheries Service Association have submitted their demands which were considered by the Commission in the light of the recommendations of the APC-2008. After careful consideration of the entire matter and the importance of the fishery sector for the State, the **Commission recommends** as follows:-

- (a) The Directorate of Fishery should be upgraded to level-I directorate.
- (b) The post of District Fishery Development Officer (DFDO) and Addl. District Fishery Development Officer be merged and redesignated as DFDO in the PB-4 with GP of Rs.6300 which is the pay for district officers of level-I directorate.
- (c) The pay scale for the post of SDFDO should be upgraded to PB-4 with GP of Rs.5900 as is the case of other level-I directorate officers.
- (d) The Commission further recommends that all the EO Fishery with B.F.Sc degree working in P&RD department should be made a part of the cadre under the Director of Fisheries and their services may be placed in the department of Rural Development to the extent required by them.

### 1.10 Food & Civil Supplies Department:

(a) The memorandum submitted by Sodou Asom Khadya Asamorik Jugan Aru Grahak Parikrama Santha has demanded that a post of Addl. Director be created. In their memorandum they submitted the organizational set up from where it appears that there are 21 Assistant Directors, 18 Deputy Directors, 4 Joint Directors in the department. The post of Director is an ACS cadre post. It appears that to facilitate promotion opportunities suitable readjustment in the cadres of Deputy Director, Joint Director be carried out and a post of Addl. Director be created by upgrading one of the post of Joint Directors. A review of the cadre may be undertaken by the department to ascertain the extent of such upgradation of post.

(b) Regarding the change in pay scale of Sub-Inspectors and Inspectors of F&CS the Department has supported the demand of the Association. It is observed that prior to APC-2008 the pay scale of Sub-Inspector, F&CS was higher than the pay scale of Deputy Ranger and according to the general correspondence between the pay scales and the new GP prescribed by APC- 2008 the GP for these two scales would have been Rs.2500 and Rs.2200. However, APC-2008 made specific recommendations of the higher GP of Rs.2600 for the Deputy Ranger. This was subsequently enhanced to Rs.3100 by the Govt. As a consequence the GP of the Sub-Inspector remained Rs.2500 and subsequently revised to Rs.3000. In the light of these facts the Commission is of the view that for the purpose of revision of pay the GP of Sub-Inspector of F&CS should be taken as Rs.3100.

(c) The Inspector of F&CS and the Ranger of the Forest Department had same pay scales before APC-2008, but because of the specific recommendation of APC-2008 the GP of Rangers was fixed at 4500 while the Inspector of F&CS was given the GP of 4300 in accordance with the general correspondence between the old pay scale and the new GP fixed by APC- 2008. This case was examined in detail in respect of qualifications, training and mode of recruitment. **Commission could not agree to the demand of equalization of GP in this case.**

(d) The memorandum has also demanded that the grade pay of Superintendent of F&CS should be at par with Superintendent of Excise, Superintendent of Taxes and Labour Officer etc. The Commission after examination of the earlier pay scales and mode of recruitment in case of the Deputy Superintendent of Excise and Superintendent of Excise on one hand and Superintendent of F&CS on

the other, could not find any reason to accept the demand for raising the grade pay of the Superintendent of F&CS.

(e) The memorandum submitted by All Assam Weights and Measures Inspecting Officers Association has highlighted the demand for upgrading the Directorate to Level-I Directorate as recommended by APC- 2008. The Commission has examined the matter in detail in respect of all the Directorates and its recommendations are mentioned in Chapter-15. The Association has also raised the demand of raising the grade pay of Inspectors of Legal Metrology for which the Commission could not find any justification.

### **1.11 Forest & Environment Department:**

Five different associations have submitted their memorandums including individual petitioners. All these petitions have been examined by the Commission and the views of the Commission are as follows:-

(1) As regards the post of Forester-I, Forester-II, Forest Guards and other posts down below, the Commission is of the view that recommendations of APC-2008 need to be implemented. The Commission therefore reiterates these recommendations as follows:-

(i) All posts of Forest Guards and equivalent be amalgamated in a single cadre of Forest Guards. This new cadre should be developed as a multi-skill and multi-task force.

(ii) The need for continuing the other posts below the level of Forest Guards should be reviewed and all redundant/irrelevant posts should be abolished. The remaining relevant posts should be amalgamated with the new cadre of **Forest Guards**.

(iii) The entry qualification for the new cadre of Forest Guards should be higher secondary and the GP for the members of this cadre should be at par with the post of Police constable i.e. Rs.2200.

(iv) The post of Forester-II should be redesignated as **Head Forest Guard** and its GP should be at par with the Head Constable of Police i.e. Rs.2400. The deployment of Head Forest Guards and Forest Guards should be on the pattern of the Police Constable and Head Constable and for this purpose if there is a need for more posts of Head Forest Guards, some of the posts of Forest Guards should be upgraded.

(v) The post of Forester-I should be redesignated as Forester and its pay should be at par with that of ASI of police i.e. Rs.2500.

2. The GP of Deputy Ranger is at present Rs.3100 and that of SI of police is Rs.3300. The Commission is of the view that the post of Deputy Ranger and equivalent should be equalized with that of SI of police and his GP should accordingly be raised to Rs.3300.

3. The Forest Ranger and other equivalent posts carry a GP of Rs.4500. The Commission is of the view that this GP should be raised to the level of Rs.4600 which is at par with the GP of Inspector of police.

4. Dr. Rita Choudhury, Scientist in the Environment & Forest Department was recruited as Scientist Grade-B through APSC in the year 2001 and she is seeking promotion to Rs.6600 GP level. The post held by her is a lone post without any career progression and promotional avenues and initially carried a GP of Rs.6100. Subsequently on the recommendation of the Anomaly Committee 2010 her GP was raised to 6300. The GP drawn by her at present is at par with the Deputy Director of Forensic Science Laboratory which is a level-I Directorate. Normally the next promotion of this post is to the rank of

Joint Director. The Commission is of the view that the department of Environment & Forest should examine this case in the light of the service rules of level-I directorate like Director of Agriculture to **ascertain the requirement of length of service for promotion to the rank of Joint Director and accordingly move the proposal for a GP of Rs.6600 which is the GP of Joint Director in the level-I HoD.**

### 1.12 General Administration Department:

(1) The Commission considered the demand of LMV and HMT Drivers, including the Drivers working in Assam Bhavan/Assam House, regarding lack of promotional avenues and recommends that the benefit of modified ACPS be given to this category of employees. The LMV drivers attached with the Ministers shall be paid **Special Duty Allowance** of Rs.500 PM for the period of such duty. The drivers engaged on VIP duty in the GAD shall be paid Rs.200 PM.

(2) **The Commission recommends** that the service rule for the Handymen may be suitably amended to provide promotional opportunities to those Handymen who have requisite qualifications and are competent to drive a heavy vehicle.

(3) The Commission examined the case of Sri P.K.Sarma, Data Entry Operator (DEO) in GAD. It appears that he is a graduate and was appointed on a post with pay in PB-2 with GP of Rs.3000. **The Commission recommends** that since Sri Sarma has the qualification of Jr. AA and therefore this single post of DEO should be merged with the cadre of Jr.AA fixing his seniority in accordance with the principles to be determined by the Personnel Department. However there should be no further creation of post of DEO in GAD.

(4) **The Commission recommends** that the GP for the Head Asstt. in the **district establishments be 3300** for the purpose of revision. It is also recommended that the norm for creation of Head Asstt. in the district offices be reviewed by the department in order to create more posts of Head Asstts for increasing the promotional prospects in district level offices.

(5) The employees working in Assam Bhavan/House outside Assam and except Assam House, Shillong, face difficulty in attending duty at odd hours because of the fact that many of them stay outside the Assam House/Bhavan premises and need transport for commuting. At present an amount of Rs.1000/- is paid to all the employees **as transport allowance** which is demanded to be increased. **The Commission recommends that this allowance should be increased to Rs.2000/- per month and shall be paid only to those employees who are not given accommodation within the premises of Assam House/Bhavan.**

(6) The matter relating to the appointment of Jr.AA and Sr. AA in the directorate of Sainik Welfare was discussed with the departmental Secretary and Commission is of the view that such posts cannot be provided specific pay scale and GP for the reason that the selected candidates have earlier worked as officer of varying ranks in the Army. Accordingly the **Commission recommends that such posts should be given pay and GP as shown in the table on the next page:-**

Previously held Rank	GP for LDA	GP for UDA
Sepoy, Naik, Havaldar or equivalent and dependents of Ex-Servicemen/others	2200	2900
Naik Subedar & Subedar or equivalent	2400	3100
Subedar Major, Hon' LT & Hon' Captain or equivalent	3000	4300

(7) Sodou Asom Jarikarak Sanstha filed a petition before the Hon'ble Gauhati High Court ( WP(C) 1498/2012 ) regarding their pay vis-a-vis the pay drawn by similarly placed employees in other department. The Hon'ble Court passed an order directing the examination of the petitioner's case and a just and proper decision thereon. The General Administration Department requested the Finance (PRU) Department to place this matter before the 7<sup>th</sup> Assam Pay & PP Commission for necessary action.

The Commission had already received petition from this Sanstha which was examined. The position of grade pay drawn by similarly placed employees in different departments is as shown in table below:-

Sl. No	Department	Designation of post	GP as per ROP 2010
1	Governor's Secretariat	Messenger (by promotion)	Rs.2000/- per month
2	Judicial Courts	(a) Jarikarak (direct) (a) Head Jarikarak (by promotion)	Rs.2100/- per month Rs.2200/- per month
3	Civil Defense/APRO	Messenger (Direct)	Rs.2100/- per month
4	Cooperation Dept.	Process Serving Peon (direct)	Rs.1600/- per month
5	GAD/Revenue Dept.	(a) Jarikarak (direct) (b) Head Jarikarak (by promotion)	Rs.1600/- per month Rs.2000/- per month

The Commission has taken note of the variation in nomenclature and Grade Pay under different departments and felt that a standard designation and a common pay should be fixed for this category of employees. After careful consideration **the Commission recommends that the Jarikaraks/Process Serving Peons/Process Servers/Messengers should be all categorised as Jarikaraks Grade-I and Jarikarak Grade-II. All those Jarikaraks who have not completed 15 years of service should be known as Jarikarak Gr.II and be paid a GP of Rs.1800. Others who have completed 15 years of Service shall be designated as Jarikarak Gr.I and given a GP of Rs.2100 automatically after completeing 15 years of service.** Accordingly all the posts of Jarikaraks/Head Jarikaraks/Process Serving Peons/Process Servers/Messengers be redesignated and their pay should be fixed.

### 1.13 Handloom & Textiles Department:

(1) Regarding the case of Sri Jagat Chandra Baishya, Information Officer in HRDC, the Commission is of the view that the department should examine the case to ascertain the rank that Sri Baishya might have reached in the cadre to which he belongs before his post was redesignated in 2013. Accordingly a proposal for fixation of his pay be worked out and submitted to the Finance Department for approval.

(2) It is observed that the officers in the rank of Junior Inspector, Senior Inspector and Sub-Register are given the same GP in Handloom & Textiles Department and Cooperation Department. However the Assistant Registrar in the Handloom & Textile Department gets Rs.5100 as GP while the Asstt. Registrar in Cooperation Department gets Rs.5400 . The Commission recommends that the Asstt. Registrar in Handloom & Textile Dept. should be paid equal GP of Rs.5400.

(3) The **Commission recommends** that for the post of Extension Officer (Sericulture) the minimum qualification should be B.Sc (Sericulture) and the recruitment should be through APSC. The **Commission further recommends** that the EOs having B.Sc (Sericulture) qualification be given a different pay with GP of Rs.4900.

(4) Regarding the demands relating to promotions of Senior Inspectors and Managers, the Commission recommends that the department should examine its service rules in consultation with the stake holders and make necessary amendments as may be required.

#### **1.14 Health & FW Department:**

(1) The Commission has observed that under the Health & FW Department the posts of Laboratory Attendants are available under different programmes/medical colleges and their GP are different. The Commission recommends that the department should examine the nature of works of these Attendants and compare it with the Laboratory Attendants of Excise Department keeping in mind that in Excise Department two GP are available for the posts of Lab. Attendants. Having compared the nature of works and the qualifications, the department may try to put one common GP for all Lab Attendants with the concurrence of Finance Department.

(2) The Commission recommends that all the Nurses who have got B.Sc Nursing degree should be given GP of 3300 at the time of direct recruitment. For subsequent promotions the department may frame appropriate service rules.

(3) The Commission recommends that the GP for the diploma holder pharmacist in Alopahy and Ayurveda should be same. The Commission also recommends pay parity in case of all degree holder pharmacist in both the system of medicine.

(4) The Commission has observed that in the Health Department different type of Technicians like Radiographer, X-ray, Anesthesia, Ophthalmic Assistants etc. are employed in different departments. The GP for such technicians are more or less same but varying. In some cases it is observed that the differentiation between the technicians and attendants are not maintained and there are disparity in pay of such posts. To rationalize these matters the Commission recommends that the department should examine the matter in detail and put all the technicians, who have specialized knowledge for technical work and have acquired some special qualification, in one group and designate them with a common name may be **medical technicians**. The department may also suggest one common GP for all such technicians after in depth examination of the issues involved and move Finance Department for consideration. Similar exercise should be done for the Lab Attendants and Lab Bearers who have similar nature of work. The job content of Lab Assistants should also be examined and they may be put either in the category of Attendants or in the category of Assistants depending upon the job and qualification.

(5) The Commission is of the view that Malaria Surveillance Workers and similar other workers under various other programmes should be suitably re-skilled and put under same designation as MPW. After re-skilling, the nature of work for such workers shall be determined from time to time depending upon the need of the department.

(6) The Commission recommends that the Dental Physicians and Dental Surgeons working in the State Health Services should be provided promotions according the some well defined service rules. For this purpose, the department may either encadre them with the MBBS doctors or alternatively frame a different cadre under a different service rules for these dental doctors.

(7) The Commission observes that at present there is no non-matriculate trained pharmacist in the GP of Rs.2400 and as such these posts should be abolished. The Diploma holder pharmacist on promotion should get a GP of 3300 instead of 3100 at present. Further the Commission recommends that B.Pharma degree holders be given a GP of 3300 at entry level and on their promotion the B.Pharma degree holders will also be promoted as Head Pharmacist and given a GP 4200 in PB 3.



(8) Govt. Ayurvedic College Teachers Association and Regional Dental College Teachers Association have brought up issues relating to the pay scale of the post of Assistant Professor and redesignation of the said post as per the AICTE Notification dated 22/01/2010. The Commission is of the view that the Health & FW Department should examine this matter and take appropriate steps in accordance with the AICTE Regulation 2010.

(9) The **Commission recommends** that the GP of the Senior Food Safety Officer (earlier known as Senior Food Inspector) should be raised from existing Rs.4500 to Rs.5400 and similarly the GP of Designated Officer Food Safety (earlier known as Regional Food Inspector) should be raised from Rs.4900 to Rs.6100.

(10) The Commission recommends that the recruitment of the diploma holder Physiotherapist be discouraged. However for the time being the Assistant Physiotherapist who are drawing GP of Rs.2400 should be given a higher GP of Rs.2700. On promotion he should be given the GP of Rs.3300 and designation of Physiotherapist should be given to this promotion post. Direct recruit Physiotherapist with Bachelor in Physiotherapy degree should also be paid the same GP of Rs.3300 and their promotion should be in next higher GP.

(11) The Commission recommends that the GP of District Malaria Officer should be revised from the present Rs.4300 to Rs.4500.

(12) Regarding the disparity in pay of Doctors having PG degree (Senior-vs-Junior) the Commission is of the view that such cases are few and each of such case should be examined by the department on its own merit and with the approval of Finance Department suitable decision may be taken.

(13) The matter relating to the NPA for the faculty members of Assam Ayurvedic College has been referred by the Finance (PRU) Department to the pay Commission. The Commission has also received memorandums on the same issue from some other groups belonging to the departments other than the health department. The Commission has dealt this matter elsewhere in the report and made its recommendations.

(14) The matter relating to the Vaccinators, Health Assistants, Health Inspectors, Sanitary Inspectors, Para-Medical Health Assistants was discussed by the Commission. It is felt that this cadre of employees should be reorganized in maximum three groups and with three designations. There should be promotional avenues provided for this cadre and suitable GP be considered in consultation with the Finance Department. The Commission also suggest an alternative that these employees may be reskilled and merged with the MPWs with the same designation and pay scale etc.

(15) The case of Smti. Monika Gogoi, Artist/Projectionist of Jorhat Medical College , Sri A. Adhikari and Kamal Hasan, Optometrists was discussed by the Commission. The Commission is of the view that the information available is not sufficient for any recommendation in this case, even though it is felt that these cases merit consideration. Accordingly the Commission recommends that the department should make in depth examination of these cases and take appropriate decision in consultation with the Finance Department.

(16) Secretary of the GMCH, Sri S. Daimari and other Secretaries of Regional Dental College and Nursing College have sought upgradation of their GP. They are drawing GP of Rs.4500. The Commission is of the view that these colleges are normally treated as district level offices and as such there should be parity accordingly in pay etc. Secretary of the medical colleges are appointed through APSC and they act as the senior-most members of the staff in the colleges. **Therefore the**

**Commission recommends that the Secretaries of the GMCH, Regional Dental College, Nursing College and other medical colleges under the Health & FW department should be given a GP of Rs.4900.**

### **1.15 Higher Education Department:**

Six different associations have submitted memorandums which were examined. The views of the Commission on the demands referred to in these memorandums are as follows:-

(1) Sri Pradip Kumar Choudhury is working as a Librarian in the directorate of Historical and Antiquarians Studies, Assam and drawing a GP of Rs.3300. He has masters degree in Lib. Science and was appointed on the recommendation of APSC in Assam Engineering Institute in 1998. In view of the above **the Commission recommends**, in line with the recommendations of the Assam Pay Commission, 1994 in para 9.77, the GP of District Librarian i.e. Rs.4300 for Sri P.K.Choudhury. Similarly in case of Smti. Ruma Kakoti, Assistant Librarian, Assam Engineering College, Jhalukbari the Commission recommends the GP of Rs.4300.

(2) The Commission recommends that the designation of Library Bearer and Laboratory Bearer in the Colleges of Assam should be changed to Library Attendant and Laboratory Attendant.

(3) As regards the GP of Junior Instructors, Junior Instructors (Senior Scale), Senior Instructors, the Commission recommends that the Junior Instructors in the GP of Rs.2700 should get automatically promoted to the GP of Rs.3300 and the post of Senior Instructors and Junior Instructors (Senior Scale) having the same GP should be merged and called Senior Instructor.

(4) To advance the promotion prospects of senior Instructors the Commission recommends that after 10 years of satisfactory service the officers in the GP of Rs.3300 shall be automatically promoted to the GP of Rs.4300. For the purpose of such promotion the department would ensure appropriate in-service training for skill development of these officers.

(5) The Commission also recommends that Junior Instructors should also be given in service training before they become due for promotion to the rank of Senior Instructors.

(6) The recommendations at para 3,4 and 5 above are important in view of the fact that the Polytechnics and Engineering Institutes and similar other institutes have a very vital role to play in skill development of the students to promote the "Start up programme".

(7) Regarding the demand of the Assam Science & Technology University to include it in the Common Pay Committee for the purpose of of pay fixation of Grade C & D- non-teaching staff of this University, the Commission is of the view that the University authorities may consult the Common Pay Committee as and when constituted and prepare a proposal to be submitted to their Chancellor for necessary decision.

### **1.16 Hill Areas Department:**

The memorandum submitted by Karbi employees association has demanded hill area allowance equivalent to 25% of pay for all the employees working in the Hill Areas in Karbi Anglong and Dima Hasao districts. The matter relating to the hill area allowance has been discussed separately in the chapter for allowances and recommendations in respect of hill area allowance has also been made therein.

### 1.17 Home Department:

(1) Additional DG, Special Branch informed that they have a cadre of PSO-Havildars who are given pay in PB-2 with a GP of Rs.2200. Normally Havildars are promoted from the rank of Constable and get a pay in PB-2 with GP of Rs.2400. The total number of the posts in this cadre is 1500 and at present around 300 posts are vacant. Out of the remaining incumbents, 624 were regular Havildars in Battalions etc. and were drawing the GP of Rs.2400 (say category 1). The others were promoted from the rank Constables **with relaxed qualifications** (say category 2). This resulted into following anomalies.

(a) The Havildars (category 1) are not getting the same GP because the PSO-Havildar posts have the GP of Rs.2200 only. As such they are losing financially.

(b) Other Havildars (category 2) are not entitled to promotion as per service rules and therefore face stagnation.

(c) Consequently the PSO cadre has become demoralized and its effectiveness has become a matter of concern for the Special Branch.

To remove these difficulties and ensure the efficiency of the PSO-Havildar cadre, ADG(SB) has proposed to upgrade these posts. The Commission in this connection observes that if these posts have to be upgraded to the level of Havildars in GP of Rs.2400, the department will have to get adequate number of eligible Constables and also arrange training for them as prescribed. There are obvious limitations in both these matters. In view of this, whole lot of 1500 posts need not be upgraded together. **The Commission therefore recommends that -**

**(i) Out of the vacant posts, which are approximately 300, the department can propose around 100 (or less depending upon the availability of eligible candidates for promotion and capacity available for training) posts for up-gradation in GP of Rs.2400 and after filling up these posts, take appropriate measures for their training etc.**

**(ii) The number of vacancies in the rank of Havildars (GP Rs.2400) in the department be identified and equal number of Havildars (category 1) be allowed to draw the pay against these vacant posts. For the remaining numbers of Havildars in this category, who cannot draw pay against the vacant posts, the proposal for upgradation be submitted to Finance Department.**

**(iii) The Havildars (category 2) should be screened to find out suitable ones who can be used effectively as PSO. Only this number of posts be proposed for upgradation to the level with the GP of Rs.2400.**

**(iv) Remaining Havildars (category 2) should be placed at the disposal of the district authorities who can utilize their services for any purpose for which they are found fit. All posts held by these remaining Havildars be abolished after the retirement of present incumbents.**

(2) The **Commission recommends** that the GP for Constable and other ranks up to the level of ASI should be as follows:- (a) Constable – Rs.2200, (b) Lance Naik – Rs.2400, (c) Naik- Rs.2500, (d) Havildar/Head Constable – Rs.2700 and (e) ASI – Rs.2900. The same GP shall be allowed for the equivalent ranks in Home Guards.

(3) The Commission has examined the issue of Jail administration and felt that a reorganization at the higher level is required. There is a need for creating promotional avenues to improve the functioning of the jails. Accordingly **the Commission recommends that** the post of Superintendent of Jail Gr.II and the Lady Superintendent post should be upgraded with GP of Rs.5400. Thus the post of Superintendent Gr.I, upgraded post of Superintendent Gr.II and upgraded post of Lady Superintendent **shall stand merged** and be redesignated as Superintendent of Jails in the GP of Rs.5400. Further, the **Commission recommends that** to streamline the administration a post of Addl. IG Prisons should be created at the headquarter and suitable number of posts of Deputy IG be created for effective supervision of jails at field level and to ensure that one DIG of Prison is posted in the districts having the Divisional Commissioner headquarter viz. in the district of Jorhat, Tezpur, Guwahati, Nagaon and the location of the Commissioner of Hills & B.V. Division. These DIGs will have the jurisdictions co-terminus with the Divisional Commissioners.

(4) The Commission recommends that the GP for Warder/Head Warder and Chief Head Warder should be at par with the GP of Constable/Head Constable/ASI of police respectively i.e. Rs.2200/Rs.2700/Rs.2900.

(5) The Commission recommends that the Warders/Head Warders/Chief Head Warders having graduate qualification may be allowed to appear in the direct recruitment process of higher Posts of Asstt. Jailor and for that purpose age relaxation if required may be granted and service rules be amended accordingly. The department may also consider giving suitable weightage for the service rendered by such candidates in the matter of selection to the post of Assistant Jailor.

(6) As regards the memorandum submitted by Smti. Rasabati Singha, Craft Instructor, Barpeta Jail, the Commission, on the basis of the recommendations of APC- 2008 ( para-6 under the Home Department) recommends that the case be examined by the department for a decision.

(7) Regarding the memorandum submitted by Sri Jayanta Dutta and 4 others, the Commission observes that all the petitioners have diploma in pharmacy and they are working as Pharmacist/Compounder in the Central Training Institute under DGCD and CGHG. The **Commission recommends that** the officers who have Diploma in Pharmacy, which should be verified, should get the GP of Rs.3000 at par with the diploma holder Pharmacist in the Health Services of the State. Further the Commission recommends that the designation of Compounder should be changed to Pharmacist (Diploma).Service rules be changed in line with the rules of health department and those diploma holders who have required length of service, be promoted to level with GP of Rs.3300 as recommended for health department.

(8) As regards the memorandum submitted by Sri Paramananda Thakuria and Dilip Kumar Doley of Jorhat, both working as Agriculture Demonstrator under IG Prisons, the Commission reiterates the recommendations of the Anomaly Committee 2010 (page 1&2 para 15 under Home Department) and recommends that both the officers be given the benefit of GP of Rs.2400 with prospective date of effect.

(9) Regarding the revision of pay of Director of Forensic Science Lab, the Commission recommends that the Director of FSL should be given the status as in case of level-I Directorate. The Commission observes that out of the 3 top posts viz. that of Director, Joint Director and Deputy Director, the GP allowed to the Director and Joint Director are at par with the similar officers in level-II directorate while the post of Deputy Director gets GP at par with the level-I directorate. In view of this the Commission recommends that the GP for Director and Joint Director of FSL should be upgraded to Rs.7600 and Rs.6600 respectively.

(10) Regarding the petition of Sri Amrit Jyoti Bora and others who are working as Constable (WO/WT), the Commission observes that the Govt. of Assam issued an order dated 11/4/2013 granting the pay in PB-2 with GP of Rs.2100 to the Constables (WO/WT) with effect from 1.1.2006. However this order does not say anything about the redesignaion of the post for which the Hon'ble Gauhati High Court had passed an order to take a decision in the matter. The Commission therefore recommends that in the light of the relevant order of the Hon'ble High Court, the department should decide the designation for the post in the GP of Rs.2100 and inform the Finance (PRU) Department for necessary changes in the next ROP .

### **1.18 Industries & Commerce Department:**

1. Assam Industries and Commerce Extension Officers Association demanded that the post of Technical and Non-Technical officers in Junior Industry Service Grade-II should be merged together. In accordance with the discussions with the department and the views of APC- 2008 and the Anomaly Committee 2010, the present Commission recommends that the Technical and Non-Technical classification should be abolished and all officers in the Junior Industry Service Grade-II be placed in the PB-2 with GP Rs.3300.

2. The Association has also demanded that the gap between the pay structure of Junior Industry Service Grade-I and Junior Industry Service Grade-II should be reduced. The Commission has taken note of the observation of APC-2008 and recommends that the matter of pay structure for the amalgamated cadre in Grade-II service should be carefully examined to determine whether all the posts included in the amalgamated cadre should be placed in one grade pay or divided into more than one category with different grade pay. With this detail examination the department may move Finance Department in due course with a suitable proposal for approval.

### **1.19 Information & Public Relations Department:**

Seven memorandums were received from different Associations representing different sections of employees of the department. Most of the issues raised by these associations relate to the consequences arising out of the upgradation of the directorate to level-I. All the issues were discussed with the Secretary of the department and it was generally felt that a reorganization of the department is required. Having considered all aspects of the matter **the Commission recommends** as follows:-

(i) The Joint Director of IPR should be placed in PB-4 with GP Rs.6600 which is the GP for Joint Directors of level-I directorates.

(ii) In the reorganization proposal the department should create and designate suitably the post for District and Sub-Divisional Officers and they should be placed in the PB-4 with GP of Rs.6300 and Rs.5900 respectively which are the pay scales for District and Sub-Divisional Officers of level-I directorates.

(iii) As regards the prayer of Smti. Raj Bora, Special Information Officer in the CM's Secretariat, the Commission has taken note of the recommendations of APC- 2008 and recommends that the benefit of higher pay scale as recommended by them be given with effect from a date that may be determined in consultation with the Finance Department. As for the posting on the 3 ex-cadre posts of Special Information Officers, **the Commission recommends** that officers from the directorate may be posted on these posts. Alternatively if the work requires a permanent post and the manpower in the directorate is insufficient, such posts may be created, may be temporarily.

(iv) As regards the petition of Sri Tapan Kumar Gogoi, Maintenance Engineer, the Commission agrees with the recommendation of APC- 2008 and recommends that Sri Gogoi be placed in PB-4

with GP of Rs.6100. This decision should be followed only for the purpose of revision of pay. The Commission also reiterates the view of APC-2008 that in future the department should avoid creating such isolated posts and such officers should be put into suitable cadre where promotion prospects can be offered to them. Service rules etc. may be suitably amended for this purpose.

(v) Regarding the reorganization of Photographer and Dark Room Assistants the Commission is of the view that the GP of Photographer should be fixed at Rs.3300. The posts of Dark Room Assistants should be upgraded and redesignated as Junior Photographer in the GP of Rs.2400. **These upgraded posts shall be treated as terminal.**

(vi) Regarding the posts of Journalist, Translator, Sub-Editor-cum-Proof Reader and Proof Reader, the Commission agrees with the view of the department that these posts be given a higher GP of Rs.4200. As far as the post of Librarian is concerned, this recommendation would be considered along with other recommendation of the Commission regarding equalization of pay scales of similarly designated posts which is dealt with in other chapter.

### **1.20 Judicial Department:**

The All Assam Judicial Employees Association represented that the recommendations of the Shetty Commission had not been fully implemented. There are some posts which were recommended for creation but are yet to be created and in some of the posts different pay scales were recommended which are yet to be accepted and granted. The Commission therefore recommends that the unimplemented part of the Shetty Commission's recommendations should be identified and decision should be taken. **All posts along with their finally decided pay scales should be incorporated in the new ROP.**

According to the information furnished to this Commission following actions are pending:-

- (a) **Change in designations** of Sheristadar of DJ, Superintendent, Family Court, Registrar, Industrial Tribunal, Registrar, Labour Courts, Sheristadar, MACT, Sheristadar, Special CBI Court and Sheristadar of Designated Court.
- (b) **Revision of Grade Pay** of Sheristadar of Addl. DJ, Head Assistant of DJ, Civil Sheristadar (Munsif), Steno Gr.II, Accountant, Record Arranger, Head Jarikarak, Duftry, Jarikarak and Jamadar if not already revised and correct position to be indicated in next ROP.
- (c) **Special pay** to be enhanced for Steno Gr.I, Steno Gr.II and Steno Gr.III.
- (d) **Regular TA** to Head Jarikarak, Jarikaraks, Driver and Duftry to be paid.

### **1.21 Labour & Employment Department:**

Seven different Associations have submitted memorandums relating to various demands. On examination of these demands the Commission recommends the following:-

- (1) The Assam Craftsman Training Service Rules 1993 should be suitably amended to include the provision of automatic promotion of Junior Instructors after completion of 10 years of service to the level of Senior Instructors.
- (2) Office of the Chief Inspector of Factories should be redesignated as Directorate of Factories and the designations of the officers should be accordingly changed.
- (3) The post of Law Assistant in the office of Chief Inspector of Factories should be **redesignated as Law Officer** and should be given a GP of Rs.5900 which is equivalent to the GP of Asstt. Director in the level-II directorate.

## 1.22 Mines & Minerals Department:

The Assam Geology & Mining Service Association demanded in their memorandum that the posts of Geologist, Petrologist, Resident Geologist and Geophysicist (all in the PB-4 with GP of Rs.6100) should be merged with the posts of Deputy Director/Senior Geologist in the same pay band in the GP of Rs.6300.. The **Commission recommends** the amalgamation as demanded. However the post of Assistant Geologist/Curator in the PB-4 with GP of Rs.5400 shall remain designated as Assistant Geologist.

## 1.23 Panchayat & Rural Development Department:

Memoranda have been submitted by 5 different Associations viz. All Assam BDOs Association, All Assam Panchayat & WC Extension Officers Association All Assam Rural Development Employees Association, All Assam Gaon Panchayat Secretaries Association and All Assam Panchayat & Rural development Fisheries Development Officers Association which include demands which are interconnected and require reorganization of pay and designation. **The Commission, after detail examination of these demands is of the view that –**

(1) All the Gram Sevaks/Sevikas be put in one pay scale with GP of Rs.2400. There should be no separate pay scale for untrained Gram Sevaks/Sevikas and training should be made compulsory for all of them. In case of any Gram Sevaks/Sevikas having failed in successfully completing the training within the time stipulated by the department, his/her increment should be stopped till he /she completes such training.

(2) The posts of Senior Gram Sevaks/Sevikas should be upgraded and provided with GP of Rs.3000 and they be called as EO(P). These posts should be merged with EO (WC), EO (I) in one cadre with GP of Rs.3000 and called EO (Group-A).

(3) All posts of EO Fishery (B.Sc Zoology) be abolished after retirement of the present incumbents and EO (Fishery) with BF.Sc qualification be appointed thereafter on deputation from Fishery Department.

(4) EO (Credit) should be redesignated as EO (Group-B) in the GP of Rs.4300 and shall be a promotion post for EO (Group-A).

(5) The promotion from (Group-B) should be made to the level of BDO in the GP of Rs.5400.

(7) For promotion of EO (Group-A) to the level of EO (Group-B) should be after completion of a prescribed training in different development disciplines and upgrading their skills.

(8) The posts of Deputy CEO, BDO (Sr. Grade) and the BDO shall all be put in the same pay scale with GP of Rs.5400. The designation of BDO (Sr. Grade) be abolished and the officers posted in the Zilla Parishad be called Deputy CEO and those posted in the blocks be called BDO, both having the same GP of Rs.5400. As a consequence of this the EO (Group-B) can be posted on promotion either as Dy. CEO or as BDO.

(9) As regards the promotion of Junior Engineers, the Commission recommends that the rules followed by PWD in similar case shall be followed by the Department and promotions to the level of Junior Engineer (Sr. Grade) be given by upgrading the post for personal benefit to the concerned officer.

### **1.24 Planning & Development Department:**

Six different associations have submitted memorandums before the Commission. After discussion on various demands made in these memorandums the **Commission makes the following recommendations :-**

- (1) The Commission reiterates the recommendations of APC -2008 to upgrade the directorate of Economics & Statistics to level-I directorate.
- (2) While upgrading the directorate to level-I, the department will make suitable proposals for the pay structure of various officers working in the directorate keeping in mind the position in this regard prevailing in other level-I directorates.
- (3) Regarding the reorganization within the department and merger of posts etc. , the Commission is of the view that there are different designations of posts but the total number of GP applicable to these designations are 7 in PB-3 and PB-4. The Commission is of the view that the department should try to reduce the number of designations and while doing so ensure that the pyramidal structure resulting out of this reorganization provides fair opportunities for promotions at different levels. The Commission is of the view that seven number of GP available at present would be adequate for the purpose of reorganization.
- (4) Srimati Jyotilekha Khound, Librarian in the P & D Department has,as stated, not got any promotion for the last 24 years. She originally belongs to the Directorate of Library Services and was confirmed in the P&D Department vide letter No.PDS.4/79/265 dated 21/4/1992. If this is the position, the **Commission is of the view that she should be given the benefit of MACP.**
- (5) Sri Ganga Prasad Hazarika has completed 25 years of service as Language Officer without any promotion and has been availing GP of Rs.5100. The **Commission recommends that Sri Hazarika be given the benefit under MACP.**

### **1.25 Printing & Stationary Department:**

The memorandum submitted by Assam Government Press Industrial Employees Association includes demands relating to pay etc. of Machine-man and Assistant Machine-man etc. who are transferred from the Letter printing section to the Offset Printing Section . Similar demands have been raised for the employees transferred from PTS Section to DTP Section. This matter was discussed and it was revealed that such demands are cropping up because of change in technology in printing and procurement of new machines. The Commission is of the view that to overcome this problem the department should consider re-organization which should include re-skilling of the employees and re-deployment in newly created sections. Accordingly, the pay scale etc. should also be suitably altered in the re-organization proposal.

### **1.26 Revenue & Disaster Management Department:**

(1) It is observed that the Anomaly Committee 2010 had recommended 3 distinct GP for the survey staff of the Director of Land Records viz. Rs.2500, Rs.2600and Rs.2800 which stand revised to Rs.3000, Rs.3100 and Rs.3300. The Commission agrees with this recommendation and suggests further that the following grouping should be made for the purpose of revision:-

- (a) GP Rs.3000 – Traverser Gr.III/Draftsman Gr.II/Plain Table Surveyor/Sub Engineer Gr.II.
- (b) GP Rs.3100 - Traverser Gr.II/Draftsman Gr.I/Senior Plain Table Surveyor/Sub Engineer Gr.I.
- (c) GP Rs.3300 – Traverser Gr.I/Head Draftsman.



It is **further recommended** that the department may examine the possibilities of giving common designations for these three categories of Survey Staff. This should be done keeping in mind the new methods of survey being introduced in the department and should also provide for suitable skill development trainings for the concerned employees.

(2) The **Commission recommends** that all Jarikaraks, Process Serving Peons, Process Servers and Head Jarikaraks drawing different pay scales should be divided into 2 categories viz. Jarikarak Gr.I in GP of Rs.2100 and Jarikarak Gr.II in GP of Rs.1800. All Jarikaraks, Process Serving Peons, Process Servers who have not completed 15 years of service will be called Jarikarak Gr.II and those who have completed 15 of service or more shall be called as Jarikarak Gr.I.

(3) The **Commission recommends** reorganization of posts of Asstt. IGR and Addl. IGR and recommends that the post of Asstt. IGR be upgraded to Deputy IGR equivalent to the Deputy Director of level-I directorate with GP of Rs.6300. Designation of Addl. IGR should be changed to Joint IGR equivalent to the Joint Director of level-I directorate with GP of Rs.6600.

(4) The **Commission recommends** that the GP of Mandal should be at par with the VLEW of Agriculture Department i.e. Rs.2400.

(5) The Commission further recommends that the post of Kanoongo and Inspector of Records should be reorganized and redesignated as Kanoongo Gr.II and Kanoongo Gr.I respectively. The GP for Kanoongo Gr.II shall be Rs.2700 and to that of Gr.I shall be Rs.2900. The post of Kanoongo Gr.I shall be filled up by promotion.

(6) The Commission recommends that the department should encourage the survey staff of the department in modern techniques of survey and provide skill development trainings to all the staff. To incentivize this scheme one additional increment should be given to the person who successfully completes the training.

### **1.27 Science & Technology Department:**

1. There is a post of Junior Scientific Officer in the directorate of Science & Technology in the existing Grade Pay of Rs.5100. It is understood that there is no promotional avenues for this post. On the other hand, the ASTEC an autonomous body under the same department has a similar post with existing Grade Pay of Rs.6300 and also has promotional avenues. It is also observed that in the Forensic Science Laboratory the post of Junior Scientific Officer also carries the existing Grade Pay of Rs.5100 and there are promotional avenues for the incumbent to the level of Scientific Officer and Senior Scientific Officer with existing Grade Pay of Rs.5400 and Rs.6100 respectively. Under these circumstances the Commission is of the view that the Junior Scientific Officer working in the directorate of Science & Technology should be given benefit under MACP. The Commission is also of the view that the pay scales in autonomous bodies funded by the department as in this case should not have disproportionate pay scales for equivalent posts and efforts should be made to remove such disparities in future.

2. There is an individual petition from Sri Sanjib Sarma stating that he is working as a Computer Operator for the last 25 years without promotion. He is presently in the GP of Rs.2700 which includes two benefits of ACPS. It is observed that Sri Sarma was appointed in the year 1988 by creating a post of "Operator for Computer" in the pay scale of 500-875 which was similar to the pay scale of Typist. The petitioner has sought the GP of 3300 at par with Computer Operator in Assam Administrative Staff College and in the Directorate of Technical Education. This matter was

examined and the Commission is of the view that the GP of Sri Sanjib Sarma may be raised to the level of Senior Grade Computer Operator in the Assam Secretariat which is the redesignated post of Sr. Grade Typist and carries the GP of Rs.2900.

### **1.28 Secondary Education Department:**

(1) The Commission recommends that the directorate of Madrasa Education should be strengthened by sanctioning adequate number of posts so that the various academic works which are indispensable for this directorate are conducted smoothly. The Commission has been informed that a number of posts are yet to be created. In view of this position, Commission recommends that the present post of Assistant Academic Officer held by Sri Sanjib Kumar Phookan be upgraded for his personal benefit to the level of Academic Officer with a GP of Rs.5100.

(2) Regarding equal pay for some category of employees like Statistical Assistants and Planning Assistants etc., the Commission is of the view that the pay scale and the GP should be uniform for such people working in all departments. The recommendation of the Commission on this subject in detail is included elsewhere in the report.

(3) Regarding the demand of advance increment to graduate teachers having PG degree, the Commission has made recommendations elsewhere in its report. However the Commission is of the view that the department may examine the possibility of providing adequate quota in service rules for promotion of such teachers to fill up the vacancies in the posts of PGT in the Higher Secondary Schools/Vice Principal/ Principal/Asstt. Inspector of Schools and may prescribe suitable conditions for such promotions.

(4) The Commission recommends that the Pradhan Adhyapak of Sanskrit Tols in the State should be at par with the Head Masters of the High Schools and their GP should be raised from existing Rs..3300 to Rs.5100.

(5) **The Commission recommends that the pay scales of the Vocational Teachers, Pre Senior Madrasa and Junior College Teachers should be inserted in the next ROP.** Regarding the pay parity claimed by the Vocational teachers vis-à-vis other teachers having the same entry qualifications the Commission observes that the department has decided not to appoint Vocational Teachers any further and therefore this issue can be decided if and when the department decides to appoint the Vocational Teachers. However the existing Vocational Teachers with PG Degree be paid PGT scales.

(6) As regards the case of Smti. Hemo Prabha Devi, Asstt. Hindi Teacher in R.K.Choudhury High School, Kukurmara, Kamrup, the Commission observes that the original appointment of Smti. Devi was in the pay scale of 525-920 in June 1988 which was the pay scale for Junior Grade Hindi Teacher. Subsequently it appears that she joined a different school where the post was Senior Grade Hindi Teacher. Smti. Devi was having requisite qualification for holding this post and therefore was entitled to the pay scale of Senior Grade Hindi Teacher that was 1375-3375 and which corresponds to the GP of Rs.3300 in the ROP-2010 . The Commission recommends that subject to verification of these facts she should be allowed the pay scale of Senior Grade Hindi Teacher from the date of her joining in that post.

(7) The Commission has examined the demands of the part time Vocational Teachers in detail. It is observed that 158 part time Vocational Teachers are demanding pay scales as has been given to 274 Vocational Teachers who were appointed earlier on regular posts by the Department. The Commission observes that the two case stand on two different footings altogether. The Commission has also observed that these 158 part time Vocational Teachers were regularized against equivalent

number of vacant posts of Assistant Teachers which were allowed to be converted to the post of Vocational Teachers with GP of Rs.2400. In view of this position the Commission recommends that –

- (a) The teachers who have basic qualification equivalent to HSSLC shall be given the GP of Rs.2400.
- (b) The teachers who have basic qualification equivalent to graduation shall be given the GP of Rs.3300.
- (c) The teachers who have basic qualification equivalent to post graduation shall be given the GP of Rs.3300 and 3 additional increments.

The above recommendation will be valid for each group of teachers irrespective of the trade which they are teaching.

(8) Commission recommends that the Junior Colleges having XI & XII class only shall be renamed as Senior Secondary Schools and they should be encouraged to start class IX and X also after which they should be named as Higher Secondary Schools.

(9) PG Teacher and others in Higher Secondary and Senior Secondary Schools should be asked to devote specific number of hours per week as per the Standard Norms for teaching.

(10) It is understood that Education Department is amalgamating L.P. Schools, ME Schools, High Schools and Higher Secondary Schools to reduce the number of schools and provide a common institution for continuous education. The Commission appreciates this exercise and recommends that after such amalgamation there should be amalgamation of teachers as a whole. The teaching assignments for various classes should be fixed on the basis of the qualifications of the teachers and their teaching hours per week should be fixed according to the National Norms/Standard Norms of the department. Depending upon the qualifications, appropriate pay scales should be fixed and to the extent necessary upgradation of the post should be done.

### **1.29 Secretariat Administration Department:**

Four different associations have submitted their memorandums which have been examined and the **following recommendations are** made:-

- (1) GP of Deputy Secretary (Sectt. Service) should be revised to Rs.6600.
- (2) GP of Jr. AA in Assam Sectt. Should be revised to Rs.3300.
- (3) The entire cadre of stenographers should be reviewed and the posts available in the districts should be included in the cadre. The incumbents of the posts in the districts should be allowed promotions in the unified cadre without changing their postings in a particular place. This can be achieved by upgrading the post held by such stenographers temporarily for personal benefit. At every level there should be a competence test after which promotion should be effected. The GP for different categories of stenographers should be as follows:-

SI No.	Category of Post	Grade pay
1	Under qualified Stenographer in District/HOD	Rs.2400
2	Grade III Stenographer	Rs.3300
3	Grade-II Stenographer	Rs.4300

4	Grade I Stenographer	Rs. 5900
5	SO (Stenography)	Rs.6300
6	Sr. SO (Administrative)	Rs.6600

The number of SO ( Stenography) post having GP of Rs.6300 should be increased from time to time to accommodate selected stenographers having higher performance and quality of work. The department while restructuring the cadre would also consider redesignation of these posts as may be considered fit.

(4) Regarding promotion of Grade-IV employees to the post of Computer Operator and Jr. AA it is recommended **that instead of the requirement of a fixed period of service in the feeder cadre post, emphasis should be put on the competence to handle the work in the promoted post.** For this purpose suitable competence test should be devised and minimum qualification like graduation/HSSLC should be prescribed. If necessary the candidates should be provided training and other assistance to improve the skill before appearing in such competence test.

(5) For promotion of Sr. Grade Computer Operator, induction training as is required for Jr. AA should be provided along with the requirement of 4 years experience.

### 1.30 Social Welfare Department:

1. Four different Associations have submitted memorandums before the Commission which have been examined. It is observed that APC-2008 in their recommendation in chapter-7 relating to reorganization of services had recommended that the Director of Social Welfare & Probation should be classified as level-I directorate. **The Commission is of the view that** this recommendation needs to be implemented. It is further observed that there are directives from the Govt. of India to create separate administrative units for Child and Women welfare on one hand and Social welfare and empowerment on the other. The department would take appropriate steps as may be required in this matter in pursuance of the advice of the Govt. of India and accordingly decide if additional posts of officers at the higher level are required or if some redundant posts have to be abolished.

2. Once the directorate of Social Welfare is upgraded to the level-I, the GP for the DSWO should be suitably increased and made at par with the district officers of other level-I directorates. In the meantime the DSWO should be put in GP of Rs.4700. Further it is understood that there are 4 posts of Asstt. CDPO which are not required as per the norms by the Government of India. These posts should be utilised for the districts where CDPO/DSWO are not so far posted.

3. As regards the pay and promotion matters of FIs, SAs and Supervisors are concerned, it is observed that there are about 1800 Supervisors in the department in the pay scale having GP of 3000. These officers are supervising the works of the Anganbadi Centres and their number is likely to be increased so as to give effective coverage to the Anganbadi Centres in accordance with the norms prescribed by the Govt. of India. There are around 30 FIs and 200 SAs in the same GP. The entry qualification for all these 3 category of employees is same and the nature of work is also more or less same. **The Commission is of the view that it should be examined if all these posts can be merged together with one designation.**

### 1.31 Soil Conservation Department:

All Assam Soil Conservation Employees association, in their memorandum, have demanded Grade Pay parity for SCD senior/SCD Junior/ SC Field Worker with the Deputy Ranger/Forester Gr.I and Forest Guard of the Forest Department. They have informed that such pay parity existed prior to

APC-2008. It is observed that the earlier pay scales for this category of employees were equal with the forest officers mentioned above. It is also observed that earlier the Soil Conservation and Forest Department were a single entity and therefore the nature of work and responsibilities of the above category of employees is by and large same and in view of this the **Commission feels that there is a need for parity in this matter as claimed by the association and accordingly recommends revision of GP of the above categories of Soil Conservation employees.**

### 1.32 Sports and Youth Welfare Department:

1. Assam State Sports and Physical Education Instructors Association have demanded that the grade pay of Physical Instructors should be at par with the Demonstrators of the higher secondary schools. The Commission after detail examination of this matter found no justification for this demand.

2. The Commission recommends that the NCC Modelers (Aero and Ship) be placed at PB-2 with Grade Pay of Rs.3300/-.

### 1.33 Transport Department:

Five different associations have submitted their memorandums and the demands contained therein have been examined by the Commission. The **Commission makes the following recommendations:-**

(1) Employees of IWT have 11 different GP in PB-1 and PB-2. This need rationalization. **Commission recommends merger as follows:-**

Employees with GP between	Grouped with GP
Rs.1500 and Rs.1600	Rs.1600
Rs.2000 and Rs.2100	Rs.2100
Rs.2400 and Rs.2500	Rs.2500
Rs.2700 and Rs.2900	Rs.2900
Rs.3000, Rs.3100 and Rs.3300	Rs.3300

(2) The Commission recommends that there is a need for rationalizing the staff strength among the 70 types of workers involved in above-said 11 GPs which should be done by the department and redundant posts should be abolished.

(3) The Commission recommends that there is a need for reorganization of the office the Commissioner of Transport. Requirement of new posts of DTO should be taken care of by this reorganisation. The Commission is of the view that as the size of the districts are reducing there is no need for Addl. DTO. Commission further recommends that Zonal level officers may also be provided for in the rank of Asstt. Commissioner who may be posted in the divisional headquarters.

(4) The Commission recommends that the GP of the MVI should be brought to the level of the Enforcement Inspectors i.e. Rs.4300 in view of the fact that all Inspectors in level-I departments are given a GP of Rs.4300.

(5) The direct recruit Enforcement Inspectors (EI) and Motor Vehicle Inspectors (MVI) face stagnation for their first promotion to the level of DTO. This matter was discussed with the Secretary, Transport Department and the Commission suggests the following to remedy the situation:-

- (a) Inspectors from enforcement/motor vehicle wing having same academic qualification be grouped together in one cadre of Inspectors.
- (b) A new level between the levels of Inspectors and DTO be created and named as Additional DTO or Senior Inspector. This should function as the first promotion level for those Inspectors who are graduate and are recruited through APSC. The posts in this level should be created by upgrading around 40% of the posts MVI and EI.
- (c) For promotion to the newly created level of Inspectors/Addl. DTO suitable capsule courses of technical content and revenue matters be prepared. The Inspectors having worked as EIs should pass the course relating to technical matters and the MVI should pass the course of revenue related matters before they are promoted to the rank of Addl. DTO and Senior Inspector.
- (d) Promotion to the rank of DTO should be from the level of Senior Inspector/Addl. DTO only.

(6) The post of Principal, (Driving Training Centre) may be given GP of Rs.5400 which is equivalent to the GP of the DTO.

(6) The Commission recommends that the post of Pool Officer should be abolished.

#### **1.34 Urban Development Department:**

The Assam Town and Country Planning Engineering Service association have submitted their demand for pay parity with the Central Government employees. The Commission is of the view that this demand has a very wide ramification and there cannot be any favourable recommendation in this regard.

#### **1.35 Works Department (PHE/ PWD, Roads/ PWD, Building/Irrigation/Water Resource)**

Eight different Associations have submitted memorandums before the Commission highlighting the demands of the employees working under the four Works department viz. PWD, Irrigation, PHE and Water Resource department. Some of the demands are specific to the employees of a department while others are common for all the departments. The Commission having heard the senior officers of the departments on various issues and examined the demands mentioned in the memorandums **makes the following recommendations:-**

(1) The Commission has considered the demands of the Grade-IV employees designated as Khalashi under the PHE Department. It is observed that these posts were created for the benefit of the incumbents and were to be abolished after the retirement of the incumbents. The Commission is of the view that such posts cannot be made permanent. As far as the promotion of such Khalashis is concerned, the Commission recommends that the department should re-skill these employees through departmental training as per the requirement of the department's work and may promote them to the level of Pump Operator, Plumber and Electrician by making appropriate provision in the Service Rules.

(2) The Commission recommends that the utility of variously designated Grade-IV staff should be examined by the department and redundant posts should be abolished. In case of other posts which are to be retained suitable skill development programme should be taken-up and attempt should be made to skill every Grade-IV employees in a particular trade /occupation so that he can give better service

to the department. After this exercise, if it is possible the department may like to club a group of Grade-IV employees together under one GP.

(3) It is observed that the post of Draftsman-I and Draftsman-II are no more required in the works department and therefore the Commission recommends that all such posts may be redesignated as Subordinate Engineer Gr.I and Gr.II. Existing Draftsman-I/II, if any, should be re-skilled and trained to work as Subordinate Engineer Gr.I and Gr.II. The Commission also recommends that the post of Head Draftsman should also be abolished and incumbents of this post, if any, be suitably adjusted after appropriate training etc. in some other posts. The post of Tracer and similar other posts which are no longer required should be identified and incumbents of such posts be retrained for adjustments with other cadres where their services can be gainfully utilized.

(4) PHE department has referred the case of modification of the pay scale of the post of LDA created vide Govt. order No.HLB.259/77/33 dated 28/1/1978 in the monitoring cell in the office of Chief Engineer, PHE, Assam. While sanctioning the post the pay scale of the post of a LDA under district and subordinate establishment was allowed. The present proposal is to modify it to the level of pay scale of LDA in HoD. The Commission observes that this post has been created in the office of Chief Engineer, PHE and therefore has to be treated as the post of HoD. Under these circumstances the Commission recommends the pay scale of LDA (HoD) now known as Junior Assistant should be admissible to the incumbent with effect from the date of the implementation of this report.

(5) (a) Commission has examined the memorandum of Assam Diploma Engineers Service Association. Their demand is for a higher grade pay of Rs.4200 while they are getting a grade pay of Rs.3300 at present. Commission has gone through the order of the Hon'ble Gauhati Court dated 19.1.1916.

(b) On perusal of records it appears that the Assam Pay Commission 1979 recommended the pay scale of Rs. 325-650 for the Sub-Engineer Grade-I which was subsequently re-designated as Junior Engineer. At that time, the Sub-Engineer Grade-I was a promotional post and persons without diploma qualification were also promoted to this post. However, later on the diploma qualification was made compulsory.

(c) On 26.11.77 the Government vide order No. FPC 35/94/77 raised the pay scale of Junior Engineer to 350-750. Again on 23.11.78 another revision was allowed vide No.FPC 63/77/Pt/99 and the pay scale was changed to 400-900.

(d) The Assam Pay Commission 1979 in their report remarked that they have not been able to find adequate reason for which the pay scale was revised twice. They therefore decided to accept the first revised pay scale of 350-750 for revision by them. Accordingly, the pay scale 620-1315 was allowed to the Junior Engineers. Subsequent pay Commission made revision on the basis of the pay scale of 620-1315 and so on.

(e) This Commission is prima facie satisfied with the reasoning of the pay commission 1979 as available on record. It is further observed that the pay scale 400-900 was given to the Assistant Headmasters of the High School. The graduate teachers in the High School were given the pay scale 325-650. Under these circumstances, the present pay Commission is of the view that the decision of Pay Commission, 1979 was sound and justified. Accordingly the demand of the Assam Diploma Engineers Service Association, which is based on the second pay revision, as stated above, is not considered justified.

(6) The demands of the Federation of Engineering Service Association of Assam were discussed with the Secretaries of the Works Department. Their demand is regarding stagnation from the level of Assistant Engineer towards the rank of Chief Engineer. Secretary, PWD (Road) suggested restructuring of the office of the Chief Engineer as well as the department. He was of the view that the post of Addl. Chief Engineer is no longer required and should be upgraded to that of Chief Engineer. After discussion it was felt that a reorganization at the level of Chief Engineer's office is necessary in view of the increasing workload and creation of more districts. Infrastructure development being one of the major task before the Govt. It would be desirable to reorganize the set up at the level of the Chief Engineer's office as well as the field offices. **This reorganization should not only take care of stagnation problem but also should provide for adequate delegation of powers so as to ensure speedy implementation of schemes on one hand and monitoring and timely reporting of progress on the other hand.** In this process some of the redundant posts like the one of Addl. CE may be converted to a post of Chief Engineer with adequate delegated powers in the field level to achieve the above objectives.

(7) The Commission therefore recommends that all the Works Departments may propose restructuring of the entire set up from the level of Chief Engineer down to the field level and seek Govt. approval.

### **1.36 WPT&BC Dept (Bodoland Territorial Council):**

1. The Council authorities have submitted before the Commission that the monitoring and coordination of the various development programmes at the district level is suffering in the absence of a district head. The Deputy Commissioners of these districts, as per the MOS, are outside the superintendence and control of BTC and therefore the services of Deputy Commissioners are not available to the Council. In the light of this position Council proposed creation of the posts of Chief Development Officers (CDO) for the four districts to provide leadership to various development agencies in the district.

2. Apart from the post of CDO the Council authorities also submitted proposals for creation of posts in development departments under the Council which, in their view, are essential for undertaking development works with speed.

3. Bodoland Territorial Council was created as a self-governing body within the State of Assam after the signing of the Memorandum of Settlement (MOS) in February, 2003. The objective of the agreement was to provide an Autonomous Body for fulfilling economic, educational and linguistic aspirations of the Bodos and speed up the infrastructure development in BTC area. The jurisdiction of the Council extended over four districts viz. Kokrajhar, Chirang, Baksa and Udalguri and thirtynine development subjects.

4. The Commission examined the demands of the Council in the light of the terms of reference of the Commission. While the general thrust of the terms of reference is on the pay structures and service conditions of the Government employees, yet one of the terms of reference refers to re-organisation of existing services with a view to improve rationalization of work load and efficiency. The changes in the pay structure would also be applicable to the Government servants working under the BTC authority and as such it is natural to expect that such benefits should result in improved delivery system in the Council area. In this context, the Commission decided to consider the issues raised by the Council and make recommendations.

5. The Commission is of the view that the post of a District Development Head is essential and since the services of the Deputy Commissioners under the provisions of the MOS are not available to the Council, separate posts for this purpose should be created. As far as the demand for more posts in



development departments is concerned the Commission is constrained to make any recommendation and suggest that all such proposals should be referred to the appropriate authority in terms of para 5.4 and 5.5 of the MOS which says that no posts shall be created by BTC without the concurrence of the Government of Assam. **The Commission therefore recommends creation of posts of Chief Development Officers for four districts.**

---

## RECOMMENDATIONS COMMON TO MORE THAN ONE DEPARTMENT



Chapter-15

1. Some of the issues raised by the stakeholders were common to more than one department. These have been classified in nine groups and are discussed as below-

### 2. Matters relating to District Establishment:

- (i) Various associations of employees of the district level offices have represented before the Commission for increase in their emoluments. During discussions they have highlighted the important role played by them in the matters relating to development. The Commission appreciates the fact that this group of employees are the real cutting edge of the administration and on their efficiency depends the economic progress of the districts. In appreciation of this fact the Commission felt that certain reforms are required in the matter of recruitment, postings, transfers and pay etc. of these employees.
- (ii) Employees of different offices in the district are recruited by the respective head of the department or the district level officers of the department. There are different procedures followed by different departments for recruitment which results in the qualitative difference of selected employees. It is essential that the recruitment process should be such that employees in different departments have, by and large, same quality. Such uniformity is required across the state also.
- (iii) Transfer and posting of the employees in districts is controlled by the concerned head of the departments. Table 3.2 of the report highlights the uneven distribution of Government employees in various districts. Chirang has the lowest number of 4271 employees and Nagaon having the second largest number of 27025 employees. Kamrup Metro and Rural districts together have 60982 employees. The number of employees per lakh of population is lowest in Dhubri with the ratio being .0072 and Dima Hasao is the second highest ratio of .0278. This uneven distribution of Government employees results into the lopsided development. It also highlights the need for reform in this area.
- (iv) Within a district, the shortage of employees may not be uniform in all offices and there may be some offices where deficiency is high in comparison to others. This anomaly, wherever it exist, also needs to be remedied.
- (v) The pay structure in the State today allows three different set of pay scales for ministerial staff viz. at district level, HOD level and the Secretariat level. The demand for equal pay for the district level and HOD level staff would imply equal entry qualifications and same recruitment procedures.

2.1 Keeping in mind the above position, **the Commission recommends as follows:-**

- a. As the pay of Grade-IV employees in the district and under HOD is same at present, their entry qualification should also be equalized.
- b. The pay of Grade-III ministerial service employees in the district is less than the pay of similar category of employees under HOD. Pay for such employees should be equalized in view of the proposed reforms in service condition.
- c. Minimum entry qualifications for Junior Assistants in the district and in HOD should be equalised.
- d. For uniformity in recruitment a Staff Selection Commission be constituted with appropriate rules and procedures. This Commission should cover recruitment for all district level and HOD level ministerial posts of all the departments.
- e. The direct recruits both in Grade III and Grade IV services be appointed on probation for three years during which period he should be paid a lump sum pay equivalent to 50% of the admissible pay for the post. On successful completion of probation he should be regularized and pay as per the pay scale should be allowed thereafter.
- f. Without making any change in the administrative control of the head of the departments a new procedure should be introduced superseding the corresponding procedures in various service rules. These procedures are –
  - Within the district the Deputy Commissioner would be the competent authority to transfer Head Assistants, Supervisory Assistants, Senior Assistants, Junior Assistants and Grade-IV staff from one office to the other in the interest of public service with a view to speed up the development process. Obviously it will imply that offices having light work will be able to share their human resource with the other offices with heavy workload and comparatively lesser number of employees;
  - For similar purpose the staff of the above mentioned categories belonging to the districts within the jurisdiction of a Divisional Commissioner can also be transferred and posted in different districts/offices by the Divisional Commissioner.

### 3. Rationalization of posts and their grade pay:

During the course of discussions with various associations, the Commission has come across a number of cases where the post involving same nature of work and having same designation, carry different grade pay in different departments. Some of the cases noted by the Commission during the discussions have been listed and enclosed as **Annexure-15.1**. As a result of this disparity, the incumbents of such posts have been clamouring for equalization of pay among them. The Commission noted this anomaly but was not in a position to take any remedial measure during the pay revision exercise.

- 3.1 It therefore recommends that detail exercise be undertaken to identify all such cases across the departments and thereafter have consultations with the departments.** After careful consideration of all aspects the exercise should conclude with a recommendation of **one designation for one grade pay** for each cadre where entry qualifications and nature of job is same. Commission has examined a few cases and suggestion thereof are enclosed as **Annexure-15.1-A** as an illustration.

### 4. Classification of Directorates:

- (i) Another important issue that was discussed by many of the associations, related to the classifications of the directorates. Prior to APC-2008 there were 78 Directorates which were categorized as level-I, level-II and level-III. Depending upon the level of the Directorate the pay

structure of the senior officers at headquarter and the field officers in the districts were determined. APC-2008 while examining the issue of reorganization of services recommended that there should be only two level of directorates in regard to pay and allowances and pay related benefits of officers and staff. It reclassified all the directorates into two levels and the list thereof was annexed as Annexure-7.1 of its report. In all, seventy directorates were listed as level-I and eight as level-II.

(ii) It is observed that uniformity in pay of officers of same level of directorates is lacking.

(iii) Recommendations of the APC 2008 are yet to be implemented. As a result the associations have to put in their demand for higher pay etc. pending up-gradation of the directorates.

**4.1** This Commission examined the matter and observed that the Administrative Reforms Department was entrusted with the responsibility of implementation of the recommendation of APC 2008. It is felt that the matter should be tackled in a different way. First, the classification should be based on certain well laid down criteria which in view of the Commission should be – (a) the strength of employees in the directorate, and (b) the amount of development funds being utilized by it. Based on these criteria, the **Commission recommends** that -

**(a) Following Directorates be upgraded to level-I :-**

- 1 Directorate of Sericulture
- 2 Directorate of Audit (Local Fund)
- 3 Directorate of Char Areas
- 4 Directorate of Fisheries
- 5 Directorate of Forensic Science Laboratory
- 6 Directorate of Handloom & Textile
- 7 Directorate of Information and Public Relation
- 8 Directorate of Inland Water Transport
- 9 IG of Prison
- 10 Directorate of Social Welfare
- 11 Directorate of Accounts and Treasuries
- 12 Commissioner of Labour
- 13 Directorate of Handloom & Textile
- 14 Directorate of Financial Inspection ( after merge with Director Audit )
- 15 Directorate of Assam Minorities Development Board (after merge with Dir. Char Area)

**(b) Following Directorates be upgraded to level-II :-**

- 1 Directorate of Cultural Affairs
- 2 Directorate of Archaeology
- 3 Directorate of Library Services
- 4 Directorate of Tourism
- 5 Directorate of Printing and Stationery
- 6 Directorate of Geology and Mining
- 7 Directorate of Municipal Administration
- 8 Directorate of Sainik Welfare
- 9 Directorate of Science Technology and Environment
- 10 Directorate of Sports and youth welfare
- 11 Directorate of Welfare of Schedule Caste
- 12 Directorate of Welfare of Tea Garden & Ex-Tea Garden Tribes
- 13 Directorate of Border Area
- 14 Controler of Legal Metrology
- 15 Chief Inspector of Factories

- 16 Chief Inspector of Boilers
- 17 Directorate of Museum (After merge with Archeology)
- 18 Directorate of Town & Country Planning (After merge with Directorate of Municipal Admn)

(c) **Following Directorates be closed and their works be entrusted to the departments concerned :-**

- 1 Directorate of Historical and Antiquarian Studies
- 2 Directorate of Public Enterprise
- 3 Directorate of Small Savings
- 4 Directorate of State Lotteries
- 5 TADM
- 6 Editor in Chief Dist. Gazetteer
- 7 Directorate of Archives
- 8 Directorate of Official Language Implementation

## **5. Matters relating to Training Allowance:**

APC-2008 considered the matter relating to training for the Government employees for all the categories and made certain recommendations. It was recommended that all employees should be trained regularly and the outcome of such training should be taken into account for grant of increment under Increment Based on Performance (IBOP) Scheme. For this purpose Field Training Institutions (FTI) were supposed to be set up and the directorial and instructional staff in such institutions was to be given training allowance. This recommendation of the Commission was accepted by the Government and it was decided that training allowance shall be given at the rate of 15% of the basic pay with a ceiling of Rs.3000/- per month to all the instructional and directorial staff of **all the premiere State level training institutes**. The Administrative Reform & Training Department was entrusted to prepare a proposal regarding eligible state level institutes and qualifying posts for grant of training allowance. Many of the associations during the discussion raised this issue before the Commission and wanted the training allowance to be introduced.

**5.1** The Commission considered this aspect of the training with a sense of urgency and noted with concern the fact that the Administrative Reforms department is yet to finalise its proposals. It is of the view that if the concept of productivity pay has to be carried forward it is essential to improve the skills and capacity of the Government employees before assessing their productivity for rewards. Accordingly the Commission examined the reasons for the delay in preparing the proposal by the Administrative Reforms Department and concluded that **it would be easier to initiate such proposals at the level of each department and finalise them in consultation with the AR Department and Finance Department.** \

**5.2** Commission therefore recommends that every department should start the process of training need analysis (TNA) to organize trainings accordingly. The departments themselves should identify the training institutions which they consider as premier training institutions of their department and identify the faculty members who should be given training allowance. ART Department may issue broad guidelines for the purpose of selecting the institutions and identifying the faculty for the purpose of grant of training allowance. The Commission further recommends that the TNA should become a routine work of the departments and should be reviewed every two years or so to ensure that the skills and capacity of the employees are regularly updated and that they are in a position to deliver their best.

## **6. Matters relating to Advance Increment:**

Demands were also made for advance increments for acquiring higher qualification. It appeared from the discussions that during the last several years in many of the cases this allowance has not been paid. APC 2008 recommended that acquisition of additional qualifications during the course of employment should be allowed only if such qualifications have tangible utility in discharge of public service. Once an employee is allowed to acquire higher qualification the department should make best efforts to take advantage of his improved skills. Subject to evaluation of the performance of the Government servant who has acquired such higher qualification, advance increment should be granted according to a well designed scheme. This recommendation of the Commission was accepted by the Government and it was decided that the provisions in force regarding advance increment shall continue and the ART Department would examine this recommendation of the Commission for further policy action. Commission observed that this recommendation is yet to be implemented and some of the departments did not even implement the provisions which are in force.

**6.1 The Commission therefore recommends that the matter relating to advance increment should be considered by each of the department separately. The departments are the best judge of the need for acquiring higher qualifications by its employees and as such, they alone should identify the courses which are useful for their departmental officers in as far as the improvement in the functioning of the department is concerned. Once such courses are identified a scheme should be prepared fixing the number of such employees who can be allowed to go for such courses every year. Such scheme should be got approved by Finance Department and implemented.**

**6.2 Further the Commission recommends that if an employee has already acquired a qualification higher than the minimum qualification required for the post held by him, the department may decide if such qualification is useful for the service and whether one/two advance increments can be allowed for such higher qualification. In such cases also a scheme will be framed by the department and approval of Finance Department will be obtained before its implementation.**

## **7. Matters relating to Service Rules:**

(i) During the course of interaction with various associations and individuals the Commission was apprised that a large number of the grievances of the employees relating to promotion, confirmation and several other service conditions, arise due to non existence of the service rules. In the absence of service rules ad-hoc decisions are taken which create anomalies.

(ii) The information about the present position of the service rules was sought from the departments by the Commission. The information received indicate that while a few service rules are in existence, some are in the process of finalization while several others are yet to be drafted. The summarized position of service rules is at **Annexure-15.2**.

(iii) APC-2008 made certain recommendations to frame all the service rules in a time bound manner. The Government decided that the concerned departments would take steps to implement various recommendations regarding service rules of the employees. However, nothing substantial appears to have been achieved till date. This Commission is of the view that unless the service rules for all categories of employee are framed, the existing anomalies in various matters of service

conditions would continue and that would not be conducive to an efficient work force and effective delivery system.

**7.1 The Commission therefore recommends that a High Power Committee should be set up to complete this task of framing service rules in an expeditious manner. This Committee should be headed by a retired senior officer who has the experience of working in the personnel department and should include members (retired officers) having experience in the department of Personnel, Finance, General Administration and Law. This Committee should take up the unfinished work of service rules of various departments one by one. It may also under take amendment of the existing rules and complete its task within a period of one year.**

## **8. Inclusion of redesignated and left out posts in ROP:**

(i) During the discussion with the various associations it was found that there are number of posts in different departments which are not included in the Assam Services (ROP) Rules, 2010. There are some posts which do not exist and need to be excluded from the ROP Rules. The Commission requested all the departments to submit information relating to this matter and the information so received has been compiled and included in the list at **Annexure-15.3**.

(ii) During the discussions it was also disclosed that designations of many posts have been changed but such changes are not reflected in the Assam Services (ROP) Rules, 2010. Accordingly departments were requested to furnish relevant information related to this matter which is compiled and enclosed at **Annexure-15.4**.

(iii) Obviously the lists at Annexure-15.3 and 15.4 are not complete and therefore the further action is required to make the next ROP Rules perfect in this regard.

## **9. Gazetted status:**

(i) APC 2008 received demands from various employees association seeking higher pay scale due to Gazetted status. It noted that as per the stipulation laid down by the Government, Gazetted status is bestowed upon a post provided it carries a minimum pay scale of Rs.3760 – Rs.9400 along with some other conditions. It was observed by the Commission that a few cadres were given Gazetted status even though they were in lower pay scales and this resulted into litigation. It felt that the divergence from rules cannot be supported in this manner and therefore recommended that the conferment of Gazetted status be discontinued. This recommendation was accepted by the Government and the system of conferment of Gazetted status was discontinued.

(ii) Subsequent to this the Government by another decision conferred the Gazetted status on Enforcement Inspectors and gave them the GP of Rs.4300 in PB-3 vide order No.FPC.27/2013/5 which is equivalent to the earlier minimum pay scale required for getting Gazetted status.

**9.1 This Commission also received demands for Gazetted status from various associations. The Commission has taken a stand that Gazetted status has since been withdrawn and pay matters cannot be linked to such status. It recommends therefore that this matter should be carefully re-examined in the light of the requirement of laws and if any law demands an officer to be gazetted, such status be granted but that should be the only criteria for conferring such status and it should not have any link to pay.**

## **10. Miscellaneous:**

(i) Many of the decisions relating to the recommendations of the previous Pay Commission were not known to the employees till they appeared for hearing before this Commission. The

Commission is of the view that steps should be taken to disseminate Government decisions to the employees more effectively. It will also be useful if such decisions are put on the Government website for the general information.

(ii) All Departments should take effective steps to maintain the guard file on computer system. The process of making miniature film images of documents i.e., micrographics will make record management more effective.

---



## List of Post with same designation and different GP

Sl No.	Department	Name of Post	Pay Band	Grade Pay
1	Administrative Reforms and Training.	Registrar	PB-3	4900
2	Heads of Department.	Registrar	PB-3	4900
3	Assam Administrative Tribunal.	Registrar, ACS	PB-4	5900
4	Industrial Tribunal.	Registrar	PB-3	4200
5	Administrative Reforms and Training.	Programmer	PB-4	5400
6	Agriculture Department	Programmer	PB-4	5900
7	Hills Areas Department	Programmer	PB-3	5100
8	Administrative Reforms	Librarian	PB-2	2800
9	Basic Training Centre	Librarian	PB-2	2500
10	State Madrasa Education/ Title Madrasa	Librarian	PB-2	2100
11	Engineering College	Librarian	PB-2	2300
12	Polytechnic	Librarian	PB-2	2200
13	Assam Textile Institute	Librarian	PB-2	2200
14	Directorate of Archeology	Librarian	PB-2	2800
15	Directorate of Hist. and Anti. Studies.	Librarian	PB-2	2800
16	Legislative Department.	Librarian	PB-3	4300
17	Administrative Reforms and Training.	Asstt. Librarian	PB-2	2500
18	Administrative Reforms and Training.	Library Asstt.	PB-2	2100
19	State Council of Edu.Research and Trg.	Library Asstt.	PB-2	2000
20	Health and Family Welfare Department.	Library Asstt.	PB-2	2000
21	Administrative Reforms and Training.	Research Officer	PB-4	5900
22	Animal Husbandry and Veterinary Dept.	Research Officer	PB-4	6100
23	PWD	Research Officer(Geology)	PB-4	5400
24	Official Language	Research Officer	PB-3	5100
25	Dist. Institute of Education and Training	Demonstrator(Science)	PB-3	4300
26	Engineering College	Demonstrator(Science)	PB-3	4300
27	Polytechnic	Demonstrator(Science)	PB-2	2800
28	Cultural Affairs (State College of Music)	Demonstrator(Science)	PB-2	2500
29	Agricultural Department	Museum Asstt.	PB-2	2000
30	Cultural Affairs	Museum Asstt.	PB-2	2500
31	ME/MV/Senior Basic Schools	Graduate Teacher(Sc)	PB-2	2500
32	ME/MV/Senior Basic Schools	Trained and Graduate Teacher	PB-2	3300
33	Junior Technical School	Pharmacist	PB-2	2700
34	Assam Textile Institute	Pharmacist	PB-2	2100
35	Forest Department	Pharmacist	PB-2	2500
36	Health & FW Department	Sr. Pharmacist	PB-3	4200
		Head Pharmacist	PB-2	3100
		Pharmacist (Diploma)	PB-2	3000
		Pharmacist (No Diploma)	PB-2	2400
37	P & R Department	Accountant	PB-2	2100
38	Power(Elect.)	Accountant	PB-2	2400
39	Mines and Minerals Department	Accountant	PB-2	2600
40	Directorate of Agriculture	Statistical Officer	PB-3	5100
41	Animal Husbandry & Vetinary Dept.	Statistical Officer	PB-3	5100
42	State Institute of Education, Jorhat	Statistical Officer	PB-3	5100
43	Directorate of Fisheries	Statistical Officer	PB-3	4300
44	Directorate of Sericulture	Statistical Officer	PB-3	5100
45	Directorate of Handloom & Textile	Statistical Officer	PB-3	2500
46	Home Department	Statistical Officer	PB-3	5100

47	Irrigation Department	Statistical Officer	PB-3	5100
48	Labour & Employment	Statistical Officer	PB-3	5100
49	Directorate of Economics & Statistics	Statistical Officer	PB-3	5100
50	Directorate of Geology & Mining	Statistical Officer	PB-3	5100
51	Public Enterprise Department	Statistical Officer	PB-3	5100
52	Director of Agriculture	Statistical Assistant	PB-2	2100
53	Director of Animal Husbandry & Vet.	Statistical Assistant	PB-2	2100
54	State Adult Education	Statistical Assistant	PB-2	2500
55	Dist. Institute of Education & Training	Statistical Assistant	PB-2	2500
56	Commissioner of Taxes	Statistical Assistant	PB-2	2500
57	Controller of Legal Metrology	Statistical Assistant	PB-2	2500
58	TB Control Programme	Statistical Assistant	PB-2	2300
59	Development Commissioner for Hill Areas	Statistical Assistant	PB-2	2500
60	Information and Public Relation Dept	Statistical Assistant	PB-2	2500
61	Labour & Employment Department	Statistical Assistant	PB-2	2500
62	Power Lines & Minerals Department	Statistical Assistant	PB-2	2500
63	Social Welfare Department	Statistical Assistant	PB-2	2500
64	Water Resources Department	Statistical Assistant	PB-2	2100
65	Directorate Of Fisheries	Statistical Assistant	PB-2	2500
66	Education Department	Statistical Assistant	PB-2	2500
67	H&FW Department	Statistical Assistant	PB-2	2300
68	Labour & Employment	Statistical Assistant	PB-2	2500
69	Social Welfare Department	Statistical Assistant	PB-2	2500
63	Directorate Of Agricultural	Computer Operator	PB-2	2500
64	Animal Husbandry & Veterinary	Computer	PB-2	2100
65	School & Colleges	Computer	PB-2	2100
66	Commissioner of Taxes	Computer	PB-2	2100
67	Fisheries Department	Computer (Engineer)	PB-2	2800
68	Handloom, Textile & Seri cultural Dept	Computer Operator	PB-2	2100
69	Chief Medical & Health Officer Estt.	Computer	PB-2	2100
70	Directorate of Industries	Computer	PB-2	2800
71	Irrigation Department	Computer	PB-2	1900
72	Inspectorate of Factories	Computo	PB-2	2100
73	P & S Department	Computer	PB-2	2600
74	PWD	Computer	PB-2	2300
75	Directorate of Inland water Transport	Computer	PB-2	2800
76	Chief Engineer Water Resources Dept.	Computer	PB-2	2000
77	Agricultural Department	Lab. Attendant (Fruit Preser.)	PB-2	2100
		Lab. Attendant (Workmen)	PB-1	1400
78	Animal Husbandry & Veterinary	Laboratory Attendant	PB-1	1400
79	Engineering College	Laboratory Attendant	PB-1	1300
80	Commissioner of Excise	Laboratory Attendant	PB-1	1400
81	Directorate of Fisheries	Laboratory Attendant	PB-1	1400
82	Controller of Legal Metrology	Laboratory Attendant	PB-1	1300
83	Directorate Of Seri cultural	Laboratory Attendant	PB-1	1400
84	DME	Laboratory Attendant	PB-1	1400
85	National Fileria Control Programme	Laboratory Attendant	PB-1	1300
86	Regional Laboratory (Chemical/Clinical Section)	Laboratory Attendant	PB-1	1400
87	TB Control Programme	Laboratory Attendant	PB-1	1300
88	LGB Chest Hospital, Guwahati & Rangia	Laboratory Attendant	PB-1	1400
89	Inspectorate of Boilers	Laboratory Attendant	PB-1	1400
90	Directorate of Geology & Mining	Laboratory Attendant	PB-1	1300
91	Agricultural Department	Draftsman-I	PB-2	2800
		Draftsman-II	PB-2	2300
		Draftsman-III	PB-2	2000
92	Public Health Engineering	Draftsman-II	PB-2	2100
93	Directorate of Land Records	Draftsman-I	PB-2	2100
		Draftsman-II	PB-2	1900
94	Directorate of Town & Country Planning	Draftsman	PB-2	2800

95	Education (TECH) Department	Draftsman	PB-2	2800
96	Directorate of Museum	Draftsman	PB-2	2300
97	Directorate of Fisheries	Draftsman	PB-2	2800
98	Controller of Legal Metrology	Draftsman	PB-2	2300
99	Forest Department	Draftsman	PB-2	2300
100	Directorate Of Seri cultural	Draftsman	PB-2	2800
101	Additional DHS (Regional)	Draftsman	PB-2	2000
102	Directorate of IPR	Draftsman	PB-2	2800
103	Directorate of Town & Country Planning	Draftsman	PB-2	2800
104	Inspectorate of Boilers	Draftsman	PB-2	2000
105	Inspectorate of Factories	Draftsman	PB-2	2800
106	Directorate of Geology & Mining	Draftsman	PB-2	2300
107	Inspectorate of Electricity	Draftsman	PB-2	2800
108	PWD	Draftsman	PB-2	2300
109	Directorate of Social Conservation	Draftsman	PB-2	2300
110	Directorate of Municipal Administrative	Draftsman	PB-2	2800
111	Health & Family Welfare Department	Photographer	PB-2	2100
112	Industries & Commerce Department	Photographer	PB-2	2100
113	Information & Public Relation	Photographer	PB-2	2200
114	Directorate of Emp. & Craftsmen Training	Photographer	PB-2	2200
115	Directorate of Rural Development	Photographer	PB-2	2100
116	Directorate of WPT&BC	Photographer	PB-2	2200
117	Directorate of Museum	Photographer	PB-2	2200
118	Directorate of Handloom & Textile	Photographer	PB-2	2200
119	Cultural Affairs Department	Dark Room Assistant	PB-2	1800
120	Health & Family Welfare Department	Dark Room Assistant	PB-2	1800
121	Information & Public Relation	Dark Room Assistant	PB-2	1800
122	Directorate of Empl. & Craftsmen Trg	Dark Room Assistant	PB-2	1800
123	Planning & Development Department	Language Officer	PB-3	5100
124	Legislative Department (Assam Official Language Commission)	Sr. Language Officer	PB-4	5400
		Language Officer	PB-3	5100

## Annexure-15.1 A

## Examples of Rationalization of designation and Grade Pay

1. Four posts designated as Registrar in ROP 2010 have 3 different grade pay of Rs.4900 (**2 posts**), Rs.5400 (**1 post**) and Rs.5900 (**1 post**).

**Suggestion:-**

Qualification	Proposed designation	Pre-revised GP
Belong to the service cadre	Registrar (C)	As per cadre rules
Having general graduate/PG degree	Registrar (G)	Rs.4900
Having LLB qualification	Registrar (L)	Rs.5400

2. 9 posts of Librarians, 2 post of Assistant Librarian and 4 posts of Library Assistants are shown in ROP 2010 with following GP:-

<b>Librarian</b>		Rs.2400(1)	Rs.2500(2)	Rs.2700(1)	Rs.3000(1)	Rs.3300 (3)	Rs.4300 (1)
<b>Asstt. Librarian</b>					Rs.3000 (1)	Rs.3300 (1)	
<b>Library Asstt.</b>	Rs.2200 (2)	Rs.2400 (1)				Rs.3300 (1)	

(Figures in bracket indicate the number of posts.)

**Findings-**

Library Assistant in the GP of Rs.3300 is wrongly designated and it should be Assistant Librarian. Sub-Divisional Librarians recruited directly in GP of Rs.3300 and on promotion they get GP of Rs.4300 as District Librarians.

**Suggestion –**

Libraries be classified as.

**a. General libraries** having books on all subjects.

**b. Departmental libraries** having books on department related subjects only.

**Suggestions-** For these two category of libraries the designations, minimum qualification and pre-revised GPs should be as follows:-

Library category	Designation & GP	Designation & GP	Designation & GP	Designation & GP
General (G)	Sr. Librarian (G) B. Lib. Rs.4300	Librarian (G) B. Lib. Rs.3300	Asstt. Librarian (G) B. Lib. Rs.3000	Library Asstt. (G) Gen Graduate Rs.2500
Departmental (D)	Sr. Librarian (D) B. Lib. Rs.3300	Librarian (D) B. Lib. Rs.3000	Asstt. Librarian (D) B. Lib. Rs.2700	Library Asstt. (D) Gen. Graduate Rs.2200

All posts of Sr. Librarian/Librarian/Asstt. Librarian/Library Assistants should be accordingly re-designated according to qualifications and GP fixed. Sr. Librarian should be promotion post.

3. There are 7 post of Pharmacists in ROP 2010 having GP of Rs.2400 (**2 posts**), Rs.3000 (**3 posts**), Rs.3100 (**1 post**).

**Suggestion:-**

<b>Designation</b>	Sr. Pharmacist	Pharmacist	Pharmacist (D)	Pharmacist (G)
<b>Min. qualification</b>	B. Pharma	B. Pharma	Diploma	General Graduate
<b>Grade Pay (Pre.rev)</b>	Rs.4200	Rs.3100	Rs.3000	Rs.2400

All post held by Diploma holders and General Graduates be declared terminal and no further recruitment be made with these qualifications .

4. 12 posts of Statistical Officers are found in the ROP 2010 having pay scales of Rs.3000 (**1 post**), Rs.4300 (**1 post**)and Rs.5100 (**10 posts**).

**Suggestions-**

<b>Designation</b>	Statistical Officer (S)	Jr. Statistical Officer (S)	Statistical Officer (G)
<b>Min. qualification</b>	Graduate with Statistics	Graduate with Statistics	General Graduate
<b>Grade Pay (Pre.rev)</b>	Rs.5100	Rs.4300	Rs.3000

Post of Senior Statistical Officer Should be promotion post.

5. 18 post of Statistical Assistants exist in ROP 2010 with GP of Rs.2200 (**1 post**), Rs.2400 (**3 posts**) and Rs.3000 (**14 posts**).

**Suggestions-**

<b>Designation</b>	Statistical Asstt. Gr.I	Statistical Asstt. Gr.II	Statistical Asstt.
<b>Min. qualification</b>	Gen. Graduate	Gen. Graduate	Gen. Graduate
<b>Grade Pay (Pre.rev)</b>	Rs.3000	Rs.2400	Rs.2200

Direct recruitment should be made for Statistical Assistant and SA Gr.II Posts. SA Gr.I should be filled up by promotion. For promotion the knowledge of statistics should be compulsory and Graduate with statistics should be preferred for such promotion.

## Annexure-15.2

**Position of Service Rules**

Sl. No	Department	No. of Rules in Force	No. of Rules yet to be framed
1	2	3	4
1	Health & Family Welfare Department	19 Nos.	21 Nos.
2	Home Department	7 Nos.	
3	Finance Department	6 Nos.	
4	P & D Department	4 Nos.	
5	Education Department	4 Nos.	
6	Transport Department	2 Nos.	
7	Works Department	4 Nos.	
8	F & C. S. Department	2 Nos.	
9	Industries Department	1 Nos.	
10	I & P.R. Department	1 Nos.	
11	P & R.D. Department	2 Nos.	
12	Agriculture Department	4 Nos.	
13	A H & V Department	2 Nos.	
14	Labour	4 Nos.	
15	Driver & Handiman	1 Nos.	
16	Social Welfare	1 Nos.	
17	Ministerial (Dist) Establishment	1 Nos.	
18	Ministerial (Directorate) Establishment	1 Nos.	
19	Forest Department (Class I Service Rule) 1942	1 Nos.	
20	The Assam Technical Education Planning Service Rules, 2013		Concurred by Personal Dept.
21	The Assam Border Areas (Non-Ministerial Service) Rules, 2012		-do-
22	The Public Enterprises Department Technical Service (Recruitment & Conditions of Service) Rules, 2012		-do-
23	The Assam Section Assistant and Subordinate Engineers (Works) Service Rules and Training Rules, 2012		-do-
24	The Assam Inland Water Transport Service Rules, 2010		-do-
25	The Assam Museum Service (Gazetted) Rules, 2011		-do-
26	The Assam Archaeological (Gazetted) Officers Service Rules, 2012		-do-
27	Assam Fisheries Subordinate Service (Recruitment & Promotion) Technical Officials Service Order, 2013		-do-
28	Assam Sericulture Technical (Gazetted) service Rules, 2012		-do-
29	Assam Dental Health Service Rules, 2013		-do-
30	The Assam Leprosy Employees Service Rules, 2012		-do-
31	Assam Panchayat & Rural Development Officers Service Rules, 2012		-do-
32	The Assam Town & Country Planning Research Service Rules, 2012		-do-
33	The Assam Town & Country Planning Engg. Service Rules, 2012		-do-
34	The Assam Town & Country Planning Town Planners Service Rules, 2012		-do-
35	The Assam Panchayat Employees (Provincialised) Service Rules, 2104		-do-
36	The Assam Archaeological (Gazetted) Officers Service Rules, 2014		Under Process in Personal Department
37	The Assam Secondary Education (Planning & Statistical Service Rules, 2014		-do-
38	The Assam Soil Conservation (Recruitment & Promotion) Grade-III Service Rules		-do-
39	The Assam Panchayat & Rural Development Officers (Technical) Service Rules		-do-
40	The Assam Music Education Service (Gazetted) Rules, 2013		-do-

41	The Assam Fisheries Subordinate Service (Recruitment & Promotion) Ministerial Officials Order, 2013		-do-
42	The Assam Panchayat & Rural Development Non-Gazetted Employees Service Rules,2013		-do-
43	The Assam Soil Conservation (Recruitment & Promotion) Grade –III Service Rules, 2013		-do-
44	The Ministerial Staff (Office of Director, Directorate of Sainik Welfare/Secretary, Rajya Sainik Board, Assam) Service Rules, 2013		-do-
45	The Assam P.R.U. Service (Recruitment & conditions of Service) Rules, 2010		-do-
46	The Assam Section Assistant and Subordinate Engineers (Works) Service & Training (Bldg. & NH) Department Rules, 2013		-do-
47	The Assam Subordinate Co-operative Service (Recruitment & Conditions of service) Rules,2011		-do-
48	The Diphu Govt. Hindi Teachers Center Service Rules,2012		-do-
49	The Assam Subordinate Planning (Ministerial) Service Rules, 2013		-do-
50	The Assam Statistical Service under Irrigation Department (Recruitmen & Promotion) Rules, 2013		-do-
51	The Assam Madrasa Education (Provincialised) Service Rules, 2013		-do-
52	The Ministerial Staff (Directorate of Sainik Welfare Assam) Service Rules, 2014		-do-

**Annexure-15.3****Posts which are to be inserted in the next R.O.P Rules**

<b>Department</b>	<b>Name of Post</b>	<b>Pre. Revised G. P.</b>	<b>Sanction ref.</b>
Public Health Engineering Department	Water Analyst	5400	Not Available
	Assistant Chemist	3000	Not Available
	Laboratory Technician	2200	Not Available
	Data Entry Operator	2400	Not Available
	Chief Water Analyst	6600	Not Available
	Senior Water Analyst	6300	Not Available
Assam Administrative Staff College	Technical Supervisor	4300	Not Available
	Superintendent	4600	Not Available
Director SCERT, Assam	Joint Director	Nil	Not Available
	Deputy Director	Nil	Not Available
	Project Director	Nil	Not Available
	Research Officer	Nil	Not Available
	Assistant Research Officer	Nil	Not Available
	Registrar	Nil	Not Available
	Superintendent	Nil	Not Available
Char Areas Development Assam	Controller of Examination	Nil	Not Available
	Director	6600	Not Available
	Technical Project Director	6400	Not Available
	Project Officer	5400	Not Available
	UDA/Accountant	3100	Not Available
	Stenographer Gr-III	2900	Not Available
Panchayat & Rural Development Department	LDA/Typist	2200	Not Available
	Deputy Chief Executive Officer	5400	PDA.336/2001/11 Dt. 19/08/2004
Directorate of Social Welfare,	Assistant Engineer	5400	RDD.16/2010/94 Dt. 27/6/14
	Research Assistant	4300	Not Available
Directorate of Sericulture,	Assistant Manager	-	HTS.235/98/17 Dt. 10/07/2006
H.T & Sericulture	Public Relation Officer	4700	HTS96/2010/Pt/72 Dt. 20/11/2013
	Sr. Inspecting Accountant	3300	Not Available
	Sr. Inspector/Auditor	4300	Not Available
Directorate of Museum	Museum Curator	6100	Not Available
	Sub- Engineer Grade - II	-	FC(3) 944/97 Dtd.27/7/79
	District Museum Officer	5400	Not Available
	Laboratory Chemist	5900	Not Available
	Assistant Director	5900	Not Available
	Documentation Officer	3000	ETM. 66/94/14 Dt. 14-7-95
	Laboratory Assistant	2200	ETM. 66/94/14 Dt. 14-7-95
Finance Department (Commissioner of Taxes)	Officer-In-Charge	3300	ETM. 182/85/7 Dt. 28-2-86
	Asst. Commissioner of Taxes	5900	FTX. 289/2000/34 Dt. 30-04-2005
	Sr. Auditor	4300	FTX. 130/87/39 Dt. 09-04-2001



	Information Technology Officer	5400	FTX.91/2002/63 Dt. 30-07-2008
Cultural Affairs Department (Directorate of Archeology)	Accountant	3100	CAD. 136/2010/49 Dt. 28-02-2013
	Planning Assistant	3100	CAD. 136/2010/49 Dt. 28-02-2013
	Gallery Attendant	-	CAD. 136/2010/49 Dt. 28-02-2013
	Monument Attendant	-	CAD. 136/2010/49 Dt. 28-02-2013
	Night Chowkidar	1500	CAD. 136/2010/49 Dt. 28-2-2013
	Exploration Officer	-	ETM. 149/83/8 Dt. 13-3-84
	Sr. Conservation Officer	4600	ETM. 149/83/8 Dt. 13-3-84
	Conservation Officer	4300	ETM. 149/83/8 Dt. 13-3-84
Directorate of Library Services, Assam	Assistant Directorate	5400	AR. 21/97/32 Dt. 14-3-2001
Directorate of Accounts & Treasuries	Deputy Director, AFS	-	Not Available
	Assistant Director, Accounts	-	Not Available
	System Administrator	-	Not Available
	Programmer	-	Not Available
	Assistant System Administrator	-	Not Available
	System Operator	-	Not Available
	Sr. F & AO	5400	FEB. 3/86/106 Dtd. 7-12-92
Directorate of Financial Inspections	Joint Director	-	Not Available
	Deputy Director (Technical)	-	Not Available
Higher Education Department, Cotton College	Administrative Officer	5400	B(2)H 125/2000/6 Dt. 18-10-2008
	Finance & Accounts Officer	5400	B(2)M 25/2000/57 Dt. 4-4-2008
	Medical & Health Officer	5400	HLS. 1076/2012/Pt- 1/1981
	Foreman	3300	PWR 16/74/79/PC Dt. 29-07-2004
	Lab Technician	3300	ECL. 86/78/168 Dt. 13-4-83
	Physical Instructor	3300	ECL. 90/59/238 Dt. 10-02-2002
	Pharmacist	3100	ECL. 86/78/158 Dt. 13-4-83
	Library Clerk	2200	EPG. 847/87/3 Dt. 30-1-88
	Scanner Assistant	2200	ECH. 86/76/158 Dt. 13-4-1983
	Section Cutter	2200	EPG. 91/117 Dt. 17-11-91
	Book Man	1800	ECL. 17/89/176  Dt. 8-3-78
	Directorate of Technical Education, Assam	Assistant Librarian	3300
Department of Historical & Antiquarian Studies, Assam	Head Assistant	3100	Not Available
Education Secondary Department	Principal	5900	Not Available

(Sanskrit & Pali Tol)	Lecturer	5100	Not Available
	Pradhan Adhyapak	3300	Not Available
	Second Adhyapak	3300	Not Available
	Graduate Teacher (Arts)	3300	Not Available
	Senior Assistant	2900	Not Available
Education Secondary Department (Sanskrit & Pali Tol)	Graduate Teacher (Science)	3300	Not Available
Education Secondary Department (Sanskrit & Pali Tol)	Junior Assistant	2200	Not Available
	Grade-IV	1500	Not Available
Education Secondary Department/ Junior College/Higher Secondary School	Principal	5900	Not Available
	Lecturer/Post Graduate Teacher	5100	Not Available
	Demonstrator	4300	Not Available
	Junior Assistant	2200	Not Available
	Library Assistant	2200	Not Available
	Laboratory Bearer	1500	Not Available
	Grade-IV	1500	Not Available
Education (General)	Dist. Ele. Edu. Officer	6300	Not Available
Directorate of Madrassa Education, Assam	Assistant Academic Officer	3300	B(3)S-281/97/220 Dt. 9-7-07
Pre-Senior Madrasa	Head Mudaris	3300	Not Available
	B.Sc (Graduate)	3300	Not Available
	F.M (A/T)	2500	Not Available
	H.S (A/T)	2500	Not Available
	Hindi (A/T)	2500	Not Available
	ALT (A/T)	2500	Not Available
	Inter (A/T)	2500	Not Available
Directorate of Forensic Science, Assam	Joint Director	6400	Not Available
Transport Department	Enforcement Inspector	4300	TMV. 323/2007/87 Dt. 08-03-78

**Annexure-15.4****List of Re-designated posts to be incorporated in next ROP Rules**

Sl No.	Department	Designation as in ROP 2010 & GP	Re-designation & Revised GP to be included in next ROP	Order No & date of Re-designation etc.
1	Agriculture	Agricultural Economist GP = 6400	Joint Director Agriculture GP = 6600	AGA. 193/96/113 Dtd. 25-10-2000
2		Sr. Subject Matter Specialist (II & I) GP = 6400	Jt. Dir. of Agri (Extension) GP = 6600 Jt. Dir. of Agri.(Horticulture) GP = 6600	AGA. 193/96/12 Dtd. 07-11-97
3		Sr. Subject Matter Specialist (Training) GP = 6400	Joint Director of Agriculture (Credit & Fertilizer) GP = 6600	
4		Potato Development Officer GP = 6100	Deputy Director of Agriculture (Horticulture) GP = 6300	AGA. 64/86/Pt/11 Dtd. 24-06-91
5		Subject Matter Specialist (Soil Chemist) GP = 6100	Deputy Director of Agriculture, Hailakandi GP = 6300	Up-graded to DAO vide AGA.249/90/31 Dtd. 01-06-91
6		Fruit Technological Officer GP = 6100	Deputy Director of Agriculture, Morigaon GP = 6300	
7		Subject Matter Specialist (District Level) GP = 6100	Assistant Director of Agriculture (District Level) GP = 6100	AGA.105/2000/110 Dtd. 26-08-2003
8		Special Officer (Planning) GP = 6100	Assistant Director of Agriculture (Planning) GP = 6100	AGA.105/2000/110 Dtd. 26-08-2003
9		Special Officer (Rice Package) GP = 6100	Assistant Director of Agriculture (Rice) GP = 6100	
10		Agricultural Information Officer GP = 6100	Assistant Director of Agriculture (Information) GP = 6100	
11		Surveillance Officer (Zonal) GP = 6100	Assistant Director of Agriculture (Surveillance) GP = 6100	
12		Subject Matter Specialist (Zonal) GP = 6100	Assistant Director of Agriculture (Zonal) GP = 6100	AGA. 105/2000/110 Dtd. 26-08-2003
13		Subject Matter Specialist (Zonal) GP = 6100	Assistant Director of Horticulture (Zonal) GP = 6100	
14		Subject Matter Specialist (DL) and Subject Matter Specialist (Econ) GP = 6100	Assistant Director of Agriculture (Training) GP = 6100	AGA. 305/91/23 Dtd. 20-05-92 & AGA. 105/2000/110 Dtd. 26-08-2003
15		Planning cum Statistical Officer GP = 6100	Asst. Dir. of Agri. (Planning cum Statistics) GP = 6100	AGA. 105/2000/110 Dtd. 26-08-2003
16		Farm Superintendent GP = 6100	Asst. Dir. of Agri. (Farm Management) GP = 6100	AGA. 105/2000/110 Dtd. 26-08-2003

17		Special Officer (Farming corporation) GP = 6100	Assistant Director of Agriculture (FMC) GP = 6100	AGA. 193/96/12 Dtd. 07-11-97 & AGA. 105/2000/110 Dtd. 26-08-2003
18		Soil Survey officer GP = 6100	Assistant Director of Agriculture (Soil Survey) GP = 6100	AGA. 105/2000/110 Dtd. 26-08-2003
19		Farm Information Officer GP = 6100	Asst. Dir. of Agri. (Farm Information) GP = 6100	
20		Project Officer (Sugarcane) GP = 6100	Assistant Director of Agriculture (Research & Field Trail) GP = 6100	AGA.193/96/14 Dtd. 31-12-97 and AGA. 105/2000/110 Dtd. 26-08-2003
21		Subject Matter Specialist (Jute) GP = 6100	Assistant Director of Agriculture (Pulse & Oilseeds), Assistant Director of Agriculture (Administration), Assistant Director of Agriculture (Horticulture) GP = 6100	
22		Subject Matter Specialist (M&E) GP = 6100	Assistant Director of Agriculture (M & E) GP = 6100	
23		Horticulturist GP = 6100	Assistant Director of Horticulture GP = 6100	
24		Subject Matter Specialist GP = 6100	Asst. Dir. of Agri. (FTS) GP = 6100	
25		Cash Crop Development Officer GP = 6100	Asst. Dir. of Agri. (Cash Crop) GP = 6100	Redesignated vide Letter No. AGA. 105/2000/110 Dtd. 26-08-2003
26		Agricultural Marketing Officer GP = 6100	Assistant Director of Agriculture (Marketing) GP = 6100	
27		Sr. Marketing Intelligence Officer GP = 6100	Assistant Director of Agriculture (Market Intelligence) GP = 6100	
28		Agronomist (Irrigation) GP = 6100	Assistant Director of Agriculture (Agronomy) GP = 6100	NIL
29		Compost Development Officer GP = 5400	Sub- Divisional Agricultural Officer GP = 5900	Upgraded to SDAO rank vide letter No. AGA. 248/2000/15 Dtd. 22-01-2002
30		Fertilizer Officer GP = 5400	Sub- Divisional Agricultural Officer GP = 5900	
31		Assistant Soil Chemist GP = 5400	Sub- Divisional Agricultural Officer GP = 5900	
32	Agriculture	Assistant Soil Survey Officer GP = 5400	Sub- Divisional Agricultural Officer GP = 5900	Upgraded to SDAO rank vide letter No. AGA. 248/2000/15 Dtd. 22-01-2002
33		Subject Matter Specialist (Watershed Management) GP = 5400	Sub- Divisional Agri. Officer GP = 5900	
34		Assistant Horticulturist GP = 5400	Sub- Divisional Agri. Officer GP = 5900	
35		Seed Development Officer GP = 5400	Sub- Divisional Agri. Officer GP = 5900	

36		Oil Seed Development Officer GP = 5400	Sub- Divisional Agricultural Officer GP = 5900	
37		Market Intelligence Officer GP = 5400	Sub- Divisional Agricultural Officer GP = 5900	
38		Assistant Chemist (Agmark) GP = 5400	Sub- Divisional Agricultural Officer GP = 5900	
39		Demonstration Officer, CC & TC GP = 5400	Sub- Divisional Agricultural Officer GP = 5900	
40		Sugarcane Development Officer GP = 5400	Sub-Divisional Agri. Officer GP = 5900	
41		Assistant Agricultural Information Officer GP = 5400	Sub- Divisional Agricultural Officer GP = 5900	
42		District Agricultural Information Officer GP = 5400	Sub- Divisional Agricultural Officer GP = 5900	
43		Asst. Jute Development Officer GP = 5400	Sub-Divisional Agri. Officer GP = 5900	
44		Agronomist (Sugarcane) GP = 5400	Sub-Divisional Agri.Officer GP = 5900	
45		Surveillance Officer GP = 5400	Sub-Divisional Agri.Officer GP = 5900	
46		Quality Control Officer GP = 5400	Sub-Divisional Agri.Officer GP = 5900	
47		Research Officer (Planning) GP = 5400	Sub- Divisional Agri.Officer GP = 5900	
48		Citrus Development Officer GP = 5400	Sub- Divisional Agri.Officer GP = 5900	
49		Technical officer GP = 5400	Sub- Divisional Agri.Officer GP = 5900	
50		Instructor, ETC GP = 5400	Senior Agri. Dev. Officer (Training) GP = 5400	No.AGA.105/2000/110 Dtd. 26-8-2003
51		Junior subject Matter Specialist GP = 5400	Senior Agri. Dev. Officer All GP = 5400	
52	<b>Agriculture</b>	Senior Agri.Dev. Officer All GP = 5400	Agricultural Officer – All GP = 5400	No.AGA 105/2000/110 Dtd. 26-8-2003
53		Assistant Agronomist GP = 5400	Sr Agri. Dev.Officer (Agronomy) GP = 5400	
54		Farm Management Specialist GP = 5400	Sr. Agri.Dev. Officer (Farm Management) GP = 5400	
55		Junior Subject Matter Specialist, Agronomy GP = 5400	Sr. Agri.Dev. Officer (Agronomy) GP = 5400	
56		Junior Subject Matter Specialist, Plant Protection GP = 5400	Sr. Agri.Dev. Officer (Plant Protection) GP = 5400	
57		Water Use Specialist GP = 5400	Sr. Agri.Dev. Officer (Watershed) GP = 5400	
58		Cotton Development Officer GP = 5400	Sr. Agri.Dev. Officer (Cotton) GP = 5400	
59		Asst. Agri. Marketing Officer GP = 5400	Sr. Agri.Dev. Officer (Marketing) GP = 5400	
60		Assistant Superintendent, Farm GP = 5400	Sr. Agri.Dev. Officer (Farm Management) GP = 5400	
61		Asst. Plant Protection Officer GP = 5400	Sr. Agri.Dev. Officer (Plant Protection) GP = 5400	
62		Assistant Horticulturist	Sr. Agri.Dev. Officer	

		GP = 5400	(Horticulture) GP = 5400		
63		Assistant Soil Chemist GP = 5400	Sr. Agri.Dev. Officer (Soil), Diphu, Haflong GP = 5400		
64		Extension Officer (Agriculture) GP = 5400	Agri. Development Officer GP = 5400		
65		Horticultural Assistant GP = 5400	Agricultural Development Officer (Horti) GP = 5400	AGA. 105/2000/110	
66		Jute Development Inspector GP = 5400	Agri.Dev. Officer (Jute Dev) GP = 5400	Dtd. 26-08-2003	
67	Agriculture	Research Assistant GP = 5400	Agri.Dev.Officer (Soil Analysis) GP = 5400	AGA. 105/2000/110 Dtd. 26-08-2003	
68		Agri. Inspector (Statistics) GP = 5400	Agri. Dev.Officer (Statistics) GP = 5400		
69		Chemical Assistant GP = 5400	Agri. Dev. Officer (Agmark) GP = 5400		
70		Senior Scientific Assistant GP = 5400	Agri.Dev.Officer(Pesti/Fert) GP = 5400		
71		Technical Assistant GP = 5400	Agri.Dev.Officer (Technical) GP = 5400		
72		Microbiological Assistant GP = 5400	Agri.Dev.Officer(Microbiology) GP = 5400		
73		Soil Survey Assistant GP = 5400	Agri.Dev.Officer (Soil Survey) GP = 5400		
74		Agri. Information Editor GP = 5400	Agri.Dev.Officer (Editing) GP = 5400		
75		Analytical Assistant GP = 5400	Agri.Dev.Officer (Soil Analysis) GP = 5400		
76		Farm Manager GP = 5400	Agri.Dev.Officer (Farm Mgmt) GP = 5400		
77		Agricultural Inspector (Jute) GP = 5400	Agri.Dev.Officer (Jute) GP = 5400		
78		Agricultural Inspector (Input) GP = 5400	Agri.Dev.Officer (Input), Diphu GP = 5400		
79		Agricultural Inspector/Irrigation Inspector GP = 4500	Agri. Inspector (Irrigation) GP = 4500		NIL
80		Production Assistant GP = 4500	Prod. Asst. (Fruit Preservation) GP = 4500		NIL
81	Cotton Development Inspector GP = 4500	Agricultural Inspector (Cotton) GP = 4500	NIL		
82	Cartographic Assistant GP = 4500	Cartographic Assistant GP = 4500	NIL		
83	Agriculture	Fertilizer Inspector GP = 4500	Agri. Inspector (Fert. Promotion) GP = 4500	NIL	
84		Marketing Intelligence Inspector GP = 4500	Agri.Marketing (Intel.Inspector) GP = 4500	NIL	
85		Potato Development Inspector GP = 4500	Agri. Inspector (Potato) GP = 4500	NIL	
86		VLEW / Gram Sevak GP = 2100	Agricultural Extension Assistant GP = 2400	AGA.361/2014/81 Dtd.29-02-2015	
87		Publication Assistant cum Reader GP = 2500	Manager Publication GP = 4300	AGA.181/98/28 Dtd.15-03-2003	
88		Museum Assistant GP = 2000	Other Cadres GP = 2200	NIL	
89		Translator GP = 2500	Other Cadres GP = 3000	NIL	
90		Asst. Artist cum Exhibition Asst. GP = 2100	Other Cadres GP = 2400	NIL	

91		Artist GP = 2500	Other Cadres GP = 3000	NIL
92		Process Cameraman GP = 2500	Other Cadres GP = 3000	NIL
93		Senior Photographer GP = 4300	Other Cadres GP = 4300	NIL
94		Flat Machine Operator GP = 2000	Other Cadres GP = 2200	NIL
95		Assistant Offset Press Operator GP = 2000	Other Cadres GP = 2200	NIL
96		Grapho Machine Operator GP = 2000	Other Cadres GP = 2200	NIL
97		Compositor cum Trade Machine Operator GP 1900	Other Cadres GP = 2100	NIL
98		Book Binder GP = 1600	Other Cadres GP = 1800	NIL
99		Cleaner/Handyman GP = 1400	Other Cadres GP = 1600	NIL
100		Mechanic Helper/Night Chowkider GP = 1300	Other Cadres GP = 1500	NIL
101	Irrigation	Sub- Engineer (Civil)/Mech/Electrical	Junior Engineer GP = 3300	No. IGN(E)46/84/6  Dtd.18-07-84
102		Assistant Driller	Junior Engineer GP = 3300	
103		Draftsman Grade – II (Civil)/Mech/Electrical	Subordinate Engineer Grade – I GP= 2700	
104		Overseer Grade – II (Civil)/Mech/Electrical	Subordinate Engineer Grade – II GP= 2400	
105	Irrigation	Subordinate Engineer Grade – III	Subordinate Engineer Grade – II GP = 2400	No. IGN(E)46/84/6  Dtd.18-07-84
106		Overseer Grade – III	Subordinate Engineer Grade – II GP = 2400	
107		Trained Section Assistant	Subordinate Engineer Grade – II GP = 2400	

## 1. Background

1.1 The Seventh Assam Pay and Productivity Pay Commission is the first Pay Commission of the State mandated to consider the issue of Productivity Pay and devise methods for forging a link between employees pay and productivity. One of the terms of reference of this Commission is “to suggest schemes of incentives, keeping in view, inter-alia, its bearing upon performance and productivity and make recommendations of the general principles, financial parameters and conditions for an appropriate incentive scheme to reward the excellence in productivity, performance and integrity.

1.2 The productivity of the employee is the measurement of his efficiency in delivery of services and the way the employees respond to the needs of the citizens. Performance appraisal of the employees is not, by any means, an easy task particularly when it comes to the measurement of services which are nonquantifiable as compared to the measurement of the output of goods in a factory which is quantifiable. Moreover in Government services, performance is not measured in terms of profit earned as in private establishments but in terms of the degree of social welfare that performance may promote. Improving the quality of life of the people, providing basic medical facilities to the people, ensuring a crime free society and so on will promote social welfare.

1.3 The Fourth Central Pay Commission was the first to have recommended variable increments for better performance of the employees. The Fifth Central Pay Commission sought to establish a performance linked pay component for the Civil Services pay structure. The Sixth Pay Commission recommended a framework for Performance Related Incentive Scheme (PRIS). Employees fulfilling certain eligibility criteria were to be covered by PRIS. Some of the criteria underlined were the achievement of a rating of 70% in delivering goals set in the Results Framework Document (RFD), achieving cost savings, implementation of bio-metric access control system in offices and the like.

1.4 PRIS was, however, not implemented by many departments of Government of India because of certain inherent deficiencies like the voluntary nature of the scheme, the dependence of the scheme on savings generated by the department, the absence of a reliable performance measurement instrument and the casual approach to RFD. The department of Atomic Energy and Space implemented PRIS in a modified form and it was independent of budgetary savings of the departments.

1.5 The Seventh Central Pay Commission has recommended the introduction of the Performances Related Pay (PRP) to all Government employees to be based on (a) general guidelines (b) RFDs and (c) Annual Performance Appraisal Report (APAR). The **general guidelines are** that (i) one common model will not serve the purposes of different departments with different sizes and patterns and therefore, each department should design its own model based on its requirements, (ii) the financial benefit to be offered to the employees must not be related to savings of organization and (iii) Training of the employees should precede the introduction of PRP. The Seventh Central Pay Commission found that RFDs have been implemented in 72 Central Government Ministries/departments. However, the Commission pleads that RFD should be linked to a modified APAR that will highlight



organizational performance as well along with the focus on the individual performance. Further, the objectives of the APAR should be weighted objectives along with the Key Performance Indicators (KPI). The Commission recommended 60% weight on work output and 40% on personal attributes.

1.6 PRIS has been introduced in Singapore, South Korea, Vietnam, Pakistan and some other countries. PRI is paid in the form of merit increments and bonuses. The increment varies from 3% to 20%. Countries like South Korea pay bonus up to 100%. The Central Public Sector Enterprises (CPSE) in India has introduced PRIS where the payment not exceeding 5% of the distributable profits is paid.

1.7 A study conducted by IIM Ahmadabad shows that the majority of Government employees get increase in salary which is hardly related to performance. This is detrimental to hard work and risk taking ability of the employees. Under the conditional advancement system, efficiency is the sole criterion for advancement unlike the automatic advancement system where it is the length of service that determines advancement. Both the systems have their own merits and demerits. While the automatic advancement system may make employees lethargic and complacent, the conditional advancement system will keep the employees active and focused all the time. On the other hand the conditional advancement system may lead to corrupt practices and favoritism, while the automatic advancement system is likely to curb such practices.

1.8 There cannot be one unique model for PRIS for all the departments as these are not equally placed in all respects. The organizational structure differs from department to department. Some departments may be well established while others may be relatively new. Therefore, a micro approach will be necessary where each department will formulate its own PRIS depending on its own characteristics.

1.9 However, the micro approach will be less effective without proper delegation of powers at the field level. The scope for taking initiatives and promoting innovativeness in the organization may get lost with a strict adherence to a plethora of rules and regulations implemented centrally.

## **2. Enabling Environment**

2.1 The first essential step towards measurement of employees productivity is to create an enabling productivity environment in the establishment. The desirable congenial environment is a function of what is known as ergonomics. Ergonomics is the study of the relationship of employees and the physical environment of work in the establishment. It encompasses such disciplines as psychology, physiology and inter personal transactions providing the basic requirements for the creation of a healthy environment of work.

2.2 The work environment check list prepared by Arthur Associates Management Consultants Ltd., Northport, New York may be considered as a broad guidelines for the creation of a healthy office environment. Some of the items in the check list are physical working condition, extensive standing or sitting, ventilation, exposure to chemicals or fumes, work space, noise level, types of machinery and equipment handled by the employee, work schedule and so on.

2.3 A congenial office environment tends to motivate the employees and raise the level of their productivity. The absence of such an environment leads to absenteeism, insensitivity, irritation, error-proneness of the employees with adverse impact on productivity and the level of physical well-being of the employees. Given the office environment and the expected improvement in the service delivery system, a trusting relationship between the citizens and the government can be built up over a reasonable period of time.

### 3. Training

3.1 In any strategy aimed at improving the level of productivity of the employees the importance of the training of the employees can hardly be over emphasized. In the words of William G. Torpey, “training is the process of developing skill, habits, knowledge and attitudes in employees for the purpose of increasing the effectiveness of employees in their present Government position as well as preparing employees for future Government position.” Training is a continuous process for need-based skill development of the employees at different stages of their service career.

3.2 Training may be of different types like – i) basic knowledge training to make the employee familiar with the job ,ii) job-exposure training on how to perform the job, iii) refresher or in-service training to make the employee aware of the changes in procedure, new technology etc. and iv) supervisory training for supervisors’ effectiveness in planning, organizing, controlling of employees to compare actual results to results expected. Post training evaluation is also necessary to assess the extent of transfer of learning to the job as well as the extent to which the objectives of the training imparted have, at the end of the day, been fulfilled.

### 4. Other Factors

4.1 Apart from training, proper record management also has its bearing on the productivity of the employee as it saves time and cost and checks misplacement and destruction of files by mistake. The process of making miniature film images of documents i.e. micrographics will make record management more effective.

4.2 In the near future, office automation will further improve the service delivery system consequent to the rise in employees productivity. The State Government has already initiated a slew of measures to tone up secretariat administration and tax administration and has highlighted the need for such I.T. led measures.

4.3 E-governance is round the corner. E-governance delivers electronic services to its citizens. It applies electronic means in interactions between the government and the citizens, government and the corporate world as also in intra-government functioning. It will ensure efficient and cost-effective delivery of public services. Digital governance will drastically change the nature of citizen-governance relationship and is a bold step towards good governance. Information will no longer remain centralized in the hands of a few, the citizens will get a direct access to it.

### 5. Productivity Measurement :

5.1 Over the years different countries of the world have designed and developed different devices to measure the productivity of their employees. Organization for Economic Cooperation and Development (OECD) countries like France, U.K., Japan and Canada have applied the performance related pay (PRP) which is the variable part of pay awarded each year ( or any other periodic basis) depending on performance.

5.2 There are problems of measurement of productivity of employees, both Executive and Staff, and these exist even in organization where productivity is quantifiable. Report No. 21 of 2016 of the Comptroller and Auditor General of India (CAG) which was tabled in Parliament has revealed that the state-owned Oil and Natural Gas Commission (ONGC), India’s largest producer of crude oil accounting for 69% of the total crude production, has **over reported its crude oil production** by 12.1% during the period of five years from 2010-11 to 2014-15. This over reporting and incorrect reporting has resulted in overpayment of performance related pay (PRP) to the Company executives

and staff. This has also led to the company sharing an additional subsidy burden of Rs.18,787.43 crore during the period as mentioned.

5.3. CAG report further states that anomalies abound in production measurement practices. Over reporting of crude production is because of the inclusion of “items other than crude oil ” namely basic sediment and water (BS&W), off-gas, recoverable internal consumption and ‘Condensate’ production. Moreover, production figures compiled at offshore platforms were higher than actual sale quantity. The CAG report observes “In onshore areas, it was noticed that to reconcile over-reported production, fictitious inflating of closing stock of crude oil, erroneous reporting of theft of crude oil and reporting non-existent pit oil as stock were adopted. Furthermore, the Company had no Standard Operating Procedure (SOP) for metering and measurement.”

## 6. Present Status

6.1 The recruitment policy at present is more localized than centralized with the result that it is not the same level playing ground for the employees across organisations. The prevailing training module of the employees is not tuned to the training needs at the desk level. There is no post-training evaluation as well.

6.2 Biometric Access Control System was introduced some time back in the Assam Secretariat but it is not functioning at present. Some of the machines are out of order while the information compiled from other working machines is yet to be put to any useful purpose.

## 7. Conclusion and recommendation

7.1 PRIS is to be preceded by a performance management system (PMS). In the presence of a large array of non-quantifiable factors attached to the goal of the maximization of social welfare, it may not be all that easy to strike at a proper PMS. PMS will be conditioned by the quality of service delivered, the feedback from the stakeholders, continuous stock taking of the performance of the employees, financial implications and the like.

7.2 While the organizational culture as a whole will influence the PMS it will also be necessary to recognize the varying levels of efficiency of the individual employees of the organization. It may also be necessary to deny PRIS to those employees who fail to come up to the mark.

7.3 The Biometric Access Control System which has been introduced earlier should be activated. The information collected from the system should be compiled over a period of year to determine the pattern of regularity of each of the employee. **Standard should be fixed for a minimum level of attendance in terms of hours of work during the year ending 30<sup>th</sup> June and any person who puts in less than the standard hours of work during the year, his increment should be withheld.** This system will allow condonation of casual loss of working hours in case of sincere employees and should also take into account the excess hour of work put in by an employee beyond the regular office hours and during holidays. It is felt that this system would be better as compared to the system of deducting pay for lack of adequate working hours on monthly basis.

7.4 As a first step towards an exercise to assess the productivity of the employees, it will be necessary to take the following steps:-

- (i) To recruit proper and suitable personnel through a rigorous process of selection ;
- (ii) Putting direct recruits on probation for a period of three years to improve their skills and to make probation exercise effective, Probation Pay should be fixed as a lump-sum amount equivalent to 50% of the pay of the post;

- (iii) To create a congenial work environment with level playing field for the employees;
- (iv) To identify the training needs of the employees during their service career department-wise;
- (v) To accelerate the process of installation of E-governance in full sense of the term ;
- (vi) To devise a thorough professional and scientific performance measurement technique and
- (vii) To introduce a system where every service holder is required to serve in difficult areas at least once in the service career with the incentive provided by a reasonable difficult area allowance and to treat lack of experience of service in such areas as a disqualification in performance measurement;

#### 7.5 The **Commission therefore recommends:-**

- (1) To introduce the concept of productivity pay on a pilot basis with a small group of employees in an office.
  - (2) All employees of the selected group be trained before evaluating their performance and be provided same work environment.
  - (3) For performance measurement appropriate method be identified with the help of consultants and a limited number of parameters, which are easily and objectively measurable, be selected to evaluate performance
  - (4) Finally a suitable productivity pay scheme be worked out and the impact of this scheme be studied for at least 3 years.
  - (5) Introduce the Bio-matric Access Control system to check attendance and make rules for effecting the Increment in a reasonable and proportionate manner.
-

## FINANCIAL IMPLICATIONS

## Chapter-17

## 1. Date Of Effect

(i) The issue relating to the date of effect of the recommendations of the Commission was discussed in the last full meeting of the Commission held on 4<sup>th</sup> October, 2016. A question was raised whether the terms of reference of the Commission mandates it to specify the date of effect. It was clarified that the Govt. Notification dated 2<sup>nd</sup> June, 2015 does not include any such term of reference while the terms of reference of the 7<sup>th</sup> CPC included specifically the term to recommend the date of effect of its recommendations. In view of this position it was felt that the Commission carefully considered this issue.

(ii) The terms of reference of the earlier Commissions/Committees set up by the State Government were examined and it was found that none of these included any such term of reference. In spite of this, all the Pay Commissions/Committees have suggested the date of effect in their recommendations. The position of this matter is as below :-

Sl. No.	Date of constitution of Pay Committee/ Commission	Date of submission of report	Notional date of effect of recommendation	Date of draw of revised pay
1	17.9.1947	NA	1.4.1948	NA
2	18.7.1955	NA	1.10.1956	NA
3	24.9.1962	29.2.1964	1.4.1964	1.4.1964
4	8.2.1972	9.4.1973/29.10.1973	1.1.1973	1.1.1973
5	8.11.1979	29.6.1982	1.1.1981	1.1.1981
6	2.5.1988	8.5.1990	1.1.1989	1.1.1989
7	30.5.1994	27.6.1997	1.1.1996	1.1.1996
8	30.5.2008	15.10.2009	1.1.2006	1.10.2007*

\*In case of the APC-2008 the fixation was done notionally on 1.1.2006 but the revised pay was allowed only with effect from 1.10.2007.

The Commission felt that the **practice followed by the previous Commissions should be honoured and a date of effect should be recommended.**

(iii) While making the recommendations regarding the date of effect, the **APC-1972** recorded in para 1.4 of Chapter-I as follows-

“We have given very careful consideration to the date from which the revised scales recommended by us should be brought into force. The Financial Commissioner who was examined in this regard stated that in view of the very difficult financial position of the State it would be difficult for the Government to shoulder any burden for arrear payments and suggested enforcement of the revised scales with effect from 1<sup>st</sup> March, 1973. We are, however, of the view that taking due account of the State’s resource position as well as the fact that the average prices of the notional year of 1972 have been taken into account in fixing the minimum remuneration, it would be just and proper to enforce the revised scales with effect from 1<sup>st</sup> January, 1973. We accordingly recommend that the revised scales be brought into force with effect from 1<sup>st</sup> January, 1973.”

(iv) **APC 1979** argued as follows:-

“ We have merged in the basic pay, the dearness allowance in full as admissible on 31.12.1980 and recommended sanction of dearness allowance on revised pay at Central rates for every 8 points of rise beyond 384 points. We accordingly recommend that the revised scale be brought into force with effect from 1.1.1981.”

Further they recommended that for the revision of special pay and the special pay recommended for new category of positions and other allowances recommended newly, effect should be given from 1.1.1982 in view of the availability of resources for giving effect to these recommendations.

(v) **APC-1988** considered the demand of the employees to give effect to its recommendations from the date from which the Central Government employees started enjoying the benefits flowing out of the recommendations of the 4<sup>th</sup> CPC i.e. 1.1.1986. It examined the date of effect prescribed by earlier Pay Bodies set up by the State Government and found that the gap between the two revisions was about 8 years. The pay was last revised with effect from 1.1.1981 after a period of 8 years and therefore, the Commission, felt that enforcement of another revision with effect from 1.1.1986 would be too early and therefore recommended the date of effect to be 1.1.1989.

(vi) As for the recommendations of Central Pay Commission, it is observed that 6<sup>th</sup> CPC was constituted on 5.10.2006 and it submitted its report in March, 2008. The date of effect of its recommendation was 1<sup>st</sup> January, 2006 and revised pay was allowed from same date. The 7<sup>th</sup> CPC was constituted on 20.2.2014 and submitted its report in December, 2015. The date of effect of its recommendations was 1<sup>st</sup> January, 2016 and revised pay have been allowed from the same date.

(vii) It is seen that till 1996 the pay revision was done at an interval of 8 years and in fact the revision of 1996 was done after 7 years. Thereafter a 10 years cycle has been followed leading to the revision in 2006 Government of India changed to a 10 years revision cycle from 1.1.1986 but in case of the State Government employees the revision in 1989 and 1996 was still done at the interval of 8 years and 7 years. If the 10 years cycle would have started from 1989 the revision would have been due in 1999, 2009 and 2019. **APC-2008 recommended that the revised pay structure be effective from 1.4.2009 but added further that the revised pay for the employees shall be notionally fixed as on 1.1.2006.** They further clarified that no arrears would be paid for the period between 1.1.2006 to 31.3.2009. Though the recommendations of APC-2008 apparently followed a correction course, the State Government subsequently agreed to pay revised salaries with effect from 1.10.2007.

(viii) **The employees demand 1.1.2016 as the date of effect which implies a revision after 8.25 yrs.** In the light of the above discussion and the prevailing resource position of the State the Commission is of the view that-

- (a) 10 year gap be maintained between present and the last date of effect i.e. 1.10.2007.
- (b) The retrospectivity of the date of effect should not be encouraged as the resources cannot be generated retrospectively.
- (c) Practice followed by Central Pay Commissions who always recommend prospective date of effect be the guideline.
- (d) Date of effect should be shifted to 1<sup>st</sup> April instead of 1<sup>st</sup> January for better financial management and avoid liabilities of previous year being carried to next year.

(ix) **This Commission therefore recommends:-**

- (a) Date of effect of its recommendation be 1.4.2017 and benefit of revised pay should start from this date.

- (b) Since DA as on 1.1.2016 has been merged by the Commission while working out revised pay, any installment of dearness allowance that becomes due to the employees between 1.1.2016 to 31.3.2017 shall be paid as per the decision of the Government of Assam.
- (c) The increment due on 1.7.2017 shall be allowed to employees who have completed three months or more of service in the revised pay scale on 1.7.2017.

## 2. Financial implications

The broad estimate of the additional annual financial implication of the recommendations made by the Commission is as follows:

(i)	Pay	Rs. 1930.07	Cr
(ii)	Pension	Rs. 1012.00	Cr
(iii)	Allowances etc.	Rs. 296.21	Cr
(iv)	<b>Total</b>	<b>Rs 3238.28</b>	<b>Cr</b>

Detail breakup of this implication is at **Annexure - 1**

The additional annual financial implication is estimated to be Rs 3238.28 Crores for 2017-18 which is estimated to increase by 10% during each subsequent year due to increase in Dearness Allowance, annual increments etc.

## 3. FRBM Implication

The Terms of Reference of the Commission includes a reference to the AFRBM Act. The Commission has taken note of the implications of the AFRBM Act and considers that the matter of pay revision and the AFRBM Act have to be viewed in a broader context. While hypothetically salaries and others benefits to government employees need not be increased periodically, in reality such revisions are taken as given. Central Government, having access to funding of a magnitude not available to states, periodically revises the rates of pay and allowances of Central Government employees at regular intervals. The states, even though they do not have funds to the same extent, have to invariably follow suit, sooner or later. Thus, the regulation of government expenditure that is mandated by the provisions of the AFRBM Act would have to be substantially enforced in other areas. Potential for reduction in expenditure exists in rationalization of jobs and of departments, job enrichment and increasing revenues.

## 4. Resource Mobilization

The Commission is conscious of the fact that the recommendations made by the Commission shall have extra financial implications. In this context, the Commission recommends the following points for action with twin objectives of improving resource position of the State Government along with improved administration which is more effective -

- (i) Direct revenue earning departments should become more efficient in improving tax collection and plugging loopholes to prevent tax evasion and mop up additional revenue to partially meet the funds needed on account of pay revision.
- (ii) Better methods be attempted for collection of user charges like water, electricity bills etc
- (iii) Productivity of Tax collecting machinery be increased by introducing total computerization, paperless offices, and use of technology wherever feasible.
- (iv) Speedy completion be ensured in respect of all time bound programme/ schemes to avoid cost over-runs.

(v) The Government may set up a review committee for right-sizing all the departments. All posts which have lost their functional utility should be abolished and terminal scales may be given to the present incumbents. Surplus manpower may be retrained and redeployed in other departments if required. This rationalization of manpower to be taken up in a time bound manner. Progressive rationalisation by about 10% of existing manpower in next 5 years may be considered.

(vi) Existing employees of Class III may be retrained and made multi-skilled and multifunctional to increase their productivity.



## Annexure-17.1

## Additional Financial Requirement For 2017-18

Sl. No.	Item of Expenditure	Amount (in Crores)	
<b>1</b>	<b>Salary</b>	<b>1930.07</b>	
	(i) Due to revision	1908.00	
	(ii) Equalisation of District & Head Quarter level Pay of Ministerial staff	22.00	
	(iii) Upgradation of 100 Nos of PSO Havildar to GD Havildar	0.07	
<b>2</b>	<b>Pension</b>	<b>1012.00</b>	
	(i) Due to revision	900.00	
	(ii) Commutation	12.00	
	(iii) Leave Encashment	40.00	
	(iv) 20% Addl. Quantum of Pension to the Pensioners above 80 Years of Age	60.00	
<b>3</b>	<b>Allowances</b>	<b>296.21</b>	
	(i) House Rent allowance (Addl. 20% of existing amount)	120.00	
	(ii) City Compensatory Allowance	7.00	
	(iii) Special Compensatory allowance	0.42	
	(iv) Ration Allowance	108.00	
	(v) Rifle Allowance	3.72	
	(vi) Compensatory Allowance	36.00	
	(vii) Special Allowance	3.42	
	(viii) overtime Allowance	2.94	
	(ix) Disability and Child care Allowance	1.00	
	(x) Kit Allowance	0.18	
	(xi) Kit Maintenance Allowance	6.00	
	(xii) Messing and Dhubi Allowance	1.00	
	(xiii) Commando Allowance	2.04	
	(xiv) Floating Allowance	0.30	
	(xv) Technical Allowance	0.78	
	(xvi) Special Allowance to S.B. Personnel	3.21	
	(xvii) Transport Allowance to the Employees of Assam Bhawan	0.20	
<b>4</b>	<b>Total</b>	<b>3238.28</b>	

**ADMINISTRATIVE REFORMS:****Chapter-18** 

**1.1** One of the terms of reference of the Commission is *to work out a framework for an emolument structure linked with the need to attract the most suitable talent in government service promote efficiency, accountability and responsibility in the work culture and foster excellence in the public governance system to respond to the complex challenges of modern administration and the rapid political, social, economic and technological changes with due regard to expectations of the stakeholders and to recommend appropriate technology and skill development through training and capacity building for different category of employees through a competency based framework.*

**1.2** According to this mandate the Commission has made recommendations in various chapters of the report. Reorganization of directorates, Modified Assured Career Progression Scheme are example of such suggestion. In addition to this the Commission felt that certain reform measures are needed in order to make the Government machinery more responsive and effective for which following suggestions are made.

- a. The issue of establishing Mini Secretariat at the level of Divisional Commissioners has been discussed for a long time. There is an urgent need to take steps to implement this concept and ensure that the matters relating to the welfare activities are decided and finalized at this level. Divisional Commissioners should be vested with the following powers to:-
  - (a) Transfer officers of various departments within their own jurisdiction.
  - (b) Take disciplinary action against officers working in their jurisdiction.
  - (c) To sanction schemes and release of funds for their execution.
  - (d) To monitor the progress of work of various schemes and take corrective action.
- b. There should be a Divisional Level planning Body with the Divisional Commissioner as its convener and peoples' representative as members. This body should prepare plans for the development of the division and provide guidance at regular interval for their implementation and modification etc.

**1.3** There has been a growing demand among the employees for Hazard Allowance which the Commission has not supported. The view of the Commission is that such allowance given to individuals cannot do justice as far as the mitigation of hazard is concerned. The Commission has recommended that the nature of Hazard should be identified and infrastructure improvement should be made to avoid hazards and ensure safety. In this context, the Commission would further like to suggest that in all places of work or places where services are delivered, an exercise should be conducted to determine the hazard faced by the employees as well as the common people. Hospitals and industrial production units can be the places to start with this exercise. Effort should be made to make such places **compliant with the ISO standards** and appropriate certificates should be obtained.

**1.4** Commission has taken stand against the Non Practicing Allowance which has been claimed by many groups of employees. Commission is of the view that in the evolving economic situation more and more people have got the opportunities to work beyond the scope of Government duty. For example, teachers, engineers, agriculture scientists and veterinary doctors all have openings in their field and in fact their services if available to the people, will be of great help to the growing economy. In this scenario the old rules and regulations prohibiting the Government servants to utilize their

capacity needs a review. The demand of the time is that while the Government should prescribe the duty hours and ensure that the employees do justice to the government work during this period, they should be given **freedom to utilize their extra time** beyond office hours for engaging themselves in private practice and **making full use of their capacities**.

**1.5** In the matter of recruitment it is suggested that in every service the initial recruitment should be on a probation for 3 years. During this period the performance of the new recruit should be very closely monitored and to stress upon the importance of probation he should be paid only a fixed lumpsum amount equal to 50% of the pay. He should be paid the emoluments as per the scale only after successful completion of the probation.

**1.6** The initial recruitment to the posts, not covered by APSC regulations, shall be made through an independent body like Staff Selection Commission. This will bring in uniformity in standard of recruitment and transparency. This Commission should recruit staff for all the departments of the Government.

**1.7** To ensure equal development of all the areas of the State, efforts should be made to compulsorily post every officer at least once in his service career to the remote and difficult areas. If any officer has not worked in such areas at least once it should be treated as a disqualification for promotion and confirmation in service. Duration of such posting should be decided by each department and it should also be ensured that no one is forced to work in those areas beyond such mandatory period.

**1.8** Commission has recommended that the GP of ministerial staff in the district level offices and the HoD level offices should be same. Further, within the district the inter-department transfer should be introduced. Similar transferability among the staff of different districts within a revenue division be introduced.

**1.9** Revision of pay etc. which is at present done after 10 years should be re-planned in a manner that it coincides with the period of award of Finance Commission. This will make the estimation of resources more realistic. Further the work of the revision should be restricted to the matters relating to pay and allowances only and for this purpose perhaps the Pay Research Unit of the Finance Department can be suitably strengthened for a limited period of 3 months during which they can suggest changes in the pay etc. depending upon the expected resource from the next Finance Commission.

## EXECUTIVE SUMMARY

---

1.1 State Government constituted the 7<sup>th</sup> Assam Pay & Productivity Pay Commission in June, 2015 and allowed it to submit the report within 31<sup>st</sup> October, 2016. The financial resources of the State and the composition of State employees were studied and the views of various employee organizations were taken into account for determining the principles of pay revision.

1.2 Commission used the Aykroyd Formula for determining the minimum pay, as has been done by the 7<sup>th</sup> CPC. According to this analysis the minimum pay has been fixed at Rs.15900 which is 2.62 times the minimum pay recommended by the Assam Pay Commission 2008. This implies a real increase of 16.44% over the previous minimum pay. The Commission has recommended a maximum pay of Rs.1,30,000 as fixed pay and with this the ratio of the maximum pay to minimum pay has become 8.18 as against 9.08 in case of the earlier Pay Commission.

1.3 Rate of increment has been recommended as 3% to be added on 1<sup>st</sup> July every year and employees completing three months or above in the grade as on 1<sup>st</sup> July shall be eligible for such increment. In the existing system an employee on reaching the maximum of the PB, spends two years from the date of last increment at that stage without further movement. At the end of two years he is eligible to move into next higher PB as a measure of financial upgradation and given the increment. The Commission has recommended that on reaching the maximum of the PB the employee will continue to get the increment subject to crossing of EB in accordance with the provisions of FR 25.

1.4 Commission considered the recommendations of 7<sup>th</sup> CPC to replace the PB-GP system introduced by 6<sup>th</sup> CPC by a new system of pay matrix. After examining all the issues the Commission has preferred and recommended the PB-GP system with suitable modifications in the light of the experience of last ten years in the State. Though it has recommended PB-GP system, it has prepared a Pay Matrix also for alternative consideration of the Government, if needed.

1.5 The proposed pay structure accordingly has five pay bands and one fixed pay with total 24 GP. While the number of PB is same as before, the number of GP have been reduced by 6. While determining the minimum and maximum of a PB and the level of each GP, a relationship has been created between the previous PB and GP. The entire DA as on 1.1.2016 i.e. 125% of the basic, has been taken into account while creating this relationship.

1.6 The gap between the GPs, thus determined, has been increased and by and large equalized. The range of the pre-revised GP was Rs.1500 to Rs.8700 with an average gap of Rs.248 which was not evenly distributed. The minimum gap was Rs.100 while in few cases the gap was Rs.500, Rs.600 and Rs.1100. In the revised system the range of GP is Rs.3900- Rs.18500 with an average gap of Rs.608. The minimum and maximum of the gaps is Rs.500 and Rs.1000.

1.7 The minimum pay of the 5 revised PBs is 2.5 to 2.75 times of the minimum of the earlier corresponding minimum pay. Similarly the maximum of the 5 revised PBs is 2.43 to 2.75 times the corresponding previous figures. The span of the PBs are fairly comparable to that of the previous PBs.

1.8 The Commission has recommended a Modified scheme of Assured Career Progression. Recommendations of APC 2008 regarding creation of Assam Administrative Service have been reiterated and measures have been suggested to make it a better tool for administrative transformation.

1.9 Commission has recommended City Compensatory Allowance for employees working in Guwahati and Special Allowance for the Special Branch personnel.

1.10 Additional quantum of pension equivalent to 20% of the pension drawn by the pensioners above 80 years of age has been recommended. Ceiling of DCRG has been increased to Rs.15.00 lakhs. Simplified procedure for medical reimbursement of pensioners has been suggested.

1.11 Family pension equal to the original pension is recommended till 7 years after the death of the pensioner or till the date the pensioner would have attained the age of 67 years, whichever is earlier. However in case of an employee who dies before retirement, the original pension will continue for ten years with a ceiling of 67 years of age. Benefit of increment, change in DA and pay revision if any, is also recommended for special family pensioners. Simplified procedure for grant of family pension to disabled children of the pensioner is also recommended.

1.12 Commission has also proposed equalization of pay for the ministerial staff of district establishments and director level establishments. This proposal is linked to a system of centralised recruitment through a Staff Selection Commission and a new model of transfers of such staff.

1.13 A number of issues, raised by different departments have been examined and necessary recommendations have made in respect of these issues. There were several issues which were common to many departments and they have been dealt with separately. These include reorganization of directorates, deletion / inclusion of irrelevant /relevant information & data in the ROP and delinking of the issue of Gazetted status with the pay scale.

1.14 The matter relating to productivity pay has been closely examined and it is recommended that before introducing any scheme for such pay certain other preliminary actions should be taken.

1.15 The financial implication of the recommendations for the year 2017-18 is estimated to be Rs.3238.28 crore of which Rs.2942.07 crore are for the revision of salary and pension. This also includes Rs.60 crore for the additional quantum of pension recommended for pensioners above 80 years of age.

1.16 The Commission has taken 1.1.2016 as the date for calculation minimum pay etc. and has recommended 1<sup>st</sup> April 2017 as the date of effect for these recommendations. All allowances and benefits recommended by the Commission shall have prospective effect.



