

**GOVERNMENT OF ASSAM
FINANCE (PAY RESEARCH UNIT) DEPARTMENT
DISPUR ::::: GUWAHATI-6**

ORDERS BY THE GOVERNOR

RESOLUTION

Dated Dispur, the 2nd 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 1st January, 2006 on the recommendations 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 relatable 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 measureable performance.

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

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| 1. Shri P.P. Varma, IAS (Retd.) | - | Chairman |
| 2. Chief Secretary of Assam | - | Member |
| 3. Secretary to the Govt. of Assam,
Personnel Department | - | Member |
| 4. Shri Kameshwar Laskar,
Retd. Secretary to the Govt. of Assam,
Legislative Department | - | Member |
| 5. Professor Dilip Baruah, Retd. Principal,
Cotton College and Head of Deptt. Economics | - | Member |
| 6. Shri Simanta Thakuria, Secretary
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 7th 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.

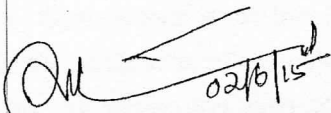
6. The Commission will submit its report as soon as practicable but preferably within 15 months from the date of its constitution.

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.

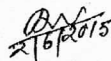

Secretary to the Govt. of Assam,
Finance (PRU) Department.

Memo No.FPC.1/2015/ 25 -A,
Copy to :-

Dated Dispur, the 2nd June , 2015

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.
