

## A Brief on 6<sup>th</sup> Central Pay Commission Recommendations

Effective Date	:	01.01.2006
Anticipated Pay Increase	:	28-32%
Four Groups Recommended	:	Group-C – 1 ; Group-B – 1 ; Group-A – 2 (in the form of Pay Bands : PB-1, PB-2, PB-3 and PB-4)
Total Number of Pay Scales	:	20 – Reduced from 35 existing pay scales
Minimum Salary in Group-C	:	Rs.6660 (Rs.4860 Basic Pay + Rs.1800 Grade Pay)

1. HRA for Mysore raised to 20% as against the present 15%
2. CCA has been merged/included in Transport Allowance and the same has been increased to 4 times
3. Annual increments to all CG employees of PB-1 and PB-2 will be paid at the rate of 2.5% of the Total Pay and Grade Pay. The existing fixed rate of increment is abolished. For 80% of CG employees of PB-3 and PB-4 employees, this 2.5% annual increment will be given and for the remaining 20% (to be decided by the concerned authorities) an annual increment of 3.5% will be given. However, the Sixth CPC has advised the Government to make this scheme available to the PB-1 and PB-2 employees also
4. Increment date for all CG employees will be 1<sup>st</sup> July of every year. The present system of increment stands abolished.
5. Promotion from one post to another is possible only in the eligible Pay Band and only one increment will be given at the time of promotion
6. A new Medical Insurance Scheme recommended for all CG employees. For all new recruits and new pensioners this scheme has been made compulsory and for the existing employees an option has been given either to accept or not to accept. The Commission recommended for a separate scheme for pensioners in order to meet to their OPD needs
7. All allowances like HRA and Transport have been made inflation proof – ie. As and when the DA increases, the HRA also to be increased proportionately; and the Transport Allowance however will be raised proportionately on a yearly basis
8. All Interest Bearing Advances like House Building, Vehicle, etc. are not to be given by the Government. But the same can be drawn from a Public Sector Bank identified by the Government with due approval from the Sanctioning Authority of the employee, and the rate of interest equal to 2% will be refunded to the employee by the Government.
9. All allowances like night duty allowance, etc. are doubled
10. Risk allowance has been replaced by risk insurance
11. Reimbursement of Education Allowance raised from Rs.50 to Rs.1000 per child per month. Hostel subsidy raised from Rs.300 to Rs.3000
12. No recruitment in Group-D in future
13. All the Group-D employees will be imparted training and will be placed in the minimum of Group-C Scale of Pay – ie. Rs.4860-20200 (Pre-revised Rs.3050-4590)
14. Retirement age of 60 years to continue
15. Five Day Week to continue
16. Only 3 National Holidays will be declared (Republic Day, Independence Day and Gandhi Jayanthi) unlike the existing 17 Holidays. The Festival Holidays will be converted into Restricted Holidays (RH) and accordingly 8 RHs and 8 CL have been recommended
17. No adhoc bonus but productivity linked bonus. For R&D Organizations like CSIR, the report is silent with regard to payment of adhoc bonus
18. LTC to be paid at Actuals – ie. wherever the employee & his family members go and in whatever routes they go to reach their destinations and back, the entire journey charges will be reimbursed unlike the present rule where an employee will be paid the journey charges covering the shortest point-to-point route.

19. In the entire service, one can avail six times encashment of EL of 10 days duration each for availing LTC and the same will not be taken into account at the time of retirement. At present, 10 days' EL can be encashed at the time of availing LTC, but the same will be deducted at the time of retirement
20. The minimum requirement for grant of full pension is 20 years as against the present 33 years. The Pension is to be paid at 50% of the average emoluments/last pay drawn (whichever is more beneficial)
21. Higher rates of pension for retirees who live beyond 80 years
22. Family pension to be paid to the family of the deceased at the enhanced rates for a period of 10 years as against the present 7 years
23. A liberal package offered for employees leaving service between 15 to 20 years
24. Benefits for staggered working hours, special leave for child care, enhanced maternity leave of 180 days, etc. have been recommended for Women Employees
25. For employees possessing disabilities, various benefits like enhanced CL, special aids, enhanced transport allowance, etc. have been recommended
26. Enhanced pay scales for Nurses, Teachers, Postmen, etc. has been mooted
27. For Employees in the pay scale of S-12 (Rs.8700-34800+Rs.4200 GP) possessing Degree in Engineering or Law, the Commission recommended for upgradation of their pay scales by one stage, ie. to S-13 (Rs.8700-34800+Rs.4600 GP)
28. For Defence forces, an extra allowance ranging from Rs.1000-6000 per month has been recommended
29. All future recruitment in Administration will be made as Executive Assistants with minimum graduation and one year Diploma in Computers, and they are required to perform all the functions of Assistants and Private Secretaries. No Stenographers recruitment in future

[The other recommendations relating to Group-B and Group-A have not been detailed]

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